Integrated Report 2023

TEGRA
INCORPORADORA

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Message from the CEO

GRI 2-22

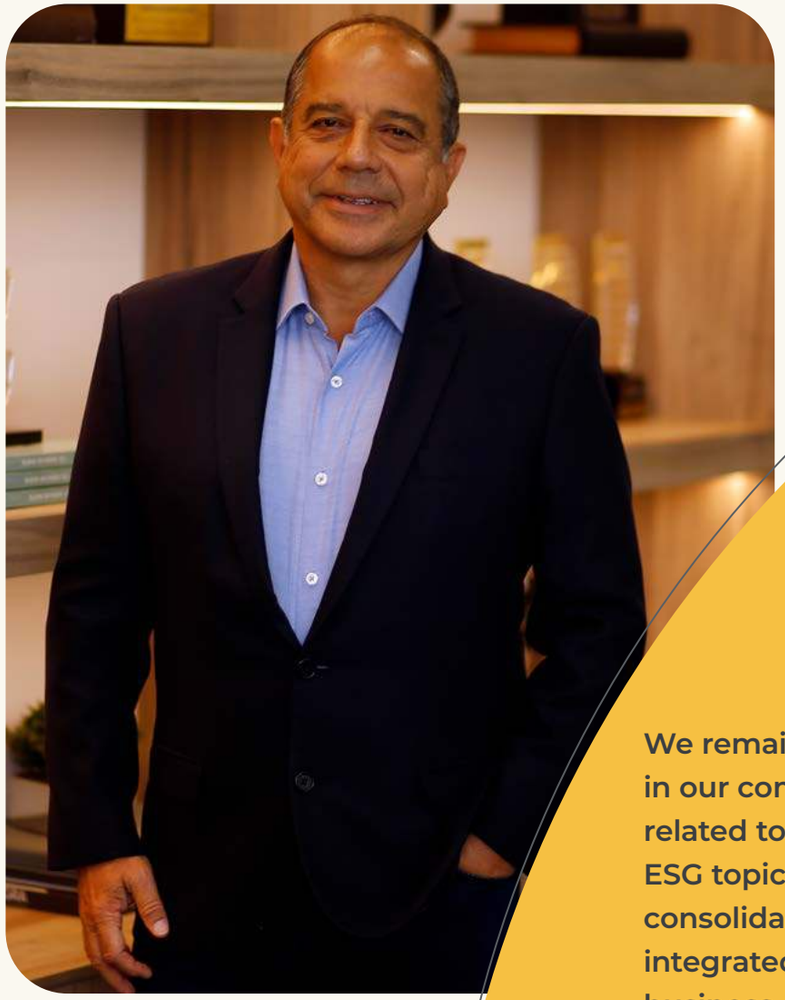
It is undeniable that 2023 was a challenging year, marked by uncertainties and complexities, both in the world and in our internal scenario. These challenges were present mainly in the first half of the year, a period of uncertainties associated with a new government, divisions in the country and an unfavorable economic environment with high interest rates, expectations of high inflation and modest projections for the gross domestic product (GDP) growth.

However, with resilience and determination, we experienced a gradual reversal of the situation throughout the second half of the year and ended the last quarter of the year with sales well above those of the previous quarters.

Our solid financial positioning and business planning allowed us to face challenges, such as the shortage of labor in civil construction, and take advantage of opportunities related to the master plan and the new zoning law in the city of São Paulo.

Due to the new master plan and the new zoning law of the city of São Paulo, we have postponed some launchings initially scheduled to be launched in 2023. We delivered all projects scheduled for delivery in 2023 on time, preserving our customers' satisfaction. We also continue to invest in our team, maintaining our talents.

We also remain firm in our commitments related to priority ESG topics, consolidating integrated business management, which is a fundamental part of our business culture. We have evolved in the adoption of new practices and resources, with increased use of materials with lower greenhouse gas (GHG) emission rates and involvement in energy efficiency projects. Due to these efforts, we were recognized by certifications and initiatives aligned with ESG principles.



Ubirajara Freitas, CEO of Tegra

We remain firm in our commitments related to priority ESG topics, consolidating integrated business management.

I have an optimistic outlook for the coming years, confident that we will overcome these challenges and contribute to the continued growth of the real estate market. We have many opportunities to move forward, always prioritizing ESG dimensions.

Despite these advances, we recognize that the real estate industry faces structural challenges in São Paulo. The feeling of uncertainty calls for a collaborative approach from the industry, while urban mobility, currently very limited for such a large population, needs to be improved urgently.

Furthermore, we know that civil construction labor will continue to be a bottleneck for the industry in the medium and long term, and will require us to continue making large investments in innovation and solutions, while at the same time seeking to balance the transition to automation, considering the impact on the qualification and employment of workers in the industry.

On this journey, industrial collaboration organized by associations such as Abrainc, SindusCon-SP, and Secovi, where we are active participants, is fundamental.

Partnerships with the government are also necessary to overcome structural hindrances, such as the lack of integration between state and municipal governments, especially in projects close to the subway. We strongly believe that by working together, we can improve crucial issues such as mobility and safety.

I have an optimistic outlook for the coming years, confident that we will overcome these challenges and contribute to the continued growth of the real estate market. We have many opportunities to move forward, always prioritizing ESG dimensions. We highlight partnerships with renewable energy companies and the development of alternative suppliers for materials with lower GHG emissions as important strategies in this regard.

At the macroeconomic level, the prospects for 2024 are also more optimistic. With the reduction in interest rates and inflation projections aligned with official Goals, added to the positive results in the trade balance and the country's growth, which exceeded expectations last year, we envision a more positive scenario for our operations.

Ubirajara Freitas
CEO of Tegra

TEGRA INCORPORADORA Integrated Report 2023

2023 Highlights

205,445.65
m² of usable built area

24
active construction sites throughout the year

1,080
own employees

BRL **154,996**
million paid in salaries and benefits

5
Tegra projects launched

4 SP
- Caminhos da Lapa Reserva Torre 2
- Ledge Brooklin
- Luce Cambuí
- YPY Alto do Ipiranga

1 RJ
- Claris Casa & Clube

100%
of launches developed and built by Tegra are AQUA-HQE certified

BRL **2,125**
million in the adoption of flowerbeds, roundabouts, and squares, totaling 27 public areas maintained in the year

TEGRA INCORPORADORA Integrated Report 2023

Socio-environmental panel 2023

Emissions
46,512.18 tCO_2e

100%
of GHG emissions offset

Water
81,353.73 m^3

Energy
3,475,784.37 kWh

Recycled waste
65.91% of the total generated[1]

Direct jobs
1,080

+ than 30,000
training hours[2]

1. Total waste generated does not include hazardous waste, common waste, and soil. / 2. Includes Health, Safety, and Quality training.

Awards

- **29TH MASTER REAL ESTATE AWARD**
Professional Category - ESG Best Practices
Case: Regenerative Cities Plan 2030, aligned with the 2030 Agenda and the UN SDGs

- **INNOVATION AWARD FROM THE BRAZILIAN ASSOCIATION OF COMMUNICATIONS AND INFRASTRUCTURE ENGINEERING COMPANIES AND PROFESSIONALS (ABERIMEST)**
Projects: Ecosiding and Use of augmented reality in works

- **SECONCI-SP AWARD**
Risk Control on Construction Site Category
Projects: Yard Cambuí and Ária Higienópolis
Health Control at Construction Site Category
Projects: Alenza Cambuí and Universo Tatuapé Esfera
Environmental Management in the works vicinity category
Project: L'Harmonie Vila Mariana

- **HIGHLIGHT FROM THE ASSOCIATION OF REAL ESTATE MARKET COMPANIES MANAGERS (ADEMI-RJ)**
Technological innovation Category
Project: Skylux by Tegra

- **BRASIL PROTEÇÃO AWARD**
Silver Category in Management System
Case: Safety and Productivity 4.0

- **GREAT PLACE TO WORK (GPTW)**
Elected by GPTW as one of the "Best Companies to Work For", for the sixth consecutive year

Delivery of the first AQUA-HQE project certified in three stages (Square Garden/SP)

Obtaining the Gold seal from the Brazilian GreenHouse Gases (GHG) Protocol Program

Obtaining the CGU Pro-Ethics seal in recognition of Tegra's Integrity Program

TEGRA

Corporate Profile

Strategy and competitiveness

Sustainability commitment

TEGRA SOFI
CAMPO BELO
PROJECT FACADE

Corporate profile

One of the major Brazilian companies in the real estate project industry and with 46 years of existence, Tegra Incorporadora S.A. **GRI 2-1** operates in the medium and high-end segments in the states of São Paulo and Rio de Janeiro, Brazil, carrying out real estate developments, construction, and sale of residential units. In the urban development industry, it operates through the Tamboré brand. **GRI 2-6** Our purpose is to create real estate projects with soul, to enable people to live better.

It is a corporation whose controlling shareholder is company BRKB RE OPP Fund LLC, indirectly controlled by Brookfield Corporation, a publicly held company listed on the New York and Toronto stock exchanges, with a global presence and share in the most diverse industries of the economy. In Brazil, Brookfield Corporation focuses its investments on real estate and infrastructure, renewable energy, sustainable resources, and private equity. **GRI 2-1**

TEGRA SQUARE GARDEN PROJECT FACADE

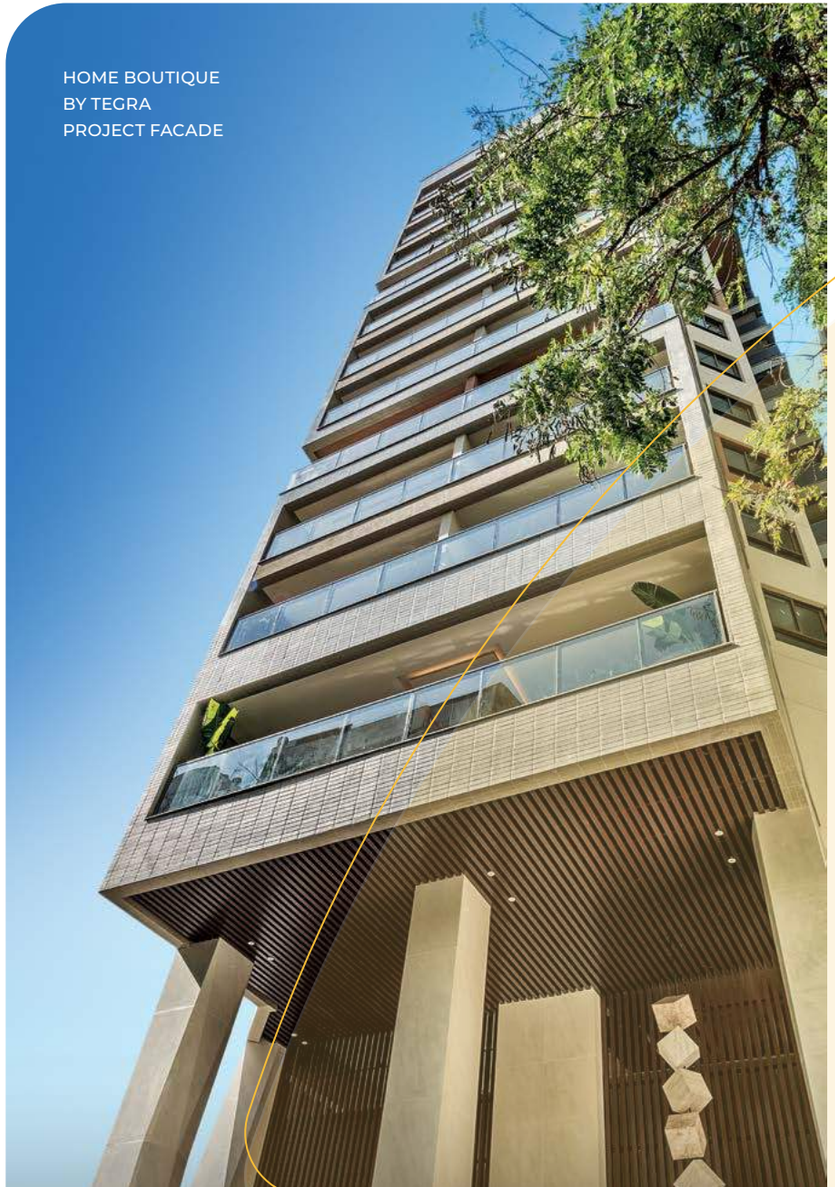
Business Model

GRI 2-6

Tegra has an integrated business model composed of a construction company and a real estate brokerage company dedicated exclusively to the sale of its properties. Thus, Tegra's production process involves the following stages: land prospecting, evaluation, and acquisition of new land; project development; necessary approvals; launch and sales, construction, and delivery of the property.

The company operates on a scaled boutique model, that is, with a customer-centric approach, combining the search for the creation of unique, customized, and planned projects that meet the specific aspects of each lifestyle, with a focus on long-term sustainable growth.

To this effect, Tegra relies on its culture of excellence, its ability to execute projects in an integrated construction and sales operation, financial discipline, and a strong digital strategy. The important foundations of its business model also include its highly experienced and qualified management team and its commitment to excellence and environmental, social, and governance responsibility, which materializes in the total integration of ESG practices in business management.



HOME BOUTIQUE
BY TEGRA
PROJECT FACADE

Due to its commitment to the excellence of its products, the company has unique recognition in its segment: more than 84 awards, with emphasis on the Master Real Estate Award, one of the most important in the industry, received several times.

TEGRA SOFI
CAMPO BELO
PROJECT FACADE

Operating segments

GRI 2-6

- **RESIDENTIAL REAL ESTATE DEVELOPMENT**

Focus on medium and high-end projects in the metropolitan regions of São Paulo and Rio de Janeiro and in the city of Campinas/SP.

- **URBAN DEVELOPMENT**

Focus on residential gated communities in medium-sized cities (more than 250 thousand inhabitants) and high Human Development Index (HDI).

Brands

GRI 2-6

- **TEGRA INCORPORADORA**

Responsible for developing medium and high-end residential real estate projects.

- **TAMBORÉ URBANISMO**

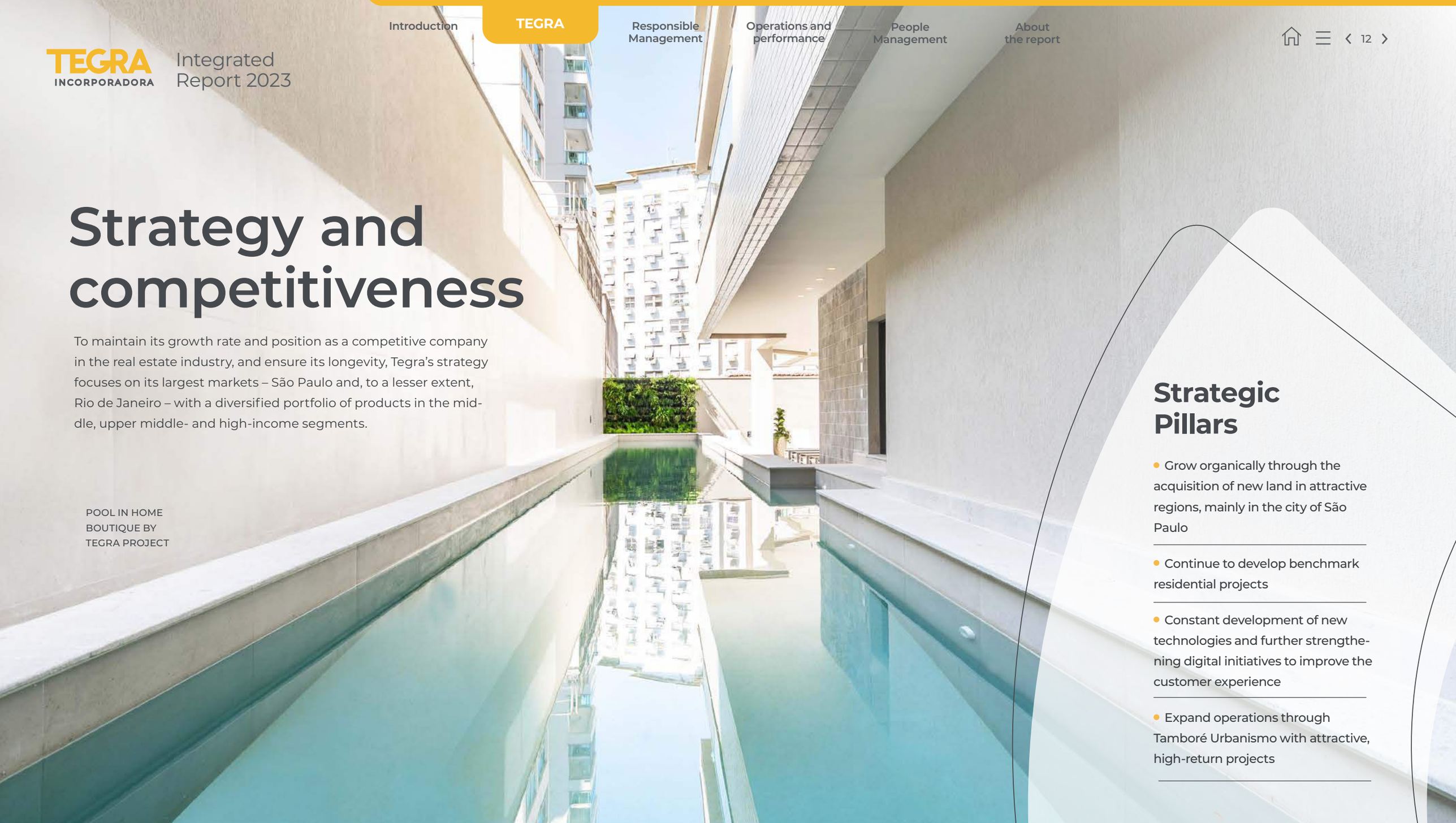
Develops horizontal projects for medium and high-income customers in several states across the country.

- **TEGRA VENDAS**

Real estate brokerage company dedicated exclusively to the sale of the company's properties.

Strategy and competitiveness

To maintain its growth rate and position as a competitive company in the real estate industry, and ensure its longevity, Tegra's strategy focuses on its largest markets – São Paulo and, to a lesser extent, Rio de Janeiro – with a diversified portfolio of products in the middle, upper middle- and high-income segments.



POOL IN HOME BOUTIQUE BY TEGRA PROJECT

Strategic Pillars

- Grow organically through the acquisition of new land in attractive regions, mainly in the city of São Paulo
- Continue to develop benchmark residential projects
- Constant development of new technologies and further strengthening digital initiatives to improve the customer experience
- Expand operations through Tamboré Urbanismo with attractive, high-return projects

Competitive advantages

- Strategic land bank
- Operational excellence combined with the execution of large-scale projects
- Own sales platform, robust and with a strong digital strategy
- Strong commitment to ESG initiatives integrated into the company's operations
- Leadership with extensive experience in the industry, combined with high standards of corporate governance
- Care in the purchase of land
- Established urban development platform with strong growth potential
- Strong recognition from customers, employees, and the market

TEGRA MOOCA PROJECT FACADE

Innovation and digitalization

Tegra considers innovation a fundamental tool to achieve the commitments defined in its sustainability strategy and ensure the company's longevity. Therefore, it continually invests in this field through its corporate innovation program, Tegra Maker.

The program, structured on several fronts, involves partnerships with large suppliers and universities, hiring of start-ups, carrying out research, and sharing of knowledge through communication and training actions, among other initiatives. Its flagship is the intrapreneurship front, whose main tool is the Innovation Campaign, which annually promotes the project of several projects by Tegra employees.

In 2023, Tegra Maker's focus was to strengthen the culture of innovation throughout the company, implementing design thinking dynamics in corporate areas. These dynamics helped both to raise awareness about the importance of innovation and to train new work methodologies. Innovation initiatives carried out by different areas of the company were also supported, always encouraging the use of technology to improve processes.

Tegra also continued its process digitalization drive, to offer better services and more effective support to its customers. In addition to including new processes in its digital platform, the company has encouraged areas to develop solutions related to the digitalization of its processes within the Tegra Maker Innovation Campaign. In 2023, the two start-ups that worked in the Innovation area had digitalization as their topic, one on the construction site and the other using virtual reality to customize apartments.

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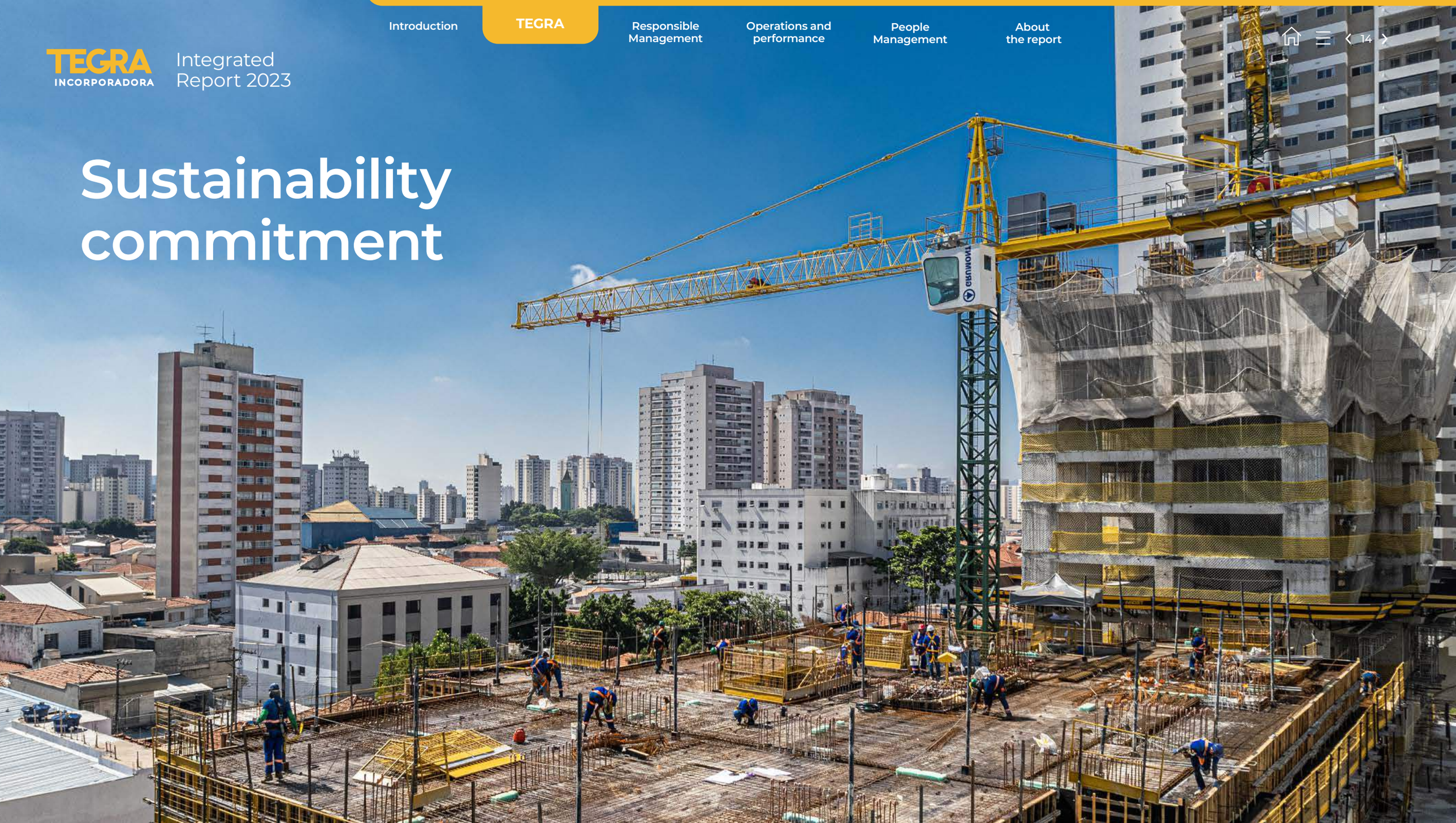
Sustainability commitment

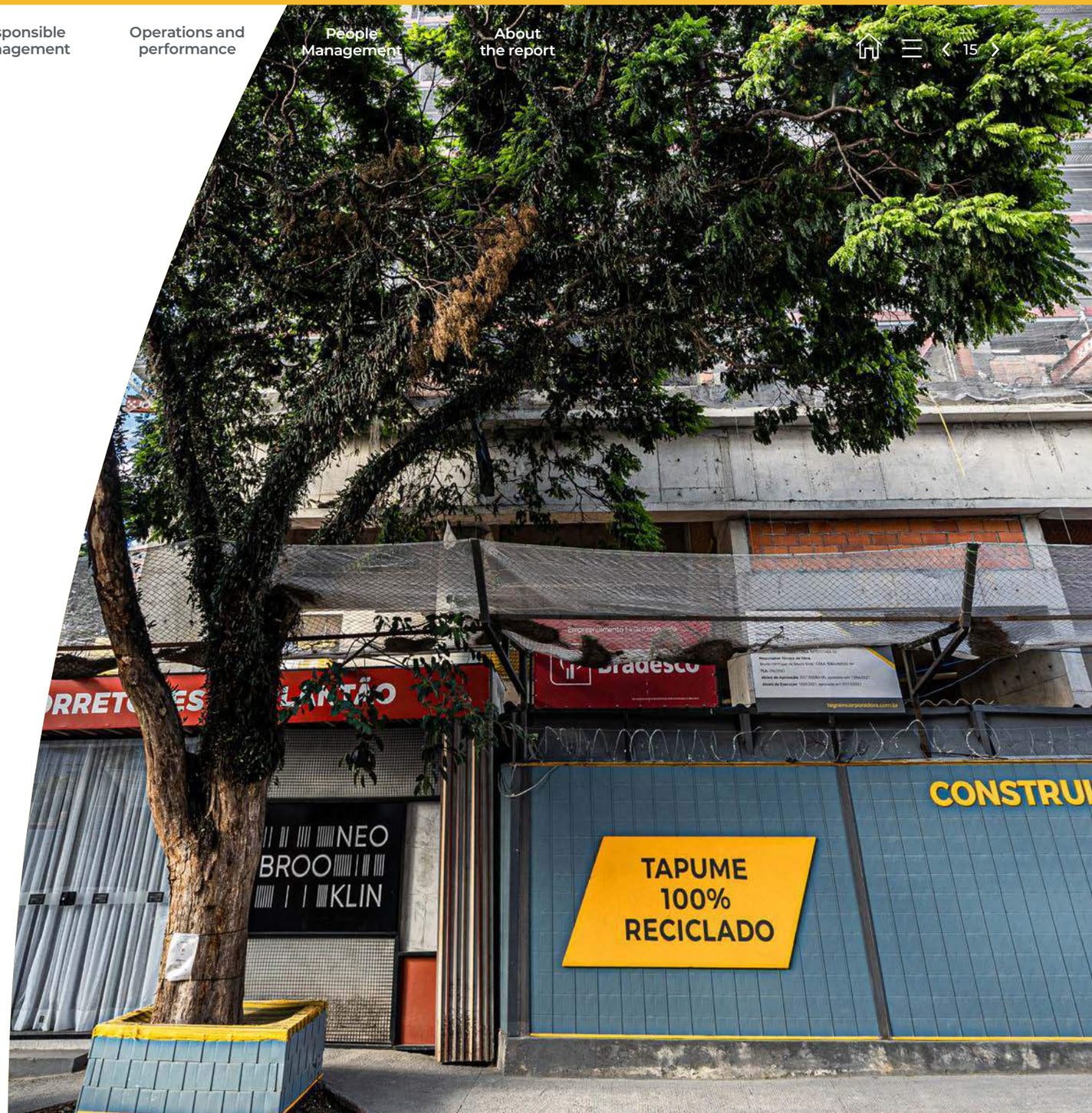


ESG integration into business

Tegra's sustainability strategy, called Regenerative Cities 2030, is the commitment that, since 2021, has guided business management. Through it, environmental, social, and governance indicators are taken into account in the performance of all activities, including those carried out on construction sites, and processes, such as innovation, risk management, and people management. In the company's view, conducting ESG management in an integrated manner with its strategic planning is the way to guarantee its longevity.

