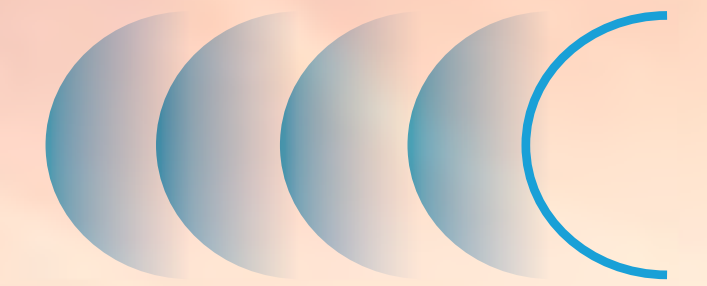




# Sustainability Report

— ESG 2023 —

# Summary



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(2-22, 2-23)

# Message from the CEO

In a scenario marked by swift technological advances and unprecedented challenges, organizations face the urgent need to innovate and adapt. At the same time, the quest for the sustainability of our planet has intensified. Habitasul has worked continuously to innovate, improve people's quality of life, and preserve the environment. **We are convinced that these joint efforts are essential to ensuring the longevity of our business** and our leading role in the markets in which we operate. Please find below a summary of some of the initiatives that we have carried out in 2023.

This Sustainability Report highlights our ongoing commitment to transparency and social and environmental responsibility and celebrates the progress we have made. It also spotlights future challenges

and plans to continue promoting the well-being and environmental stewardship initiatives embedded in our projects.

In 2023, we implemented sustainable urban development practices and reduced environmental impacts in all our operations. I would highlight the **2<sup>nd</sup> Greenhouse Gas Inventory, which quantified emissions in Santa Catarina and Rio Grande do Sul, showing a 14.64% reduction in indirect emissions**, due to the lower use of electricity in our water treatment plant.

We bolstered our social commitment through local partnerships, educational and training programs, as well as community development initiatives. The Transforma Program has made significant investments in the communities of Jurerê and Ratonés (SC).

Sérgio Luiz Cotrim Ribas,  
CEO





In 2023, we launched Jurerê OPEN's new positioning and visual identity.

We are also actively involved in the management of the Jurerê Internacional waterfront, participating in a committee that addresses issues such as water quality, safety and the expansion of the beach.

**We innovated within the organization by forming a dedicated committee and establishing three innovation fronts: smart cities, customer experience, and sanitation.** They work to provide agile and effective solutions to the challenges our projects face.

With regard to management, we continue to strengthen our Lean culture, focusing on optimizing processes to deliver value to our clients with efficiency and quality.

The year 2023 also marked the launch of our new positioning for Jurerê OPEN: “*Para ser & estar*” (“To live & be well”). It offers a new visual identity that reflects the natural elements of our privileged location. The venue has hosted 440 free events, including

concerts, festivals and cultural activities, attracting millions of visitors.

**Thanks to everyone's hard work and commitment, Habitasul has seen some serious growth. We increased our net revenue by over 300% compared to 2022** and also made improvements in our economic and financial performance, as well as reducing our debt.

We celebrate these positive results, but remain mindful of the challenges ahead. Looking forward to tomorrow, we renew our commitment to continued innovation and working together with all our stakeholders to build a sustainable future.

I sincerely wish to thank everyone who has dedicated themselves to making these achievements possible.

Have a great read!

**Sérgio Luiz Cotrim Ribas**




# About Us

We are Companhia Habitasul de Participações, a Brazilian holding company based in Porto Alegre (RS), founded in 1981 by Companhia Comercial de Imóveis (CCI). Recognized in the national market for its solidity and operations in key sectors for Brazil's economic development, **our main focus is on developing sustainable real estate projects.**

**We develop planned communities to provide products and services that improve people's quality of life, generating income from investments in our land bank for urbanization activities**, developing and selling real estate products, and managing and renting hotels. Additionally, we have a stake in companies dedicated to industrial activities in paper and packaging, forestry ventures, and related areas, led by Irani Papel e Embalagem S.A.

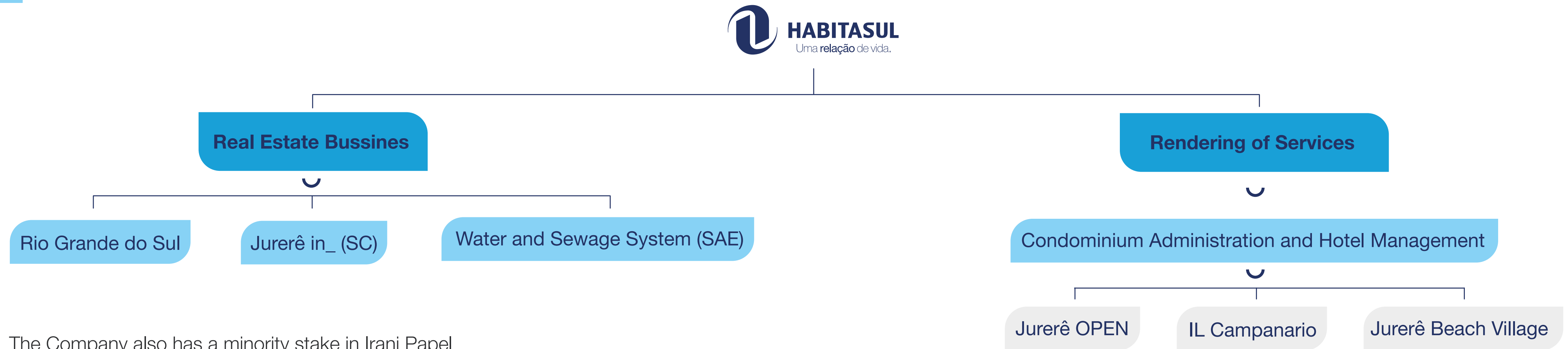
Throughout this report, **we will refer to our company by its trade name: Habitasul.** Our organization's entire structure is shown below.



Over four decades promoting sustainable development.



# Our Structure



The Company also has a minority stake in Irani Papel e Embalagem S.A. and Irani Participações S.A.

(2-6-b) Our supply chain mainly consists of chemical suppliers for the Water and Sewerage System (SAE) and building materials suppliers for the real estate development and service phases. We centralize company-wide purchases

at the corporate level, giving preference to local companies whenever possible. Hiring service providers requires the presentation of documents that demonstrate legal compliance and full authorization to conduct business activities.

**We operate increasingly and responsibly in the real estate, industrial and services sectors.**

**Discover a bit more about our companies in the following topics.**



# Real Estate Business

With a large land bank in Rio Grande do Sul and Santa Catarina, **we specialize in developing long-term real estate projects featuring excellent construction standards and infrastructure.** We act as an urban developer in each new project, establishing relationships with public administrative and environmental bodies, local entrepreneurs, builders and urbanization service providers. In this way, we ensure that current regulations and licensing processes are fully respected and properly monitored, **promoting a positive impact and adding value to the local community.**

Nature is what adds value to our projects. That is why our urbanization projects respect and are inspired by the natural characteristics of the plots for the development of new town centers.

Urban developments designed through partnerships include not only the provision

of land for sale, but also the complete implementation of water and sewerage infrastructure, paving, sidewalks, and public spaces.

**Native species enrich public and environmental conservation areas in each project.** We are also committed to maintaining these spaces for the next five years once the urbanization phase is concluded.

In order to maintain and ensure the established environmental, urban and architectural quality standards, each owner receives a set of guidelines and undertakes to respect them for construction and land use, as described in the construction standards manual. This document also clarifies the basic services that will be permanently maintained and financed by the owners and residents.



**Wherever possible, we prioritize the use of local suppliers and service providers, thereby promoting indirect job creation and increased income, which in turn stimulates economic growth in the region.**



# Rio Grande do Sul

Habitasul has a large land bank in Rio Grande do Sul, especially in the **Vale da Ferradura areas located in Canela, in the Serra Gaúcha, and the Humaitá neighborhood, in Porto Alegre. We also hold acreage in the Portoverde development, located in Alvorada, in the metropolitan region of the state.**

The three sites contain more than 100 hectares earmarked for development.

	Location	Area (in hectare)	Estimated area for installation (in hectare)
<b>Vale da Ferradura</b>	Canela	329 ha	123 ha
<b>Humaitá</b>	Porto Alegre	36.91 ha	35.45 ha
<b>Portoverde</b>	Alvorada	152 ha	130 ha
<b>Águas Belas</b>	Viamão	14 ha	8.5 ha
<b>Cocão</b>	Viamão	80 ha	52.3 ha
<b>Campos da Fazenda</b>	Cachoeirinha	221 ha	62.8 ha
<b>Cyanamid I - partnership area</b>	Gravataí	32.5 ha (13.3 ha belonging to Habitasul)	28 ha (1.3 ha belonging to Habitasul)
<b>Cyanamid II - partnership area</b>	Gravataí	84.7 ha (34.42 ha belonging to Habitasul)	58.4 ha (32.3 ha belonging to Habitasul)



# Santa Catarina

## Jurerê in\_

Jurerê Internacional, founded in the 1980s featuring revolutionary architectural, urban, and environmental design, has become a model for a planned neighborhood. It is renowned around the world for its beach and lush natural surroundings, which combine a high quality of life and sustainability. It is recognized worldwide for offering quality of life, safety and a connection with nature. We act as urban developers in this location.

Over time, we have constructed the development in appropriate areas and stages, ensuring compliance with current environmental and urban planning regulations. Following its own guidelines to promote urban harmony and environmental preservation, the occupation of the areas adheres to a logical order, which is reviewed and updated periodically.



**250 ha**  
urbanized

Approximately  
**12,000**  
people

Estimate considers an average of three people per household unit.



**2,621**  
apartments  
(79 buildings)



**1,365**  
houses

Source: Habitusul diagnosis - mapping of units.



## 1979 - 1980

Anticipating urban models with integrated planning.



## 2000 - 2003

Consolidation of the environmental vanguard: urban design, integrated with preserved areas.



## 2006 - 2009

Adoption of biosphere reserve concepts in the urban environment.



## 2017 - 2019

Review of environmental studies and urban planning studies for special urbanization areas.



## current cycle

Development of future projects within the legal framework for the regulation of Special Urbanization Areas (AUEs) and project development for new developments in partnership, such as blocks 13A and 13B, Platform 4 (extension of Jurerê OPEN) and the CAIS project (seafront) with external and relevant partners in the sector.

## Main highlights of 2023 in Jurerê in\_:



We used the work of a company specializing in the **implementation of both the 4<sup>th</sup> stage and Central Park to implement a tree management plan**. The work also includes the production of compost from the roots of non-healthy species, the use of trunks to grow species such as bromeliads and is guiding us on the best way to manage the vegetation that has been cut down and how to care for the local fauna.



**In partnership with CFL and UNIQUE, we developed an architectural project** that recommends guidelines, uses and equipment for the balanced management of the Jurerê waterfront after the sand strip is restored.



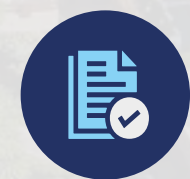
**We set up a novel governance structure for the urban design** of the new stages, bringing together a multidisciplinary team to design the Specific Urbanization Project (PEU).



**We kicked off the implementation of the Central Park for 2024** with the management plan, sidewalks and bike lanes around the block, and the first phase of implementation through the main access (corner of Av. Dourados and Av. Salmões).



**We carried out new studies and built scenarios** for urbanization, sanitation, public areas, mobility and integrated all the disciplines, based on an in-depth environmental diagnosis.



**We approved important projects** with Florianópolis City Hall, such as São Francisco Plaza and Central Park.



**ICMBio's approval of the proposal submitted regarding the boundary of the Y-Jurerê Mirim Private Natural Heritage Reserve (RPPN)** was obtained. The next stage will be the analysis of the creation of this RPPN, conducted by the agency.



**We joined the Association Brazilian Architecture Offices (ASBEA)**, took part in the National Congress and acted as coordinators to bring the 2024 National Congress to Florianópolis, which will be held at the IL Campanario.




**Diagnosis with captured images** highlighted natural features with greater precision in relation to vegetation conditions, successional stages, water elements and surface water flow.

**We corrected the registration of the 8<sup>th</sup> stage glebe**, reducing the area from 330 to 217 hectares as a result of the recognition of the overlap of the Habitasul área with the área of ESEC Carijós and the área affected by the navy property line that has not been approved by the Federal Patrimony Secretariat (SPU).

The initiative does not affect new developments as the relevant areas had already been designated as unsuitable for occupation.

This enables us to perceive the urban environment as a manifestation of citizenship, where human interaction and relationships, inspired by historical and natural resources, shape culture and landscapes. **Urban planning and management initiatives that emphasize the significance of culture, the environment, and people reinforce this perspective.**



**Our actions seek harmony between the urban environment and nature, while preserving local history.**

## Orderly Occupation While Preserving the Environment

(304-1) **The development's progress is guided by the sustainable management of natural areas.** Priority is placed on recreational or sporting use of the areas, facilitating the integration of new activities with existing ones.

The challenges of macro-drainage are well known. In support of public services, in 2023, we made improvements to the drainage system at the beach access to drain water. In 2024, we will continue with improvements.

The city is responsible for maintaining the canals and new works focusing on drainage can be carried out after environmental licensing is received.

The suppression of vegetation in certain areas is also a natural impact of real estate development. For more than ten years, we have been working on specialized studies in the areas of the environment and urban planning.

We assess impacts using environmental studies contracted from specialized companies, and ensure compensation aligns with the guidelines of the relevant bodies.

In 2023, we carried out several analyzes in the expansion area to support the urban project, as described next.

The set of procedures to new constructions and public areas, guided by certification guidelines such as LEED for Communities (LFC), LEED for Neighborhood Development (LEED ND) and Fitwel Community for Sustainable Sites, will form the basis for the preparation of an urbanization plan to be submitted to the Florianópolis city government to obtain a Declaration of Public Interest. Subsequently, we will seek approval for urban projects to implement the new stages of Jurerê (7<sup>th</sup> and 8<sup>th</sup> stages) as of 2029, in line with the end of the Strategic Planning cycle.

### Concluded in 2023

- Masterplan.**
- Hydrological** studies.
- Mapping** environmental restrictions.
- Mobility** study.
- Study of **public areas.**
- Green infrastructure.**
- Image** diagnosis.
- Socio-economic** research.
- Diagnosis and guidelines for building **smart cities strategies.**

### Foreseen for 2024

- Review of **environmental studies.**
- Mobility** study.
- Macro-drainage** studies.
- Stakeholder legitimacy** plan.
- Socio-cultural development** plan.

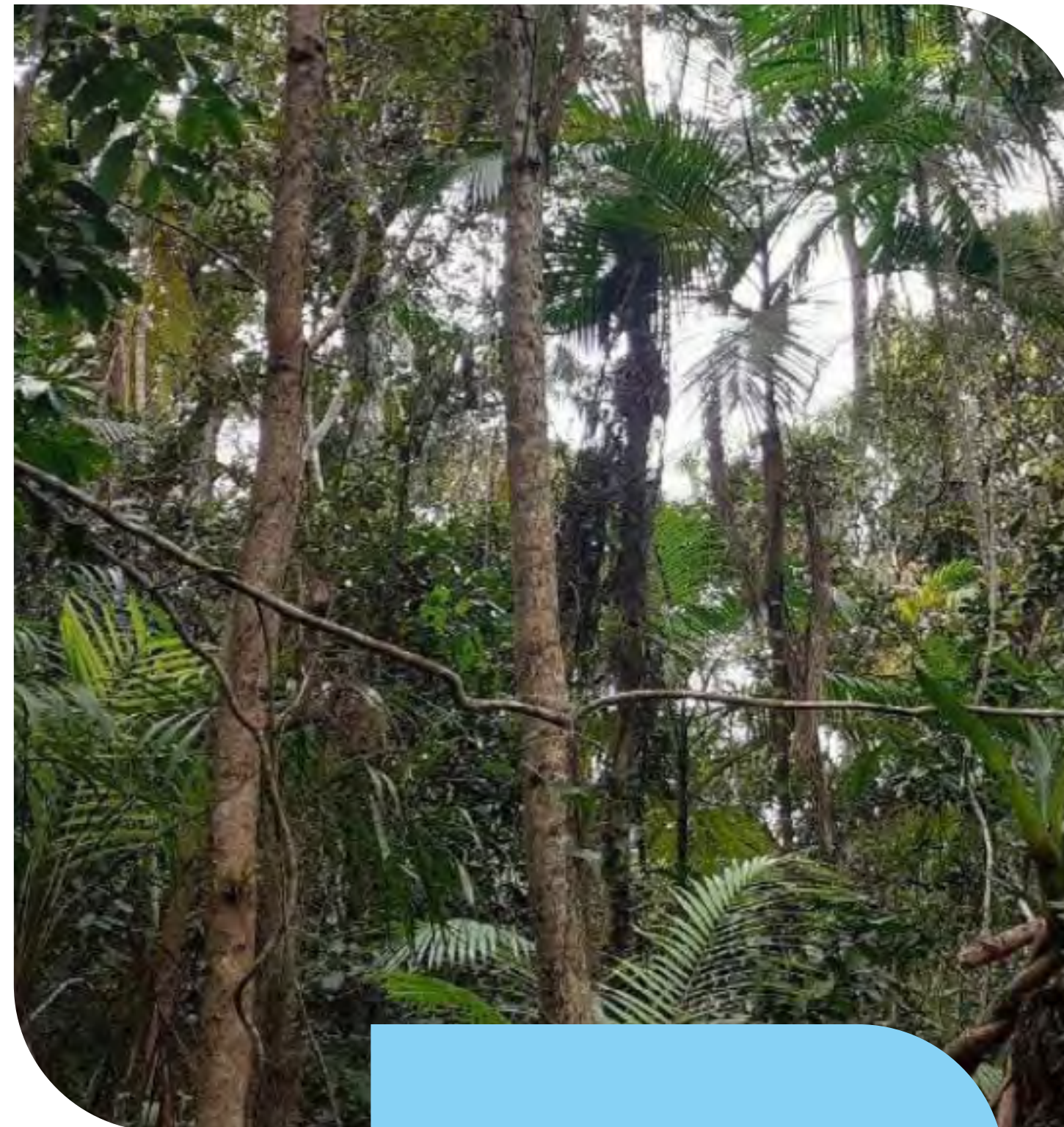
## Flora in Jurerê in\_

In 2023, we proceeded with a forest inventory that indicated the successional stages of the vegetation and wetlands. The study identified the vegetation in the restinga as being at an advanced stage, according to legislation.

It also signaled that our future development area of Jurerê in\_ should include a drainage project connected to the urban development plan. The aim is to maintain surface water flows and, at the same time, bring water for treatment and supply to the future population, contributing to the sustainability of the water balance.

**Both studies back up our approach of reducing the cutting of vegetation and projects that respect the flow of water to supply springs and preserve local biodiversity.**

It is worth noting that all the vegetation along the beachfront has been recovered over the time Jurerê in\_ has been in operation, preventing marine erosion.



Shrub restinga in an advanced stage.



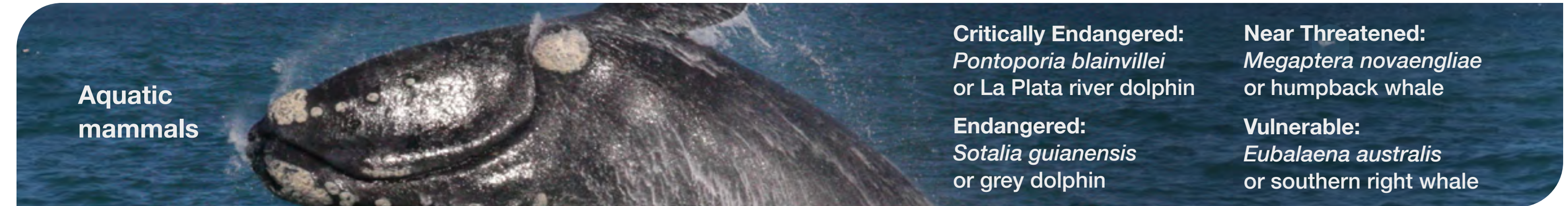
General view of the preserved restinga.