Therefore, the company is a signatory to two initiatives proposed by the United Nations (UN), the Global Compact and UN Women, adopts practices aligned with the Sustainable Development Goals (SDGs) and promotes several actions with suppliers, to promote sustainability throughout its value chain and in the civil construction industry as a whole.

In addition, Tegra has the High-Quality Environmental-Haute Qualité Environnementale (AQUA- -HQE), ISO 9001, Brazilian Habitat Quality and Productivity Program (PBQP-H)/Conformity Assessment System for Civil Construction Services and Works Companies (SIAC) certifications, applied by the Carlos Alberto Vanzolini Foundation, and the Excellence In Design For Greater Efficiencies (EDGE) certification, granted by the International Finance Corporation (IFC), a member of the World Bank Group, which guarantee the adoption of best construction practices and the delivery of highly efficient projects in terms of energy, water and materials *(see more on page 18)*. **GRI 2-6**



Regenerative Cities 2030

The four pillars of Tegra's sustainability strategy are:

Generate positive impacts on society

Goal

Positively impact **2.4 million people** by 2030 through social practices, education, culture, training, volunteering, and philanthropy.

Boost circular economy

Goal

Increase the **use of materials from renewable sources by 15%**, invest **BRL30 million** in innovation by 2030 through innovation projects, support academic practices and development of circular economy programs and projects.

Zero the net emissions balance

Goal

Reduce **50% of direct emissions** (Scope 1 and 2), direct a **15% reduction in indirect** emissions (Scope 1 and 2); direct a 15% reduction in indirect emissions (Scope 3); offset **110% residual** through a 100% renewable energy matrix, by reducing energy consumption per m², emissions from construction sites, and from offices and sales stands; offset **110% residual** by reducing water consumption on construction sites, offices, and sales stands, through purchasing policy and supplier evaluation, and, finally, by offsetting the residual carbon emissions.

Promote transparent business

Goal

Share value with stakeholders through the distribution of financial and social value above the industrial average, investing in transparency in the processes, ensuring customer privacy, and the company's digital transition.

TEGRA INCORPORADORA Integrated Report 2023

Regenerative Cities 2030 – Evolution

Generate positive impacts on society

Placing people at the center of the business and generating positive impacts on society is a commitment to going beyond risk management and promoting positive social changes, reducing inequalities.

WHAT HAS ALREADY BEEN DONE

Opening of Casa Tegra (SP), expansion of the actions of Gentilezas Urbanas program, training of internal and external professionals in technical and ESG topics to promote their development and increase their employability, participation in the Municipal Program to Support Cultural Projects (Pro-Mac), employees' engagement in volunteering actions in local Non-Governmental Organizations (NGOs).

Zero the net emissions balance

Reduce own emissions, Goal the reduction of supply chain emissions, and offset residual emissions, considering the socio-environmental and financial impacts of climate change.

WHAT HAS ALREADY BEEN DONE

Monitoring of generated emissions, offsetting 100% of emissions in the three scopes, expanding the use of more sustainable materials developed together with suppliers (concrete and steel), and carrying out awareness and training actions for employees on the topic.

Promote transparent business

Operate transformative corporate governance and boost the market as a whole in transparency and balance.

WHAT HAS ALREADY BEEN DONE

Development of a corporate risk matrix, adoption of practices aligned with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines, adoption of a corporate compliance Goal to determine the variable compensation of all employees, obtaining of Pro-ethics seal.

Boost circular economy

Invest in innovation by 2030, ensuring that environmental, social, and governance issues are part of Tegra's innovation and its supply chain, to accelerate the circular economy by encouraging technology.

WHAT HAS ALREADY BEEN DONE

Reuse of construction waste, adoption of reverse logistics practices in partnership with suppliers, and use of prefabricated parts that generate less waste.

AQUA-HQE Entrepreneur

Since 2021 Tegra has been certified with the AQUA-HQE Entrepreneur seal, one of the most important sustainability initiatives in the real estate industry, with international identity and recognition. Developed based on the French Démarche HQE certification and applied in Brazil by the Vanzolini Foundation, AQUA-HQE certifies that projects meet requirements related to sustainability, comfort, rational use of natural resources, such as water, and energy, and neutralization of greenhouse gas emissions (GHG). **GRI G4 CRE8**

All Tegra projects are validated by certification, which is composed of three phases – pre-project, project, and execution – and covers everything from planning to delivery of housing units to customers. This means that 100% of the projects (incorporated and built by Tegra) present solutions for saving water and energy and for acoustic, thermal, visual, and olfactory comfort, as well as using materials that do not pose risks to human health. They also promote adaptation to the surroundings and communication to customers and users of housing units about the adoption of actions to respect the environment and safe use of the product. Therefore, certified Tegra projects have differentiators that influence the purchasing decision. **GRI G4 CRE8 | IF-HB-160a.4 | IF-HB-410a.4**

Any stakeholder can monitor how these issues are put into practice at each step of Tegra's works through the Construction Socio-Environmental Panel (*see page 66*), an initiative present at all of the company's construction sites. **GRI 3-3**

Units certified in 2023

IF-HB-410a.3

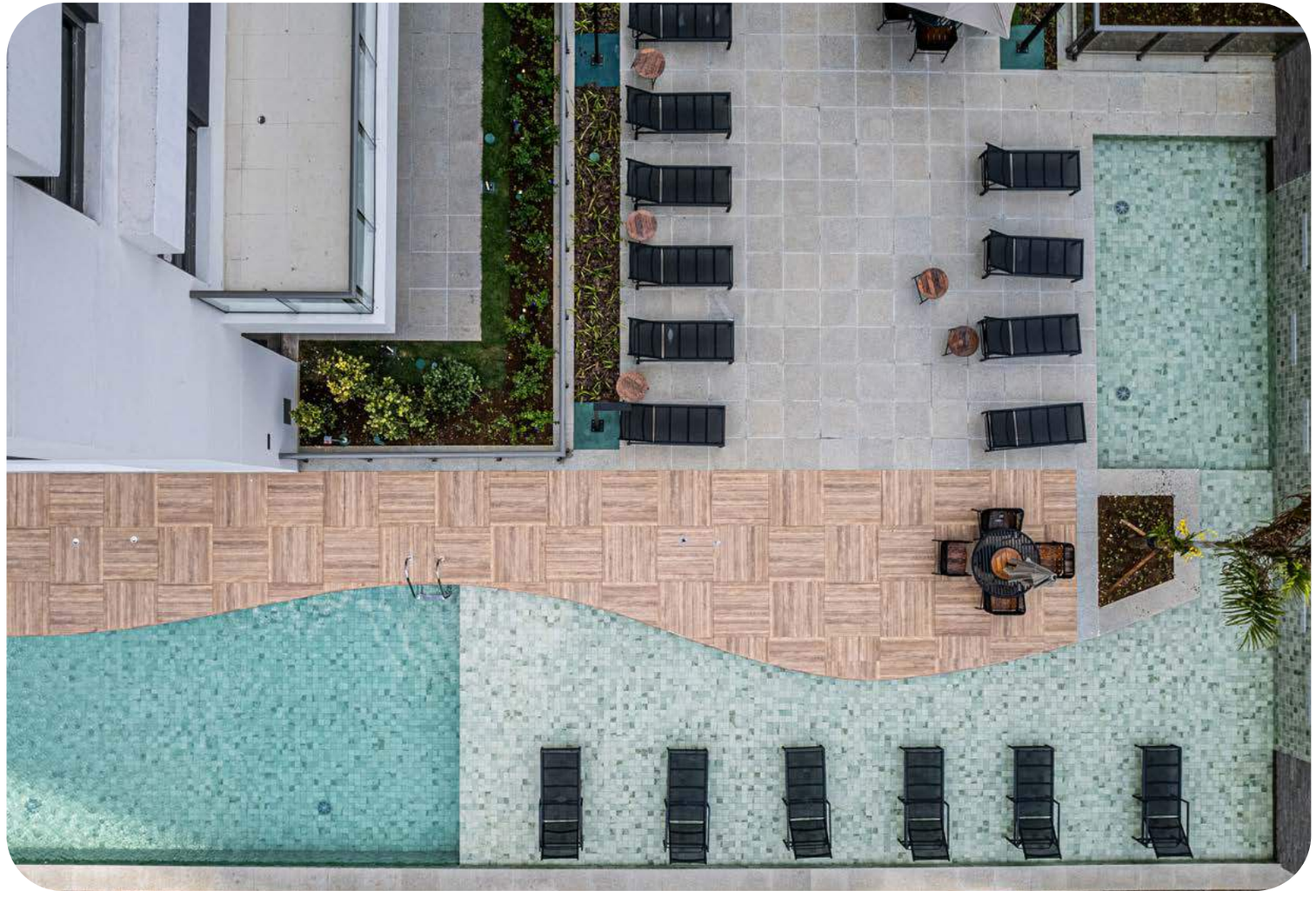
807	784	1,198
Pre-project	Project	Execution

The AQUA-HQE Entrepreneur certification integrates several topics of Tegra's ESG management and is aligned with its Regenerative Cities strategy and Sustainability Policy. **GRI 3-3**

Efficiency in the use of resources

GRI 302-5
IF-HB-410a.1
IF-HB-410a.2

The AQUA-HQE certification has specific requirements in relation to energy efficiency and water consumption in private and common areas of buildings. The minimum reduction required is 20% in the use of these resources for both aspects, compared to the certification reference (building without any reduction strategy).



Certified projects in 2023

TOTAL | PHASE
GRI G4 CRE8

4 Pre-project

5 Project

6 Execution

PROJECTED REDUCTION

42.94%
water in common areas

30.35%
water in housing units

23.63%
energy

Adherence to global treaties and principles

GRI 2-28

To contribute to the coordination of efforts in favor of sustainable development, Tegra endorses commitments aligned with its sustainability strategy and takes part in different organizations and associations specific to its industry:

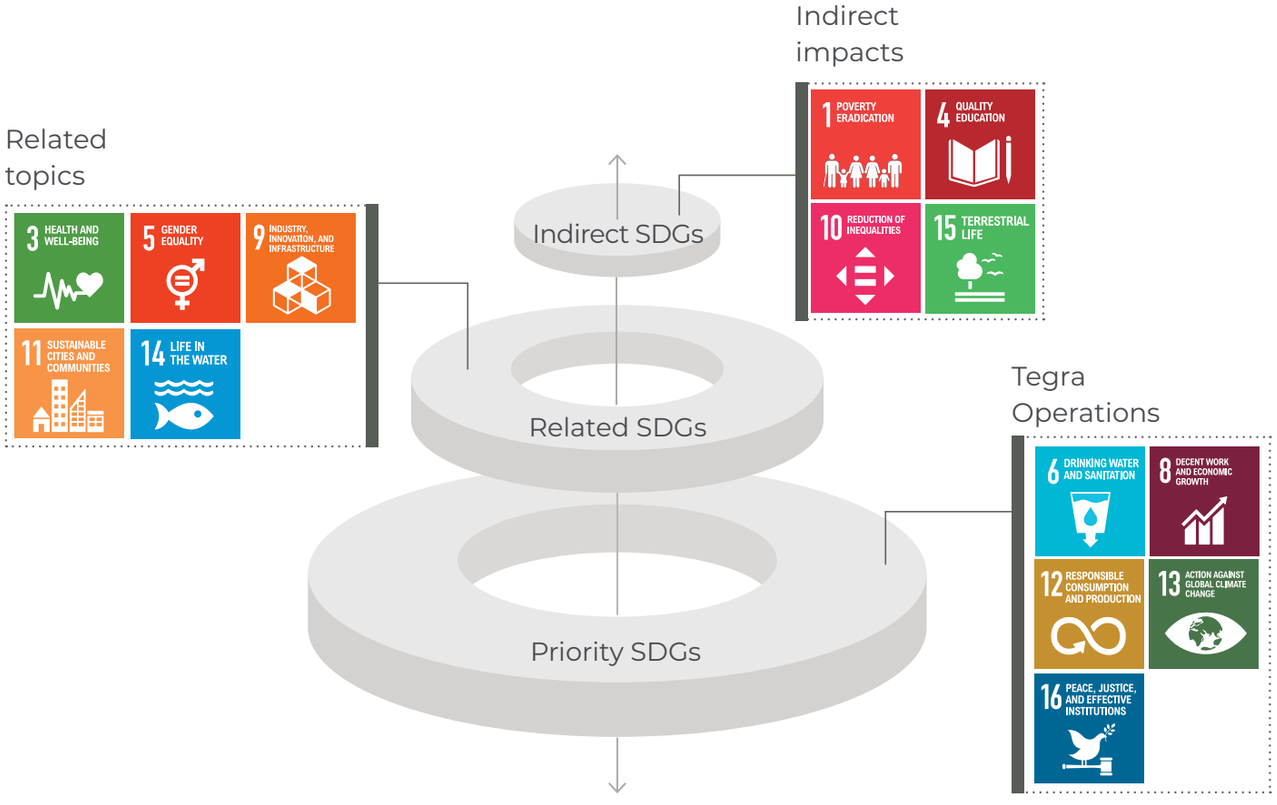
- Alliance for GHG reduction in the construction and real estate development industry
- Brazilian Publicly Held Companies Association (Abrasca)
- Brazilian Developers Association (Abrainc)
- Association of Real Estate Company Managers (ADEMI RJ)
- Carbon Disclosure Project (CDP)
- Regional Engineering and Agronomy Council of São Paulo (Crea-SP)
- Brazilian Institute of Real Estate Law (Ibradim)
- UN Women Brazil
- Ethos Institute's Business Pact for Integrity and Against Corruption
- Global Compact/Rede Brasil
- National Register of Companies Committed to Ethics and Integrity (Pro-Ethics Company)/Ethos Institute and Office of the Federal Controller General (CGU)
- Civil Construction Social Service of the State of São Paulo (Seconci-SP)
- Civil Construction Social Service of the State of Rio de Janeiro (Seconci-RJ)
- Civil Construction Industry Association of the State of São Paulo (SindusCon-SP)
- Civil Construction Industry Association of the State of Rio de Janeiro (SindusCon-RJ)
- Property Purchase, Sale, and Management Companies Association of São Paulo (Secovi-SP)
- Civil Construction Industries of São Paulo Labor Union (Sintracon-SP)

Prioritization of SDGs

To promote greater integration of the 2030 Agenda into Tegra's strategy, aligning its material topics with the SDGs according to the table presented above, work was carried out in 2023 to define the company's priority objectives. This work involved the holding of a workshop, which was attended by 30 employees and three members of Tegra's Executive Board.

After analyzing the discussions and activities, Tegra established priority SDGs, that is, those for which the company has actions and initiatives to directly achieve them. The related SDGs were also mapped and defined.

SDGs and Tegra



Tegra, the Global Compact, and the SDGs

GRI 2-28

Tegra has been a signatory to the UN Global Compact since 2022. The initiative mobilizes several companies around the world to align their strategies with 10 universal principles based on Human and Labor Rights, Environment, and Anti-Corruption. With this, the company reaffirms its commitment to responsible and sustainable practices, based on the 17 SDGs of the UN 2030 Agenda and described in its Regenerative Cities 2030 strategy.

Responsible management

Corporate governance

Ethics and integrity

Risk management

Supplier engagement and assessment

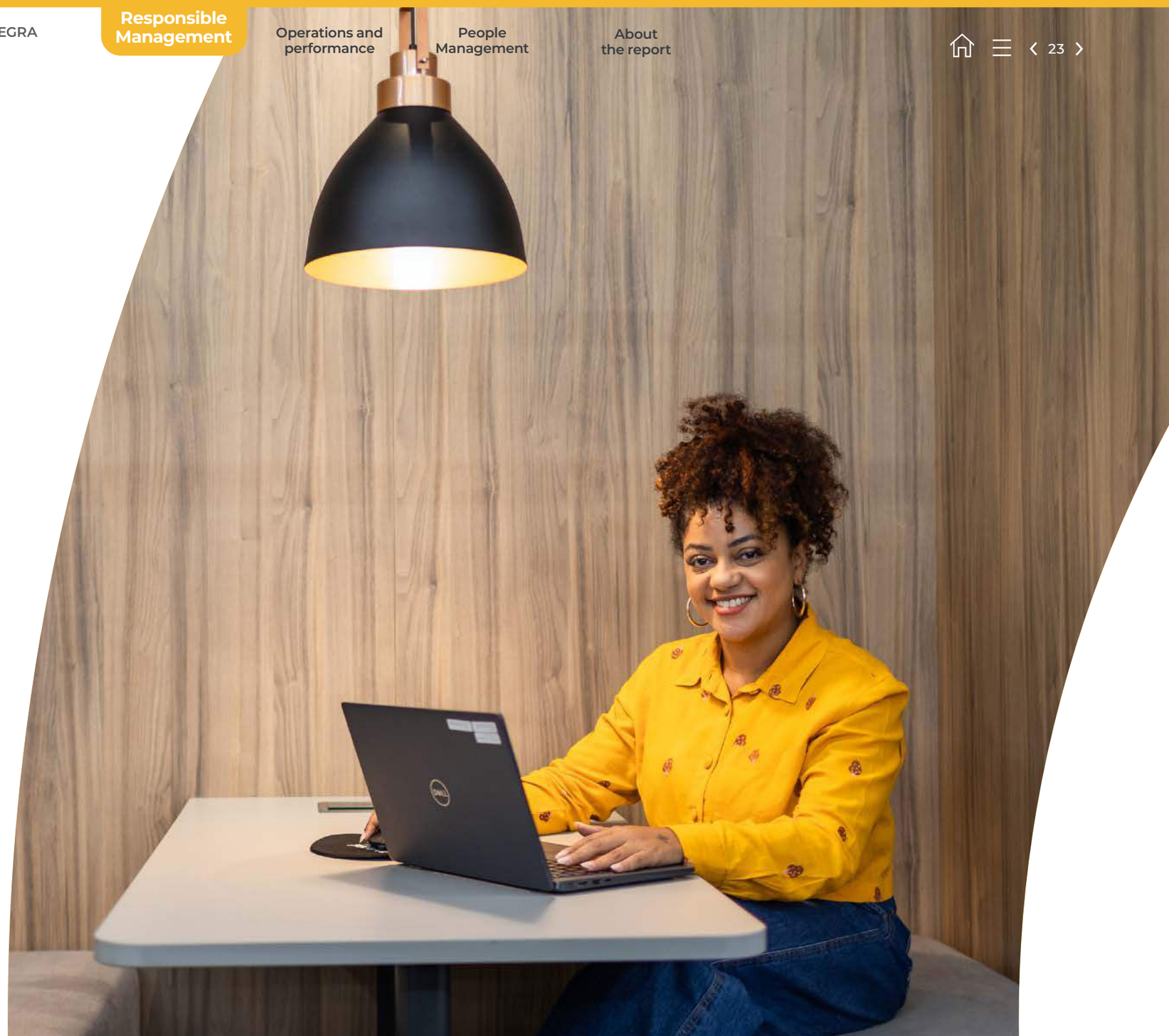
TEGRA SQUARE GARDEN PROJECT FACADE

Corporate governance

Tegra adopts the best corporate governance practices in the conduction of its business, based on transparency and ethics. For the company, this is the basis of efficient management, which fulfills its commitments to customers, investors, and other stakeholders, generating value for society as a whole.

The governance bodies and systems implemented in the company, such as compliance practices and digital transformation processes, support innovation and transparency in its operations, promoting an environment protected against weaknesses, fraud, corruption, and unethical actions - which extends to its entire supply chain - and contributing to broader value generation in the short, medium, and long term.

Therefore, Tegra continually invests in the enhancement of its corporate governance mechanisms, such as the Integrity Program and the Corporate Risk and Control Matrix.



Governance structure

GRI 2-9

Tegra's management is under the responsibility of the Board of Directors and the Executive Board, whose functions, roles, and responsibilities are established:
(i) in the Articles of Incorporation;
(ii) in the Internal Regulations;
(iii) in the Advisory Committees;
(iv) in the Corporations Act (Law No. 6.404 of December 15, 1976); and (v) in the regulations of the Securities and Exchange Commission (CVM).

GOVERNANCE STRUCTURE

GRI 2-9

Board of Directors

GRI 2-9 | GRI 2-10

The Board of Directors is Tegra's highest governance body. It is composed of 3 to 9 members elected by the shareholders' meeting for a 2-year term, with the possibility of re-election.

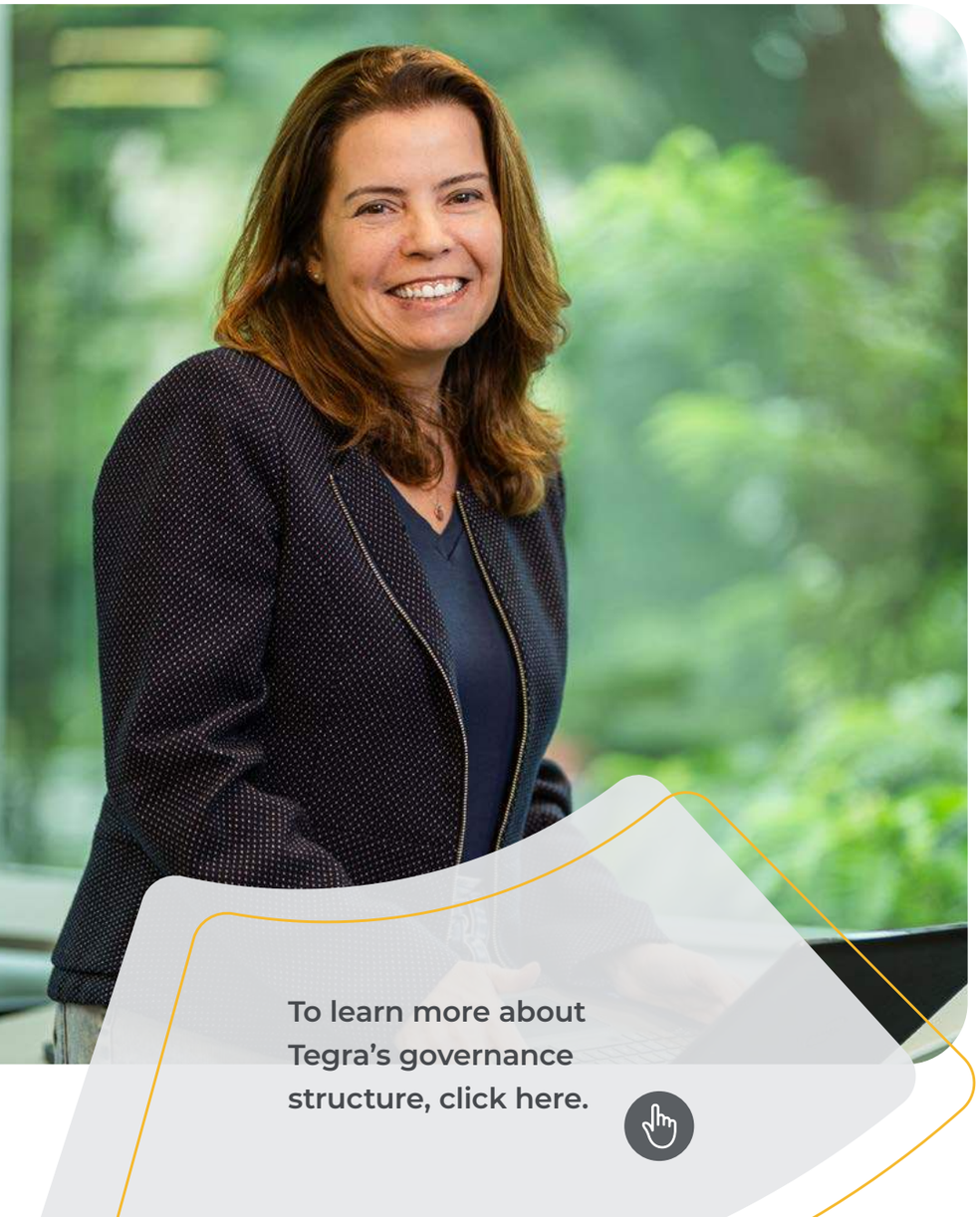
Currently, the Board has 4 members who participate in the Board of Directors of other companies belonging to the Brookfield group.