## Fauna in Jurerê in\_

### The preservation of local fauna is another important issue in our projects.

Preserved ecological corridors contribute to the balance of biodiversity in the area. **The area has green corridors formed by drainage channels, woods, front gardens of houses, waterfront vegetation and preservation areas**, contributing to the mitigation of impacts and favoring, for example, the displacement of animals, the dispersal of seeds and the increase in vegetation cover.



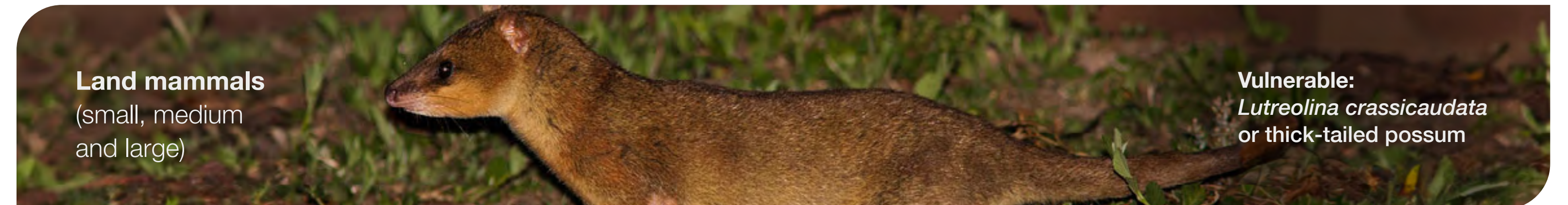
**Aquatic mammals**

**Critically Endangered:**  
*Pontoporia blainvillei*  
or La Plata river dolphin

**Endangered:**  
*Sotalia guianensis*  
or grey dolphin

**Near Threatened:**  
*Megaptera novaengliae*  
or humpback whale

**Vulnerable:**  
*Eubalaena australis*  
or southern right whale



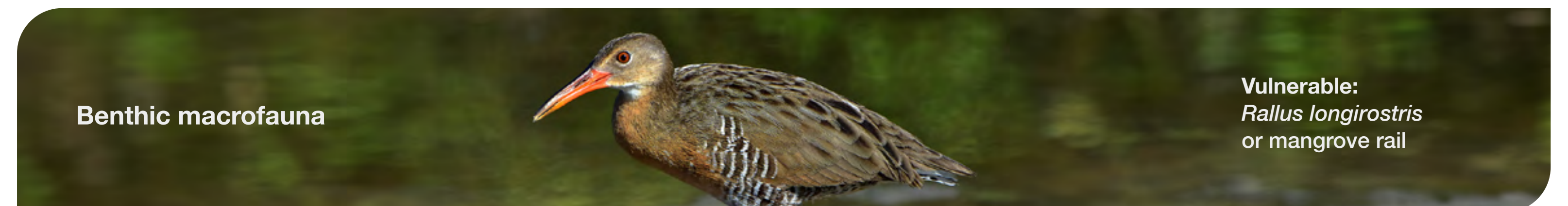
**Land mammals**  
(small, medium and large)

**Vulnerable:**  
*Lutreolina crassicaudata*  
or thick-tailed possum



**Birds**

**Endangered:**  
*Tangara peruviana*  
or black-backed tanager



**Benthic macrofauna**

**Vulnerable:**  
*Rallus longirostris*  
or mangrove rail

Note: the scope of the studies includes the 7<sup>th</sup> and 8<sup>th</sup> stage areas.



Fauna and flora analyzed, valued and preserved. Culture, environment and people in harmony.

— Special Urbanization Areas (AUEs)

## The Desired Future

**We aim to be a benchmark in the development of sustainable places in which to live, with commendable value creation for all.**

Our ambitions are: to act integrally and promote the prosperity of the neighborhood; to plan connectivity intelligently; to inspire, through care in every detail, for a unique experience; to preserve our natural wealth with integrity; to innovate with the ability to do the new, again.

To make this possible, we seek to **contribute to the city's development and public policies, ensuring that the guidelines of the municipal master plan are respected.**

Presently, we are commemorating a momentous occasion that holds significance for the future: the endorsement of the regulations pertaining to special urbanization areas (AUEs) and the commencement of collaborative efforts on novel development projects. These include Quadras 13A and 13B, Plataforma 4 (a continuation of Jurerê OPEN), and the CAIS project (waterfront), which will be executed in conjunction with key external stakeholders in the industry.



With our expertise and that of our partners, **we can establish a new center in Florianópolis** that will bring prosperity to the people through increased opportunities and development. As a result, the next stages will be more inclusive, incorporating social housing and public areas that are accessible to everyone.

Our organization remains dedicated to the approach towards urbanization and habitation in Jurerê, which aims to maintain

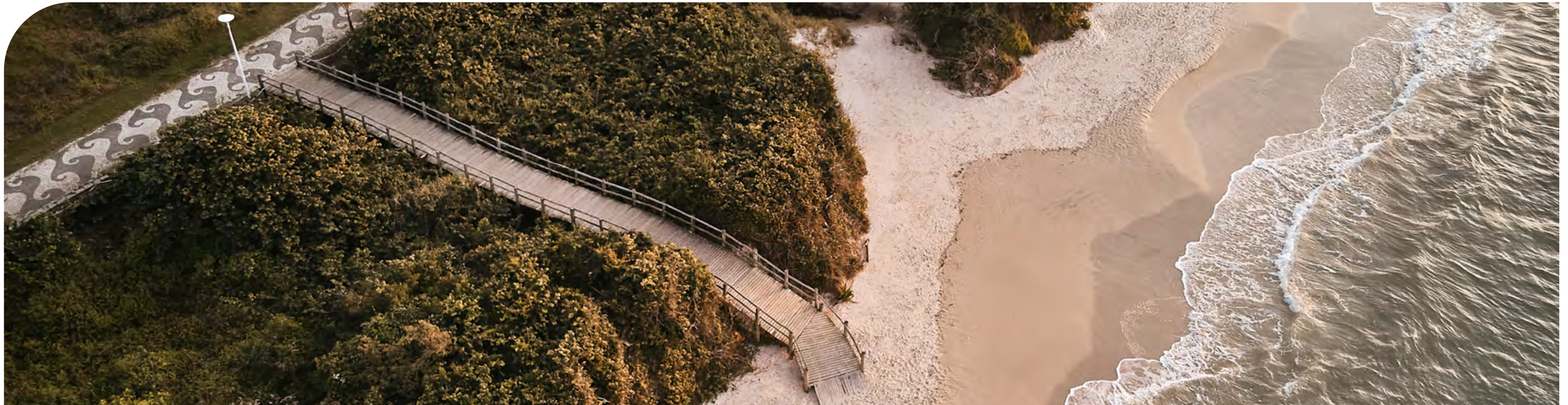
environmental preservation efforts while simultaneously facilitating feasible development. For instance, the implementation of vertical building design can effectively mitigate land occupation and restrict proximity to sensitive areas. Consequently, **our intention is to occupy a mere 30% of the land that is currently available.**

We are actively pursuing strategies to address future stages of macro-drainage,

such as reservoir lakes, canals, and infiltration areas, in recognition of the detrimental effects of urbanization. Revisions are being made to the urban development plan in order to incorporate the water management strategy. Green infrastructure including parks, flowerbeds, and roadways is anticipated to facilitate the management and redirection of rainwater flow to designated areas, including the water source and wetlands.

The design and planning of our future is a collaborative effort involving experts in the fields of architecture and urbanism. A number of sectoral organizations and associations with an interest in the future of cities have partnered with us.

Furthermore, we have engaged in technical missions with the intention of deriving inspiration from prosperous international models.





# Water and Sewage System (SAE)

In 1981, we started operating the Water and Sewage System (SAE) with the challenge of establishing, independently, all the necessary infrastructure for water supply and sanitation in Jurerê in and mitigating common problems in Brazilian resorts during the summer, such as water scarcity and sea pollution.

**Daily monitoring of the water table and the catchment lake is a preventative** measure against the risk of shortages of the business's main input.



**SAE service capacity in number of inhabitants**

**WTS**

**20,160**

**WTP**

**18,566**

## Water Collection

The water that supplies our Water Treatment Plant (WTP) is drawn from **an artificial lake of approximately 54,000 m<sup>3</sup>**, connected to the underground water table. This lake receives significant contributions from the rainwater drainage canal system. In addition, the bridges installed near the WTP also provide groundwater collection.

**Changing the route of the water main provided more stability in collection of water for the treatment plant,** maintaining the same licensed flow, in addition to adapting its route to the public area. As a result, we have stimulated more efficient connections between the network's elevating systems, increasing flows.

### Volume of water collected by source in m<sup>3</sup>



Note: does not include water stress area. (303-6) SAE is responsible for distributing all the water to the development and treating 80% of the local sewage. To convert the data into m<sup>3</sup>, the values must be multiplied by 1,000. Revision of the calculations involved updating the volumes reported.



## Water Treatment

The Water Treatment Station's (WTS) infrastructure consists of five reservoirs, **with a total water storage capacity of over 3 million liters and treatment capacity of up to 70 liter/second**, supplying the entire development.

The water treatment process involves several stages: aeration to oxidize metals, coagulation,

flocculation, decantation, filtration, disinfection and fluoridation, followed by reservoir treatment. In 2023, we continued to review the types of products used in water treatment, reflecting a reduction in costs and in the amount of product used per cubic meter treated.

**The conceptual project for the new water treatment plant (WTP) has been filed with**

**the environmental agency and is still under analysis.** It aims to expand and improve the system's capacity with a focus on the development of future stages.

The rains during the 2023/2024 season impacted the swimmability of Florianópolis' beaches. At Jurerê

Internacional, we faced a one-off problem that was quickly resolved.

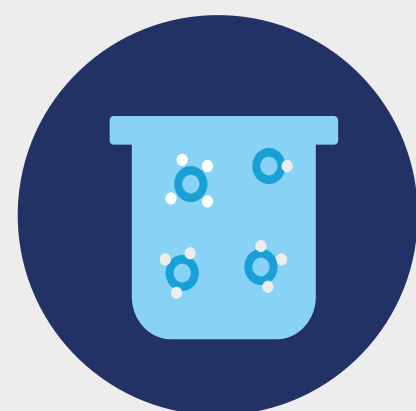
We invested around R\$52,000 in equipment to ensure compliance with the guidelines of the state agency responsible for bathing analysis. This measure not only ensured the quality of the information provided, but also strengthened our credibility and commitment to transparency.

### Learn about the water treatment process:



#### Aeration

Oxidation of the metals present in the water.



#### Coagulation

Addition of a product to form clots from the impurities.



#### Flocculation

A flocculant is added to bind the clots together.



#### Decantation

Separation of particles and clarified water.



#### Filtration

Composed of three layers (anthracite coal, sand and stones) to remove particles.



#### Disinfection and fluoridation

Destruction of pathogenic organisms by adding sodium hypochlorite.



#### Reseration

Five tanks with a storage capacity of over 3 million liters.



## Sewage Treatment

We use the Sequencing Batch Reactors (SBR) method for sewage treatment, which employs a batch activated sludge system for biological processing.

**Our sewage collection system operates in conventional and vacuum mode.**

After undergoing treatment, the effluent is infiltrated into the ground, recharging the water table. This process promotes a sustainable water balance between the demand for drinking water and the volume of raw water available for treatment.

The change of the sewage flow, implemented in 2023, **has changed its route which passed near the Lounge of Platform 1 of OPEN** during peaks in consumption and high rainfall, promoting environmental preservation and greater operational control of the system.

Mindful of the capacity limits of our pumping stations, we made investments to adjust the flow of the pumping stations, avoiding overloading at peak times at a specific point (Pumping Station 1). At the same time, we are awaiting the release of the license for the expansion of Pumping Station 1, in order to mitigate the risk completely.



**In 2023, we invested in initiatives to promote even greater environmental preservation.**

## Maintenance

We concluded the digitalization of SAE's maintenance routines in Total Productive Management (TPM) and the simplification of these processes, ensuring they are more precise and agile.

**Our commitment to excellence and innovation** has been the driving force behind the transformations in our infrastructure and operations. In addition to operational advances, we invested in improving our internal infrastructure, such as the refurbishment of changing rooms and toilets, the warehouse and garages, along with improvements in visual communication, signage, façades and landscaping.

These initiatives had a clear purpose: **to offer our teams a more comfortable and suitable working environment.**



### Registered equipment

We have reached the milestone of 305 pieces of equipment tracked for preventive maintenance, making scheduled maintenance possible.



### Strategic training

Versatility in internal operations with a focus on autonomous maintenance. **Thermography, Current and Voltage Measurement, Vibration and Noise Analysis, Resistance Measurement and Electrical Noise Analysis.**



### Efficient preventive maintenance

We demonstrate the gains obtained from the efficiency of preventive internal maintenance of pumps and equipment, resulting in savings of 10% in potential maintenance costs in 2022 (R\$80,000) and 16% in 2023 (R\$121,000).



## Quality, Innovation, Research and Development

Our system has kept pace with the growth of the project and the quality of the services provided is **certified by ISO 9001 and 14001**. Operations are inspected by the appropriate bodies and recognized by public health and environmental agencies.

We have made progress towards a more efficient operation with the digitalization of operational support routines.

In 2023, we took an important step by adopting software specialized in document management, as well as making it possible to outline and monitor corrective action plans. **We also maintained:**



**Nine monitoring points** on the stretch of beach in front of **Residencial Jurerê in\_ indicate that the sea water is suitable for bathing all year round.**



**Four groundwater quality monitoring points to identify possible impacts from the effluent treatment plant in the surrounding area.**

All the results of the analyses at these wells indicate levels that comply with the applicable legislation.



Measurement sensors that allow instantaneous and **on-line analysis of the treated water** leaving the plant.



**Water quality monitoring at all stages of treatment.** The system has specific points for collecting and analyzing the water distributed, mainly at the ends of the network, making it easier and quicker to detect problems



Analyses in laboratories specialized in meeting the parameters required by the **Blue Flag Certification.**



Around **700 collection campaigns and almost 20,000 analyses** carried out on distributed water and treated sewage.



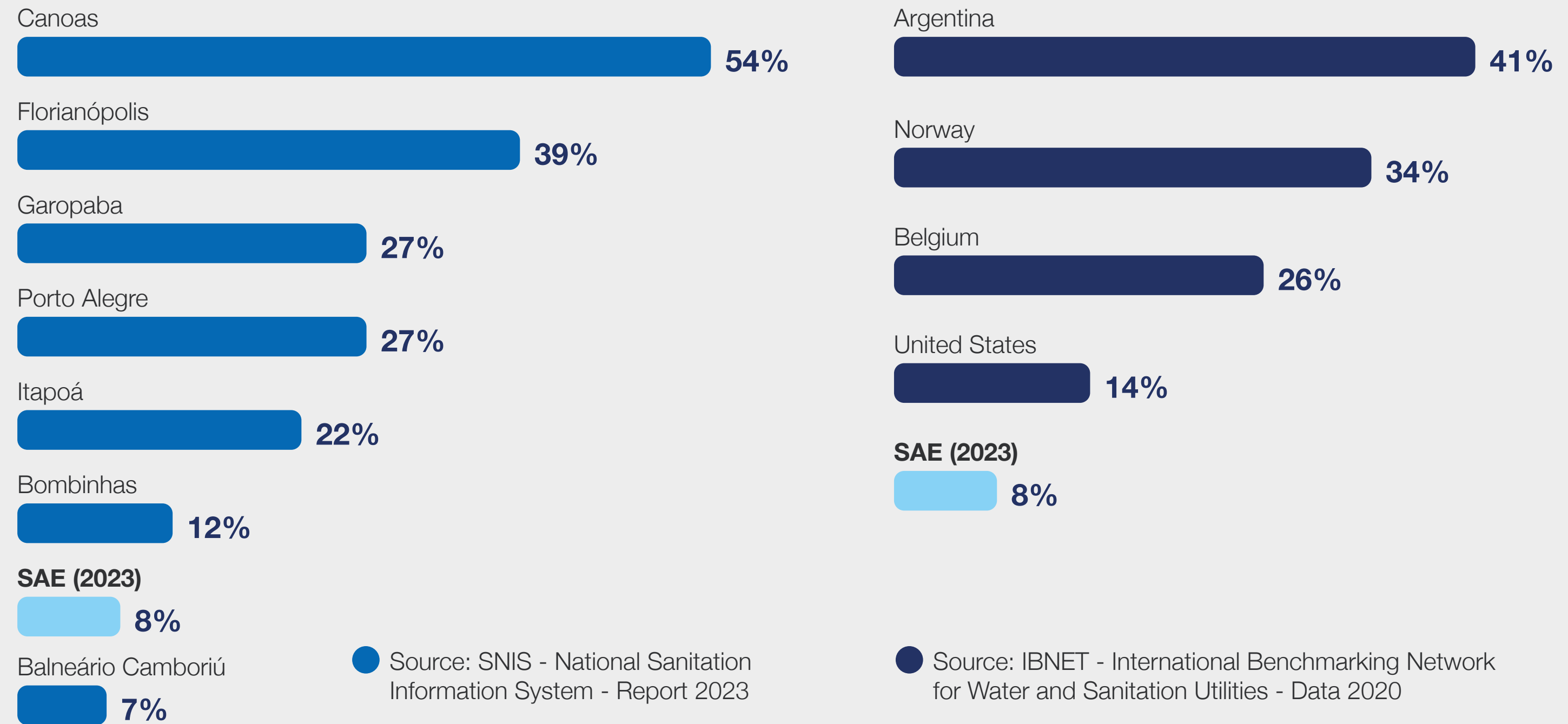
## Quality Indicators

The water loss rate in Jurerê in\_ remains low, reflecting the good operational control of the networks, with preventive maintenance and rapid corrective action.

### This indicator is fundamental for:

- Diagnosis of the effectiveness** of maintenance carried out on the network.
- Prevent a reduction** in revenue.
- Monitoring the need for major interventions** to update the network.

According to the table on the side, the lower the index, the better the quality indicator. Therefore, compared to the other systems in the chart, we are achieving superior operational performance.





The information presented below merges the data monitored so that we can ensure **the quality of the operation and provision of services at SAE.**

**(303-2) Efficiency of the Sewage Treatment Plant (STP)**

Parameters	Unit	Maximum permitted	2021	2022	2023
Biochemical oxygen demand	mg/L	60 (a)	22.1	25.1	9.3
Removal efficiency	%	(a) or ≥ 80%	83%	84%	95%
Chemical oxygen demand	mg/L	-	79.0	78.9	110
Oils and greases	mg/L	30	< 10	< 10	< 10
pH	-	6.0-9.0	7.23	7.42	7.31
Sedimentable solids	mL/L	1	< 0.2	< 0.2	< 0.2
Phosphorus	mg/L	4*	1.50	1.8	1.20
Temperature	°C	40	26.1	26.4	26.1

Note: annual average values. (303-2) Parameters CONAMA Resolution No. 430/2011.

\*Law 14.675/09 Art.177 V - "Discharges into stretches of lagoons, lagoons and estuaries, in addition to the previous items, the limit of 4 mg/l of total phosphorus concentration must be observed".



### Efficiency of the Water Treatment Plant (WTP)

Parameters	Unit	Maximum permitted	2021	2022	2023
Aluminum	mg/L	0.2	0.0778	0.0493	0.1473
Alkalinity	mg/L	-	82.44	100.20	97.34
Ammonia (as NH <sub>3</sub> )	mg/L	1.2	0.22	0.14	0.28
Chloride	mg/L	250	55.9	51.73	45.7
Apparent color	uH	15	3.8	3.19	3.4
Conductivity	µS	-	749.5	550.83	563.5
Hardness	mg/L	300	181.7	174.17	168.8
Iron	mg/L	0.3	0.024	0.0157	0.048
Total coliforms	NMP/100mL	absent	absent	absent	absent
<i>Escherichia coli</i>	NMP/100mL	absent	absent	absent	absent

Parameters	Unit	Maximum permitted	2021	2022	2023
Manganese	mg/L	0.1	< 0.005	< 0.005	< 0.005
Total dissolved solids	mg/L	500	337.4	375.83	319.1
Sulphate	mg/L	250	101.6	85.64	68.5
Turbidity	uT	5	0.38	0.60	0.56
pH (at 20°C)	-	6.0 - 9.5	7.11	7.12	7.3
Temperature	°C	-	23.4	23.58	23.48
Nitrate	mg/L	10	0.64	0.66	0.59
Residual chlorine	mg/L	0.2 - 5.0	1.10	1.41	1.35
Taste and odor	intensity	6	< 1	< 1	2.0

Note: annual average values | Parameters Ministry of Health Ordinance GM/MS No. 888, of May 4, 2021.



Service	Unit	2021	2022	2023
Water service index	%	100	100	100
Sewerage service index	%	84	84	84
Number of complaints/Number of savings	%	0.14	0.09	0.12

### Operational

Number of active water savings	Un	4,105	4,158	4,171
Volume of water produced	1,000 m <sup>3</sup> /year	877.83	897.08	925.97
Volume of water billed	1,000 m <sup>3</sup> /year	698.77	757.08	738.79
Volume of sewage treated	1,000 m <sup>3</sup> /year	563.35	537.10	528.24
Volume of sewage billed	1,000 m <sup>3</sup> /year	572.35	605.82	610.91
Productivity index: active savings per own personnel	Unit	252.7	256.40	240.38
Ratio of treated sewage to water consumed	%	-	87	72
Distribution losses index	%	-	19.2	10.1

### Environmental

302-1 Total electricity consumption	Kwh	2,355,839	2,945,014	3,011,982
302-3 Electricity consumption/m <sup>3</sup> of water produced	Kwh/m <sup>3</sup>	0.56	0.59	0.49
302-3 Electricity consumption/m <sup>3</sup> of sewage treated	Kwh/m <sup>3</sup>	1.32	1.94	1.80
302-1 Chemical products used in water and sewage treatment	t	188.73	385.60	342.40
302-1 Total water withdrawal - surface	m <sup>3</sup>	814,599	866,167	931,754
302-1 Total water withdrawal - groundwater	m <sup>3</sup>	70,835	30,916	35,136
Number of WWTPs and WTPs certified ISO 14001	-	1	1	1
Number of recyclables collected	Kg	408.55	558.15	1,515.59

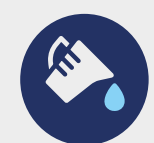
### Social

Number of people on monitored health and environmental education visits to operational units	Persons	0*	181	590
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Nota: annual average figures. \*Results impacted by the Covid-19 pandemic. Parameters established by the National Sanitation Information System (SINS).

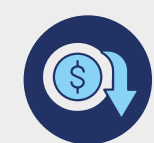
We have created an R&D department with the aim of advancing product development and seeking innovation in processes and technologies. This area has also been responsible for conducting the necessary analyses of the services provided by SAE in order to expand the business to other municipalities.

**In 2023, we highlighted the gains associated with changing the coagulant** used in water treatment, which is carried out in two phases:



#### 1<sup>st</sup> alteration

**The liquid product replacing the powder** provided savings of 58% in coagulant costs compared to what was budgeted, totaling R\$297,545.27.



#### 2<sup>nd</sup> alteration

Replacing the product led to a 59% reduction in the quantity used, **resulting in savings of 33% in the cost per m<sup>3</sup> treated.**



Changing the coagulant also led to a reduction in the use of flocculant, resulting in lower costs.



## Water Consumption

In 2023, water consumption was consolidated at rates close to those recorded in the pre-pandemic period. Water consumption in 2023 was lower in the first four months of the year.

[See on the side for water consumption in m<sup>3</sup>.](#)

2021



2022



2023



## User Services

With the aim of constantly consulting our clients, we set up in 2023 an Automatic Reception Unit (IVR) for customer service via WhatsApp and the application of the customer service survey. **A total of 248 calls were made and resolved, 100% of which were completed in less than two days.**

The satisfaction survey carried out by SAE in 2023 resulted in an NPS score of 33 points, 1 point higher than in the previous cycle.

In addition to these initiatives, we are committed to ensuring the security and privacy of our clients' data. To this end, we have implemented training and alignment with the General Data Protection Law (LGPD) applicable to the routines and software we use.

In 2023, we moved on to the second phase of the process of signing the terms of adhesion to the services offered by SAE, ensuring compliance of contractual issues related to the provision of services following the best practices established by the state concessionaire with transparency, quality and efficiency. By 2024, the phase is expected to cover around 1,000 economies.

### Key positive comments

Customer service and water distribution.

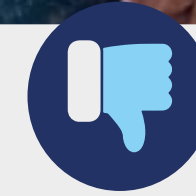


### Main detractors' comments

Presence of septic tank, absence of collection network and water quality.

There were also complaints about the hardness of the water. This factor is directly related to the source of the water, which has a high level of hardness. When it goes through the treatment process, this level is reduced to 30% below the limit set by legislation.

During a short period of the 2023/2024 season, the color of the water was outside the usual visual characteristics established as ideal parameters. We took the necessary operational measures to correct the problem and the supply returned to normal levels in a short period.



## Waste Generation

In 2023, as a result of a Kaizen and the company's **quest for Zero Waste**, we reclassified the residues from SAE's processes. This initiative is part of a set of actions aimed at Zero Waste certification, as well as continuous monitoring of the waste generated.



### Volume of waste generated in tons

	Disposal	2023
Sludge	Controlled landfill	260.53
Mixed recyclable waste	Cooperative	1.11
Organic waste	Compost bins installed at SAE	0.41
Refuse (all waste that cannot be composted or recycled)	Sanitary landfill	1.04

Note: we have approved an investment in a project to thicken the sludge using a mechanical press, with the prospect of reducing the final humidity by around 80%.



## Strengthened Connections

Against the backdrop of the new sanitation framework in Brazil, which envisages universalization of water and sewage services by 2033. In 2023, **IL Campanario hosted the 1<sup>st</sup> Forum on Sanitation in Sensitive Areas**. The event brought together experts to discuss relevant topics such as water, sewage and urbanization. The next edition will take place in the first half of 2024.

We also took part in the Pact for Sanitation in Education Program, promoted by Florianópolis City Government.



### Technical visits by school students

2023

+120

2024

+300\*

\*expect to reach





## Business Expansion

We have a 20% stake in the Clear Consortium, which won the municipal bid and began operating in Pomerode (SC) under the name Pomerwasser Ambiental.

**In the first six years, the Consortium will invest R\$137 million in this operation.**



**R\$32 million**  
in water

**R\$105 million**  
in sewage



### Mission

To promote a transformation in people's lives through the provision of water and sewage services, guaranteeing quality and sustainability.



### Purpose

To supply water and sewage services with quality, economic efficiency and socio-environmental responsibility, contributing to the health and well-being of the population and to the sustainable development of the municipality.



### Sustainability

Economic viability of the business combined with quality and efficiency of work, respecting people and the environment.



**POMERWASSER**  
AMBIENTAL

Pomerode city is located in the European Valley and has 34,289 inhabitants, according to IBGE data from 2022.

### Programs Set Up

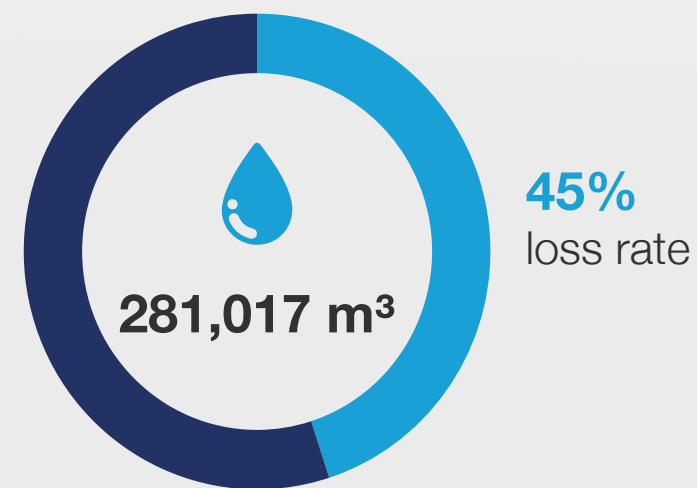
- Hydrometer Replacement Program.
- Commercial Re-registration Program.
- Planning for the acquisition of equipment needed for operation.

### Operations Realized

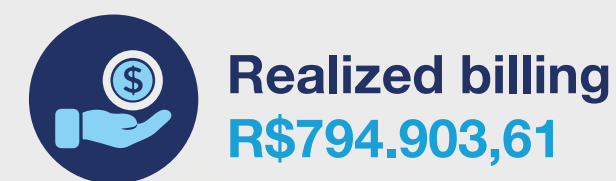
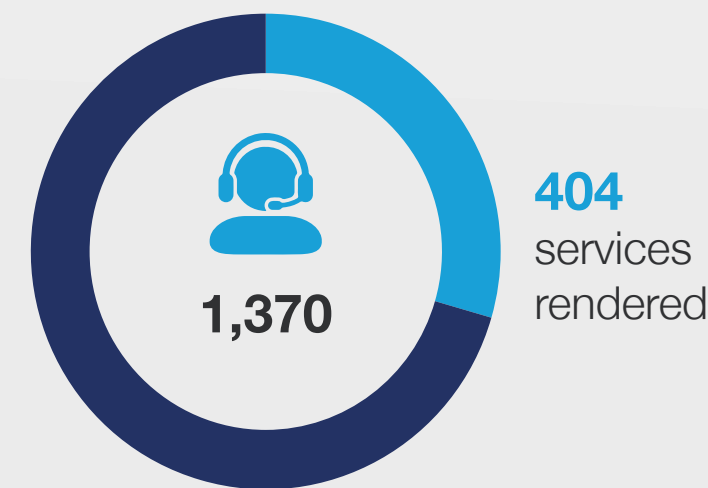
- Purchase of new filters for WTP 1 and the reservoir.
- Drawing up an Assessment Report on the Physical Structures of WTPs and Reservoirs.
- Geotechnical and geophysical study for drilling wells.
- Design of the sewage system.

### Indicators Monitotored at Pomerwasser in 2023 (consolidated)

#### Volume of water produced



#### Service orders



The estimate at the end of the plan is to serve 57,000 inhabitants.

#### Savings coverage targets:

Water coverage in 2027 and sewage coverage in 2033.



# Rendering of Services

Another area in which Habitasul operates is our service in hotel management and in the leasing of commercial spaces.

**Take a glance at our initiatives and the various indicators that demonstrate our responsibility and commitment.**





# Condominium Administration and Hotel Management

We work at IL Campanario and Jurerê Beach Village, in Jurerê in\_, providing condominium administration and hotel management services. The teams are constantly trained and are mostly made up of residents of Greater Florianópolis.

**Reducing electricity consumption and promoting renewable energy are key**

**management challenges, as is streamlining business operations.** We are also exploring tax administration with the help of external consultants. Our goal is to optimize resource utilization to improve operational results.

In order to optimize the caliber of our hotel services, we have implemented specialized

training programs that specifically address refuse management. **This further solidifies our dedication to attaining Zero Waste certification.**

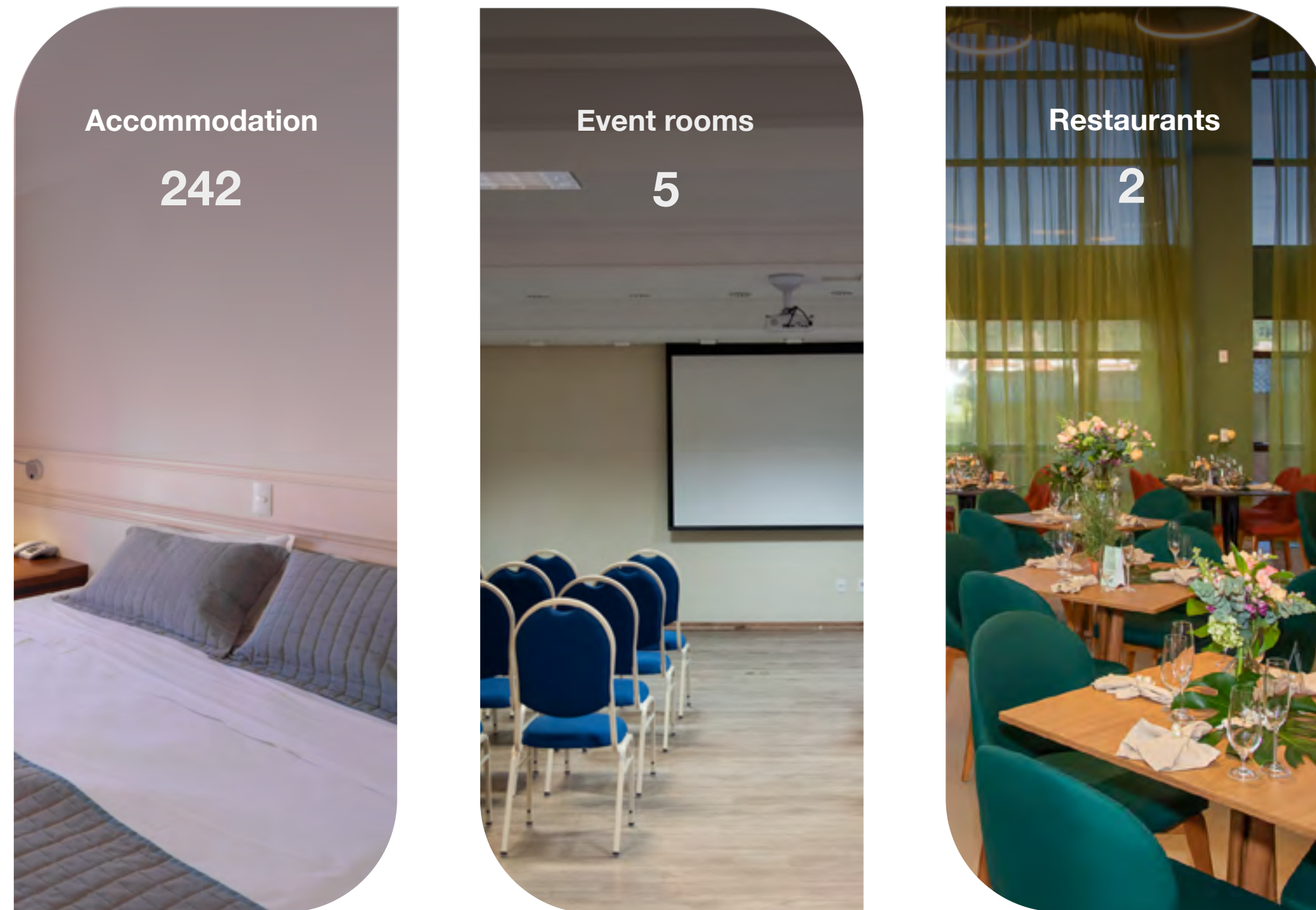
Our dedication to sustainability is apparent in our operational procedures, which include the appropriate disposal of sponges and refuse,

substitution of plastic bottles with aluminum ones, and utilization of bulk products rather than sachets, butters, and jellies in order to mitigate packaging waste. **Our commitment to waste management culminated in our ratification of the Zero Waste Warrant,** which served as evidence of our progress towards certification.



We are committed to the pursuit of Zero Waste.

## Jurerê Beach Village



Water	2022	2023
Water heating source, boiler based on:	Natural gas	Gas and oil boilers
Water use/occupant	0.32 m <sup>3</sup> /year	0.43 m <sup>3</sup> /year

Waste	2022	2023
Volume of recyclable waste generated	15.56 tons	35.10 tons
Volume of organic waste generated	12.4 tons <sup>1</sup>	30.60 tons
Waste (all waste that cannot be composted or recycled)	41.1 tons	46.68 tons
Organic waste disposal	Organic Composting Association	
Disposal of recyclable waste	Association of Collectors of Recyclable Materials (ACMR), made up of 60 families	

<sup>1</sup>Result influenced by the 100-day refurbishment of the Fajã restaurant.

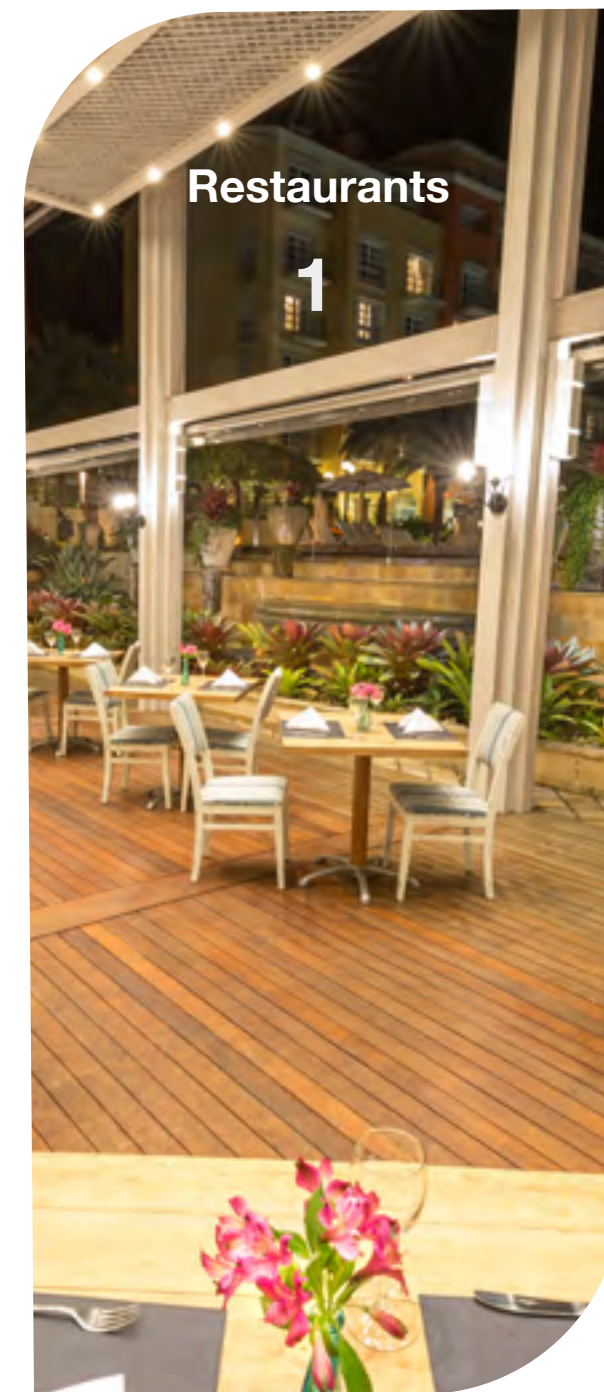
Purchase energy <sup>2</sup>	2022	2023
Electricity consumption/occupant	11.18 kW/year	11.40 kW/year
Diesel	0.19 liters/year	1.15 liters/year
Gas	0.80 kg/year	0.38 kg/year
Pellets	n/a	n/a

<sup>2</sup>Distributed by Celesc.

Inputs purchased <sup>3</sup>	Volume (kg)	Amount (R\$)
Fish and seafood	4,141	217,709
Pork meat	2,673	75,248
Hortifruti	40,741	276,776
Craft coffee	1,490	41,760
<b>Total</b>	<b>49,045</b>	<b>611,493</b>

<sup>3</sup>From local suppliers in 2023 for A&B.