According to Tegra's Nomination Policy and Articles of Incorporation, members of the Board of Directors must have time availability to perform their duties, independence in relation to external influences or conflicts of interest, and diversity of profiles and knowledge. Furthermore, nomination takes into account diversity, knowledge, skills, and technical and professional experiences related to economic, environmental, and social topics, as well as the company's industry activities.

The main duties of the Board of Directors are to ensure compliance with corporate governance practices and commercial guidelines, protect the company's assets, and guide the Executive Board to maximize the return on investment made by shareholders.
To support the performance of these duties and decision-making related to Tegra's economic, environmental, and social topics, the Board of Directors has 5 advisory committees: Sustainability and Operational Risk Excellence; Ethics, Compliance, and Data Protection; People, Performance and Compensation; Finance and Investments; and Audit.

The installation and constitution of these committees is pending the company's admission to the Novo Mercado by B3 S.A. – Brasil, Bolsa, Balcão, as well as the nomination of independent members to the Board.

TEGRA GIO PROJECT FACADE



To learn more about Tegra's governance structure, click here.

Executive Board

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17

Composed of 8 members elected by the Board of Directors for a 2-year term with the possibility of re-election, the Executive Board, in addition to being responsible for Tegra's management, oversees its governance structure, carries out the review and approval of principles, values and strategic and operational guidelines that are then submitted to the Board of Directors for validation.

The chairman of Tegra's Board of Directors is not part of the Executive Board.

The identification and management of risks and impacts related to the company's economic, environmental, and social topics, including due diligence supervision, are also part of the duties of the Executive Board members through participation in the following committees:

- Ethics, Compliance, and Data Protection Committee
- Corporate Committee
- People Committee (Human Resources) Sustainability Committee
- Land Committee
- Project Committee

The decisions and negotiations by these committees and the Risk Management program are reviewed and approved by the Board of Directors. The committees are also responsible for addressing the crucial concerns of each topic to the Executive Board. In 2023, investigations of complaints received, gaps, and evolution of the monitoring plan were reported by the Ethics, Compliance, and Data Protection Committee. **GRI 2-16**

Within the scope of the Sustainability Committee, the information presented in the company's Sustainability Report, including material topics, is analyzed, approved, and then submitted for final validation by the Board of Directors.

For strategic alignment of Tegra's main governance bodies with the principles of sustainable development and ESG topics, in 2023 bimonthly meetings were held led by specialized consultancy, regarding global and national economic indicators and political aspects and their impact on the framework of the country's fiscal, economic, and legal risks.

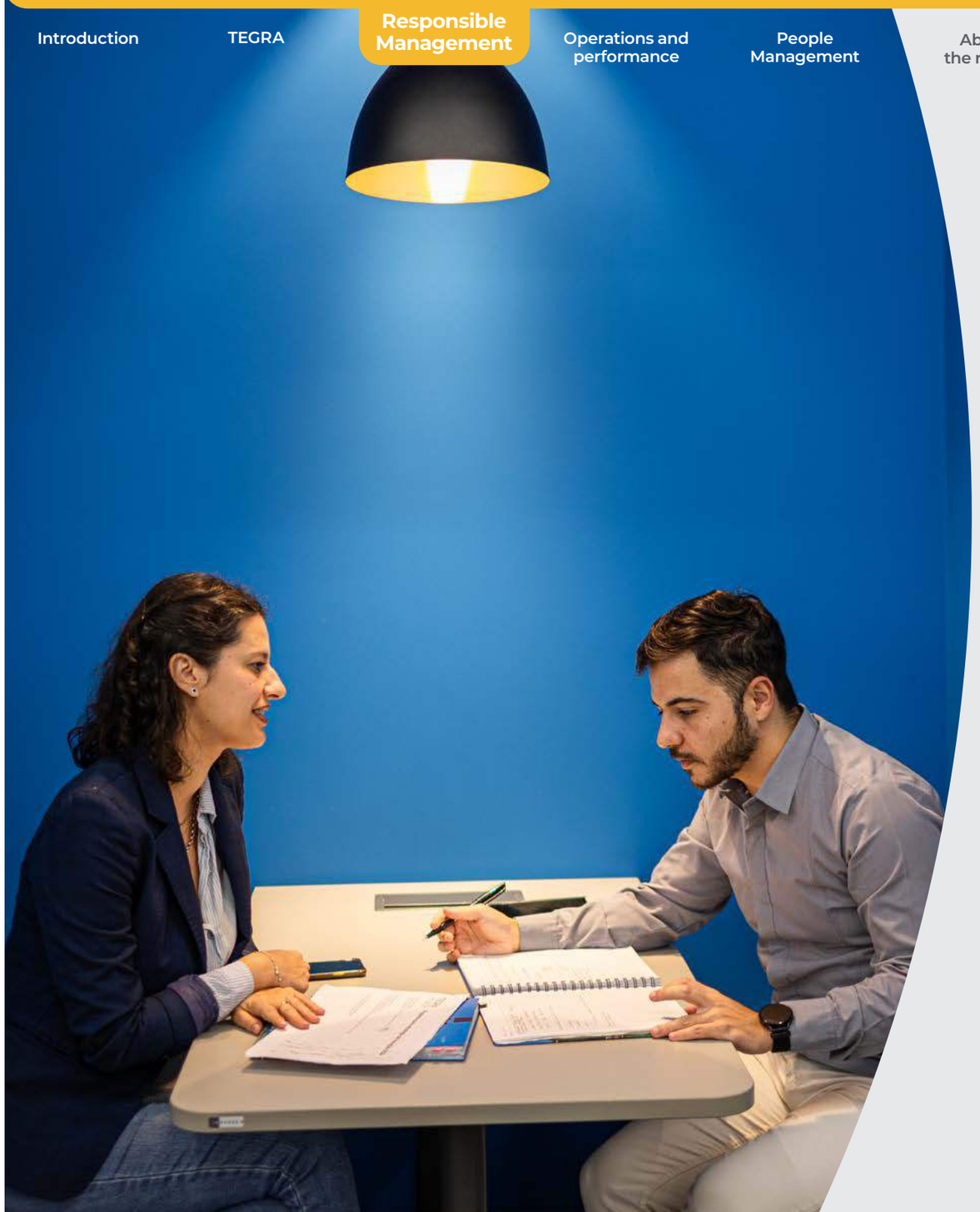
Members of Tegra's senior leadership also participated in the compliance committee sessions carried out by Brookfield for the group's C-levels, which provided a valuable exchange of knowledge. Coaching work was also carried out with one of the company's officers, to strengthen their skills.

Assessment of senior leadership performance

GRI 2-18

The CEO and officers are assessed each year, based on goals related to three pillars: profitability, longevity (including social goals related to people and customers), and cash flow. Environmental aspects are also taken into account in the assessment of the Construction Officer.

Executive Board members go through the same assessment process as other employees; however, this stage is carried out in a forum with the participation of the CEO and People department. The CEO's performance is assessed by the chairman of the Board of Directors. In 2023, there were no measures or changes implemented as a result of the senior leadership assessment.



Executive Compensation

GRI 2-19 | GRI 2-20

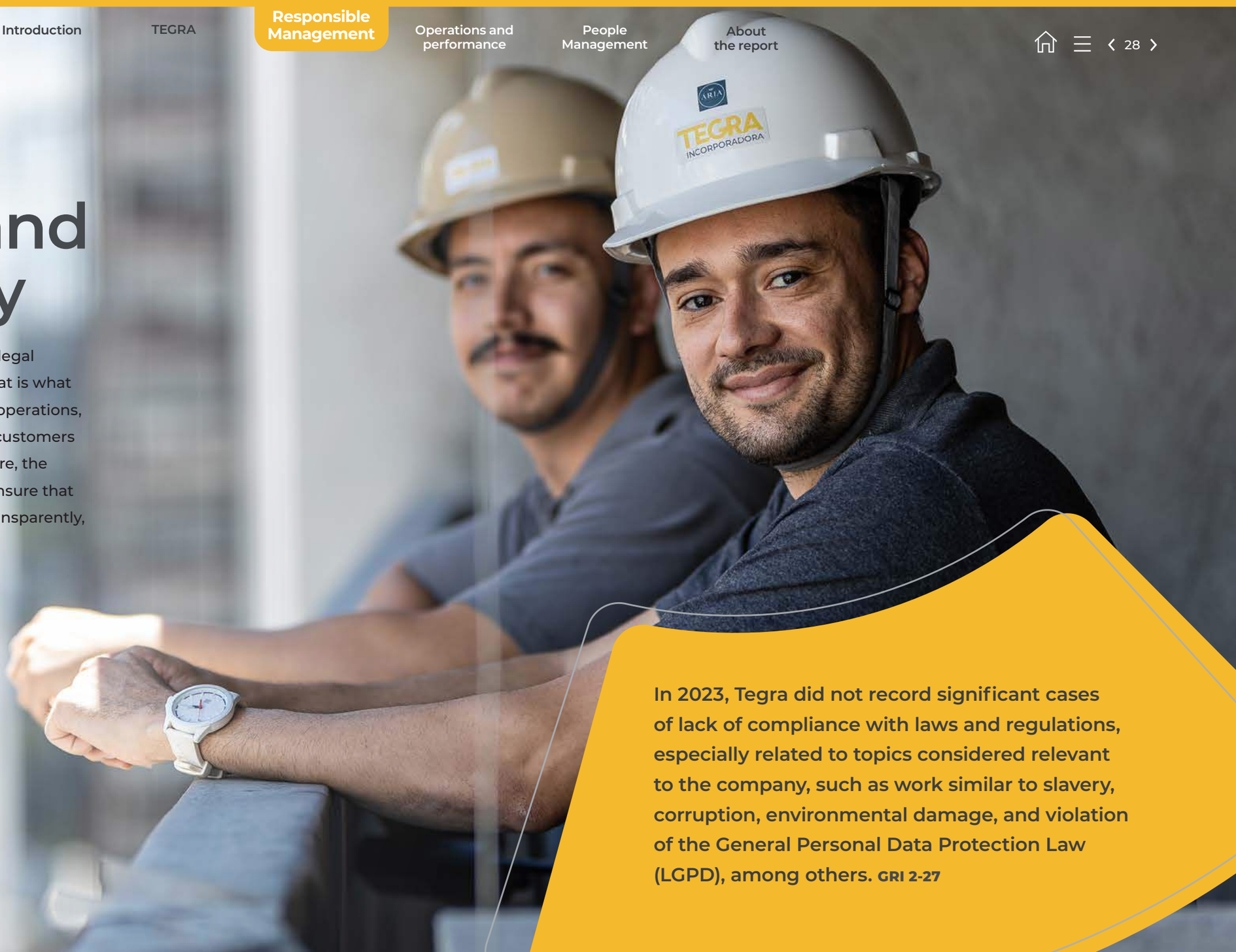
The fixed and variable compensation of the members of Tegra's Executive Board follows the same job and salary management criteria and procedures as employees of other hierarchical levels of the company, defined by the People department (*see details on the topic on page 76*).

The salary table is periodically evaluated in relation to the market through salary surveys carried out with companies that operate in the same or other segments, but that compete for the same professionals.

The annual budget allocated to collective and/or individual salary increases is established by the Executive Committee, based on Tegra's financial situation, collective agreements, and current salary policy.

Ethics and integrity

Doing business ethically and in legal compliance is in Tegra's core, that is what ensures the sustainability of its operations, as it generates trust among its customers and other stakeholders. Therefore, the company acts consistently, to ensure that its operations are carried out transparently, honestly, and with integrity.



In 2023, Tegra did not record significant cases of lack of compliance with laws and regulations, especially related to topics considered relevant to the company, such as work similar to slavery, corruption, environmental damage, and violation of the General Personal Data Protection Law (LGPD), among others. GRI 2-27

Compliance

GRI 2-23 | GRI 2-24 | GRI 2-26

Tegra maintains an Integrity Program and a series of regulatory instruments to ensure all its employees' commitment to the company's culture of integrity and guide decision-making in all its activities and business relationships.

These instruments, which are continuously reviewed and improved, are in line with national and international anti-corruption legislation and provide for the protection and respect for human rights, in order to combat practices such as discrimination, violence, and harassment in the workplace and work analogous to slavery, among others.

Tegra's regulatory instruments are approved by its officers, the CEO, or the Board of Directors, depending on the subject they address. The commitments established in these company standards and policies are disclosed to all company employees by email and intranet via the Viva Engage tool. In some cases, these commitments are implemented through contractual clauses and acceptance of documents, such as the Code of Conduct.

In addition, the company carries out due diligence processes when hiring employees, third parties, suppliers, and partners, and when establishing partnerships or joint ventures, as well as communication and training actions to raise awareness among its stakeholders and business partners about ethics and integrity.

Compliance regulations

Code of Conduct and Confidential Channel

GRI 2-24 | GRI 2-25 | GRI 2-26

Tegra's main regulatory instrument is the Code of Conduct. This mandatory reading document sets out the expected behaviors of everyone who interacts with the company, especially employees, third parties, and partners. Its objective is to ensure responsible conduct by everyone in their activities and business relationships.

Tegra carries out training, publicity, workshops, and meetings periodically, to ensure the alignment of all people involved with the company with the commitments set out in the Code of Conduct.

On identification of a case of prejudice, discrimination, harassment, or any other act contrary to the rules and guidelines expressed in Tegra's Code of Conduct or another regulatory instrument, especially when the parties involved are employees or third parties, the Internal Audit team, in partnership with the Human Resources area and with the support of an outsourced company, if necessary, carry out investigation procedures, including interviews, document, and climate analyses. In addition, the company's social worker speaks individually with the person who was the Goal of the

inappropriate act, to help them. If necessary, psychological, and psychotherapeutic monitoring and a complete medical evaluation may be recommended.

Further to this process, Tegra has a confidential reporting channel available 24/7, accessible via email, telephone, or internet, for reporting non-conformities. A specialized third-party company receives the reports, carries out an initial analysis of what was described, and forwards them to Brookfield and Tegra's Internal Audit team for investigation. For cases considered critical, Brookfield's Internal Audit Vice-President is involved, informing the General Counsel of Brookfield Brazil and the Global Head of Audit in Canada about the topic and investigation strategy.

Tegra Confidential Channel contact forms are widely disseminated to employees of all areas of the company (Corporate, Works, Sales Force) through online and in-person training, communications in the workplace, and special actions of dissemination.

Monitoring of adherence to training is carried out by the Development and Career area through the Tegra Universidade platform. It is possible to generate reports with the percentage of progress of employees and the grades obtained in adherence tests.

Every 3 months, some indicators from the Confidential Channel are shared with the Ethics, Compliance, and Data Protection Committee, such as the number and nature of received and concluded cases. Cases closed and under investigation process are also presented, without exposing details or the complainants. In exceptional cases, the Committee may be called upon to resolve disciplinary measures that should be applied. **GRI 2-25**

Tegra integrity training

GRI 2-24 | GRI 2-26 | GRI 3-3

- Integration (general notions of compliance)
- Anti-Bribery and Anti-Corruption (EAD)
- Government Relations (EAD)
- Conflicts of interest (EAD)
- Code of Conduct (EAD)
- Compliance in areas (specific according to risk)
- Compliance with work (face-to-face training)
- Anti-Money Laundering Training for Associate Brokers
- Good conduct practices (specific to third parties and suppliers)

Tegra Confidential Channel

Website: https://www.canalconfidencial.com.br/tegra/

Telephone: 0800 777 0772

Email: tegra@canalconfidencial.com.br

Government Relations

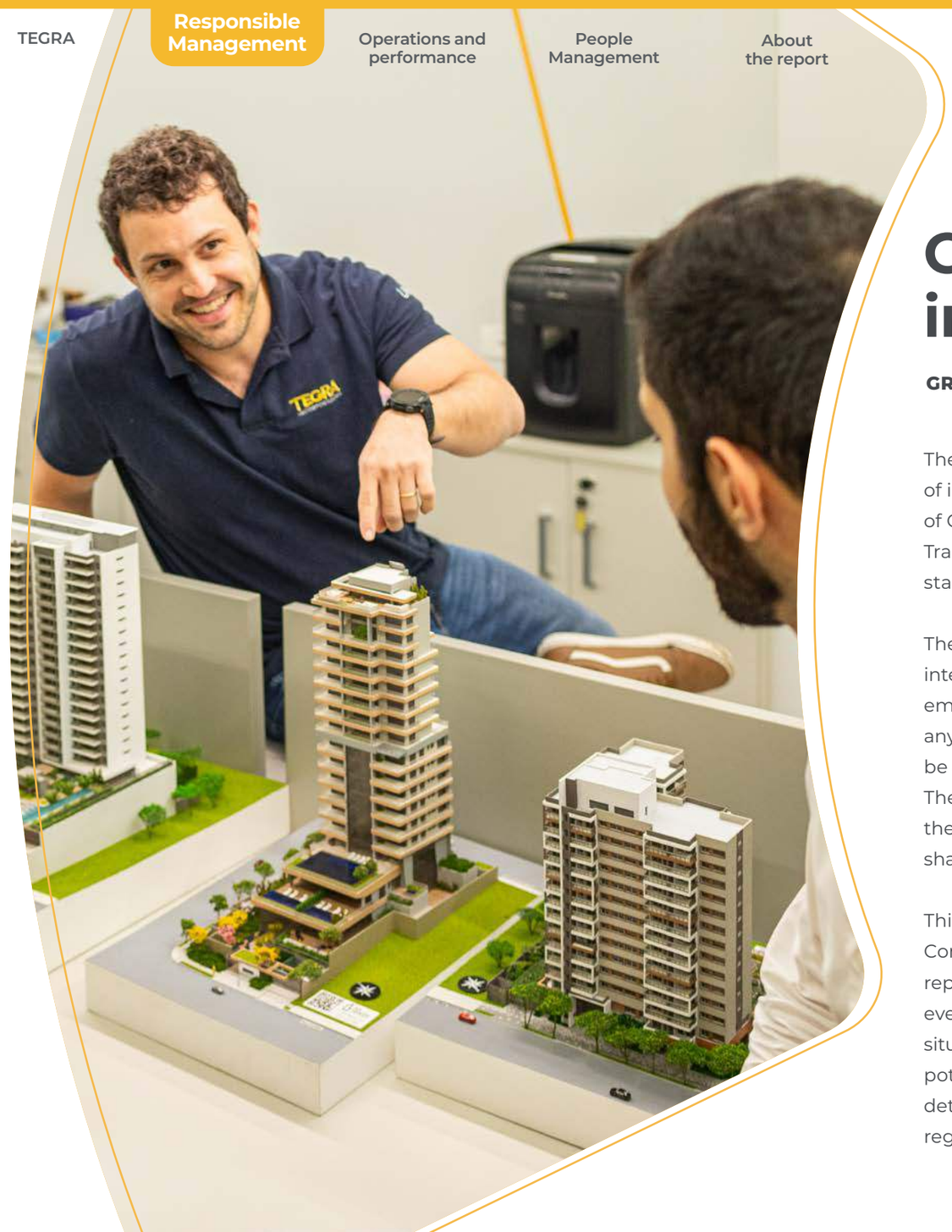
GRI 3-3

Tegra's interactions with government agents are considered fundamental to the company's operations. They occur in activities exclusively related to the business, such as the issuance of environmental licenses and permits and approval of urban projects, among others.

To ensure that these interactions take place in a transparent manner and in compliance with legislation and Tegra's integrity commitments, the activity is managed by the Compliance area through reports on the company's digital platform, acceptance of regulatory instruments, training, and monitoring.

In order to guide the interaction of its employees with government agents, Tegra has specific standards and training on this topic, which address the forms of control provided for in relationships with government representatives. **GRI 2-23 | GRI 2-24 | GRI 2-26**

Furthermore, Tegra does not make financial contributions to political parties, political campaigns, and/or candidates for public office, even when permitted by law. **GRI 415-1**



Conflicts of interest

GRI 3-3

The way Tegra addresses conflicts of interest is described in its Code of Conduct, the Related Party Transactions Policy, and a specific standard on this topic.

The process of mapping conflicts of interest occurs every year in the new employees' selection process and at any time when a situation that can be characterized as such is identified. These cases of conflict are handled by the company internally and are not shared with its stakeholders. **GRI 2-15**

This process is carried out by the Compliance area, which analyzes all reported cases – it is mandatory for every employee to communicate situations that may characterize potential conflicts of interest, as determined by the documents that regulate this topic.

Human Rights

GRI 3-3

In the civil construction supply market, the risk of purchasing materials and services from companies that use child labor and/or labor similar to slavery still persists. In the case of Tegra's value chain, this risk occurs mainly in the production of inputs in regions outside its area of operation, such as powdered gypsum produced in the region of the Araripina gypsum complex, in Pernambuco and in places with unavailability of adequate labor, where it is necessary to engage suppliers from other regions.

To reduce these risks, Tegra has a social worker and, at each construction site, has an occupational safety technician to check the documentation of 100% of workers, making sure that everyone is at least 18 years old, registered under the Consolidation of Labor Laws (CLT) regime and have their right to freedom of association guaranteed. Control of this documentation is carried out in the company's system after signing agreements with suppliers and before starting any activity. In addition, all direct suppliers of the works are monitored to ensure the payment and collection of taxes and social contributions from all workers. **GRI 407-1**

In the case of gypsum, the purchase is made from a single supplier, which goes through a due diligence process at its facilities to ensure compliance with all environmental, labor, and occupational health and safety requirements. Furthermore, Tegra participates in the International Labor Organization (ILO) Working Group on the topic, collaborating with other stakeholders in the process of eradicating child labor or labor analogous to slavery in the gypsum manufacturing and supply chain.

In the case of workers who work outside their municipality of residence, occupational health and safety teams carry out visits to construction sites and accommodations to ensure good housing, food, and other specific conditions determined by labor legislation. In 2023, two Tegra projects had a workforce in this situation and went through this monitoring process (*see more about the topic on page 81*).

In 2023, no cases of child labor or labor analogous to slavery were recorded in Tegra **GRI 408-1 | GRI 409-1**

Risk management

GRI 2-13

Tegra has a corporate risk management program monitored by the Executive Board through six committees dedicated to strategic areas for the company (*see more on page 26*).

Tegra's risks and mitigating controls are reviewed each year by the executive board in partnership with the Internal Controls and Risk Management areas. However, at any time, each department is responsible for reporting the emergence of new risks, their materiality (in the company or by a third party carrying out the same activity), and possible changes in risk, impact, or probability. All decisions taken and negotiations carried out within the scope of the committees and the Corporate Risk Management program also undergo review and approval by the Board of Directors.

In 2023, Tegra made progress in enhancing its Corporate Risk Management program through the development of a corporate matrix, which brings together the risks of all operations and departments, allowing structured and centralized assessment and control of this topic within the company.

Corruption-related risk management

GRI 3-3

Tegra carries out its business based on ethics and transparency, striving to combat corruption in every decision-making. Therefore, the company does not negotiate, promise, offer, facilitate, pay, authorize, provide, or receive payment of direct or indirect bribes. Furthermore, its employees are not authorized to do so or allow third parties to do so on its behalf.

The company also has relationships with competitors in a fair and loyal manner, keeping information from other companies confidential and respecting the content and values of commercial proposals received, in addition to technical issues and those involving intellectual property. If any employee becomes aware of another company's confidential information in the course of their employment, they must protect it in the same way they would protect Tegra's confidential information.

To ensure compliance with these commitments, Tegra maintains a series of regulatory instruments that express its zero tolerance to corruption and unfair competition. They are the Code of Conduct (including that for suppliers and partners and for associated brokers), the anti-bribery and anti-corruption and compliance policies, and the rules for preventing money laundering and terrorist financing, conflicts of interest, and government relations. All of these regulatory instruments are reviewed every 2 years but can be updated at any time, whenever necessary.

Once a year, the company carries out 5 mandatory training sessions with all employees, third parties, and suppliers on integrity, corruption, and competition, and maintains a communication plan to inform these audiences about Tegra's guidelines regarding these topics (*see more on page 29*).
GRI 2-13

Anti-corruption actions in 2023

GRI 205-2

100%

- of suppliers and contracted third parties underwent training on good conduct practices and undertook to comply with the Codes of Conduct for suppliers and partners and for associated brokers.
- of eligible employees received training in fighting corruption, including those in the Governance area.
- of the company's employees, including officers and the CEO, were informed about anti-corruption policies and procedures.
- of eligible employees were informed about the Anti-Corruption Policy and procedures adopted by the organization through training and communication actions.
- of business partners received communication/training on the policies and procedures adopted by Tegra through the Supplier Portal, which enables the approval of partners and suppliers. The anti-bribery and anti-corruption training must be taken to complete registration on the platform.

In 2023, Tegra recorded no complaints or lawsuits related to corruption, unfair competition, and violations of antitrust and antimonopoly laws.

GRI 205-3
GRI 206-1

The Compliance area monitors, every month, the completion of mandatory training and reports, every three months, this indicator to the Ethics, Compliance, and Data Protection Committee. **GRI 205-2** The results of these monitoring actions comprise a corporate goal that is linked to the variable remuneration of all employees, called the compliance index. Reparation or cooperation measures, in turn, are developed with the help of an action plan monitored by the Executive Board through the competent committees.

Furthermore, every 2 years, 100% of Tegra's operations (construction and sales) are subjected to an analysis of risks of corruption, bribery, and money laundering conducted by an independent consultancy, considering the company's macro scenario and the industry in which it operates. The analysis is conducted through interviews with executives and managers, online research with employees, test plans, and document analysis.

In the 2023 assessment, the following risk factors were rated as "high": Association with companies with an unsuitable image and reputation, offering/soliciting bribes, favoring suppliers in competition processes, among others.