## IL Campanario



Water	2022	2023
Water heating source, boiler based on:	Biomass-based (wood pellets)	Biomass boiler (wood pellets) and diesel boiler
Water use/occupant	0.33 m <sup>3</sup> /day	0.30 m <sup>3</sup> /day

Waste	2022	2023
Volume of recyclable waste generated	20.22 tons	17.10 tons
Volume of organic waste generated	62.24 tons	68.42 tons
Waste (all waste that cannot be composted or recycled)	not available	96.43 tons
Organic waste disposal	Organic Composting Association	
Disposal of recyclable waste	Association of Collectors of Recyclable Materials (ACMR), made up of 60 families	

Purchase energy <sup>1</sup>	2022	2023
Electricity consumption/occupant	18.83 kW/month	18.04 kW/month
Diesel	3,000 liters (dec/2022) <sup>2</sup>	44,800 liters/year
Gas	n/a	n/a
Pellets	187 tons/year	408 tons/year

<sup>1</sup>Distributed by Celesc.

<sup>2</sup>Consumption in Dec/2022, when monitoring began in the system.

Inputs purchased <sup>3</sup>	Volume (kg)	Amount (R\$)
Fish and seafood	5,936	418,640
Pork meat	1,905	41,986
Hortifruti	80,915	555,091
<b>Total</b>	<b>88,756</b>	<b>1,015,717</b>

<sup>3</sup>From local suppliers in 2023 for A&B.



We have evolved our management practices. **We have set up quality areas exclusively dedicated to each hotel**, focused on customer service and relationships with owners and on implementing the processes that ensure the quality of our processes and services. This area is also responsible for mapping comments published on the internet that indicate guest satisfaction.

All comments are answered as quickly as possible and the topics indicated are addressed to the areas responsible for dealing with them.

Using a specialized digital tool to calculate the Global Review Index (GRI) - which varies on a scale from 0% to 100%. **In 2023, we identified the following results.**

We give precedence to procuring inputs from nearby suppliers whenever feasible, with a specific focus on the gastronomy sector, in order to bolster local entrepreneurship and the economy.

In addition to valuing culture and art, our companies organize fairs and exhibitions on a regular basis that highlight local entrepreneurs

and artists. We made progress in investments in maintenance and infrastructure improvement projects. This set of measures taken throughout 2023 helped us to reduce business expenses compared to 2022.

We also made significant strides in the profit to be distributed to investors compared to the previous year.

### Jurerê Beach Village



### IL Campanario



## Commitment for 2024



**Reduce consumption of non-renewable energy** by installing solar panels.



**Invest in more modern technology** to ensure guest safety and improve telephone and internet connection services.



**Replace equipment**, upgrading spaces such as the gym.



Undertake initiatives to provide employees with an **excellent place to work**.



**More training** courses focusing on the pleasure of serving, considering the possibility of expanding vacancies for residents of the surrounding communities.



**We will seek connections with educational institutions offering specialized services**, so that we can be a support base for students in training.



**Improve distribution to investors**.



# Jurerê OPEN

We also offer cleaning, security, and maintenance, in addition to other convenience services, in conjunction with the management of commercial properties. It is advantageous that our resort is situated in the midst of a bustling neighborhood. **The vicinity is home to an approximate count of 70 establishments, encompassing restaurants, stores and service providers.**

Jurerê OPEN, a pioneer/reference in the open mall segment in Santa Catarina, has long since evolved into more than just a shopping destination. There are now many other possibilities, **such as leisure, gastronomy, services, well-being, meetings, outings, culture and many more other possibilities** that people can create.

In 2023, **we announced our rebranding.** We are now Jurerê OPEN. **With the slogan “Para ser & estar” (“To live & be well”)**, we presented a new posture that goes far beyond an open-air shopping center. Additionally, the visual identity has been updated. Its distinctive typography and color scheme allude to elements that are nherent to its advantageous beachfront location: the sun, sand, and sea.

What’s more, with the implementation of the Digital Circuit we’ve speeded up the dissemination of marketing actions, contributing to an increase in revenue.



We hosted  
**440**  
free events

including concerts, character attractions, activities for children, music festivals, carnivals and marathons



Attracting around  
**2,700,000**  
visitors in 2023



We do monitor comments left by our visitors on Google:

● Positive ● Neutral ● Negative

Total in 2022: 2,366



Total in 2023: 2,417



### Annual average Google stars

2022



2023



We have also made progress with waste management at the Jurerê OPEN. Check out the waste generated, in tons:



	2022	2023
Volume of recyclable waste generated	20.2 tons	20.88 tons
Volume of organic waste generated	9.1 tons	37.69 tons
Waste*	155.5 tons	185.54 tons
Organic waste disposal	Organic Composting Association	
Disposal of recyclable waste	Association of Collectors of Recyclable Materials (ACMR), made up of 60 families	

\*All waste that cannot be composted or recycled.





# Stakes in Other Businesses

In addition to our real estate business in Rio Grande do Sul and our various operations in Santa Catarina: Jurerê in\_, Jurerê Beach Village, Jurerê OPEN and IL Campanario, as well as the

Water and Sewage System (SAE/SC), we also have a **stake in one of Brazil's leading packaging paper and corrugated cardboard packaging industries: Irani.**





# Irani Papel e Embalagem S.A.

Founded in 1941 and under the management of Habitasul since 1994, the company has emerged as a frontrunner in the Brazilian sustainable packaging industry. Headquartered in Rio Grande do Sul, where we also operate in forestry and resins, **the company has an office and three units (paper, packaging and forestry) in Santa Catarina, a unit in São Paulo and one in Minas Gerais.**

It ensures the provision of renewable raw material products of superior quality through the production of packaging

paper, corrugated cardboard sheets and cartons, natural pine resins, rosin, and turpentine. Listed on the Novo Mercado specialized exchange, it is included in important indexes such as the B3 IGPTW, the B3 Corporate Sustainability Index (ISE B3) and the B3 Dividend Index (IDIV B3).

In 2023, it **completed the execution of the main projects of the 1<sup>st</sup> Cycle of the Gaia Platform, its portfolio of expansion projects valued at R\$1,172,059 thousand** to boost competitiveness, production capacity and energy sufficiency, in preparation for the company's next growth cycle.



**2,302 employees.**



**164,989 tons** of **corrugated cardboard packaging** produced.



**298,271 tons** of **packaging paper** produced.



**11,981 tons** of **resins** produced.



Net revenue: **R\$1,594,245 thousand.**



Net Profit: **R\$383,434 thousand.**



Adjusted EBITDA: **R\$490,476 thousand.**



Net Debt/EBITDA: **2.07x.**



Access Irani's Integrated Report [here](#).



# Corporate Governance

48 Governance Structure

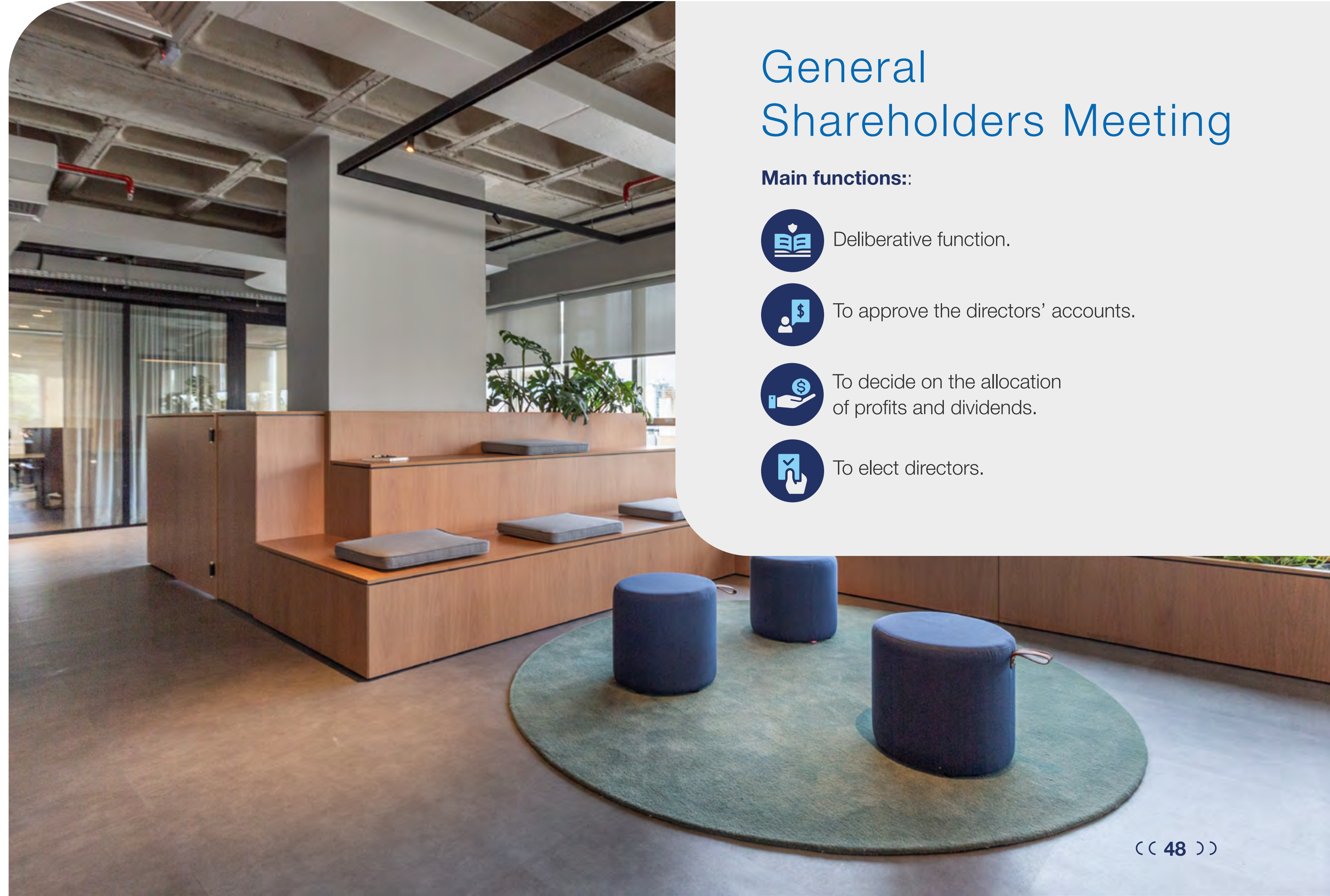
58 Integrity Program



# Governance Structure

The values of ethics, transparency, socio-environmental responsibility, courage, cordiality, innovation and pioneering drive our corporate governance, along with the adoption of best stakeholder relations practices. (2-9) The Board of Directors and the Executive Board have the responsibility for the company's management under the terms set out in the bylaws.

(2-17) The members of the Executive Board and Board of Directors, who are well-versed in economics and the environment in their respective disciplines, update their knowledge continuously through attendance at external events, membership in trade associations, and engagement with representative bodies.

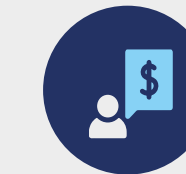


## General Shareholders Meeting

### Main functions::



Deliberative function.



To approve the directors' accounts.



To decide on the allocation of profits and dividends.



To elect directors.

# Board of Directors

## Term

Three years, with the possibility of re-election.

## Main functions

-  To establish the general guidance of the Company's business.
-  To elect and dismiss the Executive Directors of the Company and set their responsibilities.
-  Supervising Executive Directors management.
-  Calling annually the Assembly Ordinary General and Extraordinary, when deemed appropriate.
-  To express about the report of the administration and accounts of the Executive Board.

Note: update of the Board of Directors on March 11, 2024.



# Executive Board

## Term

One year, with the possibility of re-election.

## Main functions



Represent the company to the market and interested parties.



Responsible for the financial statements.

The résumés of all members are available [at](#).



**Odivan Carlos Cargnin**  
Director of Administration,  
Finance and Investor  
Relations Officer



**Fabiano Alves de Oliveira**  
Personnel Director,  
Strategy and Management



**Sérgio Luiz Cotrim Ribas**  
CEO



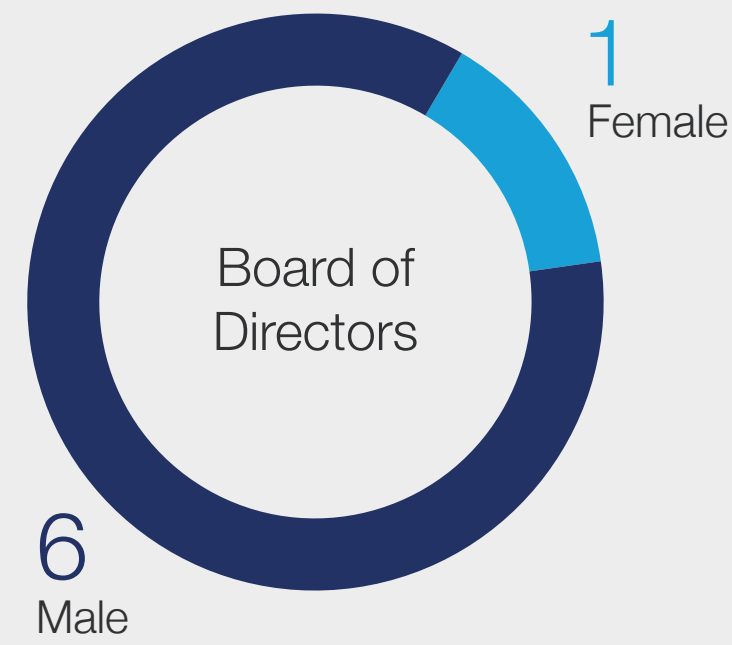
**Daniel Bisol**  
Legal Counsel  
(non-statutory)



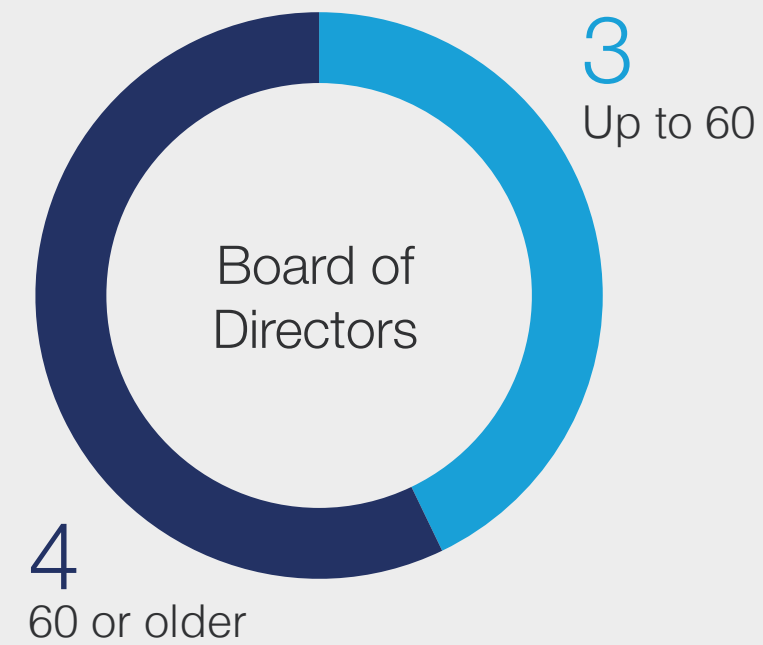
**José Roberto Mateus Junior**  
Business Director



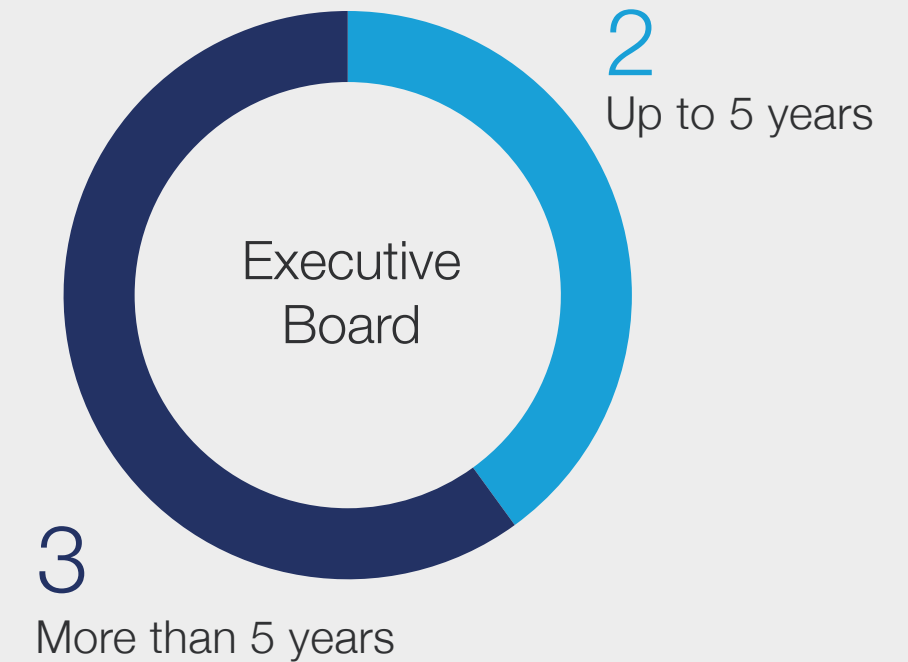
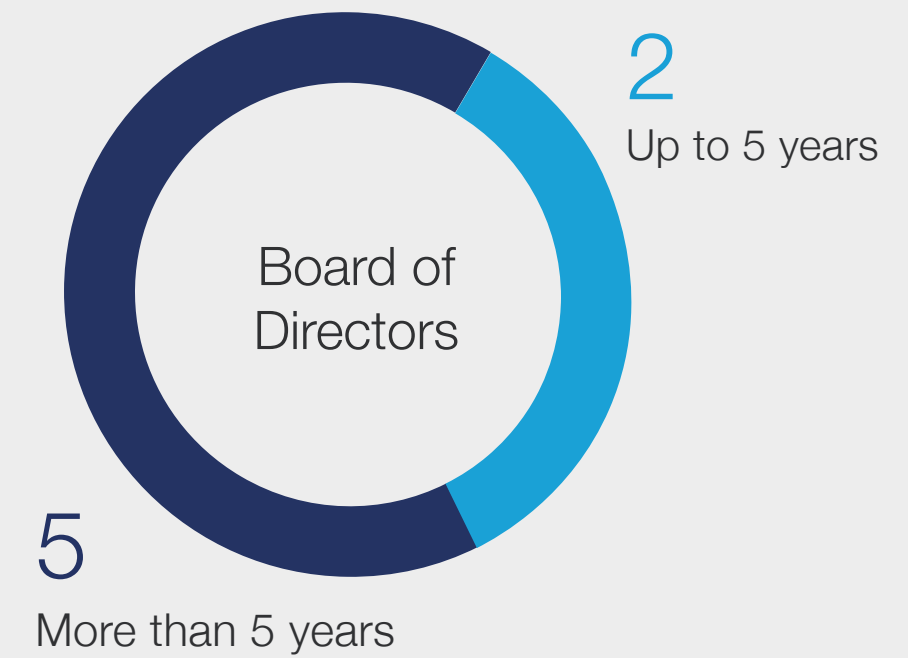
### Gender



### Age Bracket



### Permanence of Members





# Share Breakdown 12/31/2023

## Capital Stock

Nominal amount of the share: No value	Authorized Share Capital	Subscriber Share Capital R\$177,181,809.47
Nominal Common Share (ON)	20,000,000	3,152,764
Nominal Preferred Share (PN)	39,969,404 (A*)	5,950,327 (A*)
	30,596 (B*)	30,596 (B*)
<b>Total</b>	<b>60,000,000</b>	<b>9,133,687</b>

\*Class

## Shareholders

	Nominal Common Share		Nominal Preferred Share		C. TTL	
			A	B		
CCI*	3,152,762	99.99%	2,117,949	30,596	35.92%	58.04%
Others	2	0.01%	3,832,378	-	64.08%	42.00%
<b>Total</b>	<b>3,152,764</b>	<b>100%</b>	<b>5,950,327</b>	<b>30,596</b>	<b>100%</b>	<b>100%</b>

\*Companhia Comercial de Imóveis



## Dividend Rights

### Preferred Class A

**Priority in the reimbursement of capital**, without a premium, in the event of the liquidation of the Company, and the right to receive a non-cumulative dividend 10% greater than that attributed to each common share, calculated in accordance with the provisions of Article 36.

Not less than 25% of the net profit adjusted under the terms of Article 35 above shall be distributed to all shareholders as a mandatory dividend, with the Classes “A” and “B” preferred shares being entitled to a dividend 10% higher than that attributed to each ordinary share.

### Preferred Class B

**Priority in receiving a non-cumulative dividend** calculated in accordance with Article 34: after the deductions referred to in Articles 32 and 33, an amount equivalent to 10% (ten percent) of the remaining profits will be allocated, which will be distributed as dividend to Class “B” preferred shares. It also considers the dividend provided for in article 36: of the adjusted net profit, in accordance with article 35 above, an amount of not less than 25% will be distributed to all shareholders as a mandatory dividend, ensuring that the Class “A” and “B” preferred shares have the right to receive a dividend 10% higher than that attributed to each ordinary share.



# Appointment of the Board of Directors

(2-10)

A formal nomination policy for the Board of Directors is not in place at this time. In addition to technical expertise and qualification, members are appointed in accordance with legal and reputational considerations that are consistent with the most effective corporate governance practices.

The composition of the Board of Directors consists of natural persons elected by the **General Meeting for a term of three years, with the possibility of re-election, with a minimum of three and a maximum of nine members**. A chairman and vice-chairman are elected by the organization's general assembly.

Regardless of formalities, the vice-chairman may assume the role of chairman during his absence or transient impediment. In the event that the chairmanship becomes vacant, the vice-chairman proceeds to fulfill

the duties of the chairman for the remaining duration of his/her tenure. Once the vice-chairman position becomes vacant, the Board shall appoint a member to serve as the interim leader until the next General Meeting. The remaining members of the Board of Directors possess the power to appoint a replacement who shall remain in office until the inaugural General Meeting, should a Board of Directors member resign for any reason. In the event that a majority of the positions become vacant, an urgent General Meeting shall be convened to elect new members to complete the tenure in office of the replaced members.

(2-12) The Board of Directors **is responsible for approving the Company's statement of values or mission, strategies, policies and strategic objectives**. (2-11) There are no overlapping responsibilities between the Chairman of the Board of Directors and the Chief Executive Officer.





# Appointment of the Executive Board

(2-10)

At any time, the Board of Directors has the authority to elect or remove members of the Executive Board. Regardless of shareholder status, it shall consist of a panel of two to nine directors. In accordance with a specific resolution of the Board of Directors, the titles and responsibilities of the director positions shall be ascertained.

Each of the Company’s officers holds a one-year term and is eligible for re-election: the Chief Executive Officer, the Administration, Finance, and Investor Relations Officer, the Personnel, Strategy and Management

Officer, and the Business Officer. A temporary replacement shall be appointed by the Board of Directors from among the remaining officers in the event of a director’s transient absence. When a vacancy occurs on the Executive Board, a permanent replacement shall be appointed by the Board of Directors to serve out the remaining term of office of the individual who was replaced.

**The Executive Board possesses complete authority to execute actions required to oversee the functioning of the organization,** which fall outside the purview of neither the

General Meeting nor the Board of Directors. As stipulated in the bylaws, the officers possess powers of representation; however, they lack independent internal regulations.

(2-12, 2-13) **The Board of Executive Officers is responsible for monitoring and validating the discussions and definitions relating to the management of risks and impacts linked to the business,** as well as being responsible for assessing the effectiveness of risk management. (2-16) Reporting critical concerns to the Board of Directors is inherent to the role of the Board of Executive

Officers and is included on the agenda of the monthly meeting whenever necessary. The Sustainability area is responsible for reviewing the social and environmental topics applicable to the business.

(2-17) Decision-making on strategic issues – such as economic, financial and socio-environmental matters – is carried out by the Executive Board and periodically reported to the Board of Directors. (2-21) There is no formalized consultation process between stakeholders and the highest governance body.





# Performance Evaluation of the Board of Directors and Executive Board

(2-18)

The evaluation process for the Board of Directors is carried out with the help of a specialized service provider, who conducts individual and group interviews. The same service provider carries out the evaluation

of the Chief Executive Officer together with the Board of Directors. The other Executive Officers are evaluated by the Chief Executive Officer on criteria covering management, budget and other issues.

# Senior Management Remuneration

(2-20) Composed of fees received directly from the Company and fees received from subsidiaries, the remuneration of the Board of Directors is determined according to the amount of time they dedicate to the company each month. For the most part, the Board of Directors' fees are compatible with those practiced by the market. Members receive remuneration from subsidiaries and there is no remuneration or benefit linked to the occurrence of corporate events.

## Fixed Fees and Benefits

-  Determined **according to the complexity** of the positions.
-  Complies with **market conditions and practices**.
-  **Adjustments made in line** with inflation indices or market movements.

## Short-term Variable Remuneration

-  Only assigned to the **Business Director**.
-  Can be equivalent to up to **8 fixed monthly salaries**.
-  Paid **annually**.
-  **Linked to business economic and financial performance** indicators and the achievement of targets.





## Evaluation

Annually, the Board of Directors assesses the remuneration of the Company's Directors.



## Link to business objectives and performance

The established indicators commit managers to results and to creating value for the company. The evolution of the indicators (Net Profit for the Year, EBITDA and individual performance assessment) is monitored quarterly and annually. Each performance indicator is assigned a weight and three target achievement bands, each corresponding to a certain percentage of reward.



## Pension plan and retirement benefits

There are no pension plans in force for members of senior management. There are also no contracts, insurance policies or other instruments that structure remuneration or compensation mechanisms for directors in the event of removal from office or retirement.

Further information on governance and topics of special interest to investors or any other party is detailed on our Investor Relations [website](#), where you can also find our Reference Form and Corporate Governance Code.



# Integrity Program

Our Integrity Program consists of a comprehensive set of mechanisms and procedures **dedicated to the prevention, detection and remediation of any acts related to corruption**. Established in 2019, it applies to all Habitasul Group companies, their managers, employees and third parties and suppliers acting on their behalf.

## Program Pillars



**Commitment and support from senior**



**Responsible body**



**Profile and risk analysis**



**Rules and instruments**



**Continuous monitoring**



# Roles and Responsibilities



## Habitasul

To encourage the dissemination and guidance of established conduct practices, as well as the monitoring and treatment of their deviations.



## Senior Management and Business Manager

To comply with and ensure compliance with the established guidelines, disseminating their application to the team under their management.



## All Persons Subject to the Program

Observe and comply with its guidelines and report possible cases of non-compliance through the appropriate channels made available by Habitasul.

## Policies Covered by the Program



Relationship Policy with the Public Sector, Associations and Trade Unions.



Supplier Relations Policy.



Customer Relations Policy.



Mergers, Acquisitions and Corporate Restructuring Policy.



Data Processing Policy.



Donations and Sponsorship Policy.



Accounting Records Policy.



Corporate Relations with Third Parties Policy.

(2-15) A list of the various categories of conflicts of interest can be found in the Integrity Program's policies. We define conflicts of interest as circumstances in which the interests of Habitasul are in opposition to those of any director or employee in the

course of their professional duties. At present, a set of formal regulations governing the identification and management of conflicts of interest does not exist. The Board of Directors addresses every case on an individual basis.

The Integrity Program is available for consultation in full [at this](#).





Complaints can be made via the [website](#) or by calling the freephone number **0800 450 4501**, 24 hours a day, 7 days a week, with an impartial service team adapted to people with special needs.



## Code of Ethical Conduct

Our Code of Ethical Conduct has the purpose is to ensure that managers and employees are able to comprehend, uphold, safeguard, and respect our core values. In addition, it establishes parameters for expected professional conduct and facilitates decision-making.

**Content is disseminated through the organization's internal channels, thereby reinforcing the importance of integrity and ethical behavior.**

Its content has been validated by the Board of Directors, it is part of our Integrity Program and can be consulted in full [here](#).

In an effort to ensure environments that are progressively more secure and ethical, our channel for registering reports pertaining to the Integrity Program and the Code of Ethical Conduct has been overseen by an external organization since 2022. The Ethics Committee has sought to implement, disseminate, train, review and update the content of the Code for the benefit of stakeholders while preserving

its independence and autonomy. In addition to registering the issue, it is possible to supplement information subsequent to its initiation and track the progress of negotiations. Moreover, the implemented system permits the complainant and the service team to communicate anonymously.

**Infractions of the Code of Ethical Conduct or the Integrity Program will result in disciplinary action** as prescribed by the employment agreement, the organization's internal policies, and applicable labor, civil, or criminal statutes.

We hosted Integrity Week online in 2023 and invited every employee to participate. The program comprised a discourse on the historical trajectory of ethical practices within the organization, in addition to discussions concerning the value that ethics contributes to the company's market position and workplace harassment. We also provided leaders with an exclusive presentation that emphasized the importance of exercising caution in interpersonal interactions to prevent harassment.



## Strategy and Management

- ) **65** Sustainability Policy
- ) **68** Innovation
- ) **69** Mais Program
- ) **73** Development of Teams
- ) **101** Quality Management



# Strategy and Management

**The Strategic Planning review process took place from June 2022 to July 2023 and involved some 50 people** from a wide range of hierarchical levels. They form multidisciplinary teams responsible for the action plans drawn up so that, over the course of the cycle, we can take in-depth action on each of our strategic goals.

The dissemination of the 2023-2032 Strategic Plan was conducted by the CEO, in person and was open to all employees.

**This plan provides for a 10-year cycle with a commitment to review it every three years.**

By employing a rigorous methodology, we examined business and behavioral macro trends and invited authorities to deliberate on subjects pertinent to the development of planned communities and the provision of services. Furthermore, in an effort to clarify our strategic intent, we revised our mission, vision, and core values.





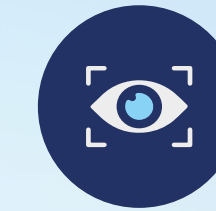
### Purpose

To develop places that inspire life.



### Mission

Transform places into experiences for life, living well and living together.



### Vision

To be a reference in the transformation and sustainable development of places.



### Values

- **Life, first of all**  
We respect all life in our ecosystem. We seek balance and safety in everything we do.
- **Confidence**  
We maintain trust as the basis for building valuable relationships.
- **Integrity**  
We understand integrity and ethics as the foundation of everything we do.
- **Sustainability**  
We balance environmental, economic, social and cultural responsibilities with appropriate governance.
- **Protagonism**  
We are the agents of change. We areourageous and value independence and empowerment.
- **Diversity and Inclusion.**  
We respect and welcome every individual. We value the power of differences.
- **Client-centric**  
We understand our customers and collaborate immediately and with quality to ensure their pleasure and prosperity.
- **Results-oriented**  
We seek superior and commendable results.
- **Innovation**  
We value what is new. We understand the importance of resilience, agility, and mistake tolerance in developing new solutions that promote the change of places and experiences.

# Sustainability Policy

(2-23)

Since the beginning of the development of our projects, we have always been concerned about acting responsibly, promoting sustainable interaction between these projects, the community and the environment.

For this reason, we instituted a sustainability policy that includes a set of guidelines based on certifications and good practices aimed at complying with conduct aligned with the Habitasul Group's culture, encouraging the continuous improvement of our practices.

We have always been concerned about acting responsibly.

### We are therefore committed to:



**Guaranteeing customer focus** to ensure the provision of quality real estate products and services and customer satisfaction, providing well-lived experiences, living well and living together.



**Protecting the environment**, including pollution prevention, solid waste management and environmental impacts linked to our activities and climate change.



**Respecting human rights and diversity**, ensuring ethical behavior, social inclusion initiatives and the non-existence of child, forced or slave labor.



**Promoting the health and well-being of employees** by preventing injuries and damage to occupational health.



**Encouraging partnerships with external providers** through responsible purchasing practices with the aim of developing local commerce, social responsibility and generating employment and income.



**Contributing to the sustainable development and social responsibility of the surrounding communities**, considering the expectations of stakeholders, in line with voluntary standards and commitments.



**Promoting participation in councils and associations**, making social investments and encouraging volunteering in the fields of education, sport, citizenship, environmental preservation, culture and income generation.



**Aligning our actions with the global agenda** proposed by the Sustainable Development Goals (SDGs), advocated by the United Nations (UN), and with other voluntary commitments.



**Ensuring responsible and transparent governance practices**, guaranteeing results that promote sustainable business growth and profitability.



**Ensuring the development and performance** of an integrated management system that ensures continuous improvement and compliance with applicable legal and other requirements.



We adhered to the UN's Sustainable Development Goals (SDGs), which were the subject of studies by disciplinary groups to assess the adherence of our practices, as well as the **mapping of opportunities**.

**Our participation in the National SDG Movement SC and SDG RS contributes to keeping us up to date and engaged with the global agenda.** The definition of ESG commitments inspired by this work is scheduled for 2024, as is the definition of the form of continuous monitoring and periodic reporting of progress.



**SDG targets with potential opportunity**

77



**Mapped opportunities**

134



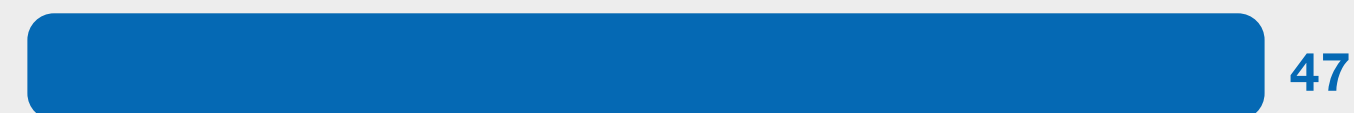
**People involved**

28

In progress



To be started



Completed



Canceled





# Innovation

Our company's growth and success rely heavily on innovation. **In 2023, we formed a committee committed to discussing and driving this topic throughout the organization.** Three innovation networks have been established to support the innovation process on three different fronts: smart cities, customer experience, and sanitation. These groups will provide monthly updates to the Innovation Committee, offering agile solutions.

**The connection to external structures and initiatives such as Founder Haus,** of which we are co-hosts, reinforces the culture of innovation by making Jurerê in\_, a hub that combines high-standard residences, sea and forest, urban quality, and sustainability. It creates physical and virtual spaces that people from all over the world can visit. The space runs a program entirely dedicated to tackling key challenges, assisting the next generation of global entrepreneurs, and focusing on human resilience and sustainability.



# Mais Program

The *Programa Mais* (More Program) **represents our commitment to striving for operational excellence, reducing waste and adding value to processes, products and services.**

In 2023, we intensified the application of methods and tools that have contributed to strengthening the Lean culture.

The Lean journey began in 2020. Over these three years of the program, we held 23 Kaizen Weeks, with the highlight being Kaizen Aprimora at Jurerê Beach Village, Il Campanário and SAE, which **mobilized 33 employees to make the necessary adjustments to the process of seeking to implement Routine Management in the business.**

With an emphasis on employee development, we established the Lean Development Trail, a learning journey combining Lean and Six Sigma curriculum that will include 20 hours of training by 2023. Entry to the trail is through the training of Lean Facilitators, with around 56 employees holding Yellow Belt certification.



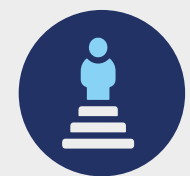
# Our Culture, Our Strength

We established Strategic Management Centers to promote our culture of protagonism, creativity, and autonomy by inviting employees to conceive, propose, and participate in solutions to our strategic concerns

## The initiative also intends to:



Promote **cross-cutting themes**.



Develop **participatory management**.



**Develop and provide opportunities** for employees at all hierarchical levels.



Facilitate **strategic prioritization**.



Encourage **teams to play a leading role**.



**Balance demands** between leadership levels and functional teams.

Based on strategic themes, the nuclei are organized and directed by the following objectives:



### People

Promote an environment favorable to being a protagonist in order to develop high-performance teams.



### Processes

Created in 2023 to constantly improve processes, making them agile, eliminating waste, focusing on operational excellence and adding value.



### Clients

Develop strong brands with meaning for the projects and focus the Habitasul brand on institutional relations.



### Sustainability

Cultivate and promote sustainability in all business units.



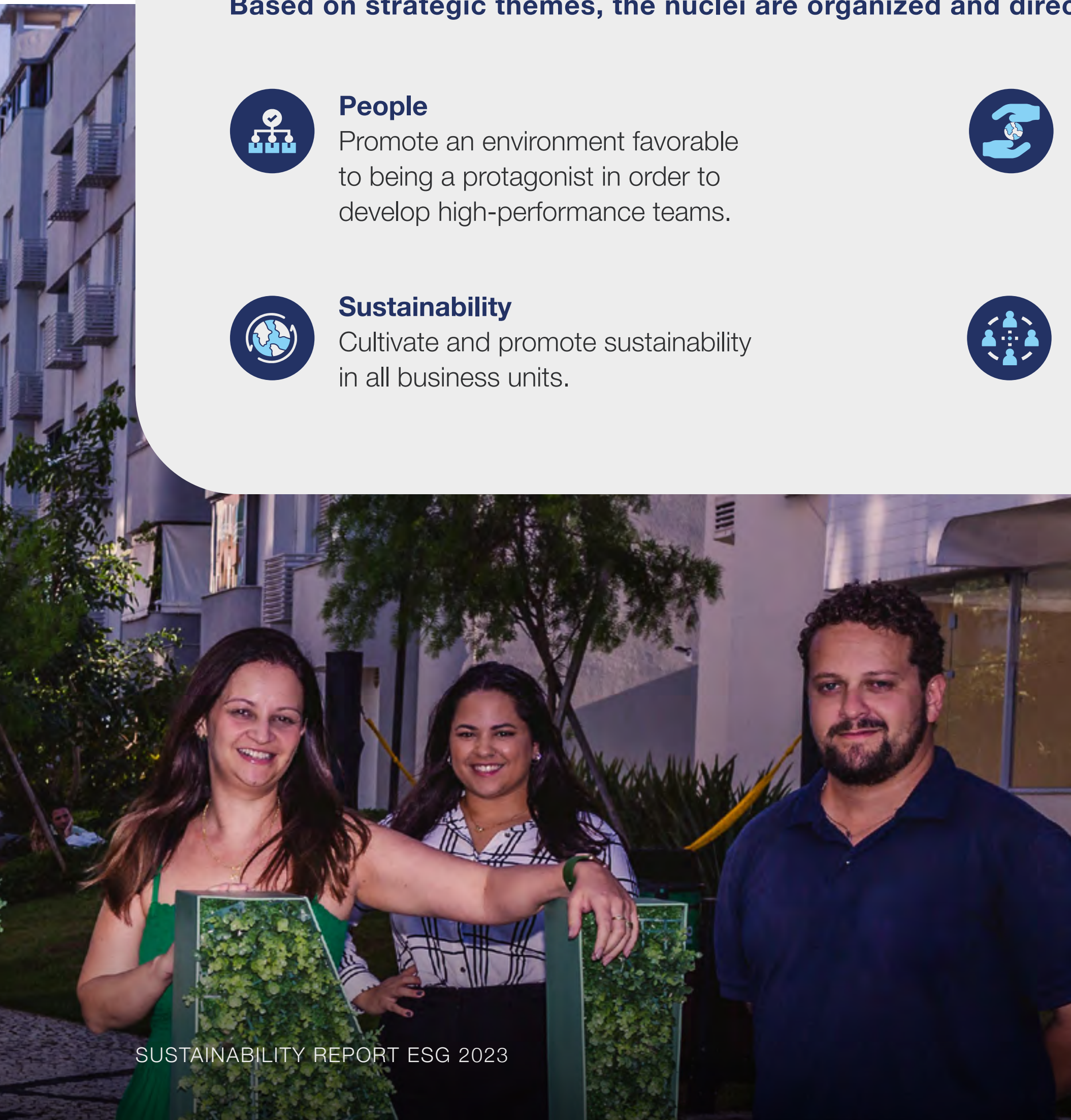
### Diversity

Cultivate diversity and promote inclusion.