In the most recent report, prepared in 2023 by PwC, which also assessed the maturity of the anti-bribery and anti-corruption program, Tegra presented an improvement in the score in relation to the previous edition. **GRI 205-1**

EMPRESA PRÓ ÉTICA 2022-2023

Tegra received the Pró-Ética seal from the Office of the Federal Controller-General (CGU) in recognition of its Integrity Program.

In 2023, 5 supplier registrations* were blocked due to corruption-related violations.

* Of the total number of blocked registrations, 3 were supplier applicants, 1 was a former supplier and 1 was an already active supplier.

Management of social, environmental, and climate risks

GRI 2-23 | IF-HB-160a.4 | IF-HB-410b.1 | IF-HB-420a.1 | IF-HB-420a.2

The potential social, environmental, and climate risks of Tegra's operations are monitored and addressed through the Environmental Management System (water and effluents, energy, waste, emissions, biodiversity) and its set of policies, commitments, indicators, goals, initiatives, and programs.

The company applies the precautionary principle in its activities to minimize these risks. For example, Tegra generally operates in already consolidated urban areas, works together with public authorities to ensure that the necessary infrastructure is provided for new projects, and takes measures to minimize negative impacts on the community, in order to maintain good coexistence with the neighbors of the works (see more on pages 65 and 66).

Several areas of the company work together to ensure that sustainability aspects are taken into consideration in the development of all projects. This issue has become increasingly critical to the company due to the problems faced by Tegra's projects under more severe weather conditions than initially anticipated, such as floods and power outages. In 2023, these issues have affected customer satisfaction, who have sought to better understand how Tegra's projects are designed to address them.

The process of identifying land located in areas at risk of flooding begins with the Products and Approvals areas, which conduct the Technical and Legal Feasibility Study (EVTL), in São Paulo, and initial studies, in Rio de Janeiro and Campinas. These documents are then sent to the Projects area, which registers the risk in a land checklist in the preliminary phase.

If the risk is confirmed, the area contracts a Flood Quota Study to determine the maximum flooding rate in the region and to take appropriate mitigation measures, for example, raising the building's implantation quota.

Customer data privacy

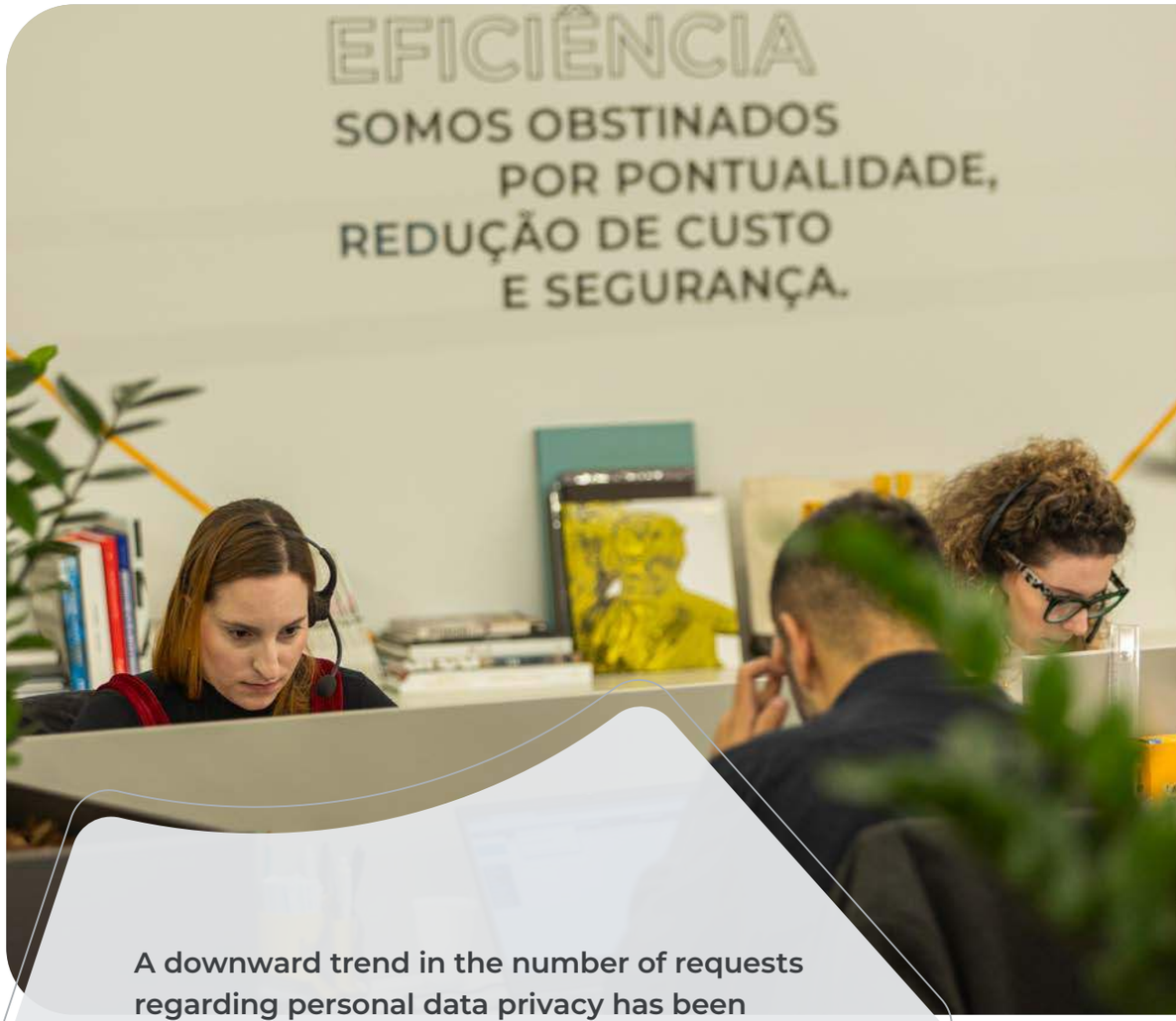
GRI 3-3

The appropriate processing of personal data is an important tool for supporting Tegra's business processes, as it enables the generation of information and knowledge about its customers and, at the same time, avoids losses to its stakeholders and itself, such as loss of customers, fines, and damage to reputation. Therefore, the company maintains a specific risk management process in place for this topic, which is in line the current legislation on data security and privacy.

This process is led by the Personal Data Governance area, which supervises and conducts the shared management of the flow of personal data in Tegra's operations, focusing on the most critical points for adherence to the LGPD, such as the entry/capture of personal data and agreements with strategic providers, among others. To support the area's work, Tegra has a Data Privacy Directive Policy, aligned with the Information Security Policy, the Risk Management Policy, corporate standards relating to the processing of personal data, and the various operational procedures.

To prevent or mitigate negative impacts in relation to data privacy, the company maintains a training program for employees and awareness actions for brokers, which reinforces the importance and duty of privacy related to personal information and documents collected by the company or entered by its external and internal users in its databases. The topic is also periodically monitored in internal forums and committees.

In 2023, Tegra received 25 requests[1] regarding personal data privacy, all handled by the Personal Data Governance area, maintaining the downward trend in the total number of requests registered in recent years. There were no leaks, thefts, or losses of customer data during the period, nor complaints from regulatory agencies. **GRI 418-1**



A downward trend in the number of requests regarding personal data privacy has been registered in recent years. **GRI 418-1**

1. requests do not necessarily refer to privacy violations or loss of customer data, but rather to the exercise of rights established by the LGPD (revocation of consent, clarifications on data use, list of processed data, etc.).

Supplier Engagement and Assessment

GRI 3-3

The real estate market is a long-cycle business, and Tegra's activities are based on outsourcing production activities and purchasing construction materials directly from industries.

This model requires the development of sustainable and long-term relationships with suppliers, an essential condition to ensure the delivery of projects within the expected costs and agreed deadline, with technological innovation and reduction of social and environmental impacts and GHG emissions. Therefore, the company has solid purchasing policies that direct the processes of acquiring and choosing suppliers on all fronts of its value chain (land acquisition, marketing, sales stands, and benefits, among others), which must be observed in all areas. This is ensured by carrying out monthly sample audits on payments made, to verify whether payment authorizations, contracting, and approval complied with the criteria established in these policies.

These audits form the compliance score that is part of the goals of all company employees.

Supplier management

GRI 2-6

Tegra's supply chain is extensive and heterogeneous. It is made up of approximately one thousand suppliers, grouped into 180 different contracting categories, which require different forms and models of negotiation. It also involves many risks, opportunities, and impacts.

This chain includes suppliers with a high level of sophistication, such as elevator companies and large manufacturers of construction materials (steel, mortar, drywall, cement, crockery, metals, and ceramic coatings). It also includes small labor-intensive suppliers on construction sites, such as carpenters and bricklayers. As these have less sophistication in managerial and financial terms, they generate greater risks for the company, especially in the social aspect.

To deal with this complexity, Tegra has a structured management and training process for its suppliers that, in addition to checking their technical, financial, and environmental qualifications, verifies their alignment with the company's culture, management principles, and ESG Policy. Its purpose is to guarantee not only the supply of quality products and services but also a relationship based on ethics and integrity. In the activity of construction of projects, which has the largest number of suppliers with different profiles and the largest financial volume transacted, this process is managed by the Supply Executive Board.

In order to maintain the best relationship with its suppliers, Tegra uses the Kraljic matrix, an internationally recognized purchasing management tool, which reduces supply vulnerability.

Supplier groups from the 180 categories are evaluated, whether in the form of negotiation, the contracting model, performance management and control, or opportunities for exchanging technology and innovation and strategies in knowledge transfer.

In the case of strategic categories, the company adopts the practice of hiring in advance. By doing so, it anticipates possible problems and deviations and has time to act on route correction and action plans for mitigation. For the supplier, anticipation allows for the planning of its workflow, facilitating the allocation of employees, and the purchase of materials. Its selection is made by observing the best market practices, expressed by solid sustainability and governance programs and policies widely implemented.

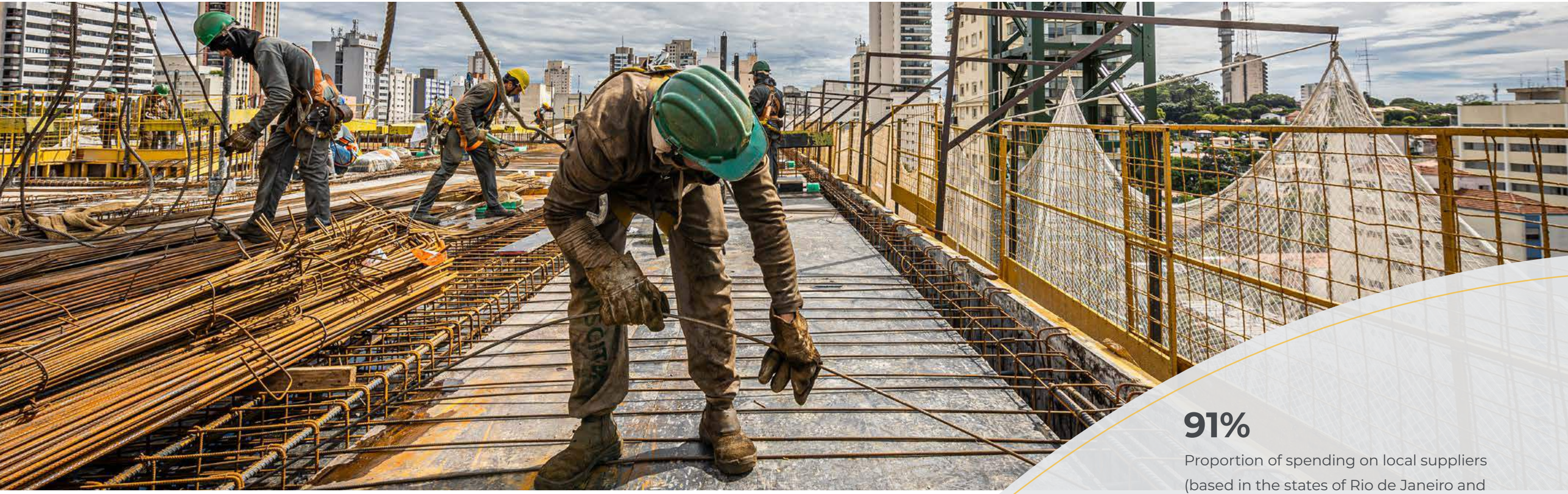
180

Supply chain

22

Categories classified as strategic (providers of essential materials for the business, such as steel, concrete, elevators, cement, mortars, and drywall, account for 75% of the works' costs).

GRI 2-6



91%

Proportion of spending on local suppliers (based in the states of Rio de Janeiro and São Paulo. **GRI 2-6 | GRI 204-1**

BRL 638,691,873.00

in purchases made in 2023

87% in works in São Paulo

13% in works in Rio de Janeiro

In 2023, there was a reduction in Tegra's purchasing volume due to large acquisitions made in 2022 for services started this year, such as elevators, civil services labor, aluminum, electrical and hydraulic installations, among others. Hence, the company guaranteed better prices and strategic partnerships with suppliers.

Furthermore, due to the high volume of construction of new buildings in the Metropolitan Region of São Paulo and in Campinas, in 2023, there was an increase in costs and risks of labor shortages. The measure taken in response to this situation was the creation of its own vertical teams within Tegra to carry out electrical and hydraulic installations (Tegra Install) and facade coatings (Tegra Reveste).

Social and environmental assessment of suppliers

GRI 3-3

To register as a Tegra supplier, every company goes through a customized approval process by category on the Supplier Portal, which includes due diligence. This process is renewed every 2 years for low-risk suppliers, once a year for those considered medium-risk suppliers, and every 6 months for high-risk suppliers, at which time they must update all their documentation and undergo new due diligence conducted by the Compliance area.

All Tegra purchase agreements, whether for material or for the provision of labor services, have socio-environmental sections with requirements that must be complied with by the supplier. See the box on the side. Furthermore, there is a process of continuous assessment of safety, environmental, and quality requirements, which generates proactive actions by supply management to implement improvements with the suppliers.

For supply categories considered critical from a socio-environmental point of view, the Compliance area checks lists of convictions and summons in the criminal, environmental, and labor spheres to check whether any supplier appears in any of them. These checks comply with the international standard methodology of the parent company Brookfield, and it applies to all companies in the group.

Social and environmental sections required from suppliers

- conduct its activities regarding the environment in compliance with the environmental legislation applicable in the places where it performs such activities, including the National Solid Waste Policy (PNRS);
- repress the practice of acts that result in degradation of the environment, acting in a socially responsible manner, always taking into account the public with which it interacts, and planning its activities aimed at the sustainability of its business and the Planet, as well as committing to prevent and eradicate practices that are harmful to the environment;
- refrain from practicing acts of discrimination based on race, gender, physical condition, religion, and/or sexual orientation;
- prevent any forms of moral or sexual harassment;
- refrain from employing, now or in the future, child labor, slave-like or forced labor;
- do not employ people under 18 years of age in night, hazardous, or unhealthy work nor under 16 years of age in any work, except as an apprentice, from the age of 14, as provided for in the Apprenticeship Law (Law No. 10.097, of December 19, 2000);
- conduct its activities in full compliance with occupational safety standards, observe the applicable legislation in the places where it develops its activities, as commit to preventing and eradicating practices that are harmful to the safety of its employees.

Actions carried out with suppliers

GRI 3-3

- Monitoring of clearance certificates for federal and labor tax debts. In 2023, only 3.5% of the supplier base had any pending issues in this regard.
- Monthly monitoring of the collection of the Worker Severance Fund (FGTS) and taxes, continuous verification of financial health, and creation of action plans to mitigate supply risks and impact on the salaries of workers and labor service providers.
- Monthly monitoring of supplier scores using the Serasa tool (process started in June 2023).
- Holding a suppliers' meeting to communicate and raise awareness about Tegra's ESG program and AQUA certification in the projects.
- Participation in the Tegra Maker open innovation program, to develop, together with the company's employees, technological solutions seeking greater productivity and industrialization in construction processes and lower environmental impact.

Social risks

GRI 3-3

The vast majority of activities at Tegra works are performed by outsourced labor. On average, 2,940 workers worked per month at the company's construction sites in 2023, the majority of them performing activities requiring lower professional qualifications and high safety risks. These employees are hired by service-providing companies, which are generally small and have less technical and managerial sophistication and more unstable financial health, which involves important social risks.

To mitigate these risks and enhance opportunities for positive impact for its contractors, Tegra monitors the tax and labor payments, documentation, and financial health of these suppliers on a monthly basis and monitors their performance in relation to the progress of labor relations on the construction sites, based on assessments by construction managers.

Initiatives are also carried out to directly impact the professionals of these suppliers, such as occupational health and safety programs, the Internal Week for the Prevention of Accidents at Work (Sipat), and the Integrated Women program, which trained 5 professionals to work on the construction sites and to provide conditions that are a reference in the markets where they operate.

Suppliers considered to be of strategic relevance to the business are also invited to participate in the Tegra Supplier Meeting, which, in 2023, was held in person with a focus on raising awareness among these partners about Tegra's commitment to sustainability, the evolution of its ESG program, the Regenerative Cities 2030 strategy, among other topics.

In 2023, Tegra selected and evaluated 197 new suppliers (19%) based on environmental criteria and 176 (17%) based on social criteria. None of them were identified as having an actual negative impact, nor was their relationship with the company interrupted.

GRI 308-1 | GRI 308-2 | GRI 414-1 | GRI 414-2

Environmental risks

GRI 3-3 | GRI 308-2

In categories considered to have a high level of criticality in environmental matters, suppliers must present environmental licenses, operating permits, extraction licenses, authorizations from competent agencies, and certifications, among other documents.

With regard to waste, the disposal of discarded materials and construction rubble is controlled by monitoring waste treatment centers (CTRs) and checking waste disposal sites. Tegra favors hiring suppliers that enable the greatest possible amount of recycling and reuse of waste in other activities.

Main environmental and social risks in Tegra's supply chain

GRI 3-3

- Illegal extraction of raw materials of mineral origin used directly in the production of projects, such as natural stones, marble, granite, gypsum, sand, and crushed stone.
- Illegal extraction of raw materials of plant origin used in the manufacture of forms, in temporary construction site installations, and indoors and decorative elements.
- Incorrect waste disposal.
- Occupational safety incidents related to the physical integrity of workers.
- Delays in salary or payment of contributions to the National Social Security Institute (INSS) and FGTS.
- Inadequate feeding of employees.
- Discontinuity of services leading to layoffs.
- Occupational health incidents.

Strategic partnerships

GRI 2-6 | GRI 2-29

With the advancement of innovation and ESG programs in recent years at Tegra, efforts have been made to privilege and increasingly deepen the technical and commercial relationship with the materials industries, offering the company's facilities as a platform for the implementation and application of innovative products that converge and contribute to achieving the goals of the Regenerative Cities 2030 strategy.

For example, the supply of high-performance concrete and steel, already used by Tegra, makes it possible to execute projects with lower material consumption and lower generation of GHG emissions. The use of prefabricated parts (for example, stairs, reinforced concrete beams and slabs, ready-made bathrooms, modular walls including electrical installations, and pre-molded facades) has contributed to reducing the need for intensive labor and the use of materials in the company's projects.

In this sense, in 2023, Tegra maintained and expanded its partnership with Votorantim for the supply of lower-emission concrete, and with Arcelor Mittal for lower-emission steel, two of the most critical materials in relation to GHG emissions.

These companies were chosen not only because of their products, which focus on reducing harmful emissions but also because of their sustainability programs and the actions they take in relation to the topic. **GRI 308-2**

In 2023, we expanded the use of lower-emissions concrete and steel. Of the total concrete and steel applied in the works, 19.2% and 16.8% were, respectively, of lower emissions.

Operations and performance

Business performance

Environmental performance

Social performance

Business performance

GRI 3-3

Tegra Incorporadora plays a key role, directly or indirectly, in the lives of thousands of people - its own employees, customers, and suppliers, among other stakeholders - and in the development industry as a whole. Therefore, it is essential that it has a satisfactory economic performance and that it improves every year, even more so considering that its businesses generate incremental value to society in addition to its core activity - providing housing, creating jobs, and paying taxes regularly.

Healthy economic performance translates into launches, sales, jobs, and production chains with greater capacity to generate benefits for the economy in the regions in which the company operates. Furthermore, Tegra's economic performance is relevant to its shareholders and funders, who can continue to invest in the company, enhancing its ability to generate value.

The residential development industry in Brazil showed resilience in 2023 despite the challenging macroeconomic scenario, marked by high interest rates, especially in the first half of the year. In the second half of the year, a cycle of interest reduction and improvement in the Consumer Confidence Index (ICC) began. On the other hand, the National Construction Cost Index (INCC) showed a variation of 3.33% in the last 12 months until November.

Right to build

GRI 3-3

In 2023, the company paid BRL 20.3 million in Onerous Grant of the Right to Build, a legal requirement for using the maximum construction potential of a stretch of land. In São Paulo, the resources collected through the payment of these grants are directed to the Urban Development Fund (Fundurb), which invests in the implementation of urban and environmental programs and projects that are part of or result from the city's Strategic Master Plan.

TEGRA SQUARE GARDEN PROJECT FACADE

1,498
units were delivered

The approval of the new Master Plan for the city of São Paulo in July also brought new opportunities, leading Tegra to review all launches scheduled from the second half of 2023 in the capital of São Paulo.

This assessment identified potential gains of BRL 559 million in additional general sales value (PSV), including benefits in 4 projects planned for the second half of the year, resulting from three changes introduced in the Master Plan: the permission to establish one parking space for every 60 m2 of private residential area; the reduction in the minimum number of units per land, upon payment of consideration; and an increase of up to 20% in the salable area, in exchange for payment of the solidarity quota.

Given this scenario, the company decided to postpone these launches in order to guarantee profitable expansion in its Goal markets and greater value generation for all stakeholders, especially customers and shareholders. **IF-HB-410b.1**

GRI 201-1 | FINANCIAL STATEMENTS

STATEMENT OF VALUE ADDED AND DISTRIBUTED (BRL THOUSAND)	2023	2022	2021
Direct economic value generated (Revenues)	1,313,548	1,549,800	1,531,043
Operating costs	-1,059,533	-1,199,935	-1,145,835
Depreciation	-10,938	-11,536	-11,526
Other revenues	135,640	127,141	49,866
Total added value for distribution	**378,717**	**465,470**	**423,548**
Salaries and employee benefits (Personnel)	154,996	167,670	164,998
Payments to the government (taxes, fees, contributions)	80,319	83,623	61,141
Remuneration of external capital	30,822	21,695	36,666
Remuneration of own capital	112,580	192,482	160,743
Distributed economic amount	**378,717**	**465,470**	**423,548**

1. Tegra's financial statements have been audited by Ernst & Young Global Limited.
2. Results in billions of Reais.

GRI 201-1 | FINANCIAL STATEMENTS

OPERATING RESULTS – SALES	2023	2022	2021
Contracted sales (100%) (BRL thousand)	1,591,437	1,398,465	1,459,372
Contracted sales (%Tegra) (BRL thousand)	1,409,224	1,272,080	1,291,342
Private area of units sold	167,091	248,263	273,698
Number of units sold	2,150	1,952	2,246

Economic and financial management

GRI 2-29 | GRI 3-3

Tegra holds monthly and quarterly internal meetings about its results with the aim of discussing current financial results and evaluating the viability and profitability of the business and its long-term continuity. Both monthly and quarterly meetings take place within the scope of the Board of Directors, with the participation of all directors. Monthly results meetings involve the presentation of market perspectives, discussions about launches, and cash flow monitoring. At the quarterly meetings all these controls are consolidated, and analyses of the return on each project and the Income Statement for the Year (DRE) are also conducted.

Furthermore, Tegra has committees to approve the purchase of land and the launch of projects according to well-defined profitability parameters.

Every 3 months, the company reviews its financial projections with the aim of reflecting the best view of managers at the moment and mitigating possible internal and external risks to the business, such as global and national financial crises, and approval of monetary and fiscal policies from government entities, among others.

Guided by its values and aligned with the demands of its direct and indirect stakeholders, the company also employs high governance standards in all its actions and follows technical and safety standards, ethical-professional principles, environmental and social responsibility standards, and policies. For Tegra, these practices are necessary to maintain financing for its customers and suppliers and avoid negative economic impacts.

In 2023, Tegra Incorporadora did not receive financial support from the government **GRI 201-4**

Impacts of incorporation

GRI 3-3 | GRI 203-2

Tegra understands that its activities have indirect economic impacts on the regions where its projects are located, such as urban development, attracting investments in infrastructure and services, generating employment, and increasing the number of workers with a formal contract. Its operations also foster economic activity in the civil construction chain and increase the professional qualifications of direct and outsourced employees.

These impacts, with which Tegra is directly linked through its customers, suppliers, employees, shareholders, and public bodies, are managed through internal controls and governance meetings. The company also has employees specializing in economics, social and environmental aspects that work to minimize the negative impacts and enhance the positive impacts of its activities.

Any negative impacts identified are compensated by adopting mitigation procedures, carrying out compensatory works required by public bodies for issuing project permits, and carrying out compensation actions.

Tegra recognizes the importance of its operations in the market and its responsibility towards all agents involved. Therefore, it always seeks to maximize economic impacts in all spheres. It also takes into account the opinions of its various stakeholders, striving to meet their requests whenever possible.