### Innovation

Strengthen the culture of innovation and expand the ecosystem.



They are made up of people who willingly signed up for the selection process, breaking down silos and lessening the impact of traditional hierarchies. This is a step toward respecting each individual's individuality, virtues, and abilities. **The core group mobilized**

**a total of 42 persons, primarily employees without leadership positions and leaders up to the post of coordinator**, who report directly to the Executive Board. Whenever appropriate, we form working groups to support suggested projects, plans, procedures, and activities.

# Internal Customer Satisfaction

Improving our processes is a commitment to continuous improvement. We carried out a new cycle of the Internal Customer Satisfaction Survey at Habitasul.

**As positive points, we highlighted the proactivity and organization of the areas and the level of training of the teams**, which were important for the development of the teams' activities.

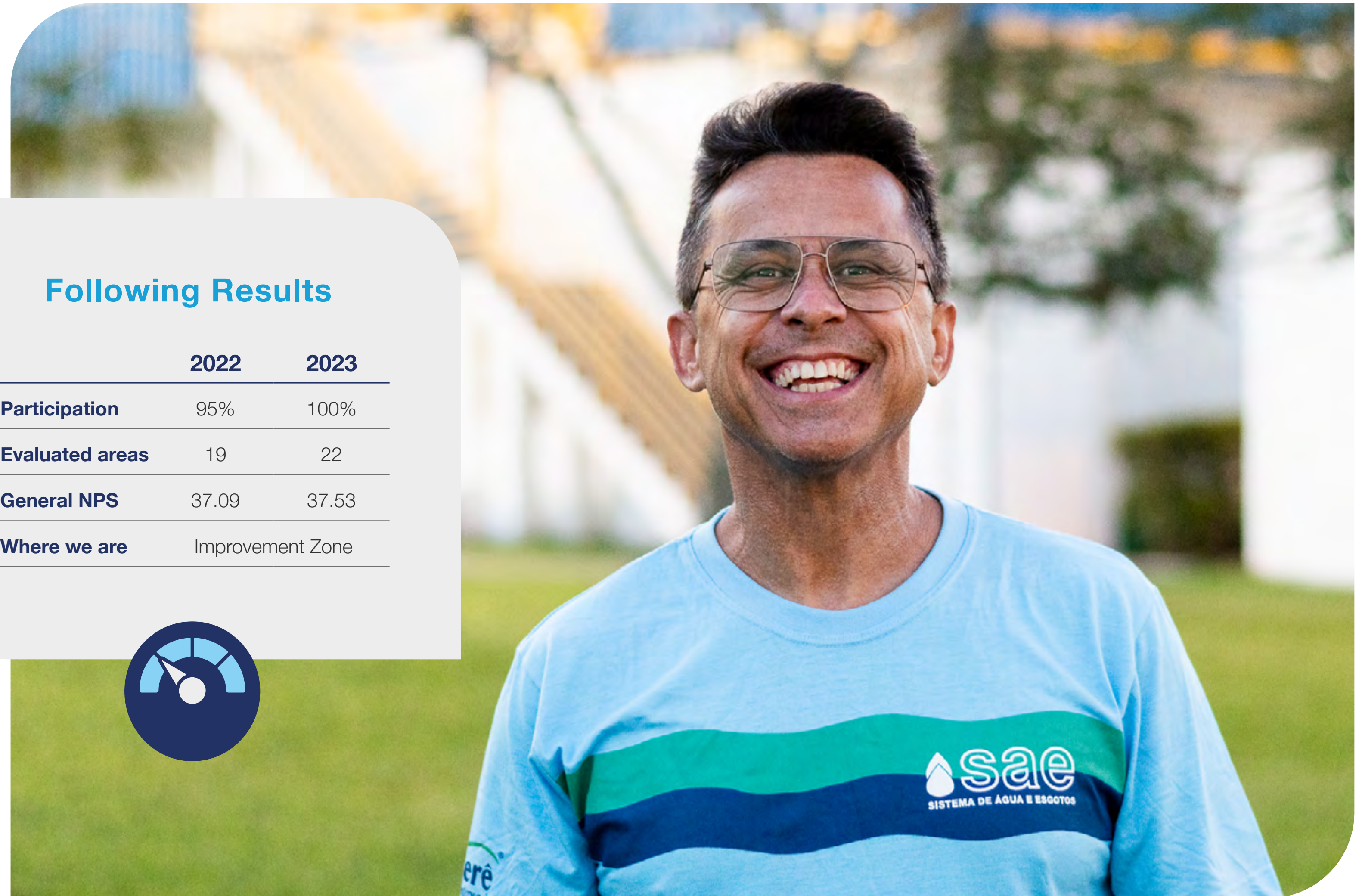
**As points for improvement, we identified the opportunity to map process automation and agility.**

These points are part of an action plan to improve the business.

The managers received detailed evaluations of their areas and were encouraged to draw up action plans with the support of their teams to work on the opportunities and continue with continuous improvement.

## Following Results

	2022	2023
<b>Participation</b>	95%	100%
<b>Evaluated areas</b>	19	22
<b>General NPS</b>	37.09	37.53
<b>Where we are</b>	Improvement Zone	



# Development of High-Performance Teams

(102-7, 102-8, 102-41, 401-1)

To reach our goal of being a great place to work, we have dedicated ourselves to arranging processes that can attract and retain people while also contributing to the creation of mutually collaborative settings that stimulate innovation and creativity. This journey relies heavily on humanized leadership. With activities centered on self-development and team involvement, we empower teams

to take the lead and work toward a common goal. Leaders and those they lead change together as they build and reinforce skills relevant to the problems and circumstances of digital transformation, unified by the difference that improves business results.

**Our practices focused on developing high-performance teams are structured into five programs:**



programa **gerã**

programa **cuida**

programa **cresce**

programa **superã**

programa **motivã**



## Gera Program

The Gera (Manage) Program monitors the entire employee life cycle in the organization, from attraction to engagement and career tracking, guaranteeing cultural congruence and encouraging employees to be the

drivers of their own careers. For us, diversity is strength and plurality, elementary characteristics of everything that is collective and of life in society. **By celebrating singularities, we value differences.**

### In 2023, we highlight



Adherence to **UN Women's** Empowerment Principles.



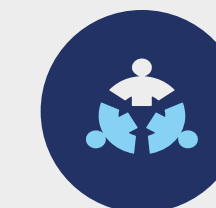
The participation of women in our businesses, with **50% of the workforce made up of women and 51% in leadership positions.**



We held the **3<sup>rd</sup> edition of the Meeting with Diversity, Inclusion and Belonging**, connecting experiences and creating dialogues that promote reflection and raise people's awareness.



The **'I value diversity'** initiative was launched so that our **employees could nominate women, people of color, 50+, people with disabilities, LGBTQI+ and foreigners for our talent pool.** Nominations will be assessed by the personnel management department and will not guarantee a job. Hiring will take place as and when vacancies arise.



Following on from our first diversity survey, we conducted the **Plural Census.** The job was done by a professional outside organization, which ensured the confidentiality of the information supplied by employees.

# Plural Census

The Plural Census was an online demographic quantitative survey, with qualitative interpretative analysis that sought to identify favorability ratings in relation to the issue of diversity.



442 employees.



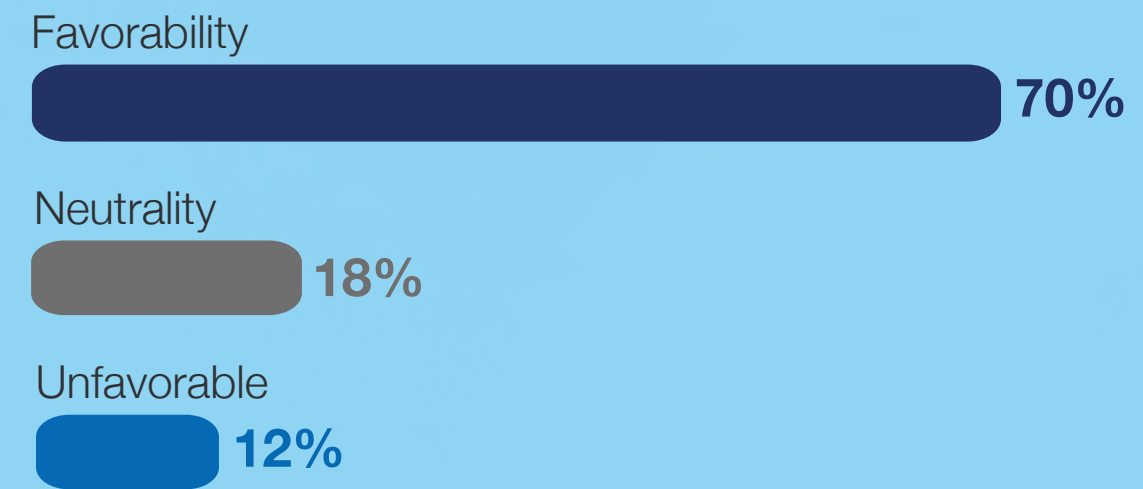
297 respondents.



63% population.

The next steps in this work include drawing up an action plan and implementing initiatives that reinforce our good practices and the importance of affirmative action in order to make progress on this issue.

## General survey index





# Cresce Program

It includes training and development initiatives for individuals, with a focus on continuous learning, knowledge management, and the development of essential skills for our business. These opportunities are available in face-to-face, hybrid, and online formats.

We have strengthened our development model by integrating practices inspired by andragogy, experiential learning, user experience, the 70:20:10 model, strategic design and neuroscience, valuing the combination of different ways of learning.

(404-1)

## Average Number of Training Hours per Employee

2021



2022



2023

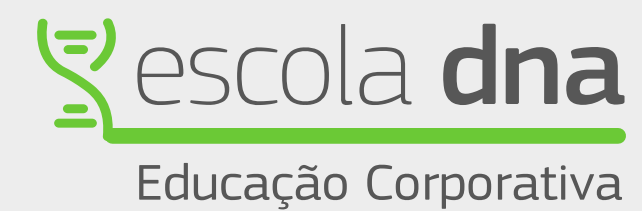


## We have three Corporate Education schools, divided as follows:



**Encouraging leadership in everyone so as to take the lead in the future.**

For business leader, leader of leaders, leader of people and leader of oneself.



**Instigate our thinking and doing as a strategy to embrace the future.**

Focusad in people, clients and results.



**Strengthen our roots and technical bases to strive for excellence side by side.**

Destined to processes, standards, certifications, innovation and technology.



In the Self-Development Journey held in 2023, our employees were able to take part in the modules that had been best evaluated in previous cycles.

### These Results Stood Out:

	2022	2023
<b>Total development hours</b>	702 hours	90 hours
<b>Participation</b>	353	45
<b>Cumulative Satisfaction Index in the modules</b>	91%	95%
<b>Modules completed</b>	Seeing the end from the beginning.	Professionals of the future.
	The value of diversity.	
	Afetividade e efetividade.	Affectivity and effectiveness.
	Ordinary people, powerful teams.	Influence without authority.
	Influence without authority.	

Note: the Self-Development Journey is carried out in an integrated manner with Irani Papel e Embalagem S.A. From 2023 onwards, we will present data exclusively on Habitasul's participation.



# Motiva Program

Our motivational program seeks to strengthen people’s commitment to our purpose, developing their full potential through living the corporate values and actions that provide a stimulating and inspiring work environment.

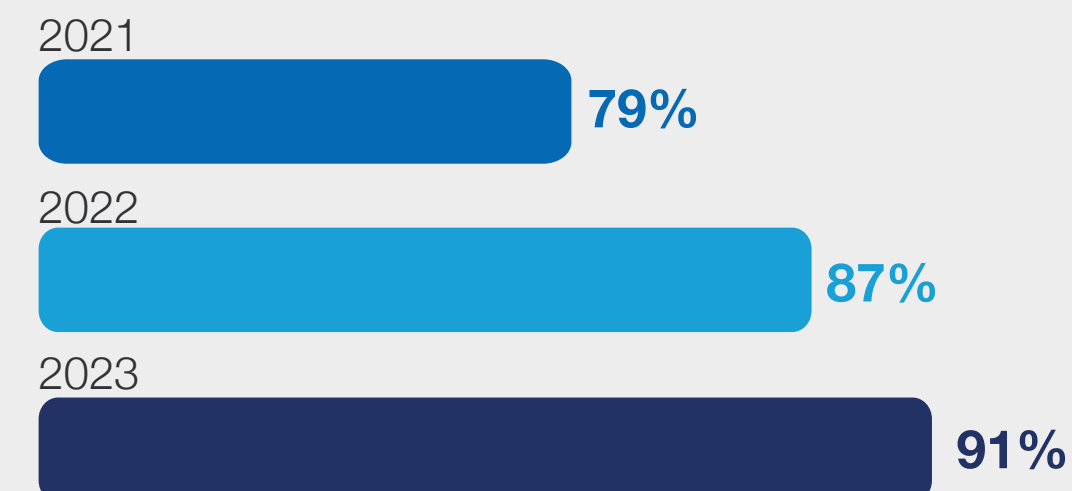
(3-3) We believe that creating a positive work environment is a shared responsibility among all employees. **The Climate Survey is a key tool in this program for identifying our strengths and areas for improvement**, while respecting the unique nature of each business.

We held nine preparation meetings in person and online formats for the 2023 cycle of the Survey based on the Great Place to Work® (GPTW) methodology. The aim was to make the teams aware of how this survey works, clarify doubts and share information so that everyone could understand the importance of offering their opinions. The meetings were attended by 77 employees, corresponding to 48% of the workforce at the time.

## Main results of the GPTW Survey



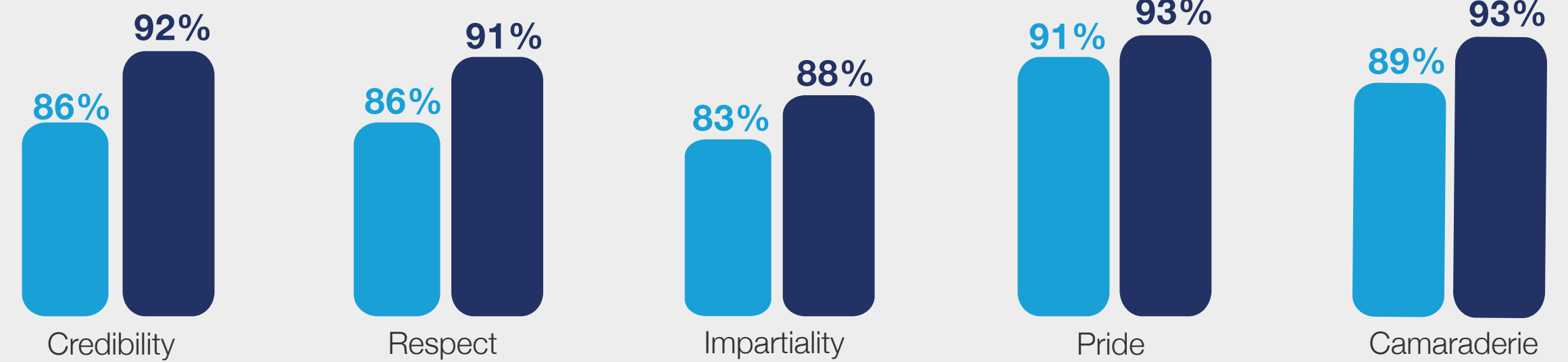
## Satisfied with the organizational climate





### Progress in results per dimension of the Survey

● 2022 ● 2023



### Highlights



Significant growth in the **trust index**, an increase in **adherence to the survey**, in e-NPS and alignment of employees' visions in relation to their areas.



**Training and development, pride in the impact of the work on the community and credibility of the leadership** are among the statements that stand out most in relation to the Benchmark.



Opportunity for growth, environment, benefits and trust in people's work are positive highlights in employees' comments.



46% of personnel stay with the company, mainly because of the **growth opportunities**, and 63% intend to stay with Habitasul for 5 years or more.

## Leadership and Innovation



66% of Habitasul's leaders are at the **Leadership For All** stage.



Among the **barriers that prevent innovation** at Habitasul, facilities, resources to carry out the work and participation in the results are factors that have the greatest opportunity for improvement in relation to the benchmark.



There was a **12 p.p. drop in the number of people who say they have had three or more feedback** meetings with their immediate manager in the last 12 months compared to the previous survey.



However, **23% of people still report directly to leaders in the early stages, which** has a direct impact on the employee experience.

## Strategy and Communication



**Collaboration, dedication and a feeling of togetherness** are among the statements with the greatest difference between the employees' vision of their areas and the company's.



**There is a discrepancy in the perception of different areas in relation to the feeling of unity** among employees. In the qualitative analysis, comments from employees point to the need for greater clarity about strategy, internal processes and people's roles within Habitasul's areas.

The outcome of this research cycle put us **16<sup>th</sup>** in the ranking of the **Best Companies to Work For** in Rio Grande do Sul.

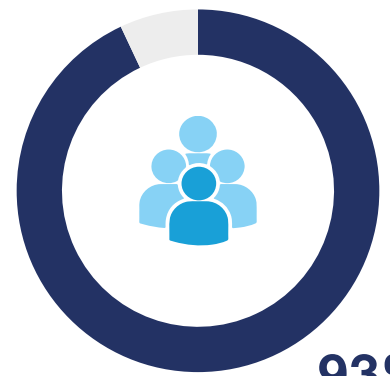
Melhores  
Empresas Para  
Trabalhar™  
no Rio Grande do Sul

Great  
Place  
To  
Work.  
BRASIL  
2023



The employees of the Jurerê Beach Village and IL Campanario hotels took part in a climate survey exclusively structured for these businesses:

### Jurerê Beach Village



93%  
Stake



81%  
General favorability index



**Most favorable statements:**

**97%**

The people who work in my company are **treated well regardless of their color, ethnicity or sexual orientation.**

**96%**

I am confident that my company will have a **success future.**

**94%**

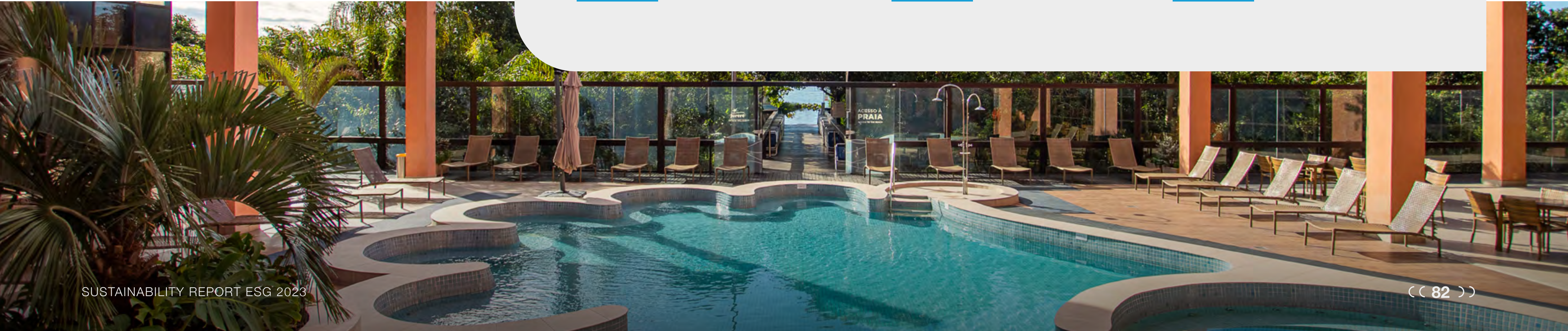
I understand how **my work contributes to the overall success of my company.**

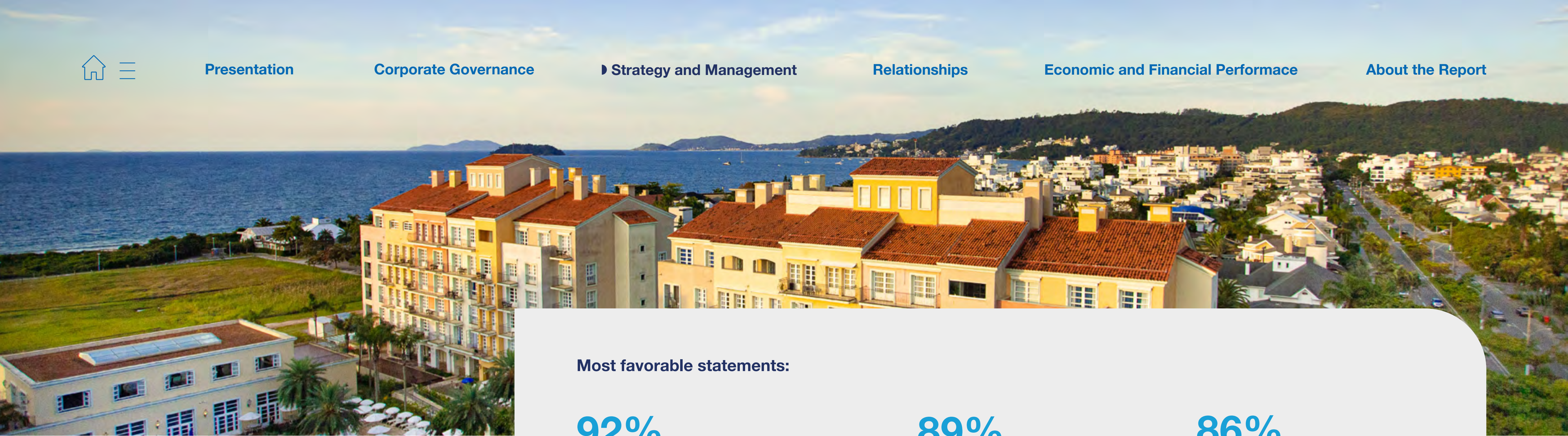
**92%**

**I enjoy the day-to-day work I do.**

**90%**

**I feel naturally involved in my work.**





### IL Campanario



#### Most favorable statements:

**92%**

I understand how **my work contributes to the overall success** of my company.