Potential impacts of Tegra's operations

GRI 203-2

POSITIVE

- Attracting investments in infrastructure and services
- Increase in the level of economic activity of the other links in the civil construction chain
- Increase in gross fixed capital formation (GFCF) and productive investment in the economy
- Generation of jobs and income at the base of the social pyramid
- Increased professional qualifications of direct and outsourced workers
- Urban development in the areas in which it operates
- Offer of housing in commercial/business neighborhoods, reducing distance and travel time for local workers (increase in productivity and quality of life)
- Reduction in the housing deficit
- Architectural beautification of neighborhoods
- Increased dynamism in local commerce and services
- Development of road infrastructure works

NEGATIVE

- Transposition of plant specimens and replacement of green areas
- Noise pollution
- Air pollution
- Physical damage to neighboring properties
- Production of waste and rubble
- Temporary blocking of streets and sidewalks, affecting local traffic

Tegra impacts compensation

GRI 203-2

ACTIONS REQUIRED BY PUBLIC AGENCIES

- Widening sidewalks
- Building of streets
- Implementation/improvement of equipment to facilitate urban mobility (train stations, bus stops, and traffic signs)
- Creation and maintenance of parks and other public equipment
- Planting trees
- Recovery of degraded areas
- Proper disposal of solid waste

VOLUNTARY ACTIONS

- Communication channel with the projects' neighborhood
- Provision of technical support for possible physical damage
- Support with local traffic signage

GRI 2-29 | GRI 203-2

STAKEHOLDER	WAY OF LISTENING/DEMANDS SERVICE
Government	Execution of all projects in accordance with the current legislation and compliance with the determinations of public bodies.
Investors	Acting with a long-term vision to ensure the company's longevity.
Financial institutions	Transparent and impartial relationships with banks and other financial market players guarantee better rates and conditions and lasting partnerships.
Class entities	Active participation in Abrainc, SindusCon, and Secovi forums to discuss new trends and solutions for the industry, process improvement, sustainability, and legislation.
Neighbors of the works and surrounding communities	Consultation with neighborhood associations to identify the needs of the region (for example, mixed-use developments), dissemination of information about the projects, and maintenance of a channel for a friendly solution related to impacts.
Employees and family	Hiring contractors that are diligent with labor issues and implementing the Occupational Safety Policy.
Consumer protection bodies	Monitoring of the Reclame Aqui website and quick response to complaints.

Environmental performance

GRI 3-3

Excessive carbon dioxide emissions are among the main causes of climate change, which are related to the occurrence of extreme weather events around the world, impacting not only the environment but also the entire society and economic activities.

According to the 2020 Global Situation Report for Buildings and Construction prepared by the UN environmental agency, the civil construction industry represents 38% of carbon emissions in the world.

Aware of such impact, Tegra, in addition to monitoring real carbon emissions generated by its operations, offsets all its emissions in the three scopes. The Company also applies service execution solutions, purchases more sustainable materials together with its suppliers, and invests in the reuse of waste so that it is not completely landfilled, generating even more emissions. Additionally, it encourages industrial initiatives and participates in discussions on the topic with private and public organizations.

Since 2019, Tegra has offset 100% of its emissions through the purchase of carbon credits.

Emissions

GRI 3-3 | GRI 201-2

Reducing GHG emissions is one of Tegra's commitments to the Regenerative Cities 2030 strategy (see further details on page 16). The Company has solid emission reduction Goals to achieve and assess the risks arising from climate change applied to the supply chain. However, it still does not quantify the implications and financial costs potentially arising from climate events, which will occur after the definition of the Climate Risk Matrix is applied to the strategy as of 2024.
IF-HB-420a.2

The guidelines for the actions related to GHG emissions at Tegra are the ESG Policy and the AQUA-HQE certification, applied to 100% of Tegra projects and which guarantee the adoption of the best construction practices, the use of less polluting materials and the delivery of highly efficient and sustainable projects.

Monitoring the effectiveness of emission reduction measures happens through monthly inventories, which allows for fast actions to solve the causes of possible deviations. In addition, actions are taken and meetings are held to disseminate information on the topic throughout the company, committees are organized with senior leadership and the parties involved and procedures are reviewed whenever necessary. Furthermore, an evidence guide was created to guide those responsible for entering information into the carbon inventory.

EMISSIONS – SCOPE 1 (tCO_2e)

GRI 305-1 | DIRECT EMISSIONS BY TYPE OF GAS (tCO_2e)

GAS	GWP	2023	2022	2021
CH_4	28	0.24	0.00	0.39
CO_2	1	253.16	48.42	253.80
N_2O	265	12.01	0.00	0.22
HFC-32	677	2.17	0.00	0.00
HFC-125	3,170	10.14	0.00	0.00
	Total	**277.72**	**48.42**	**254.41**

EMISSIONS – SCOPE 1 (tCO_2e)

GRI 305-1 | DIRECT EMISSIONS BY TYPE OF GAS (tCO_2e)

GAS	2023	2022	2021
CO_2 Renewable	13.87	0.00	10.36

In 2023, 24 works in progress were considered, 2 offices (Rio de Janeiro and São Paulo), 9 demolition works, and 5 works that reported only the parameter of planted seedlings.

EMISSIONS – SCOPE 2 (tCO_2e)

GRI 305-2 | INDIRECT EMISSIONS BY TYPE OF GAS

GAS	GWP	2023	2022	2021
CO_2	1	117.98	107.29	279.55
	Total	**117.98**	**107.29**	**279.55**

Emissions are calculated on a market basis.

Risks and opportunities related to climate change

GRI 201-2

Tegra has identified two climate risks and one opportunity that could affect its operations strategically and/or financially.

The first risk concerns emerging regulation and carbon pricing mechanisms. To grant access to capital, credit operators already require companies like Tegra, which use inputs from GHG-intensive emission chains (for example, steel and cement), to manage suppliers and their scope emissions 1, 2, and 3.

The second risk concerns the occurrence of changes in the patterns and types of precipitation (rain, hail, snow/ice). The increase in rainfall may require the resizing of containment reservoirs and the reassessment of implementation quotas in projects developed in critical areas.

As an opportunity, Tegra sees the issuance of green bonds and access to more attractive financing rates due to EDGE and AQUA-HQE certifications, which attest to compliance with the commitment to reducing the consumption of electricity, water, and energy embedded in the development of materials used on construction sites.

INDIRECT EMISSIONS – SCOPE 3 (tCO_2e)

GRI 305-3 | TOTAL INDIRECT GAS EMISSIONS

GAS	GWP	2023	2022	2021
CH_4	28	6,806.92	5,688.92	3,890.05
CO_2	1	39,308.44	30,652.38	39,268.46
N_2O	265	1.11	1.53	-
	Total	**46,116.48**	**36,342.83**	**43,158.51**

INDIRECT EMISSIONS – SCOPE 3 (tCO_2e)

GRI 305-3 | CO_2 EMISSIONS FROM RENEWABLE ORIGIN (tCO_2e)

	2023
Renewable CO_2	690.80

Since 2019, Tegra has offset 100% of its emissions through the purchase of carbon credits, and since 2020, it has conducted an inventory of GHG emissions in scopes 1, 2, and 3. Parameters and emission factors are updated annually to improve inventory management. Emissions information is disclosed to external stakeholders through the company's Sustainability Reports, public inventory, and the socio-environmental panel installed on the siding of each project. For internal stakeholders, innovation campaigns are carried out to encourage the development of projects to reduce GHG emissions.

Emissions

In 2023, Tegra began reporting emissions of ozone-depleting substances (ODS) using the R-410a gas consumption parameter, converted into CO2 equivalent (Scope 1). The Company emitted a total of 12.31 tCO2e of hydrofluorocarbons (HFC). **GRI 305-6** Emissions of nitrogen oxides (NOx), sulfur oxides (SOx), and other significant atmospheric emissions were not calculated. **GRI 305-7**

GRI 305-4 | GRI G4 CRE3 | EMISSION INTENSITY FROM BUILDINGS

	2023	2022	2021
Total emissions kg CO_2e	42,137,559.42	33,866,948.47	43,692,473
Built area (m²)	205,445.65	201,583.74	257,893.42
Intensity kg CO_2e/m^2	205.10	168.00	169.42

The total emissions only consider works with emissions in the three scopes and that generate built area, therefore, emissions from demolitions and offices are excluded.

GRI G4 CRE4 | EMISSION INTENSITY FROM NEW CONSTRUCTION AND REDEVELOPMENT ACTIVITY

	2023	2022	2021
Total tCO_2e emissions	46,512.18	36,498.55	43,692.47
Revenue	BRL 1.19 billion	BRL 952 million	BRL 1.08 billion
tCO_2e intensity	0.0000388249	0.00003833880	0.0000403812

Considers emissions from all activities: works, demolition, and office.

The Company also has the practice of purchasing materials that generate lower emissions, such as concrete and steel, working in partnership with suppliers to develop new products and implement innovation projects in its works (*see more about the topic on page 44*). Another strategy adopted was to establish a Goal for waste processing, avoiding its disposal in landfills and, as a consequence, reducing emissions. **GRI 305-5**

In 2023, Tegra received the Gold Seal – the highest level of qualification – from the Brazilian GHG Protocol Program for its 2022 GHG inventory, published in the Public Emissions Registry. It also participated for the first time in the Carbon Disclosure Project (CDP) and in the GHG inventory verification process by an independent third party.

Energy

GRI 3-3

Electrical energy is an essential resource for both industry and domestic use; however, its production can have a high environmental impact depending on the energy source used. In Brazil, a large part of power generation comes from hydroelectric sources, which, although being renewable and more sustainable compared to other methods, also have negative impacts on the environment.

Civil construction is responsible for high energy consumption in its activities; therefore, Tegra considers the management of this topic of utmost importance to ensure sustainability in the business and invests in initiatives to reduce and control energy consumption.

Among these initiatives are partnerships with startups to develop solutions for monitoring monthly energy consumption, using LED lighting and presence sensors at the construction sites, as well as installing visual communication and carrying out training and meetings with all employees about the importance of conscious consumption. After the start of the Covid-19 pandemic, faced with the realization that consumption measurements carried out by concessionaires were not happening in an assertive manner, Tegra also adopted a procedure for monitoring consumption bills on-site meters.

ENERGY CONSUMPTION (GJ)

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GRI 302-1)	2023	2022	2021
Non-renewable fuels	1,769.38	0.00	1,390.25
Purchased Electric Power	10,743.44	9,068.74	7,929.33
Total	**12,512.82**	**9,068.74**	**9,319.58**
ENERGY CONSUMED OUTSIDE THE ORGANIZATION (GRI 302-2)	**472,963.70**	**373,240.86**	**432,061.30**

Note: Considers works, demolition, and office. In 2022, no diesel was used in generators, so there was no consumption of non-renewable fuels. / The conversion factors used are those applied on the Climas platform, which is used by Tegra to manage these data.

ENERGY CONSUMPTION (KWH/M²)

PHASE	2023		2022		2021	
	Goal	Achieved	Goal	Achieved	Goal	Achieved
A (Foundation)	8.51	14.82	13.05	12.54	11.62	6.00
B (Structure)	6.27	12.40	9.82	8.53	8.65	7.92
C (Facade)	7.46	10.28	9.64	8.23	9.01	8.31
D (Finishing)	9.93	12.59	9.17	12.36	9.73	7.78

Note: The calculation does not consider demolition works and offices.

The Company also has reduction Goals per phase of work (foundation, structure, facade, and finishing), which are monitored by the Quality and Environment area. The results of energy consumption indicators per built area are evaluated annually by the Executive Board in a critical analysis meeting, in which Goals for the following year are defined, which are then inserted into the sustainable construction site procedure to be followed by all the construction works.

If consumption exceeds the established Goals for more than 3 months, a corrective action plan is activated, which analyzes the cause and takes measures to eliminate the reason for the deviation. **GRI 3-3**

In 2023, there was no reduction in energy consumption in the Company. As already mentioned, in several works, the concessionaires did not carry out actual measurements of energy consumption, and billing was based on consumption averages. **GRI 302-4**

GRI G4 CRE1 | ENERGY INTENSITY OF CONSTRUCTION

	2023	2022	2021
Built area (m²)	205,445.65	201,583.74	257,893.42
Number of works	24	31	31
Total consumption of energy (kWh)	2,448,148.19	1,989,304.04	2,588,772.17
Energy intensity (kWh/m²)	11.92	9.87	10.04

The calculation of energy consumption happens through monthly measurements by concessionaires, as well as by controlling fuel consumption by generators. The built area is obtained through monthly measurements of the physical progress of works. The surveys do not consider demolition works and office energy consumption.

GRI 302-3 | ENERGY INTENSITY OF CONSTRUCTION (GJ/M²)

	2023	2022	2021
Energy intensity of absolute consumption	2.3487	1.8796	1.7115
Energy intensity outside the organization	2.29715	1.8441	0.0361
Energy intensity within the organization	0.05151	0.0355	1.6753

For the calculation, in 2023, 24 works were considered.

The results of energy consumption per built area are annually evaluated by the Executive Board.

Materials

GRI 3-3

The materials used in the construction of Tegra projects represent the main environmental impacts of its operations. The reason for this is that these inputs are produced through the use of raw materials of mineral or vegetable origin, such as sand, gravel, marble, granite, and wood, the extraction of which causes relevant environmental impacts.

Some of these materials also generate high GHG emissions in their industrialization process, such as steel and cement, which are widely used in construction in mortars, concrete blocks, and machined concrete. In the case of plaster, there is also a risk of social impact, as it is a material whose production is concentrated in the cities of Araripina, Ouricuri, Ipubi, Bodocó, and Trindade, in Pernambuco, a region with extreme social differences and problems related to working conditions.

Therefore, materials management is essential to guarantee the company's competitiveness in long-term construction processes. The Company's focus is on the development and implementation of more productive and industrialized solutions, which involve the lowest possible consumption of material and which cause the lowest possible environmental impact, contributing to achieving the emission reduction Goals of the Regenerative Cities 2030 strategy.

GRI 301-1 E 301-2 | MATERIALS USED AND PERCENTAGE RECYCLED

NON-RENEWABLE MATERIALS	Measure	2023		2022		2021	
		Volume	% Recycled	Volume	% Recycled	Volume	% Recycled
Aggregates (sand, gravel, etc.)	m³	17,573	2.2%	28,747	1.2%	26,647	2%
Machined concrete	m³	89,565	10%	134,760	10%	124,156	10%
Ceramic coating	m²	183,392	-	300,159	-	436,362	-
Mortar	ton	45,226	20%	40,740	20%	42,627	20%
Cement	ton	1,724	40%	3,830	40%	3,294	40%
Steel	ton	4,272	65%	9,340	65%	10,595	65%
Concrete block	unit	1,873,763	20%	1,869,724	20%	4,478,640	20%
Ceramic block	unit	317,125	-	1,041,915	-	-	-
Bathroom fittings	unit	15,490	-	12,149	-	14,962	-
Readymade door	unit	5,616	-	6,533	-	5,881	-

Non-renewable material: a resource that is not renewed in short periods of time.

With this objective, Tegra remains a member of the Gypsum Supply Chain Workgroup, organized by the ILO, and conducts due diligence at the gypsum production hub in Araripina, in Pernambuco, with the aim of ensuring compliance with the labor conditions of the supplier and supporting the implementation of improvements.

It also monitors the volumes of rubble generated on construction sites and seeks, through technological innovation initiatives in its production processes, to reduce the volume generated. These indicators are monitored monthly in internal environmental audits. Improvements in logistical processes and in the adoption of technologies and alternatives in the use of materials in works have led to constant progress in reducing the generation of rubble and consumption of electric power and water in the different phases of the work over the years.

The areas involved in construction processes are responsible for materials management at Tegra. The Supply area makes it possible, through long-term relationships with suppliers, for the Company to adopt the most recent technologies available on the market. It also contracts the supply of critical materials, ensuring contractual requirements and conducting due diligence.

The Projects area, in turn, seeks to make the most of available materials, focusing on the best cost-benefit ratio in terms of consumption and environmental impact. The areas of Works, Quality, and Environment work in the continuous auditing and supply monitoring processes, ensuring that the legal documentation of the product's origin is being delivered, in addition to continuously enabling processes and technologies that allow reducing consumption and waste of materials.

REDUCTION OF WASTE GENERATION (M^3/M^2)

PHASE	2023		2022		2021	
	Goal	Achieved	Goal	Achieved	Goal	Achieved
A (Foundation)	0.08	0.12	0.06	0.07	0.06	0.05
B (Structure)	0.15	0.17	0.17	0.13	0.17	0.17
C (Facade)	0.20	0.21	0.21	0.19	0.20	0.23
D (Finishing)	0.20	0.22	0.18	0.19	0.16	0.22

Certified Wood

All of Tegra's projects have wooden doors under the FSC certification.

The wood used in decks, pergolas, wooden ceilings and flooring follows strict guidelines on origin, with the issuance and inspection of DOF (Forest Origin Certificate).

GRI 2-6 | GRI 3-3 | GRI 308-2

Waste and reverse logistics

GRI 3-3

The construction industry generates a significant amount of solid waste, such as demolition rubble, concrete, wood, metals, plastics, and paper, which have significant economic, environmental, and social impacts. When improperly disposed of, this waste can contaminate soil and water, affecting the health of the population. On the other hand, if recycled and reused, they enable a reduction in the extraction of natural resources, GHG emissions, and company costs. **GRI 306-1**

Therefore, Tegra adopts several practices to encourage the reuse of waste and reduce material waste in the construction process, following the guidelines of its ESG and Quality policies, the current legislation, as well as the premises of the AQUA-HQE certification, which has requirements related to the management of waste generated during the works and after delivery, by the residents of the project. **GRI 306-2 | GRI 308-2**

GRI 306-3, 306-4 E 306-5 | WASTE GENERATED AND TYPE OF DISPOSAL (TONS)

NON-HAZARDOUS WASTE	Disposal	2023	2022	2021
Bagged	Reverse logistics	12.10	13.76	78.44
Block	Reverse logistics	90.34	184.79	88.90
Rubble	Recycling	12,793.03	15,359.89	22,956.48
Rubble	Landfill	8,940.24	6,286.08	235.20
Wood	Recycling	1,364.04	440.71	1,053.38
Wood	Landfill	68.82	6.40	0.00
Plaster	Recycling	1,009.95	186.72	406.40
Plaster	Landfill	470.60	8.00	8.00
Recyclables – paper and plastic	Recycling	1,543.77	1,825.29	3,198.16
Recyclables – paper and plastic	Landfill	10.15	11.83	3.38
Metal	Recycling	248.97	82.77	121.63
Metal	Landfill	—	2.24	2.10
Mix	Landfill	410.57	259.36	547.43
Mix	Recycling	2,082.47	244.27	114.87
	Subtotal	**29,045.06**	**24,912.13**	**27,525.79**
Soil	Landfill	44,195.94	—	—
Common waste	Landfill	822.61	—	—
HAZARDOUS WASTE	Landfill	5.91	9.75	15.40
	Total	**104,069.52**	**24,921.88**	**27,541.19**

The conversion to tons was made using a density conversion factor. / This is the first year of reporting data for withdrawn soil and common waste, although they are not considered in our goals. For common waste, an estimate was made of the garbage bags removed from the works. / All waste is disposed of outside the organization.

EVOLUTION IN THE GENERATION OF WASTE AND RUBBLE (M^3/M^2)

TYPE	2023	2022	2021
Waste	0.19	0.16	0.20
Rubble	0.08	0.11	0.09

These practices include the use of prefabricated bathrooms and precast slabs and facades, the selection of materials with a lower environmental impact (preferably recycled or recyclable), and reverse logistics. The Company also sets Goals for reducing waste generation and processing these materials, which are monitored monthly through the Climas platform by the Quality and Environment teams and evaluated annually by senior leadership in critical analysis meetings.
GRI 306-2 | GRI 308-2

Furthermore, the destination of the waste generated is monitored and tracked through strict control of the documentation of carriers and disposal sites, as well as on-site visits to verify the destination process in order to ensure adequate treatment of discarded materials. The Company also delivers training to these partners so that they provide documentation accurately and adopt sustainable practices, ensuring compliance with environmental regulations and contributing to the sustainability in the life cycle of the works.
GRI 306-2 | GRI 308-2

Waste generated by Tegra

GRI 306-1

IN OWN ACTIVITIES (UPSTREAM)

- Construction materials used directly in the project
- Construction and demolition waste

IN THE VALUE CHAIN (DOWNSTREAM)

- Packaging of purchased materials
- Waste generated by end users of construction
- Waste generated in the manufacture of products
- Waste generated during renovations of delivered units

Water and effluents

GRI 3-3 | GRI 303-1 | GRI 303-3

According to the U.S. Green Building Council, civil construction is responsible for consuming approximately 21% of all treated water on the Planet. This resource is used in all phases of the construction work, directly or as a component of the materials used. Therefore, water consumption and effluent disposal directly impact Tegra's costs and the surrounding community. For this reason, the management of this topic is considered fundamental to guarantee the sustainability and perpetuity of the Company.

The water reaches Tegra's construction sites through municipal concessionaires, which capture this resource from the surface or underground sources. In the municipality of São Paulo, the collection is made in the reservoirs of the Cantareira, Guarapiranga, and Alto Tietê systems; in Campinas, in the hydrographic basins of the Piracicaba, Capivari, and Jundiaí Rivers (PCJ).

In the state of Rio de Janeiro, the sources that supply the works are the Guandu River, in the capital, and the Imunana-Laranjal system, in Niterói. Water can also be supplied by water trucks upon presentation of grants, with the aim of ensuring the management of hydric resources.

To avoid impacts caused by waste and contamination during the construction of projects, Tegra adopts several practices to reduce water consumption and properly dispose of the effluents generated. These include the reuse of water from washbasins for urinals, the adoption of a reuse system in the wash brush, the installation of a wheel washer with decantation and removal of residual soil, and the use of nozzle washers during concreting.

GRI G4 CRE2 | WATER CONSUMPTION (M^3/M^2)

PHASE	2023		2022		2021	
	Goal	Achieved	Goal	Achieved	Goal	Achieved
A (Foundation)	0.36	0.44	0.30	0.39	0.33	0.28
B (Structure)	0.24	0.30	0.26	0.33	0.23	0.27
C (Facade)	0.26	0.38	0.30	0.27	0.29	0.34
D (Finishing)	0.42	0.55	0.36	0.42	0.36	0.42

Despite the fewer works, the intensity increased in 2023 as there were 11 works in phase D, which corresponds to the final delivery and which presents greater consumption due to the increased stay of teams at the construction sites, as well as the activation of definitive condominium equipment for the appropriate functionality adjustments. There were 10 works in phase A, which is also a phase that consumes more water to build the foundation. There was also a project that remained for a few months with little physical progress and high consumption due to rock dismantling that was not foreseen in the survey.

GRI 303-3 | WATER WITHDRAWAL (IN MEGALITERS)

TYPE	2023	2022	2021
Third-party water	81.35	72.11	83.59

1. Refers to the consumption of fresh water (total dissolved solids <1,000 mg/L) in 24 construction sites and offices, by public and private supply services and water trucks.

2. The water capture sources are located in regions considered to be experiencing medium hydric stress - the Guarapiranga, Alto Tietê, and Cantareira basins, in the capital of São Paulo; Piracicaba, Capivari, and Jundiaí Rivers (PCJ), in Campinas; and Imunana Laranjal in Niterói and Guandu, in Rio de Janeiro – according to the "Aqueduct Water Risk Atlas" tool from the World Resources Institute (WRI).

In 2023, 78,601.17 m^3 of water were used in 24 active works (205,445.65 m^2 built), resulting in a consumption rate of 0.383 m^3 of water for each m^2 built. GRI G4 CRE2

The Company also monitors the evolution of water consumption on all construction sites, with specific consumption Goals per built area according to the construction phase. Every month, the construction teams collect this information, which is then validated and audited by the Quality and Environment area and presented to senior management. Practices for reducing water consumption are also discussed in the Quality and Environment and ESG committees.

In 2023, Tegra recorded an increase in water consumption, which is due, as in the case of energy, to the fact that the Company had more work in the demolition stage than in the previous year and with different construction systems. **GRI G4 CRE2**

In relation to effluents, every project must make a mapping describing the origin, treatment, and destination of liquid waste resulting from its activities. **GRI 303-1 | GRI 303-2**

Disposal is made in accordance with the parameters required by the Resolution of the National Environmental Council (Conama) No. 430, of May 13, 2011, which regulates the discharge of effluents into receiving bodies of water. In compliance with AQUA-HQE certification, specific procedures are also followed for the disposal of effluents, such as conducting tests to verify the amount of settleable solids present and measuring the pH of the discarded water. **GRI 303-2**

Environmental Compliance

Tegra is committed to valuing and protecting the environment. This commitment is expressed in its ESG Policy and guides its environmental management. Therefore, to prevent and minimize the environmental impacts inherent to its business, the Company always performs all its activities in compliance with federal environmental legislation and that of the regions in which it operates.

Biodiversity (plant suppression)

GRI 304-2

Tegra mainly operates in urbanized areas. Thus, impacts on biodiversity occur on land with isolated vegetation or when it is necessary to remove trees to implement its projects. **GRI 304-1**

All interventions are made in compliance with the relevant legislation, meeting all the requirements of the competent bodies, including environmental compensation due to handling. In the initial phase of studies for land acquisition, registration is made to identify and evaluate the status of tree species present in internal spaces and on sidewalks.

After the development of the implementation, the impact is evaluated and a study is conducted to assess the feasibility of the proposed tree management.

Tegra then presents the proposal to the environmental agency which, after an assessment, determines the necessary compensation - which happens through planting on the land itself, depending on the city, donation of seedlings, or payment to the Special Fund for the Environment and Sustainable Development (Fema). Then, a consent decree is signed with the environmental agency, which establishes the conditions for tree management.

Once all conditions are met, Tegra notifies the competent body, which issues certificates of completion of the decree and the end of environmental obligations.

In 2023, Tegra obtained tree management licensing for all of its projects. There was no indication of habitats to be protected or restored or species to be preserved.

GRI 304-3 | GRI 304-4

Soil decontamination

GRI 3-3 | GRI G4 CRE5

As all Tegra lands are located in urbanized areas, they may present soil or water contamination due to uses prior to acquisition. Even if it is not the agent causing this impact, the Company becomes responsible for the environmental liabilities of the land from the date of acquisition.