**89%**

**I enjoy working** with the people in **my team.**



**86%**

The people who work in my company are **treated well regardless of their color, ethnicity or sexual orientation.**



**91%**

The people who work with me **treat me with respect.**



**89%**

**I feel naturally involved** in my work.



We communicated the results of the surveys at the beginning of 2024 to all leaders and employees, who worked on action plans to be followed up throughout the cycle.

Initiatives that **contribute to building an excellent place to work**, made up of employees who carry out initiatives inspired by pillars such as credibility, respect, pride, camaraderie and impartiality:



Climate Groups.



Recognition for length of service.



Special actions on commemorative dates.



Birthday gifts.



Family in the company.



Outstanding/star of the month awards (hotels and restaurants).



In 2023, we invested R\$7,940,617.00 in benefits for our employees.

## Benefits

We have analyzed and expanded benefits for employees and dependents, where applicable, taking into account market practices and respecting the context of each business.

### Employee Benefits (R\$)

	2021	2022	2023
<b>Meals</b>	2,026,965	3,249,081	4,972,603
<b>Transport voucher</b>	301,478	414,674	788,772
<b>Medical insurance</b>	1,291,120	954,353	1,881,338
<b>Life insurance</b>	18,063	27,093	67,555
<b>Home office allowance</b>	134,140	234,549	230,349
<b>Total invested</b>	<b>3,771,766</b>	<b>4,879,752</b>	<b>7,940,617</b>

Note: benefits offered to 100% of full-time employees.

# Care Program

(403-1-a, 403-1-b, 403-7, 403-8-a) The Cuida Program encompasses our entire approach to **preventing or mitigating significant impacts on occupational health** and safety that are directly linked to our operations and their respective hazards and risks. It includes a series of initiatives that are gradually being implemented

with the aim of providing adequate and safe conditions for the performance of the activities of the employees of all our businesses. (403-4) As we implement the Cuida Program and its initiatives, employees are informed and engaged, and can contribute with suggestions for improvement.

## Management

403-2.a.i, 403-2.a.ii, 403-4-a, 403-9-d) The management of the Cuida Program is the responsibility of our internal team, which is constantly trained by the Specialized Service in Safety Engineering and Occupational Medicine (NR4 - SESMT), composed of: a safety technician, a nursing technician, a supervisor, a coordinator and a manager,

reporting to the People, Strategy and Management Board. This team is responsible for structuring the program and the activities related to its maintenance and effectiveness, including guidance for issuing technical reports on internal improvements, in line with the inspections carried out in the workplace.

**Our work plan includes monitoring 70 actions.** Strategic indicators are analyzed by the internal team and reported monthly to the Executive Board. The critical analysis of the results contributes to the progress of the Program's implementation and, when necessary, to corrective measures.





### (403-9-b) Occupational safety indicators

	2022	2023
(403-9-a-ii) Number and rate of accidents at work with serious consequences (except fatalities)	Nº: 13 index: 217.73%	Nº: 12 index: 93.73%
(403-9-a-iii) Number and rate of occupational accidents subject to mandatory reporting	Nº: 13 index: 217.73%	Nº: 12 index: 93.73%
(403-9-a-iv) Main types of workplace accidents	Lower limbs as a result of twisting	Upper limbs
(403-9-a-v) Number of hours worked	982,854 hours	1,152,271 hours
Severity rate of lost-time accidents at work	217.73	93.73
Lost-time accident frequency rate	13.23	10.41
Number of days lost due to lost-time accidents	214	108
Number of medical certificates received	683	816

### (403-9-a, 403-9-b) Occupational health indicators

	2022	2023
Days lost due to medical certificates	3,326	2,226
Employees absent due to accidents at work	20	19
Employees absent due to occupational illness	0	0
Sick leave	121	123

Notes: (403-9-a-i) There were no deaths related to accidents at work. (403-10-a-i, 403-10-a-ii) There were also no occupational diseases that had to be reported or employee deaths. (403-9-b, 403-9-f, 403-10-b, 403-10-d) We do not monitor indicators relating to the health and safety of service providers. (403-9-e) The rates shown were calculated on the basis of 1,000,000 hours worked. (403-9-g) The consolidation of indicators is based on NBR 4280.



## Pillars of the Cuida Program:



Legal Compliance



Management



Standardization and Training



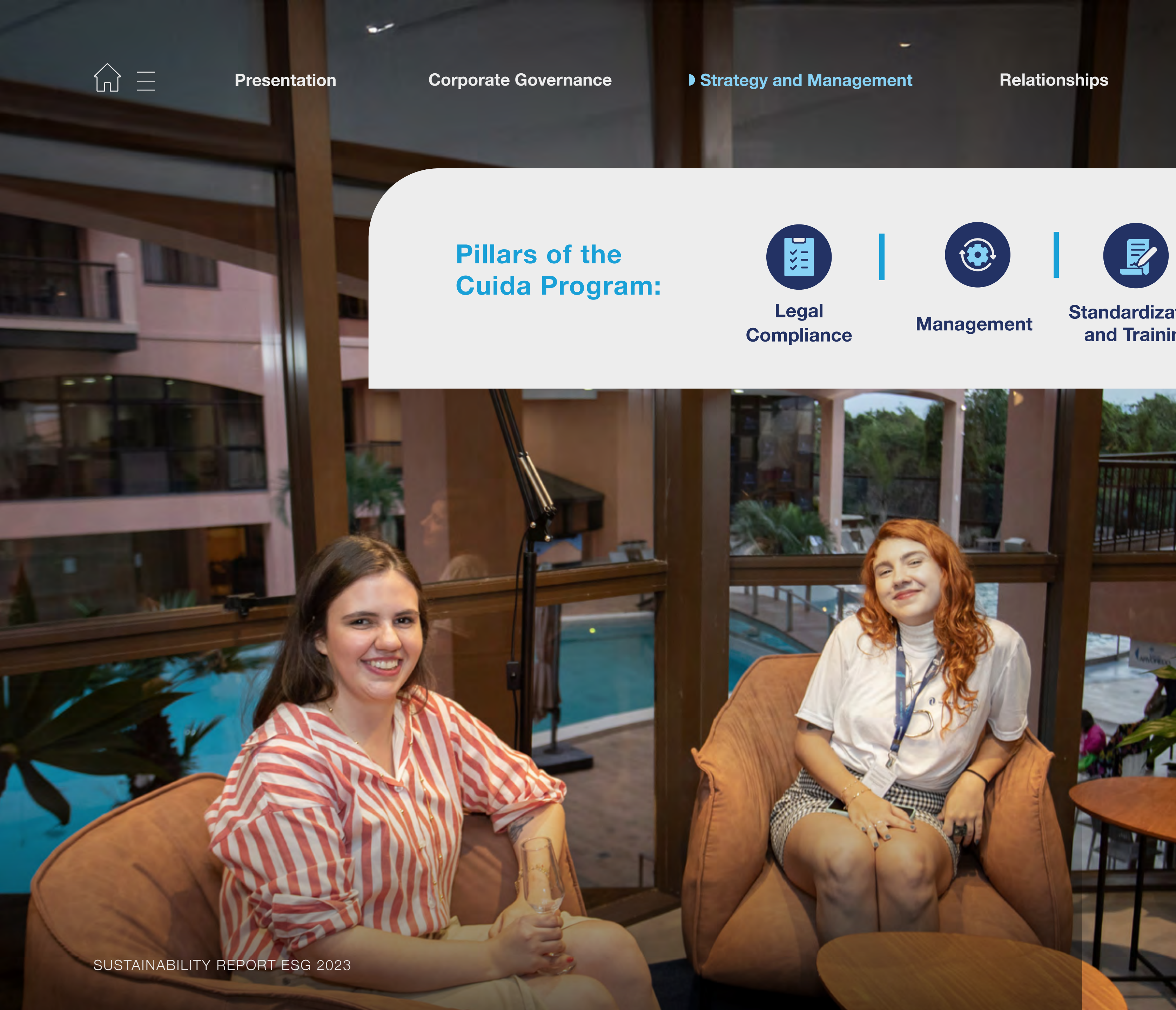
Communication, Programs and Campaigns



Recognition



Disciplinary Measures



### Legal Compliance

(403-1, 403-9) The program is based on Ordinance No. 3.214/1978 (Regulatory Standards), occupational hygiene standards and technical instructions and relies on a specialized company to issue a technical report that ensures health and safety conditions in the workplace. Whenever necessary, the report's findings are developed into action plans that are monitored within the scope of the Risk Management Program (PGR).

### Disciplinary Measures

Employees and service providers covered by the Cuida Program are subject to penalties under the terms of labor legislation and the employment contract in the event of non-compliance with health and safety standards.

The connection between occupational health and safety and the company's strategy is formalized in one of our values, "Life, first of all", and reaffirmed in our Sustainability Policy, which aims to promote the health and well-being of employees by preventing injuries and damage to occupational health. **We also seek to ensure compliance with the legal obligations and regulatory standards related to occupational health and safety applicable to our business.** The PCMSO and ASO are examples of required documents.

(403-3-a) Our company's Occupational Health and Medical Control Program (PCMSO) is developed by a specialized firm. This program helps us evaluate the risks of worker exposure and determine ways to prevent occupational diseases. Monthly controls are conducted at partner clinics, which issue the Occupational Health Certificate (ASO). This document ensures that employees are fit to work. (403-3-1) The PCMSO coordinating doctor is responsible for archiving our employees'

medical records. General information, including the updated ASO, is kept by the Personnel Management department, subject to Habitasul's data protection guidelines.

(403-2-b, 403-2-c, 403-4-b, 403-9-c) Our periodic integration and NR training sessions address the appropriate conditions for carrying out work. In this sense, **the Internal Commission for the Prevention of Occupational Accidents (CIPA) is an important component of the occupational health and safety structure**, with responsibility and composition in line with legal provisions and committed to holding monthly meetings. The members represent employees from corporate areas and all our businesses. They have the autonomy to, at any time, issue and address reports and/or interrupt operations in cases of unsafe conditions or behavior. Protection against reprisals of any kind is guaranteed under the terms of our Code of Ethical Conduct.



In addition, in 2023, we highlight the improvement and completion of the diagnosis of compliance and adaptation to the Regulatory Standards (NRs), covering the Hotel Jurerê Beach Village, IL Campanario, JIAH (restaurants), Fajã restaurant, Jurerê OPEN and the Water and Sewage System (SAE).

(403-2-d, 403-9-c, 403-9-d) The practice of Recording, Analyzing and Investigating accidents at work (RAI) contributes to identifying the root causes of occurrences and outlining action plans to mitigate similar events. In 2023, we carried out 12 RAIs, compared to 13 RAIs in 2022.

### Accidents at Work



## We have also evolved with the implementation of practices such as:



Health Circuit, addressing issues not only related to occupational health, but which contribute to the health of workers inside and outside the company and their families. The methodology involves dynamics and activities carried out to provide discussion on defined themes.



Observation and Prevention Program (POP).



Registration, Analysis and Investigation of accidents at work (RAI).



*A Espera*: guidance program for pregnant women.



Hiperdia, for monitoring hypertensive and diabetic patients.



Your attitude deserves an encore, valuing safe behavior in the workplace.





(403-6-a) In 2023, notable programs were our membership in Gympass and the offer of *Psicologia Viva*, encouraging the physical and mental health of employees and their dependents.

**Numbers of *Psicologia Viva*:**



**Consultations Realized**

Employees



Dependents



**Active Patients**

Employees



Dependents





Our commitment for 2024 is to progress towards compliance with health and safety standards and **to implement the following initiatives:**



**“TOP Management”** to recognize supervisors and/or coordinators who stand out in terms of health and safety, encouraging good practices, fostering safe behavior and driving improvements in their areas.



**‘Our Record’**, which involves the sector celebrating records for days worked without an accident at work.



**‘Take safety home’**, with the aim of making direct and indirect employees aware of the risks involved in activities and chores in our own homes, as well as emergencies that can occur outside the company, providing guidance and prevention of domestic accidents, commuting accidents and moments of leisure with the family.

# Standardization and Training

(403-5) Training needs are identified according to risk exposure activities. **The content must comply with the technical guidelines set out in the applicable regulatory standards.** Training is provided free of charge and during working hours and is conducted by qualified professionals, respecting the descriptions of each position.

The frequency of training is stipulated in each NR, varying from one to two years or whenever there is a change in operating procedure, transfer of the employee between the company's companies and in accordance with the description of each position. At the end of each training course, the participants' reactions are evaluated.

The effectiveness of the training is measured by reaction evaluations. **More than 140 employees were trained in the applicable NRs** and more than 95% of the training sessions were completed with an effectiveness rate of over 90%.



## Regulatory Norms (NR)

	2022	2023
NR5 - Internal accident prevention commission	12	60
NR10 - Safety in electrical installations and services	20	320
NR23 - Fire protection	48	64
NR33 - Safety and health at work in confined spaces	192	60
NR35 - Working at heights	240	74
<b>Total training hours</b>	<b>512</b>	<b>578</b>





# Communication, Programs and Campaigns

The effectiveness of the training is measured by reaction evaluations. More than 140 employees were trained in the applicable NRs and more than 95% of the training sessions were completed with an effectiveness rate of over 90%. (403-5) Content on occupational health and safety is covered at moments such as the integration of employees and service providers, periodic examinations, dissemination of preventive campaigns and thematic meetings.

**Internal Workplace Accident Prevention Weeks (SIPATs) offer essential information to all employees.**

We continue to apply the Observation and Prevention Program (POP) to prevent accidents at work with approaches and dialogues about safe behavior in a humanized way. In 2023, we carried out 84 approaches, compared to 76 in 2022. Over the course of the year, **we launched 12 campaigns focusing on health and safety**, as well as reinforcing the Federal Government's preventive campaigns. In 2022, there were 7 campaigns.



## Recognition



We believe that recognizing practices committed to a safe working environment is a way of engaging employees.


That's why we implemented the practice "Your attitude deserves an Encore", which offers a symbolic award to employees who stand out in this commitment. **In 2022, we recognized 16 employees and, in 2023, we recognized 24 people.**

# Supera Program

Supera Competences is an **assessment program that aims to stimulate the personal and professional development of employees, provide opportunities for self-knowledge**, strengthen the feedback culture, stimulate high performance, identify talents and recognize outstanding performance.

The assessments and competencies are specific to each functional group with an annual two-stage cycle: Network Assessment and Manager Assessment.

**As a form of maintenance and follow-up, six-monthly feedback reports are encouraged for the revision of the Individual Development Plan - IDP**, supporting career talks between the leader and the employee, stimulating another space for open dialogue in which the degree of evolution of each employee's skills can be worked on.



With Supera, we boost employees' personal and professional development.



# Supera Results Program

Implemented in 2022 (except for hotel management), it challenges employees by setting goals that stimulate development with a focus on operational excellence and value creation.

Throughout the year, the targets are monitored in order to boost performance and results management. Each year, the results achieved are consolidated, determining the final classification and bonus range.

Salary	Classificação
0%	Targets are not met
25%	Staying in the incentive range
50%	Targets are met
75%	Target expectations are exceeded

## Targets ● 2022 ● 2023



# Staff Demographic Information

The information presented below was extracted from the ERP system with a base date of 12/31/2022 considering real estate and service business employees.

## Total number of employees



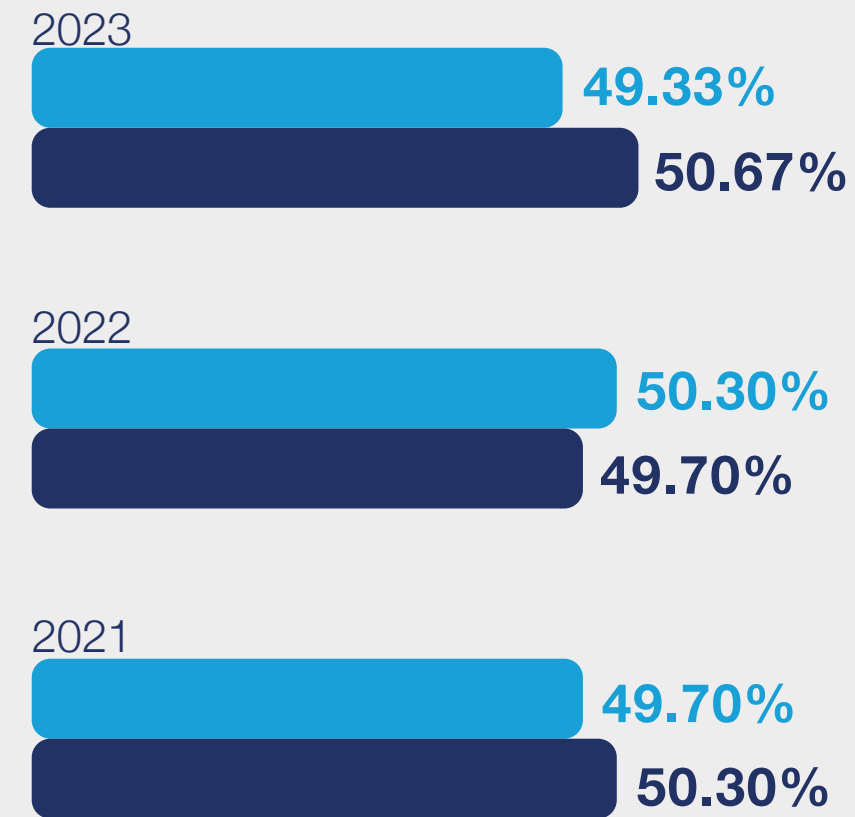
Note: (2-6-d) the increase in the number of employees recorded in the period was influenced by the start of own operations in the food and beverage sector of Jurerê Beach Village (Fajã restaurant).