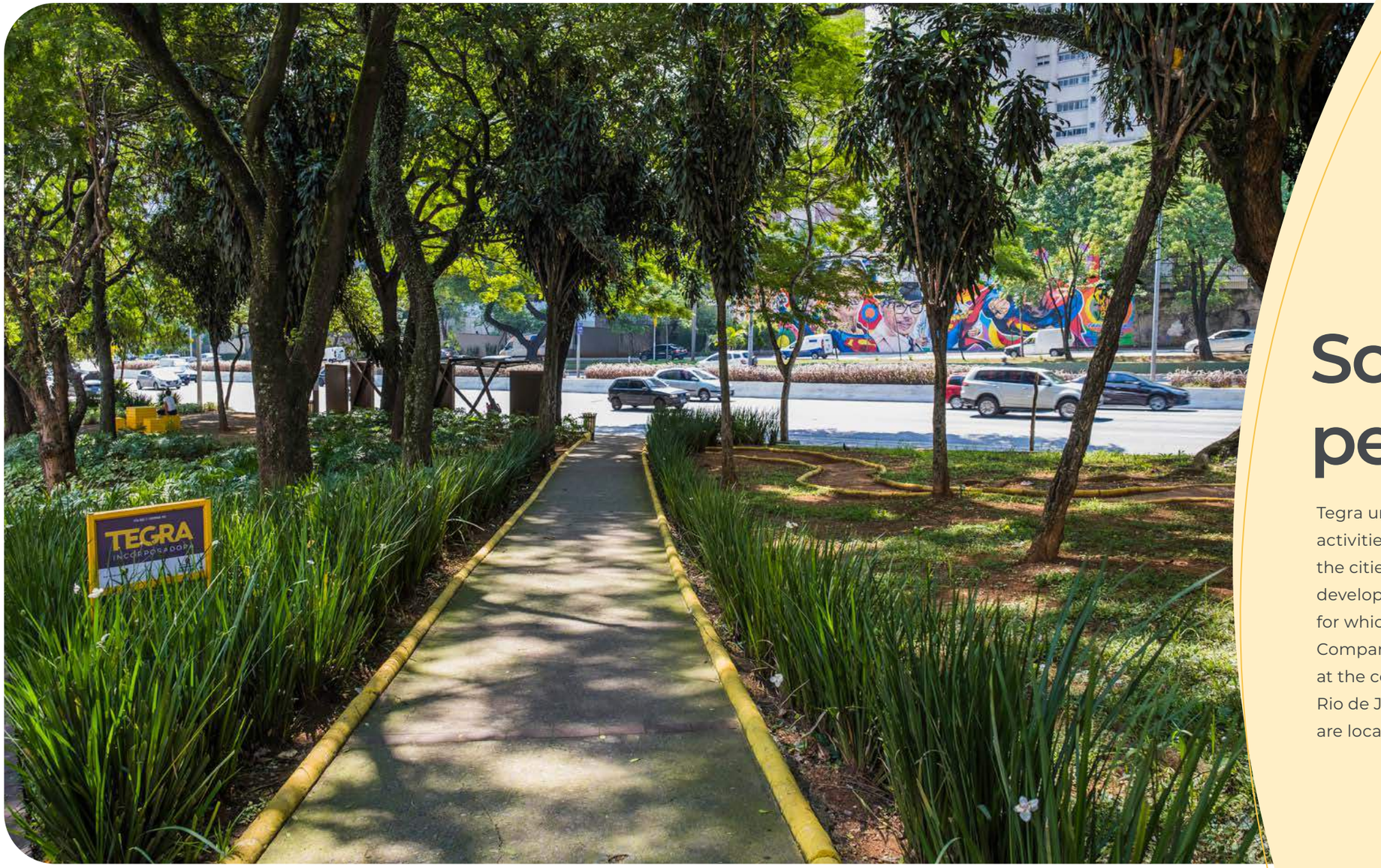
The management of these risks involves a preliminary environmental assessment in the initial phase of studies to acquire land, in order to identify potential contamination. If so, a detailed investigation is conducted to confirm the condition of the land. Once contamination is confirmed, a consultancy is hired to prepare an intervention plan, which is then submitted to the approval of the responsible bodies.

Once the plan is approved, the planned remediation measures begin. During the process, reports proving the actions carried out are sent to the competent bodies until the area is completely recovered. Only after this stage is the area rehabilitation document issued and the process is closed.

In 2023, contamination was detected in only one of Tegra's acquired lands, which underwent remediation and was cleared for use. CRE 5

CRE5 | DECONTAMINATED SOIL

	2023	2022	2021
Tons	2,101.19	2,111.61	559.58



Social performance

Tegra understands that the impacts of its activities are very relevant in the context of the cities in which it operates and that local development is an integral part of the legacy for which it is responsible. Therefore, the Company carries out several actions aimed at the communities of São Paulo, Campinas, Rio de Janeiro, and Niterói, where its projects are located.

Relationship with the community

GRI 2-29 | GRI 3-3 | GRI 203-1 | GRI 413-1 | GRI 413-2

To minimize the impacts caused in the surroundings of its projects, Tegra has maintained, since 2018, the Neighborhood Relationship Program, which serves direct neighbors and people who, in some way, may be affected by its activities. The program has a relationship ruler that establishes the main moments and points of communication with this audience.

Before any work begins, an on-site visit is made to the surrounding area of the land and a plan is developed to identify stakeholders of interest, possible impacts, and improvements that Tegra can bring to the region, as part of the Gentilezas Urbanas Program (see more in page 67).

The mapping of these stakeholders is made in three stages. Initially, a survey is carried out with public leaders in the region (sub-municipal offices, police stations, hospitals, NGOs, security councils, and neighborhood associations). Next, a door-to-door action is carried out to deliver contacts from the area responsible for relations with the neighborhood within Tegra, conducted by the external communications team. Afterward, the team visits the works during the different phases to identify possible impacts on the neighborhood and holds alignment meetings with the construction site teams to monitor the execution schedule.

Activities that may generate greater impacts on neighbors are, whenever possible, notified to them in advance through the relationship channels available to the neighborhood.

Impacts caused to the neighborhood of the projects

GRI 3-3 | GRI 413-2

DEMOLITION

- Damage to properties caused by shaking; dust.

ASSEMBLY OF SALES STANDS

- Noise pollution, especially at night.

BUILDING

- Noise pollution, dirt, damage to properties, among others.

Neighborhood relationship channels

GRI 413-1

- Email: Neighboring Space
- Telephone
- WhatsApp
- SAC 2.0 (social networks)

Impact prevention and mitigation actions

GRI 3-3 | GRI 413-2

- Installation of wheel washers to prevent the street from becoming dirty due to trucks entering and leaving the construction site
- Installation of protective screens in the project and in properties closest to the work to prevent debris from being projected
- Preparing noise measurement reports
- Cleaning of streets and common areas of buildings around the works
- Adoption of dampers on machinery that emits louder noises

Measures to map and mitigate impacts are taken by the Relationship and Works teams. Before demolition and the beginning of the works, inspection reports are prepared, with the aim of providing neighbors and Tegra with security regarding the original integrity of the properties located around the works. These reports are consulted when there are complaints about damages, to identify whether they, in fact, are the result of activities on the construction sites.

Neighbors are heard throughout the entire period of the work, including about the actions of the Gentilezas Urbanas Program. All complaints, doubts, and suggestions received through neighborhood relations channels are evaluated and passed on to the areas responsible for dealing with each topic.

Monitoring the relationship with the neighborhood is done through monthly reports so that it is possible to identify the most critical projects and act to minimize impacts. These reports also serve as a basis for the AQUA-HQE certification audit, for the legal department action and to prepare teams to implement adaptations or consider action points for upcoming works.

Each of Tegra's projects also has a socio-environmental panel on the outside of the siding, which discloses to the public its indicators of natural resource consumption, such as water and energy, percentage of recycled waste, number of hours of employee training, jobs created and GHG emission rate, and indicates the remaining days for the project to be delivered. Furthermore, on all the trees, in the vicinity of the construction sites, there is visible information about their destination (whether they will be maintained or replanted), which is reinforced by the Company's service channels for neighbors. **GRI 413-1**

Neighborhood relations 2023

GRI 3-3 | GRI 413-1

5,726
interactions with neighbors (proactive and reactive)

855
communications sent

Actions in 2023

GRI 3-3 | GRI 203-1

BRL 2,125 mi
million invested in the adoption and maintenance of 27 areas

Gentilezas Urbanas (Urban Kindness)

GRI 2-29 | GRI 3-3 | GRI 203-1 | GRI 413-1 | GRI 413-2

The *Gentilezas Urbanas Program* is a voluntary initiative by Tegra, carried out as part of its Neighborhood Relationship Program. Its purpose is to revitalize and manage public spaces, such as squares, walls, sidewalks, walkways, and parks, located in the vicinity of its projects, considering the opportunities to offer improvements and beautification to the region and offer more comfort, well-being, and security for neighbors and residents of the buildings.

Casa Tegra, located in the Itaim Bibi neighborhood, in the city of São Paulo, is part of the Gentilezas Urbanas Program. It is an experience space created to promote living and culture through exhibitions, events, lectures, and decompression environments.

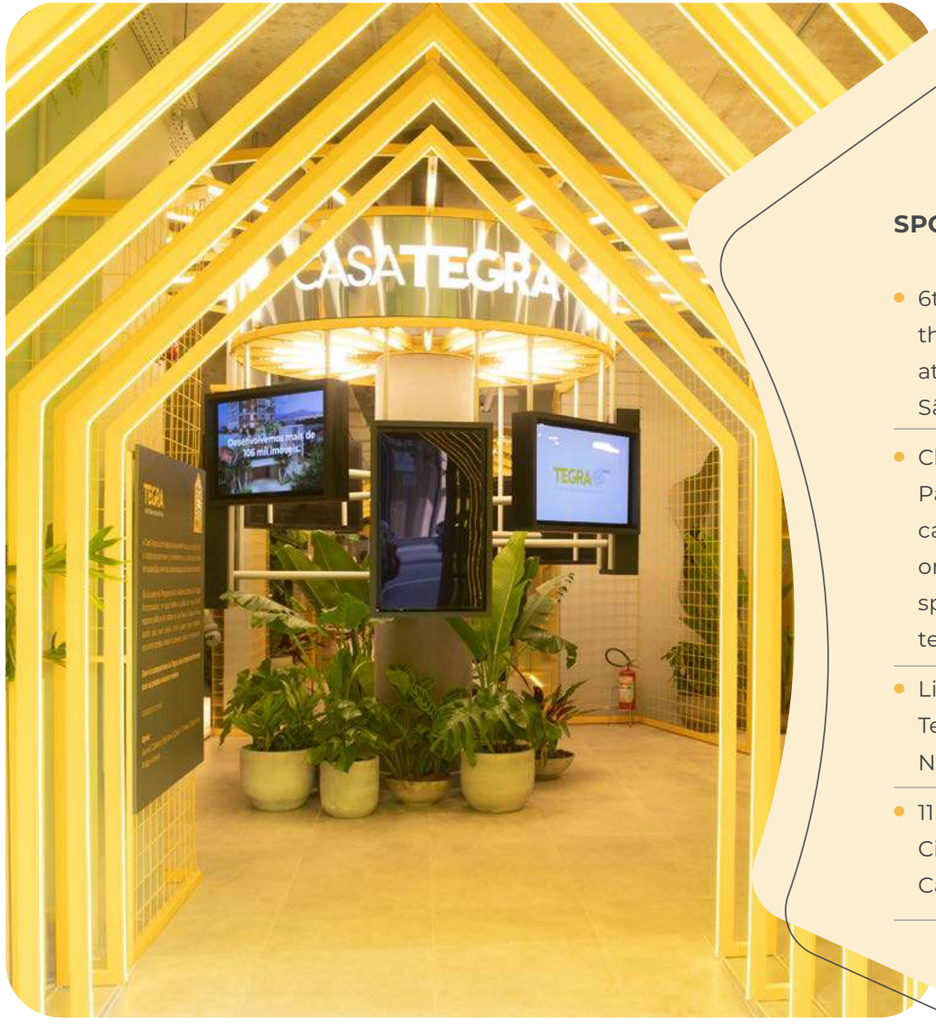
The *Gentilezas Urbanas Program* has a standard that guides Tegra's actions in its relationship with communities and defines premises, processes, and investment potential, as well as the areas responsible for the program and the involvement of each of them.

The company's operations associated with the best environmental, high social impact, and governance practices have made Tegra a reference in the industry.

Tegra's *Gentilezas Humanas* in 2023

GRI 203-1

- Participation in the *Pro-Mac*, from the São Paulo Municipal Government, by donating an amount corresponding to 2 months of Urban Real Estate Tax (IPTU) of some of the projects to *Nosso Olhar* NGO, an institution that works for the inclusion of people with Down syndrome (trisomy 21) and other disabilities through education.
- Donation in cash and of 3,500 items to the Luna Project's *"Absorver Amor"* campaign to fight menstrual poverty, in March, on International Women's Day.
- *"Abraço Tegra"* campaign to collect clothes and blankets for people in vulnerable situations. Six hundred pieces were collected at the offices in Rio and São Paulo.
- Financial support (BRL 40 thousand) to the *Gerando Falcões* institute, via Abrainc and Secovi, in favor of residents of the North Coast of São Paulo, victims of heavy rains at the beginning of the year.
- Donation (BRL 2 thousand) to the *Instituto Lar* project, which supports the social reintegration of homeless people, offering food, workshops, lectures, and social assistance.
- Purchase and distribution of 1,099 tickets to employees for the *McDia Feliz* campaign, which supports educational programs in the public school system via the Ayrton Senna Institute.
- Donation (BRL 260 thousand) to the *Juntos pelo Desenvolvimento Sustentável* Project, carried out by Comunitas.
- In reference to the Pink October campaign, almost BRL 9,000 was donated (via direct contributions from the company and donations from employees) to the Protea Institute to pay for breast cancer exams and diagnoses for women in situations of social vulnerability.
- Collection of approximately 400 kilos of non-perishable food among employees, destined for the Food Bank.



SPONSORSHIPS

- 6th edition of the Music in the Park, a jazz festival held at Parque do Povo, in São Paulo
- Clube Pinheiros and Clube Paulistano, located in the capital of São Paulo, focusing on football and racquet sports (tennis and beach tennis)
- Lito Footvolley and Beach Tennis, in Maresias, on the North Coast of São Paulo
- 11 sports events in the Cities of São Paulo and Campinas

People management

Our employees

New employees onboarding

Diversity and inclusion

Civil construction safety

Our employees

Tegra employs a large number of people, both on its construction sites and in its offices and sales stands. Aware that its ability to generate value for its stakeholders and society as a whole is based on the quality and engagement of its employees, the company constantly invests in the well-being of its professionals.

Therefore, more than promoting income distribution through the payment of salaries, it offers development opportunities and takes care of the health and safety of all its employees, both working for it and outsourced employees.

Just like its business, human relationships at Tegra are guided by integrity, ethical principles, and mutual respect. Empathy, kindness, and collaboration are intrinsic values in our work environment, as well as promoting diversity and encouraging continuous learning. This approach results in an inclusive, diverse, and highly committed team, which, in turn, drives innovation and long-term value creation.

Great Place To Work.

In 2023, for the sixth consecutive year, Tegra obtained the Best Companies to Work For seal from Great Place To Work (GPTW).

GRI 3-3

Tegra had a reduction of more than 15% in the monthly turnover average in 2023, compared to the previous year. **GRI 3-3**

New employees onboarding

GRI 3-3

People management at Tegra ensures that all its employees can live better. Such care begins with the onboarding of professionals who arrive at the company.

Since 2022, the company has the InTegra, an onboarding program for new employees. Lasting 120 days, it aims at guaranteeing them the best onboarding experience. One of the initiatives is the Experience Check-in, carried out on the 1st day of work and repeated every 30, 60, and 90 days, which checks how the onboarding and guidance received by new professionals has been. The assessment of the experience is done after the onboarding is completed.

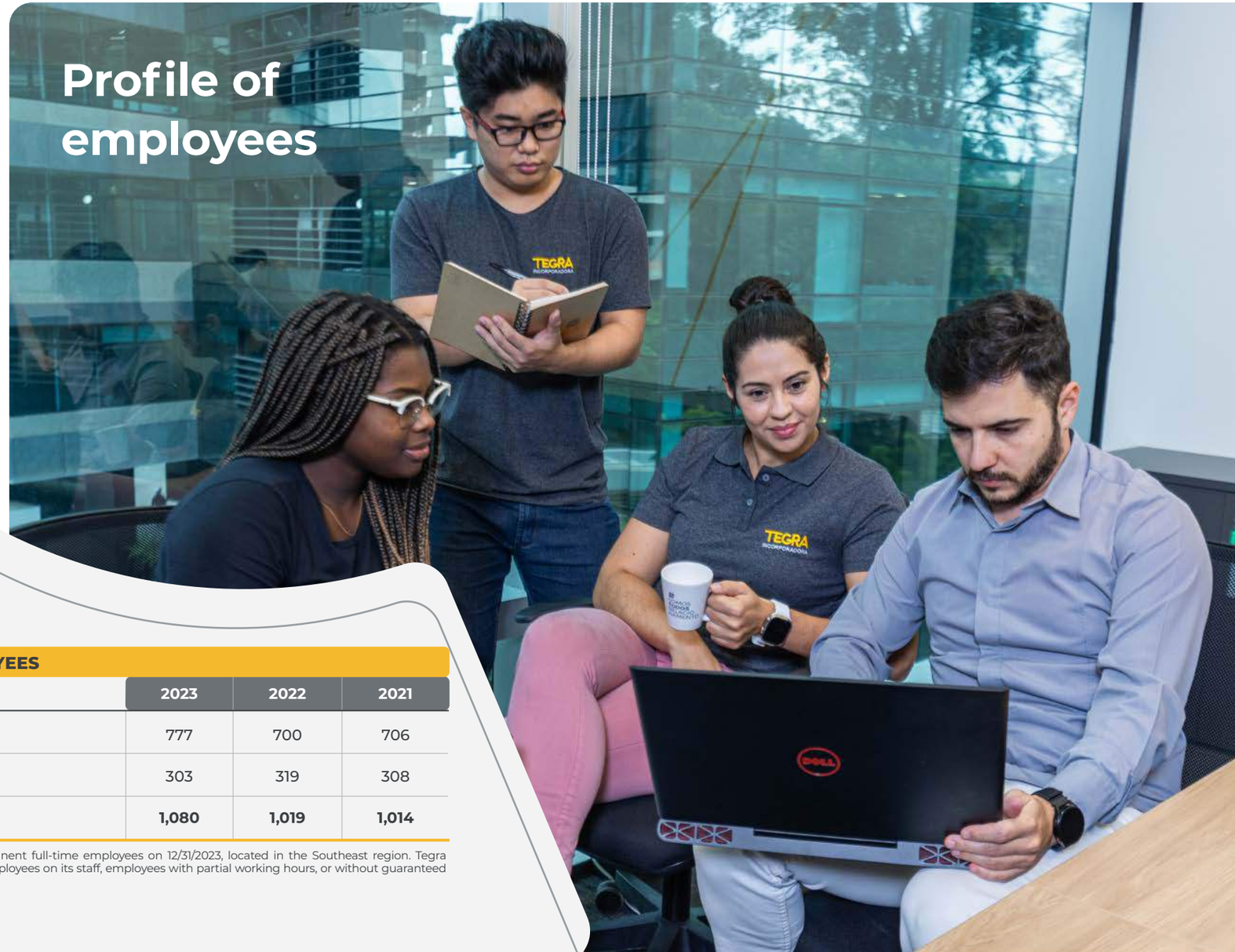
InTegra allows us to identify the candidates' and managers' perceptions about the selection process (candidate adherence, duration, quality of communication with the parties involved, etc.), as well as monitor and follow-up on the adaptation difficulties, fundamental actions for the recruitment to be successful. In addition to positively impacting the employee experience, InTegra has been able to bring new employees from the People area and leaders closer together, strengthening the feedback culture in the company. In 2023, the program's stages began to be monitored digitally, bringing more agility to the process.

Tegra is also concerned with making employees feel valued throughout their journey at the company. To reach this objective, it constantly evaluates fixed and variable salaries and the benefits offered to ensure adherence to best market practices, in addition to having differentiated variable remuneration strategies for key positions in the company. It also offers continuous learning opportunities so that employees can develop their careers and remain aligned with our culture.

To check the teams' perception of the work environment and the company, a climate survey is carried out annually, the answers are anonymous. The results of the survey guide the implementation of actions to improve everyone's experience and make the work environment more attractive, positive, and sustainable in the long term, preventing negative impacts on the business, such as the loss of talents, increased costs, and reduced productivity and profitability.

The same care for employees is seen in the offboarding process, which is always respectful and cordial. Among the actions taken are termination interviews, adequate guidance on legal issues, and outplacement, when applicable. The main reasons for leaving are monitored and reported to leadership, with the purpose of increasingly improving the experience at Tegra and identifying development opportunities.

Profile of employees



GRI 2-7 | EMPLOYEES

	2023	2022	2021
Men	777	700	706
Women	303	319	308
Total	**1,080**	**1,019**	**1,014**

The numbers refer to permanent full-time employees on 12/31/2023, located in the Southeast region. Tegra does not have temporary employees on its staff, employees with partial working hours, or without guaranteed working hours.

GRI 401-1 | NEW HIRES

HIRING BY GENDER	2023		2022		2021	
	Hiring	Rate	Hiring	Rate	Hiring	Rate
Men	273	35.10%	194	27.70%	254	36.00%
Women	64	21.10%	82	25.70%	139	45.10%
Total	**337**	**31.20%**	**276**	**27.10%**	**393**	**38.80%**
HIRING BY AGE GROUP	**2023**		**2022**		**2021**	
	Hiring	Rate	Hiring	Rate	Hiring	Rate
Up to 30 years old	132	43.90%	124	42.90%	199	79.90%
31 to 50 years old	171	28.70%	128	22.50%	174	28.70%
Over 51 years old	34	18.50%	24	14.90%	20	12.60%

GRI 401-1 | DISMISSALS

DISMISSAL BY GENDER	2023		2022		2021	
	Dismissals	Rate	Dismissals	Rate	Dismissals	Rate
Men	197	26.10%	198	28.30%	180	25.50%
Women	79	25.40%	72	22.60%	113	36.70%
Total	**276**	25.60%	**270**	26.50%	**293**	28.90%
DISMISSALS BY AGE GROUP	**2023**		**2022**		**2021**	
	Dismissals	Rate	Dismissals	Rate	Dismissals	Rate
Up to 30 years old	94	31.20%	83	28.70%	131	52.60%
31 to 50 years old	154	25.90%	153	26.90%	141	23.30%
Over 51 years old	28	15.20%	34	21.10%	21	13.20%

Calculation: Division of the number of employees in each category by the total in the respective category, on 12/31/2023, in the Southeast region.

Third-party management

GRI 3-3

Tegra uses mainly outsourced labor to perform all activities on the construction sites. It is a large number of people: in 2023, more than 2,900 outsourced workers passed through the company's facilities per month.

Most of these workers have low qualifications and are exposed to security and social risks, as they are hired by service providers that are smaller and less sophisticated. To manage such risks, Tegra maintains a strict supplier assessment and monitoring process (see more on the topic in "Supplier Engagement and Assessment," on page 38). Furthermore, Tegra extends the same policies and practices to outsourced workers as it does to its own employees (*to learn more, see the topics covered in this chapter*).

GRI 2-8 | WORKERS WHO ARE NOT EMPLOYEES

TYPE OF WORKER	2023	2022	2021
Young apprentices	27	25	19
Interns	17	22	23
Third parties (offices)	60	58	47
Third parties (works)	2,192	2,654	3,364
Total	**2,296**	**2,759**	**3,453**

1. Workers on 12/31/2023 in the Southeast region.
2. These data do not include Tamboré.

Training

GRI 3-3 | GRI 404-2

Training and development actions have impacts that go beyond the employees' routines. In addition to directly influencing their individual deliveries and contributing to the development of technical and behavioral skills essential for the performance and improvement of their functions, professional qualification has broader implications for the economy, the environment, and people's well-being, including effects on their human rights.

Currently, the Development and Career area is in charge of the company's training management, implementing face-to-face and online actions using the Tegra Universidade platform. Only certain specific technical training related to construction sites is supervised by the Construction Board. Its commitment is to contribute to the business strategy, translating the Tegra Culture into training and development projects and actions, in accordance with the guidelines established by the training standard.

Employee training strategies include in-company or personalized training according to individual needs and aligned with the managers and the People area. Annual satisfaction surveys are carried out, in addition to the monthly monitoring of employee adherence to mandatory training (which has a minimum participation Goal of 90%) and non-mandatory training.

In 2023, participation in mandatory training was 100% for all employees, including new professionals hired

GRI 3-3

GRI 404-1 | AVERAGE TRAINING HOURS

FUNCTIONAL CATEGORY	2023		2022		2021	
	Man	Women	Man	Women	Man	Women
Executive Board	8.50	9.97	2.00	5.72	4.15	3.76
Management	15.63	18.22	12.05	15.27	9.48	10.29
Leadership/coordination	19.61	23.13	16.94	18.73	13.80	18.06
Sales Force[1]	0.00	0.00	7.80	8.96	6.96	5.70
Administrative	16.83	20.60	9.44	12.28	12.74	13.12
Operations	0.22	0.00	0.15	0.00	0.00	0.00
Trainees	74.31	63.39	13.91	12.40	27.63	31.13
Average by gender	**6.89**	**21.06**	**62.29**	**73.36**	**74.76**	**82.06**

1. Functional category discontinued in 2023.
2. Training carried out by the Health and Safety area was not considered in the calculation.

Performance assessment

GRI 2-18 | GRI 3-3 | GRI 404-2

Tegra's high-performance management is based on meritocracy, which supports the construction of a long-term career with the company. The performance assessment instrument used for this is the Performance Cycle, which measures the employee's alignment with the company's culture and their commitment to delivering consistent and sustainable results. Based on the results, the Individual Development Plan (PDI) for each professional is designed and collective actions are promoted.

This assessment process is coordinated by two areas of the company. The Development and Career department is responsible for evaluating skills (Tegra Culture behaviors), while the Remuneration and Performance department monitors progress in relation to goals on a monthly basis, and, annually, calculates the results of the entire company.

Every six months, people assessment committees discuss the results obtained and the alignment of professionals' behaviors with the Tegra Culture. The results of these committees guide comprehensive decision-making on the career and development of employees, covering aspects such as salary increases, job promotions, scope expansion, lateral change, identification of successors in the short, medium, and long term, as well as recognition of professionals considered fundamental to the company due to essential business knowledge or long history of contributions.

GRI 404-3 | PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

FUNCTIONAL CATEGORY	2023		2022	
	Men	Women	Men	Women
Executive Board	11	2	10	3
Management	47	21	44	18
Leadership/coordination	38	32	37	31
Sales Force[1]	0	0	6	9
Administrative	172	223	164	212
Operations	98	0	106	0
Trainees	7	6	12	13
Total by gender	373	284	379	286
Grand total	**657**		**665**	
Percentage assessed	100%		99.6%	

1. Functional category discontinued in 2023.
2. Employees hired until September of each year are eligible for assessment, totaling 61% of the staff assessed in 2023. Those hired from October onwards, those on leave, and those employed in 11 specific positions, including bricklayers, electricians, plumbers, and administrative assistants, do not participate.

In 2023, 43% of Tegra's employees received salary increases and promotions in recognition of their performance. GRI 3-3

Remuneration

GRI 2-19 | GRI 2-20 | GRI 2-21

Tegra's remuneration strategy is the same across the company. It is determined by the Executive Board, based on good market practices and annual budget guidelines, together with the People area, responsible for defining the criteria and procedures for managing positions and salaries of employees at all hierarchical levels.

Tegra also has a variable remuneration model that is applicable to all company employees. The values are calculated based on the results of Tegra's goals panel and its leaders in three pillars: Longevity, Profitability, and Cash Flow. The Longevity pillar has goals related to ESG (environmental, social, and governance) indicators.

For the company's employees to be eligible to receive variable remuneration, Tegra's panel must reach at least 70%. This plan is reviewed annually and approved by the Board of Directors.

The proportion of the highest salary paid over the average total annual remuneration of all employees was 44.09 times in 2023, while the percentage increase, considering these two parameters, was 20.6%.

The growth compared to the previous year is due to the increase in the number of employees dedicated to work and technical assistance services, which results in a decrease in the total remuneration average.

The company seeks to always remain competitive in the job market and, to this end, carries out research and hires consultants to update salary ranges.

Benefits

GRI 2-19 | GRI 3-3 | GRI 401-2 | GRI 401-3

Tegra offers all its employees (100%) a benefit package that is competitive in its market, which is always evolving. In 2023, for example, the company expanded the eligibility of the drugstore agreement and established new partnerships to increase the services offered.

The company also created the Benefits – Stay Up to Date (*Benefícios – Fique por Dentro*) program to provide better information about the benefits provided by the company, and it began sending the annual Benefits Statement, a document that presents a consolidated view of the composition of each professional's monthly and annual remuneration. The objective is to provide transparency to employees regarding the investments the company makes in this field, as they often have difficulty quantifying the benefits received and linking them to their remuneration.

The private pension plan is among the benefits offered, available to all employees upon voluntary membership. The participant contributes up to 7% of their salary; the company deposits 100% of the amount allocated by the employee. **GRI 401-2** All employees (100%) are also entitled to parental leave. **GRI 401-3**

GRI 401-2 | BENEFITS BY TYPE OF CONTRACT

BENEFIT	Office			Works	
	Employees	Third parties	Apprentices and interns	Employees	Third parties/ contractors
Medical insurance	☑	☑	☑	☑	
Dental insurance	☑	☑		☑	
Meal and food voucher	☑	☑	☑	☑	☑
Food basket		☑		☑	☑
Drugstore allowance	☑				
Gym allowance	☑				
Fuel allowance	☑				
Private pension plan	☑			☑	
Transportation voucher	☑	☑	☑	☑	☑
Life insurance	☑	☑	☑	☑	☑
Payroll-deduction loan	☑			☑	
Vehicles	☑			☑	
Breakfast				☑	☑
Parking lot	☑				

GRI 401-3 | PARENTAL LEAVE

	2023		2022	
	Man	Mulher	Man	Mulher
Number of employees who took the parental leave	7	18	6	16
Number of employees who returned to work at the end of parental leave	7	14	6	12
Return rate	100%	77.8%	100%	75%
Number of employees who were working 12 months after returning from parental leave	3	8	3	9
Retention rate	50%	66.7%	50%	69%

Diversity and inclusion

GRI 3-3

Having a safe, welcoming, and respectful work environment for everyone is one of Tegra's premises. For the company, the more diverse its professional staff, the greater the sharing of ideas, experiences, and empathy with all its stakeholders.

Therefore, Tegra is committed to maintaining a work environment free from discrimination, violence, and harassment, making it positive, open, and inclusive. The company has a zero-tolerance policy towards any type of discrimination based on race, color, gender, pregnancy, marital status, nationality, religion, age, physical or mental disability, sexual orientation, or any other characteristic protected by law, as well as acts of violence or harassment.

The company has implemented a Positive Work Environment Policy, which determines that all employees have a personal responsibility to play an active role in building an inclusive and respectful environment, in addition to having a Code of Conduct. If any employee is a victim or witnesses behavior that violates the standards regarding non-discrimination, they must immediately report it to their manager, the People department, or access the company's Confidential Channel.

GRI 405-1 DIVERSITY BY AGE GROUP

	2023			2022			2021		
	Up to 30 years old	31 to 50 years old	Over 51 years old	Up to 30 years old	31 to 50 years old	Over 51 years old	Up to 30 years old	31 to 50 years old	Over 51 years old
Board of Directors	0%	50%	50%	0%	50%	50%	0%	50%	50%
Executive Board (with chairperson)	0%	62%	38%	0%	79%	21%	0%	75%	25%
Management	5%	88%	7%	3%	92%	5%	7%	89%	4%
Leadership/coordination	16%	83%	1%	16%	83%	1%	22%	76%	1%
Sales Force[1]	-	-	-	14%	86%	0%	22%	78%	0%
Administrative	39%	55%	6%	34%	63%	3%	38%	59%	3%
Operations	15%	52%	33%	23%	49%	29%	33%	63%	38%
Trainees	85%	15%	0%	88%	13%	0%	91%	9%	0%
Total	**24%**	**57%**	**19%**	**26%**	**59%**	**16%**	**29%**	**56%**	**16%**

1. Functional category discontinued as of 2023.

GRI 405-1 DIVERSITY BY ETHNICITY (PEOPLE OF COLOR)

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Board (with chairperson)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Management	0%	0%	0%	2%	0%	2%	2%	0%	1%
Leadership/coordination	2%	5%	3%	2%	0%	1%	2%	0%	1%
Sales Force[1]	-	-	-	0%	0%	0%	0%	0%	0%
Administrative	9%	6%	7%	8%	6%	6%	5%	6%	6%
Operations	16%	0%	16%	13%	5%	13%	10%	7%	10%
Trainees	14%	17%	15%	0%	15%	8%	10%	15%	13%
Total	**13%**	**6%**	**11%**	**10%**	**5%**	**9%**	**8%**	**5%**	**7%**

1. Functional category discontinued as of 2023. There were no people of color members on the Board in 2023, 2022, and 2021.

Two incidents of discrimination were recorded in 2023, for which redress plans were implemented and appropriate measures were taken. **CRI 406-1**

That same year, the company strengthened the actions initiated in the previous year and identified new opportunities to improve its commitment to an environment free from discrimination, increasing diversity in its staff.

The company continued its efforts to increase the participation of women as a UN Women signatory company, especially on construction sites and spaces that are dominated by men. In 2023, new training classes started in the Mulheres Integradas program, in which eight women completed the training in electric works. They still need to complete the NR-10 training and obtain certification to be hired. The third training class also started, now focusing on masonry. Another important item on the agenda that continues to gain momentum at Tegra is the inclusion of people with disabilities. In 2023, the company expanded the activities of the Despertar Project. To disseminate its actions and results across the company, several meetings were held to raise awareness among leaders (office and construction site), including selection focal points at construction sites and in the Occupational Safety area. A monthly governance was also created to monitor and ensure the evolution of the topic in the company. Recruitment and selection consultancies were approved to expand access to professionals with disabilities and guarantee their participation in selection processes.

As a result, Tegra received self-statements from employees with disabilities who had not provided their opinions in the 2022 census. It also recorded a 100% increase in the number of hires from this group compared to the previous year.

More information about the remuneration received by women and men at Tegra is available in the Report on Transparency and Equal Pay for Women and Men, here

GRI 405-1 | DIVERSITY BY GENDER

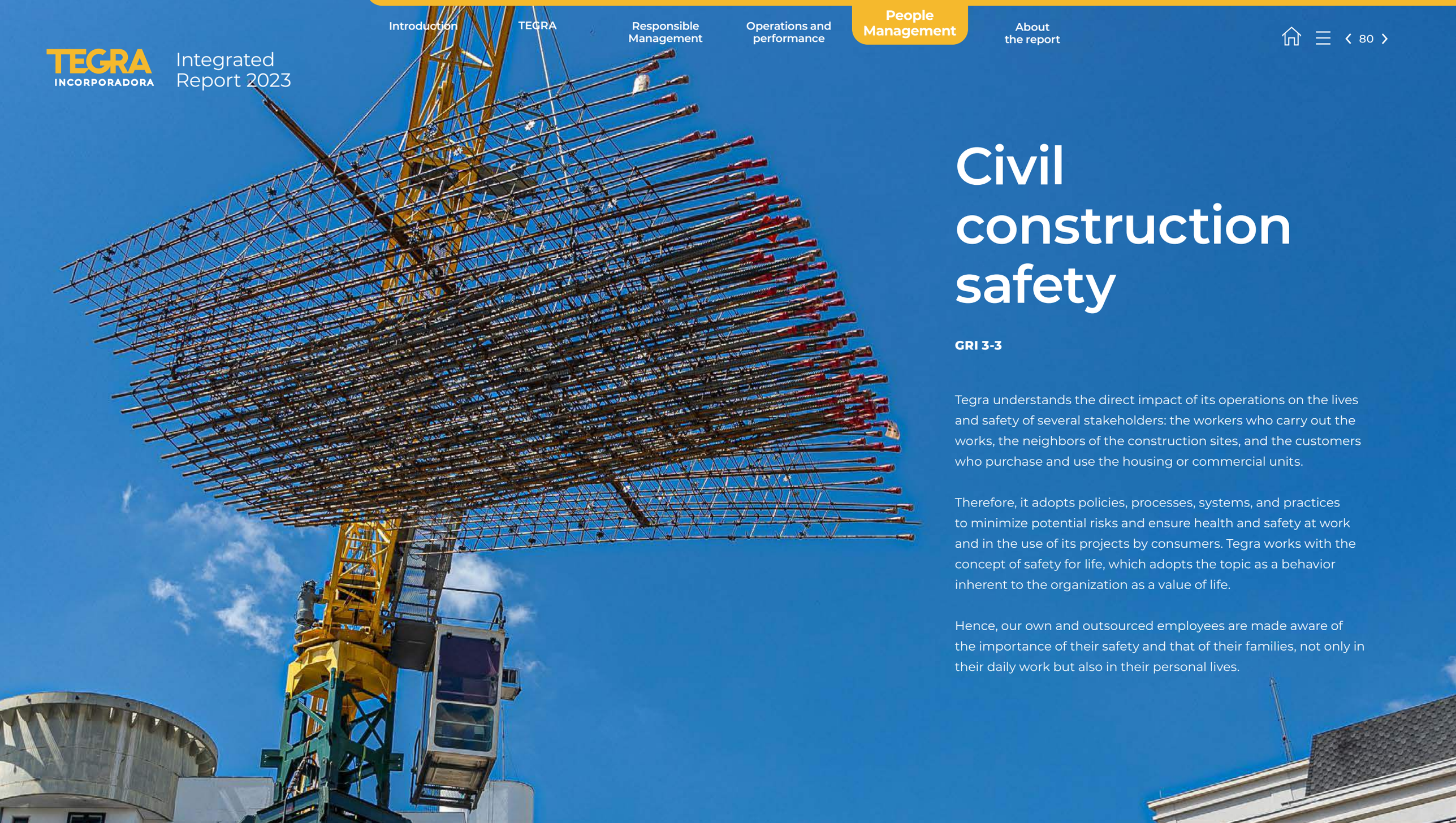
	2023		2022		2021	
	Men	Women	Men	Women	Men	Women
Board of Directors	100%	0%	100%	0%	100%	0%
Executive Board (with chairperson)	85%	15%	79%	21%	75%	25%
Management	69%	31%	70%	30%	63%	37%
Leadership/coordination	54%	46%	55%	45%	61%	39%
Sales Force[1]	-	-	36%	64%	33%	67%
Administrative	43%	57%	40%	60%	42%	58%
Operations	99%	1%	92%	8%	92%	8%
Trainees	54%	46%	46%	54%	43%	57%
Total	**72%**	**28%**	**69%**	**31%**	**70%**	**30%**

1. Functional category discontinued as of 2023.

GRI 405-2 | RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

FUNCTIONAL CATEGORY	2023	2022	2021
Executive Board (with chairperson)	28%	38%	16%
Management	-7%	-7%	0%
Leadership/coordination	-2%	-4%	-3%
Sales Force[1]	-	1%	5%
Administrative	-4%	-1%	8%
Operations	59%	44%	43%
Trainees	-4%	-1%	3%

1. Functional category discontinued in 2023. / 2. The base salary for men and women is the same, thus, the proportion of this salary is not calculated.



Civil construction safety

GRI 3-3

Tegra understands the direct impact of its operations on the lives and safety of several stakeholders: the workers who carry out the works, the neighbors of the construction sites, and the customers who purchase and use the housing or commercial units.

Therefore, it adopts policies, processes, systems, and practices to minimize potential risks and ensure health and safety at work and in the use of its projects by consumers. Tegra works with the concept of safety for life, which adopts the topic as a behavior inherent to the organization as a value of life.

Hence, our own and outsourced employees are made aware of the importance of their safety and that of their families, not only in their daily work but also in their personal lives.

Employees health and safety

GRI 3-3 | GRI 403-1 | GRI 403-2 | GRI 403-7
GRI 403-8 | GRI G4 CRE6

The civil construction industry is responsible for a large number of accidents, with a high rate of workers on leave. Therefore, Tegra's actions always seek to prevent these accidents, in accordance with its Occupational Health and Safety Policy. When they occur, the employee's situation is monitored directly to ensure their quick recovery and return to their professional activities. Work accidents are analyzed monthly by committees, which discuss preventive measures and actions to be taken.

To manage health and safety at work, Tegra uses the Utility Risk Management (URM) system, which is made up of five safety pillars: leadership, risk management, education, control, and protection and monitoring. This system, which encompasses all company employees, including outsourced employees, classifies risks according to the activity performed and includes leadership focus processes, audits, investigation of high-risk incidents, quantitative risk analyses, and development of security procedures. It also permeates all stages of the company's business cycle: preparation of land, assembly, and demolition of sales stands, construction and delivery of projects, and post-construction monitoring. All risks are mapped in advance through planning the Project Safe Plan (PSP) with the project leadership and the risk inventory.

In 2023, Tegra was recognized by the 7th Seconci Occupational Health and Safety Award in five categories and received the 2023 Protection Brazil Award for its solutions, which, in addition to preserving the health and integrity of employees, increase productivity. The company did not record occupational illnesses among its own employees or outsourced employees.

GRI 3-3 | GRI 403-10

The occupational health and safety management system encompasses all employees and outsourced workers.

This entire survey is approved by Tegra's senior management and presented to everyone in the company. To ensure data quality, bi-monthly audits are carried out by employees themselves, and two-monthly audits are carried out by managers, the results of which support the development of action plans to mitigate risks and ensure continuous improvement of processes, such as campaigns, occupational health and safety training, and review of procedures. **GRI 403-2**

All employees of the company and outsourced receive training on Tegra's Occupational Safety Policy and have two channels available to communicate and formalize complaints: one dedicated to occupational safety and the other, compliance, for other claims. **GRI 403-2**

Tegra also runs the Occupational Health Medical Control Program (PCMSO), which is designed to consider the occupational risks identified and classified by the Risk Management Program (PGR) carried out by the Occupational Safety department. Control is carried out through annual analytical reports, which gather information on monitoring occupational illnesses and accidents in the company. These data are presented to the Internal Committee on Accident Prevention (CIPA) and support the actions and reviews of the company's PGR and the areas of Occupational Medicine and Safety. **GRI 403-1 | GRI 403-3**

In addition to the CIPA, each construction site has a safety committee made up of a representative from each company involved. The objective of this committee is to encourage the exchange of ideas related to improvements, evaluate the Project Safe Plan and the risk inventory, receive suggestions, and understand the needs of employees, aiming to offer the necessary support. **GRI 403-3**

From each committee, an action plan is drawn up, which can be applied exclusively to that construction site or shared with others. Additionally, a committee is held with senior leadership, in which innovations and improvement proposals for the safety management system are discussed. **GRI 403-3 | GRI 403-4 | GRI 403-7**

Tegra's health and safety initiatives and practices

GRI 3-3 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7

- Medical team composed of a coordinating doctor, a social worker, and two nursing technicians (one in São Paulo and the other in Rio de Janeiro)
- Safety team composed of an occupational safety manager, twenty-six occupational safety technicians, and two safety assistants.
- Occupational medical examinations: upon admission, periodic, return to work, and dismissal
- Health insurance
- Dental insurance
- Drugstore allowance
- Health campaigns, such as Yellow September, Pink October, and Blue November
- Daily Safety Planning (PDS) addressing the concept of safety for life
- Labor gymnastics and massage
- Social assistance to employees and their families
- Monthly nutritional support, in all construction sites, for employees
- Health Week
- Daily Occupational Safety Plan (PDST) at construction sites
- Safety campaigns (Prevention of Domestic Accidents, National Day for the Prevention of Occupational Accidents)
- Vaccination campaigns
- Risk simulation
- Fire brigade
- Admission and periodic training
- Internal Accident Prevention Week (SIPAT)
- Abandonment plan
- Drills for 100% of our own and outsourced employees
- Health assistance from the Civil Construction Social Service (Seconci-SP and RJ)
- Birth Package, which includes exemption from co-pay for the pregnant woman and baby in the health insurance, basket of products, and birth aid

Training

GRI 403-5 | GRI 403-7

In 2023, the Tegra Summit Safety was held, a meeting between senior management and the company's entire leadership team to strengthen the company's safety culture and deepen knowledge of its safety management system. The event was led by the Construction Officer.

The company also carried out training with its market competitors, covering topics such as occupational hygiene applied in construction and e-social. The event was attended by 16 companies and was a valuable space for exchanging experiences and disseminating Tegra's good management practices.

GRI 403-9 | WORK-RELATED INJURIES

EMPLOYEES	2023		2022		2021	
	Number	Rate	Number	Rate	Number	Rate
Number of deaths resulting from occupational accidents	0	0.00	0	0.00	0	0.00
Occupational Accidents with serious consequences (except deaths)	0	0.00	0	0.00	0	0.00
Occupational accidents required to be reported	13	5.52	6	2.45	7	3.05
Number of worked hours	2,356,408		2,448,495		2,292,990	

GRI 403-9 | WORK-RELATED INJURIES

NON-EMPLOYEE WORKERS WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION	2023		2022		2021	
	Number	Rate	Number	Rate	Number	Rate
Number of deaths resulting from occupational accidents	0	0.00	0	0.00	0	0.00
Occupational Accidents with serious consequences (except deaths)	0	0.00	0	0.00	0	0.00
Occupational accidents required to be reported	27	5.37	21	3.70	27	3.57
Number of worked hours	5,027,070		5,676,048		7,564,640	

Values are calculated based on 1 million worked hours. / Main occupational accidents at Tegra: object-person impact, friction or abrasion, material fall, entrapment.

Trade Union Relations

GRI 3-3

Unions have free access to all Tegra construction sites. The company complies and ensures that labor suppliers also comply with all the provisions set out in the collective labor agreements in force in the regions where they operate.

Furthermore, it acts as a facilitator in the relations between unions and partners so that issues are resolved without prejudice to the regular development of activities on construction sites and workers' rights are ensured. Among the actions carried out by Tegra with unions are: specific collective agreement to facilitate and approve comp time policies and membership and social contributions, eliminating the need for workers to go to the union; intermediation between the union and suppliers in the implementation of the food voucher and life insurance system for all workers; allocation of physical space intended for the union on all construction sites to hold meetings; monitoring of action to rectify Seconci payments, including lectures at the construction site, which guaranteed access to healthcare for outsourced employees on the construction sites; and the coordination, through a documentation management system, of the employees good standing with membership contributions.

The Labor Control area, which is part of the Supply Board, is responsible for the process of financial and labor monitoring of suppliers and the relationship with unions related to Tegra's activities. It is also responsible for communicating with the union. In addition, formal reporting channels from Tegra and Brookfield, its parent company, are available to both.

Relationship

100% of the company's employees are covered by collective labor agreements or collective bargaining agreements, which determine salary increases, overtime percentages, additional payments for length of service, and funeral allowances, among other issues. **GRI 2-30**

In 2023, there was no record of any operation or supply in which the right to freedom of association and collective bargaining is violated or at risk of violation. **GRI 407-1**

Relationship with customers

GRI 2-6 | GRI 2-29 | GRI 3-3 | GRI 416-1 | GRI 416-2 | IF-HB-410a.3

The customer is the core basis of Tegra's business. Therefore, the Customer Relationship area is fully involved in the process of resolving and mitigating any impact that customers may have on the company during their journey.

Tegra complies with all standards and the current legislation for the delivery of its products - all (100%) of them receive authorization from the Fire Department (AVCB) and Habite-se (Occupancy Certificate), in addition to following the requirements of the AQUA certification, which has specific requirements in relation to the use of materials to ensure the safety and health of users of the projects after delivery.

Additionally, the company has several service channels to receive requests from its customers, such as email, telephone, Espaço Cliente (Customer Space), and WhatsApp. It also serves customers in person and through the Reclame Aqui website. All requests are forwarded for analysis to the areas responsible for the matters discussed for resolution.

In 2023, based on the results of customer satisfaction surveys, Tegra updated its relationship measure, a tool used to communicate with its audience. In this new model, the milestones of each stage of the relationship are described below.

The services carried out in these stages are monitored through reports, meetings, and actions taken by the area management to enable process improvements and system adjustments. Among the mechanisms used are:

- Reclame Aqui – monthly report
- Telephony survey – monthly report
- Percentage of telephone service level – daily monitoring
- Other surveys (inspection and measurement, for example) – quarterly presentation

Tegra provides the Vizinho do Bem channel to answer questions and suggestions from the projects' neighbors, as well as to send communications about each stage of the works (*see more about the relationship with this audience on page 65*).

Customer relationship stages

- **WELCOME**

Provision of information about the features of the Espaço do Cliente Tegra (Customer Space), such as financial flow consultation, issuance of a second copy of a bill, monitoring the status of the work, opening tickets, and calling meetings, among others.

- **LET'S GET TO WORK**

Sending communications and holding events related to ID Tegra, the apartment personalization program, and the Prototype Visit, in which the client sees an apartment of the same type as they purchased on-site and is informed about the progress of the work. At this stage, support for the bank financing process also begins, should the customer choose this modality.

- **PRE-DELIVERY**

Event for measurement, so that customer can anticipate projects and acceptance inspection of the customer's unit to receive the keys when the call for the project handover meeting is made.

- **POST-DELIVERY**

The moment when the customer receives the keys to their unit. At this stage, Tegra also begins to meet the demands brought by condominium managers and administrators in the project post-delivery process, through an exclusive channel.

- **OUR WARRANTY**

Technical assistance center for customers to report any problems with items in their unit. The warranty varies from 1 to 5 years, depending on each item.

In 2023, Tegra received no warnings or fines related to consumer health and safety issues.

GRI 416-2

About the report

Materiality and dialogue with stakeholders

Standardization

Assurance report

Summary of GRI content

SASB summary

Credits

Materiality and dialogue with stakeholders

GRI 3-1 | GRI 3-2

In 2023, Tegra's Materiality Matrix has not changed in relation to what was published in the previous report. This matrix is expected to undergo a review in 2024.

The current Materiality Matrix was prepared in 2020 and reviewed in 2021, with approval from the Chief Executive Officer and the Executive Board. At that moment it incorporated changes in global and local contexts resulting from the Covid-19 pandemic. It was structured according to the results of engagement activities carried out with the company's priority stakeholders. This audience was defined by the Sustainability Board and the Presidency in line with the corporate strategy.

Among the engagement actions carried out, the following stood out: online and in-person meetings with employees at construction sites and offices; webinars (online video seminar) with employees, designers, suppliers, brokers, and customers; interviews and meetings with the Executive Board, shareholders, customers, designers, suppliers, and industry associations.

Priority stakeholders

GRI 2-29 | GRI 3-1

- Employees
- Outsourced employees
- Shareholders
- Suppliers
- Customers
- Designers
- Condominium administrators
- Government of the Cities of Rio de Janeiro and São Paulo
- Industry associations
- Press
- Brokers
- Banks

Material topics

GRI 3-2

HIGH MATERIALITY

- People and Human Rights
- Sustainable finance
- Health and safety in civil construction
- Ethics and integrity
- Climate changes
- Urban courtesies
- Corporate social responsibility

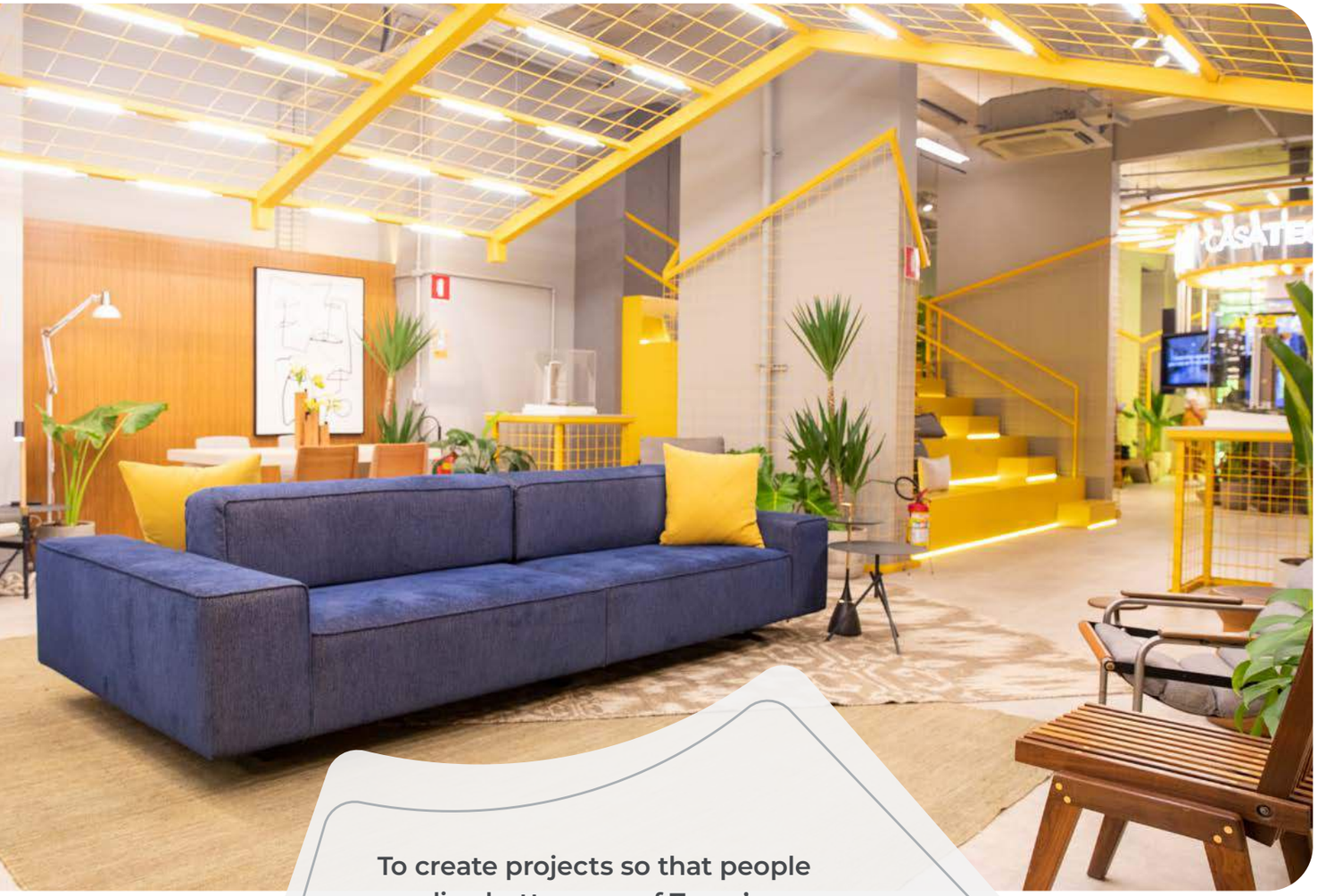
MEDIUM MATERIALITY

- Marketing

Main concerns raised

GRI 3-1

- Continuity of employees work during the Covid-19 pandemic
- Availability of inputs for works and their financial impacts
- Impact of climate changes on the supply of inputs
- Financial capacity to honor long-term commitments
- Maintaining jobs
- Vulnerability to corruption
- Impact of the company's activity on the quality of life in the city
- Corporate social responsibility (donations and philanthropy)



To create projects so that people can live better, one of Tegra's purposes is to build honest businesses and relationships.

Stakeholder engagement

Tegra's strategy is to maintain a constant and close relationship with its stakeholders, such as customers, administrators, suppliers, employees, and others. In 2023, this relationship occurred through different means.
GRI 2-29

Relationship channels

INTERNAL AUDIENCE

- Institutional channels (email, Viva Engage, Teams, webinars, intranet, Tegra Universidade, Digital Platform, performance cycle, among others)
- Training and qualification
- Volunteering
- Collective bargaining
- Performance assessment

EXTERNAL AUDIENCE

- Social media
- Institutional campaigns
- Sales points
- Relationship with the neighborhood
- Customer relationship center (WhatsApp, telephone, and online platforms)
- Casa Tegra and sponsored events (sports and cultural tournaments)
- Lectures and events

Standardization

GRI 2-2 | GRI 2-3 | GRI 2-5 | GRI 2-6 | GRI 2-14

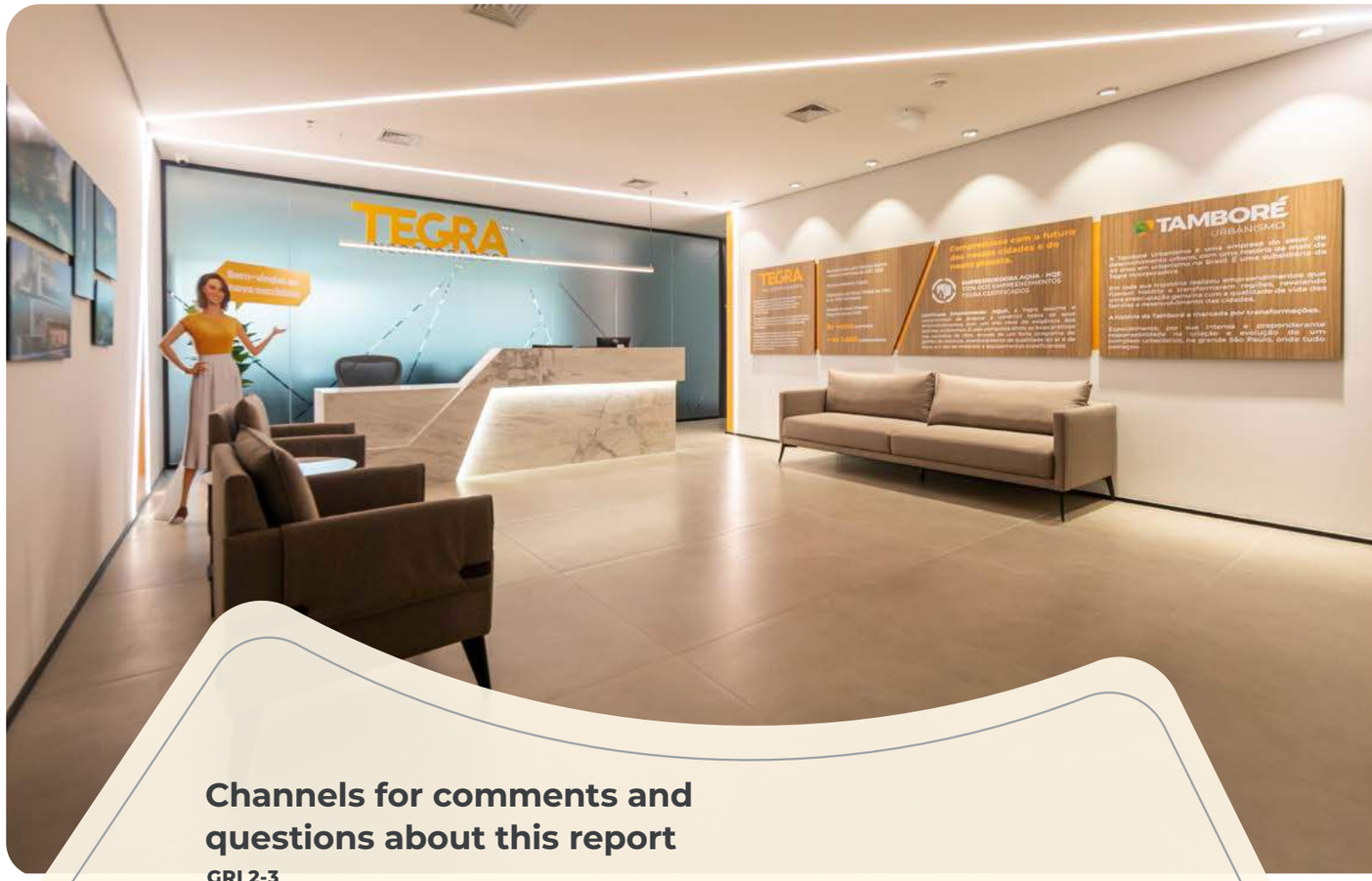
Tegra Incorporadora S.A. publishes its Sustainability Report annually. The objective is to share the results of the company's ESG management with its stakeholders. This fifth edition was published in May 2024.

The indicators presented in this document were reported in accordance with the GRI Standards for the period between January 1st and December 31st, 2023, the same period to which the organization's financial statements refer. During this period, there were no significant changes to the company's size, structure, ownership, or supply chain.

The non-financial information and financial statements presented in this report include the operations of the company's companies - Tegra Incorporadora S.A., Tamboré Urbanismo Ltda., and TGSP 1 Empreendimentos Imobiliários S.A. - and its subsidiaries and jointly controlled companies (to see the complete list click here). The approach includes total shareholding control and other levels of equity interest.

To report Tegra's performance, indicators from the Sustainability Accounting Standards Board (SASB) related to the company's main material topics and the recommendations of the Integrated Reporting framework, proposed by the International Integrated Reporting Council (IIRC), were also used.

The entire reporting process included Tegra's highest governance body and senior leadership through the Sustainability Committee. Afterwards, the data and information reported were verified by an external auditing company, EY, according to the assurance report presented on page 91. This process seeks to ensure the transparency and reliability of all information published herein.



Channels for comments and questions about this report

GRI 2-3

SUSTAINABILITY BOARD

- sustentabilidade@tegraincorporadora.com.br
- (+55 11) 3127-9200
- www.tegraincorporadora.com.br

TEGRA HEADQUARTERS GRI 2-1

- Tegra Incorporadora S.A.
  Parque da Cidade | Av. das Nações Unidas, 14.401 | Torre Paineira | 1° Andar
  04730-090 | São Paulo | SP

Assurance Report

GRI 2-5

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São Paulo Corporate Towers
Av. Presidente Juscelino Kubitschek, 1.909
6º ao 10º andar - Vila Nova Conceição
04543-011 - São Paulo –SP - Brasil

Tel: +55 11 2573-3000
ey.com.br

A free translation from Portuguese into English of auditors' limited assurance report on non-financial statements originally prepared in Portuguese

Independent auditors' limited assurance report on the non-financial information contained in the Annual Sustainability Report

To
Shareholders, Directors and Management of
Tegra Incorporadora S/A
São Paulo - SP

Introduction

We have been engaged by Tegra Incorporadora S/A ("Tegra" or "Company") to present our limited assurance report on the non-financial information included in Tegra's 2023 Annual Sustainability Report ("Report 2023"), for the year ended December 31, 2023.

Our limited assurance does not cover prior period information, or any other information disclosed together with the Report 2023, including any embedded images, audio or video files.

Responsibilities of Tegra's management

Tegra's management is responsible for:

- Selecting and establishing criteria that are appropriate for the preparation of the information included in the Report 2023;
- Preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative ("GRI Standards");
- Designing, implementing and maintaining internal control over information relevant to the preparation of the information included in the Report 2023 that is free from material misstatement, whether due to fraud or error.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on the non-financial information included in the Report 2023, based on the limited assurance engagements conducted in accordance with the Communication CTO 07 - Limited Assurance Engagements regarding the non-financial information contained in the Integrated Report issued by Brazil's National Association of State Boards of Accountancy (CFC), and based on NBC TO 3000 *Assurance Engagements other than Audits or Reviews* also issued by the CFC, which is equivalent to the international standard ISAE 3000 *Assurance engagements other than audits or reviews of historical financial information* issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that the auditor to comply with ethical and independence requirements, and other responsibilities related thereto, including as regards the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on Compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

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Uma empresa-membro da Ernst & Young Global Limited

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Building a better working world

Moreover, the aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the Report 2023 as a whole is free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of making inquiries of Tegra's management and other professionals of Tegra involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that enables us to issue a limited assurance conclusion on the information as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that might lead the auditor to believe that the information disclosed in the Report 2023 as a whole might be materially misstated.

The procedures selected are based on our understanding of the aspects relating to the compilation, materiality and presentation of the information included in the Report 2023, other circumstances of the engagement and our consideration of areas and processes associated with the material information disclosed in the Report 2023, which could contain material misstatements. The procedures included, among others:

(a) Planning the work, considering the materiality and the volume of quantitative and qualitative information, and the operating and internal control systems that were used to prepare the information included in the Report 2023;

(b) Understanding the calculation methodology and the procedures for compiling the indicators through inquiries of the managers responsible for preparing the information;

(c) Applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the Report 2023; and

(d) When non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

(e) The limited assurance engagement also included compliance with the guidelines and criteria of the GRI Standards applicable to the preparation of the information contained in the Report 2023.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited conclusion.

Scope and limitations

The procedures applied in limited assurance engagement vary in nature and timing and are less detailed than those applied in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained in a reasonable assurance engagement. Had we performed reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the Report 2023. Therefore, we do not express an opinion on this information.

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Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of methods used to determine, calculate or estimate these data. Qualitative interpretations of materiality, relevance and accuracy of the data are subject to individual assumptions and judgments.

Furthermore, we did not consider in our work the data reported for prior periods, nor on future projections and goals.

The preparation and presentation of sustainability indicators followed the criteria of the GRI Standards and, therefore, their objective is not to provide assurance with regard to compliance with social, economic, environmental, or engineering laws and regulations. Those standards stablish, however, the presentation and disclosure of any non-compliance with such regulations when significant sanctions or fines occur. Our assurance report should be read and understood in this context, inherent to the selected criteria (GRI Standards).

Conclusion

Based on the procedures performed, described in this report and on the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in Tegra's Report for the year ended December 31, 2023, are not prepared, in all material respects, in accordance with the criteria and guidelines of the Global Reporting Initiative – GRI (GRI Standards).

São Paulo (SP), May 20th, 2024.

ERNST & YOUNG
Auditores Independentes S/S Ltda.
CRC SP-034519/O

Marcos Kenji de Sá Pimentel Ohata
Accountant CRC SP-209240/O

EY | 3

TEGRA INCORPORADORA Integrated Report 2023

GRI Content Index

GRI 1: 2021 Fundamentals. Tegra Incorporadora's 2023 Integrated Report was prepared in accordance with GRI standards for the period from January 1st, 2023 to December 31, 2023.

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	GRI 2 | GENERAL CONTENTS		
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	2-2	Entities included in the organization's sustainability reporting	90
	2-3	Reporting period, frequency, and contact point	90
	2-4	Restatements of information	The only restatement was in GRI 201-1 to adapt it to the reporting adopted in the industry.
	2-5	External assurance	90
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	2-11	Chair of the highest governance body	26
	2-12	Role of the highest governance body in overseeing the management of impacts	26
	2-13	Delegation of responsibility for managing impacts	26, 33, 34
	2-14	Role of the highest governance body in sustainability reporting	26, 90
	2-15	Conflicts of interest	31
	2-16	Communication of critical concerns	26. Incomplete/unavailable information. The total number of concerns is not available as there is no centralized management for it.
	2-17	Collective knowledge of the highest governance body	26
	2-18	Evaluation of the performance of the highest governance body	27, 75
	2-19	Remuneration policies	27, 76, 77
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GRI STANDARDS	Disclosure		Page/Omission
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	2-30	Collective bargaining agreements	85
	GRI 3 | MATERIAL TOPICS		
GRI 3 MATERIAL TOPICS 2021	3-1	Process to determine material topics	88. The prioritization was based on topics and not on impact, according to the GRI methodology in force at the time.
	3-2	List of material topics	88
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	201-2	Financial implications and other risks and opportunities due to climate change	52, 53
	201-4	Financial assistance received from government	48
GRI 204 PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	40
	MATERIAL TOPIC | CORPORATE SOCIAL RESPONSIBILITY		
GRI 3 MATERIAL TOPICS 2021	3-3	Management of material topics	65, 66, 67
GRI 203 INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	65, 66, 67, 68. Reported investments are free.
	203-2	Significant indirect economic impacts	49, 50

TEGRA INCORPORADORA

Integrated Report 2023

GRI STANDARDS	Disclosure		Page/Omission
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GRI 3 MATERIAL TOPICS 2021	**MATERIAL TOPIC | ETHICS AND INTEGRITY**		
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	205-2	Communication and training on anti-corruption policies and procedures	34, 35
	205-3	Confirmed incidents of corruption and actions taken*	35
GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	43
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	43
	308-2	Negative environmental impacts in the supply chain and actions taken	43, 44, 58, 59, 60
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GRI 418 CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data*	37
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	3-3	Management of material topics	51, 52, 55 to 59, 61
GRI 301 MATERIAL TOPICS 2016	301-1	Materials used by weight or volume*	57
	301-2	Recycled input materials used	57
GRI 302 ENERGY 2016	302-1	Energy consumption within the organization*	55
	302-2	Energy consumption outside the organization	55
	302-3	Energy intensity*	56
	302-4	Reduction of energy consumption	56
	302-5	Reductions in energy requirements for products and services	19
GRI 303 WATER AND EFFLUENTS 2018	303-1	Interactions with water as a shared resource	Incomplete/unavailable information. Tegra does not yet have a specific process to identify impacts related to water, although it has initiatives to optimize water consumption. A study is expected to be started in 2024.
	303-2	Management of water discharge-related impacts	62
	303-3	Water withdrawal*	61

GRI STANDARDS	Disclosure		Page/Omission
	GRI 3 | MATERIAL TOPICS		
GRI 305 EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	52
	305-2	Energy indirect (Scope 2) GHG emissions	52
GRI 305 EMISSIONS 2016	**MATERIAL TOPIC | CLIMATE CHANGES**		
	305-3	Other indirect (Scope 3) GHG emissions	53
	305-4	GHG emissions intensity	53, 54
	305-5	Reduction of GHG emissions	There was no reduction in 2023.
	305-6	Emissions of ozone-depleting substances (ODS)	54
	305-7	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), and other significant air emissions	54
GRI 306 WASTE 2020	306-1	Waste generation and significant waste-related impacts	59, 60
	306-2	Management of significant waste-related impacts	59, 60
	306-3	Waste generated*	59
	306-4	Waste diverted from disposal	59
	306-5	Waste directed to disposal	59
GRI 3 MATERIAL TOPICS 2021	**MATERIAL TOPIC | PEOPLE AND HUMAN RIGHTS**		
	3-3	Management of material topics	32, 70 a 75, 78, 85
GRI 401 EMPLOYMENT 2016	401-1	New employee hires and employee turnover	73
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	77
	401-3	Parental leave	77
GRI 405 DIVERSITY AND EQUAL OPPORTUNITIES 2016	405-1	Diversity in governance bodies and employees*	78, 79
	405-2	Ratio of basic salary and remuneration of women to men*	79
GRI 406 NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	79
GRI 407 | FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	32, 85

GRI STANDARDS	Disclosure		Page/Omission
	GRI 3 | MATERIAL TOPICS		
GRI 408 CHILD LABOR 2016	**408-1**	Operations and suppliers at significant risk for incidents of child labor	32
GRI 409 | FORCED OR COMPULSORY LABOR	**409-1**	Operations and suppliers are at significant risk for incidents of forced or compulsory labor	32
GRI 414 SUPPLIER SOCIAL ASSESSMENT	**MATERIAL TOPIC | PEOPLE AND HUMAN RIGHTS**		
	414-1	New suppliers that were screened using social criteria	43
	414-2	Negative social impacts on the supply chain and actions taken	43
GRI 3 MATERIAL TOPICS 2021	**MATERIAL TOPIC | HEALTH AND SAFETY IN CIVIL CONSTRUCTION**		
	3-3	Management of material topics	80 a 83, 86
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018	**403-1**	Occupational health and safety management system*	81
	403-2	Hazard identification, risk assessment, and incident investigation	82
	403-3	Occupational health services	82, 83
	403-4	Worker participation, consultation, and communication on occupational health and safety	82, 83
	403-5	Workers training on occupational health and safety	83, 84
	403-6	Promotion of worker health	83
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked with business relationships	81, 82, 83, 84
	403-8	Workers covered by an occupational health and safety management system	81
	403-9	Work-related injuries*	84
	403-10	Work-related ill health*	81. There were no cases of illnesses or deaths due to occupational illnesses in 2023 among employees or third parties. Hazards are identified through the Risk Prevention Program. More information on page 84
GRI 416 CONSUMER HEALTH AND SAFETY 2016	**416-1**	Assessment of the health and safety impacts of product and service categories	86
	416-2	Incidents of non-compliance concerning the impacts on health and safety impacts of products and services	86

GRI STANDARDS	Disclosure		Page/Omission
	GRI 3 | MATERIAL TOPICS		
GRI 3 MATERIAL TOPICS 2021	**MATERIAL TOPIC | URBAN COURTESIES**		
	3-3	Management of material topics	67
GRI 413 LOCAL COMMUNITIES 2016	**413-1**	Operations with local community engagement, impact assessments, and development programs	65, 66, 67
	413-2	Operations with significant actual and potential negative impacts on local communities	65, 66, 67
GRI G4 INDUSTRY DISCLOSURES CONSTRUCTION AND DEVELOPMENT 2011	**INDUSTRY DISCLOSURES**		
	CRE1	Building energy intensity	56
	CRE2	Building water intensity*	61, 62
	CRE3	Greenhouse gas emissions intensity from buildings *	54
	CRE4	Greenhouse gas emissions intensity from new construction and redevelopment activity*	54
	CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	63
	CRE6	Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	81
	CRE7	Number of persons voluntarily and involuntarily displaced and/or resettled by development, broken down by project	Information unavailable. All displacements are agreed upon in the land acquisition contracts, but there is no record of the number of people (by CPF). As a management improvement, from 2024 onwards, a new procedure will be implemented to identify voluntary and involuntary displacements (in the neighborhood, if applicable) and the forecast is to report this data next year.
	CRE8	Type and number of sustainability certification, rating and labeling schemes for new construction, management, occupation and redevelopment	18, 19
GRI 304 2016 BIODIVERSITY	**OTHER NON-MATERIAL INDICATORS MONITORED BY TEGRA**		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas*	63
	304-2	Significant impacts of activities, products, and services on biodiversity	63
	304-3	Habitats protected or restored	63

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GRI STANDARDS	Disclosure		Page/Omission
	OTHER NON-MATERIAL INDICATORS MONITORED BY TEGRA		
GRI 304 2016 BIODIVERSITY	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	63
GRI 404 TRAINING AND EDUCATION 2016	404-1	Average hours of training per year, per employee*	74
	404-2	Programs for upgrading employee skills and transition assistance programs	74, 75. There are no action for return to the market after dismissal or preparation for retirement.
	404-3	Percentage of employees receiving regular performance and career development reviews	75

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SASB Summary

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

STANDARDS	Content		Page/Omission
	INDUSTRY: INFRASTRUCTURE | INDUSTRY: CONSTRUCTION COMPANIES | 2018 VERSION		
LAND USE AND ECOLOGICAL IMPACTS	**IF-HB-160a.1**	Number of lots and homes delivered to redevelopment sites	Not applicable.
	IF-HB-160a.2	Number of lots and homes delivered in regions with high or extremely high initial water stress	Zero. All projects are located in regions with medium water stress.
	IF-HB-160a.3	Total amount of pecuniary losses as a result of lawsuits associated with environmental regulations	There were no lawsuits and pecuniary losses in 2023
	IF-HB-160a.4	Discussion of the process for integrating environmental considerations into site selection, project, development, and construction	18, 36
WORKFORCE HEALTH AND SAFETY	**IF-HB-320a.1**	Total recordable incident rate (TRIR) and fatality rate for (a) direct employees and (b) contract employees	TRIR = 5.52 direct employees and 5.37 outsourced (rate calculated based on 1 million hours worked); Deaths = 0
DESIGN FOR RESOURCE EFFICIENCY	**IF-HB-410a.1**	Number of homes that scored on the HERS® (Home Energy Rating System) Index Certification and average score obtained[1]	19
	IF-HB-410a.2	Percentage of installed hydraulic installations certified in accordance with WaterSense® specifications[1]	19
	IF-HB-410a.3	Number of homes delivered certified to the third-party multi-attribute green building standard	18, 86
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into residential projects and how benefits are communicated to customers	18

1. Takes the AQUA-HQE certification into account, which is in force in the national territory and has similarities with certifications mentioned in the original protocol.

STANDARDS	Content		Page/Omission
	INDUSTRY: INFRASTRUCTURE | INDUSTRY: CONSTRUCTION COMPANIES | 2018 VERSION		
COMMUNITY IMPACTS OF NEW BUILDINGS	**IF-HB-410b.2**	Number of (1) lots and (2) homes delivered on infill sites	Not applicable
	IF-HB-410b.3	Number of homes delivered in compact subdivisions and average density	1,498 units and an average density of 0.012 (units/m² of useful area)
CLIMATE CHANGE ADAPTATION	**IF-HB-420a.2**	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies to mitigate risks	36, 52
ACTIVITY METRICS	**IF-HB-000.A**	Number of controlled lots	60 plots of land
	IF-HB-000.B	Number of houses delivered	1,498 units (criterion used: no exchange)
	IF-HB-000.C	Number of active sales communities	Not reported as it is strategic information.

TEGRA
INCORPORADORA

Overall coordination
Tegra Sustainability Board

Indicator collection
Tegra Sustainability Board

Management
Fabio Barros
Construction Officer

Angel Ibañez
Supply and Sustainability Officer

Vitória Damasceno
Sustainability Manager

Consulting and production
ÓGUI

Tool
Sustainable Platform

Editorial department
Carmen Nascimento

Graphic design and layout
Luciane Trindade

Photographs
Fernando Cavalcanti,
Tegra Collection