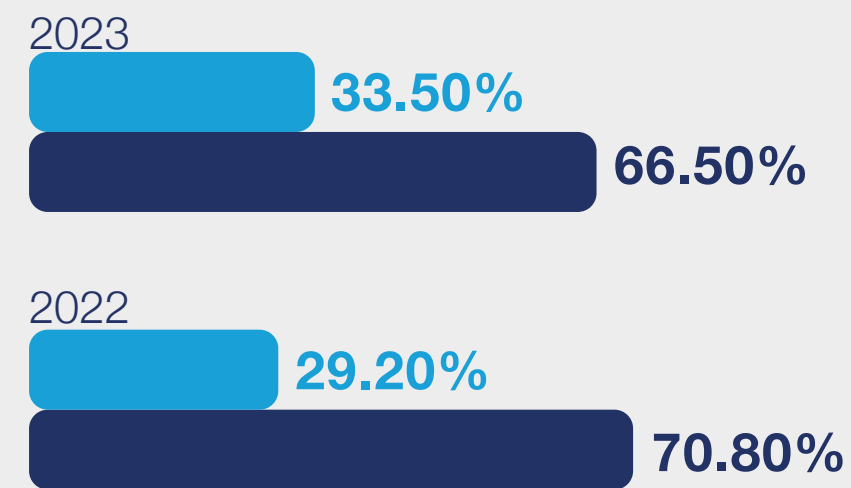
### Gender

● Woman ● Man



### Color

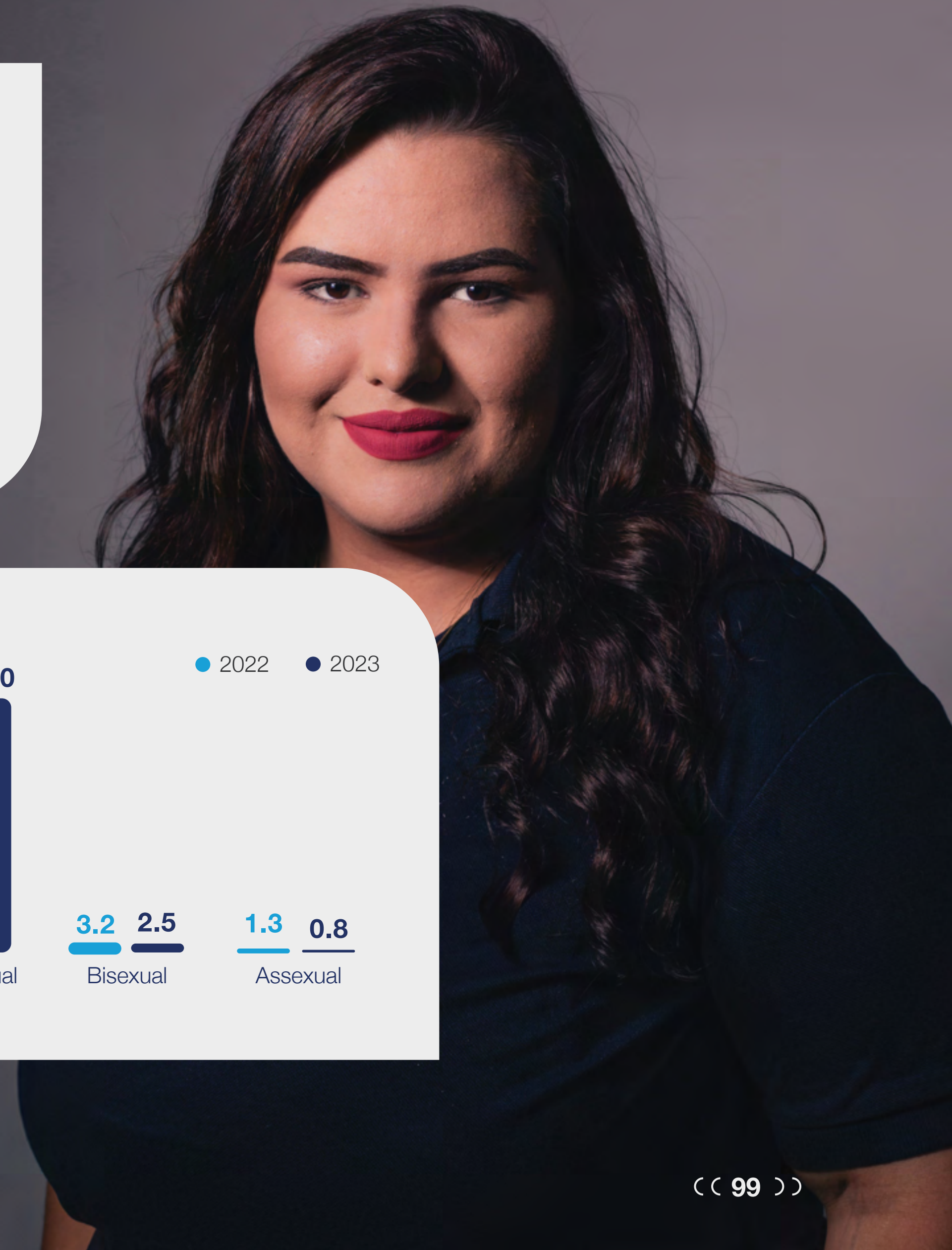
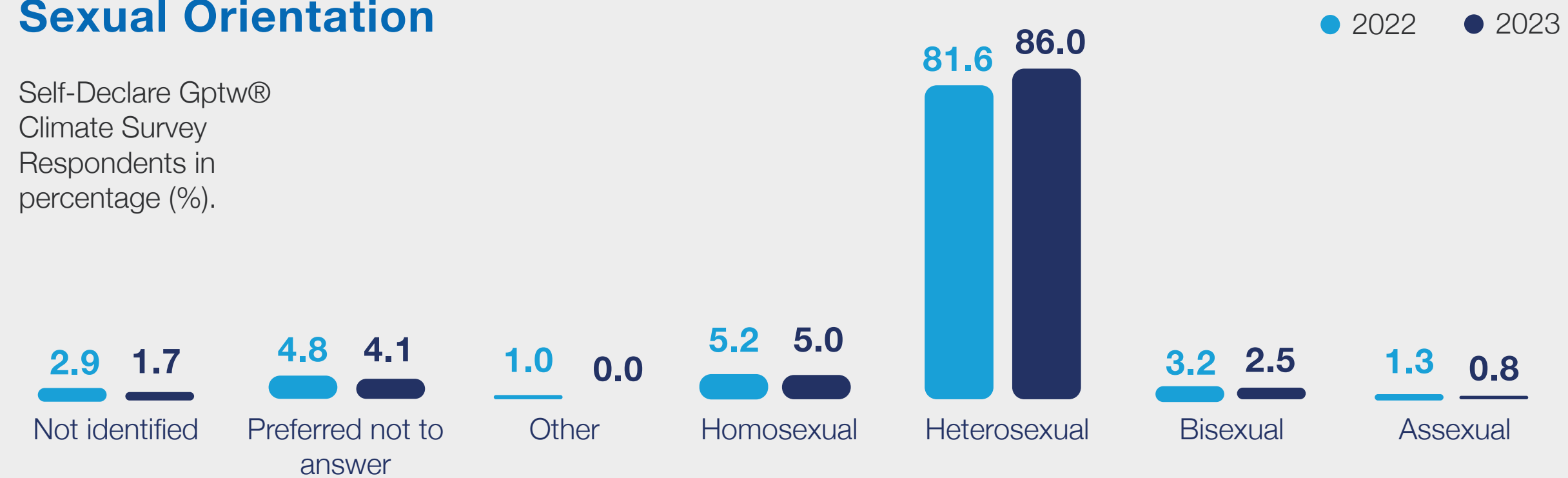
● Black and mixed race ● White



Note: The information began to be reported from 2022 onwards. In 2022 and 2023, there were no records of indigenous or yellow employees or those who refused to self-declare.

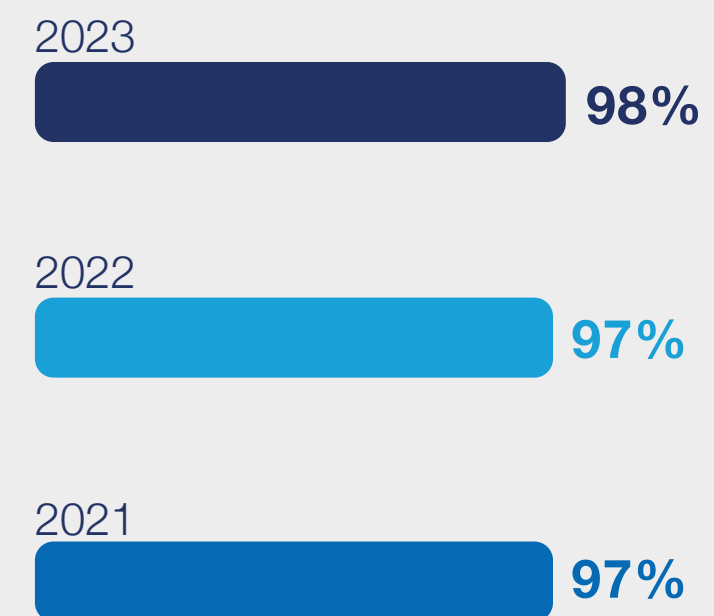
### Sexual Orientation

Self-Declare Gptw® Climate Survey Respondents in percentage (%).

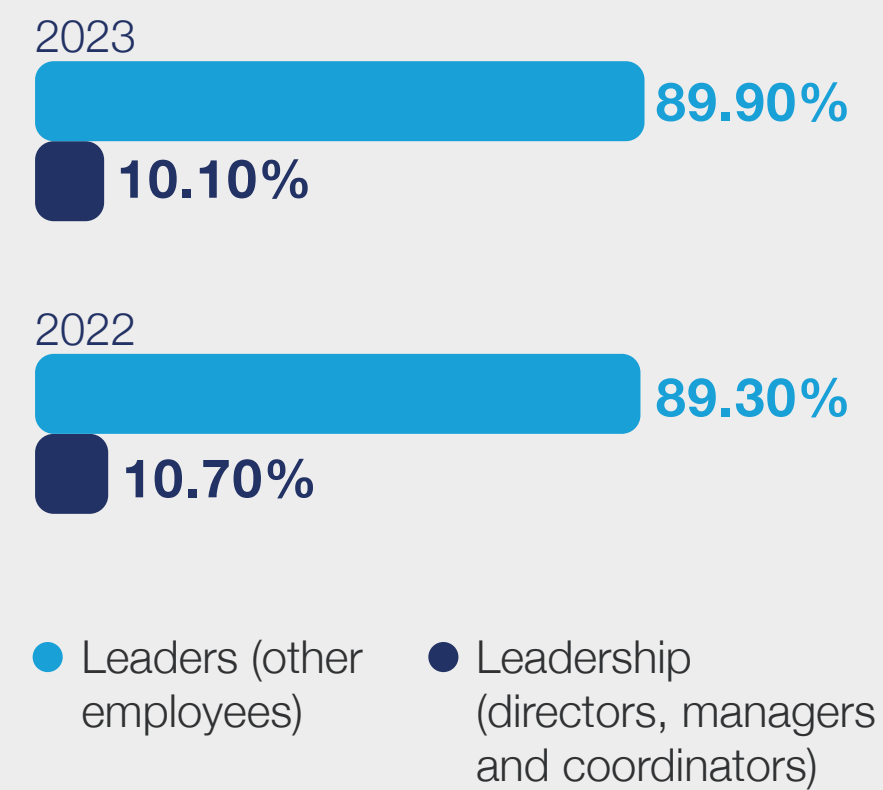




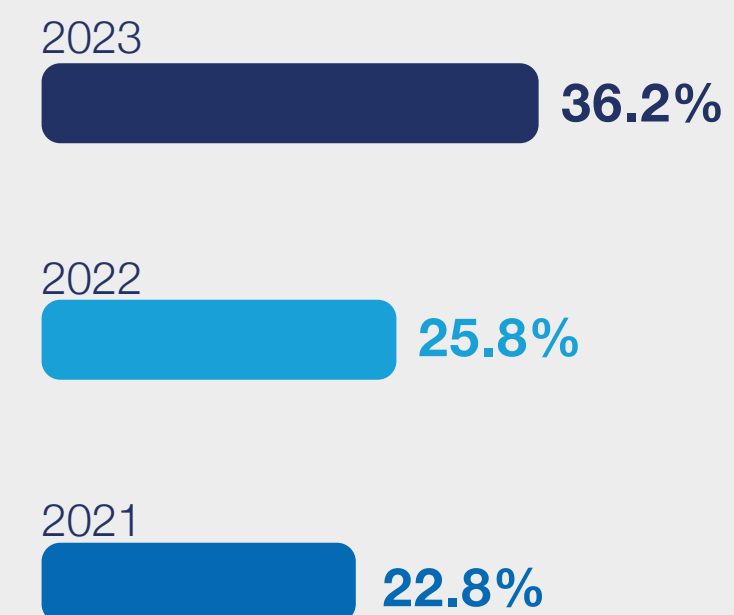
### Percentage Of Employees Covered By Collective Bargaining Agreements



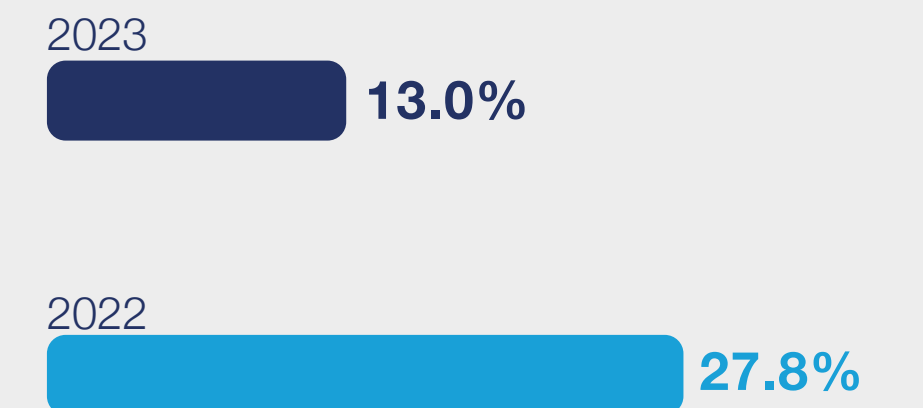
### Employees By Job Category



### Turnover



### Absenteeism



Note: significant reduction in the absenteeism rate due to the decrease in the volume of medical certificates per Covid-19.



# Quality Management

(3-3) The Qualifica Project translates our journey towards implementing and consolidating a quality and environmental management system, which is relevant so that we can advance in the management of our practices and business. **We have consciously and gradually involved our teams in the goal of achieving legal compliance** by implementing reliable and consistent policies and controls in a setting that benefits all stakeholders, from employees to end customers.

Jurerê OPEN's ISO 9001 certification in 2021 now includes Jurerê Internacional Administração Hoteleira (JIAH), which oversees administrative operations and hotel management at Jurerê Beach Village and IL Campanario.

We have also examined our businesses' needs and potential, and we have determined that

implementing ISO 9001 in both hotels is a priority. As a result, we have suspended the quest for ISO 21401 certification (Sustainability Management System for Lodging Facilities) until the next roadmap update.

We improved the quality management system in the Real Estate Development company and maintained certification in 2023 for asset management, urban planning, and real estate marketing in Santa Catarina and Rio Grande do Sul. In addition, the Jurerê in\_ Water and Sewage System provides quality and environmental systems in the form of water and sewage treatment services.

**This review has been validated by the Board of Directors, which endorses our pursuit of the following certifications by 2026:**





	2021	2022	2023	2024	2025	2026
<b>Habitasul</b>	-	-	<ul style="list-style-type: none"> <li>● ISO 14064</li> <li>● <i>Bandeira Azul</i> (beach-pilot)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 14064</li> <li>● <i>Bandeira Azul</i> (beach-pilot)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 14064</li> <li>● <i>Bandeira Azul</i> (Recognition)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 14064</li> <li>● ISO 16001</li> </ul>
<b>Real Estate Development</b>	-	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● LEED and/or Fitwell (Central Park and AUEs)</li> </ul>
<b>Jurerê OPEN</b>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● Zero Waste (commitment)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001 (within scope of JIAH)</li> <li>● Zero Waste (seal)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001 (within scope of JIAH)</li> <li>● Zero Waste (certification)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001 (within scope of JIAH)</li> </ul>
<b>SAE</b>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> <li>● Zero Waste (commitment)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> <li>● Zero Waste (seal)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● ISO 14001</li> <li>● Zero Waste (certification)</li> </ul>
<b>JIAH</b>	-	-	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>
<b>Jurerê Beach Village</b>	-	-	<ul style="list-style-type: none"> <li>● Zero Waste (commitment)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● Zero Waste (seal)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● Zero Waste (certification)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>
<b>IL Campanario</b>	-	-	<ul style="list-style-type: none"> <li>● Zero Waste (commitment)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● Zero Waste (seal)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> <li>● Zero Waste (certification)</li> </ul>	<ul style="list-style-type: none"> <li>● ISO 9001</li> </ul>

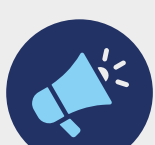
● Underway
● Certification target
● Certified
● Maintenance
● Recertified

**In 2023, we hosted our first Quality Management Week. During this occasion, we acknowledged the areas that succeeded in certification implementation** and presented a lecture titled “Transforming Organizational Culture to Achieve Excellence in Quality”. In addition, we offered a variety of in-person activities on topics such as the Quality Policy, the ISO 9001 Standard, and operating procedures.

For 2024, we plan to hold an internal forum for the entire company. Seeking more up-to-date elements and encouraging participatory management, the proposal involves defining multidisciplinary working groups that will help us update a corporate risk and opportunity matrix.

This initiative will, in the near future, serve as input for the review of material topics for our businesses, with the intention that risk management will be incorporated by managers as an instrument that will contribute to business improvement and decision-making.

## 2024 Challenges

-  Recertification of SAE to ISO 9001 and ISO 14001 standards.
-  Simultaneous certification of hotels to ISO 9001.
-  Start studies for the certification of the Central Park with Fitwell and/or LEED.
-  Updating business risks and opportunities.
-  Hold a new edition of Quality Week, covering the hotels' operational areas.
-  Advance in communication and promotion of the quality culture.



## Greenhouse Gas Inventory

In 2023, we carried out our 2<sup>nd</sup> Greenhouse Gas (GHG) Inventory, with the aim of verifying and quantifying the emissions of the businesses in Santa Catarina and Rio Grande do Sul, where Habitasul has areas and businesses. This survey presents the results of the Inventory of Anthropogenic Emissions by Sources and Removals by Sinks of Greenhouse Gases not Controlled by the Montreal Protocol from Habitasul's operations between 01/01/2023 and 12/31/2023.

The inventory adopts the guidelines of the World Resources Institute (WRI) using the GHG Protocol Brazil methodology, covering all Direct Emissions (Scope 1) and Indirect Emissions from Energy Consumption (Scope 2).

## Considerations



### Hospitality:

The emission calculations only considered the hotel's own units – other accommodation and complementary activities are not included. In 2024, we started collecting information related to the consumption of diesel/pallets, paints and solvents that may impact the calculations.



### Jurerê OPEN:

Only own rooms that were not rented in 2023 were included in the calculations. The 'energy' aspect considers only unrented rooms. In 2024, we started collecting data on the chemicals used to clean the common areas.



### Real Estate Development:

Comprises the administrative areas, represented by the office located in Jurerê Beach Village. From this cycle onwards, data on emissions from Habitasul's office in Porto Alegre has been taken into account, in addition to the green areas in Santa Catarina and Rio Grande do Sul.



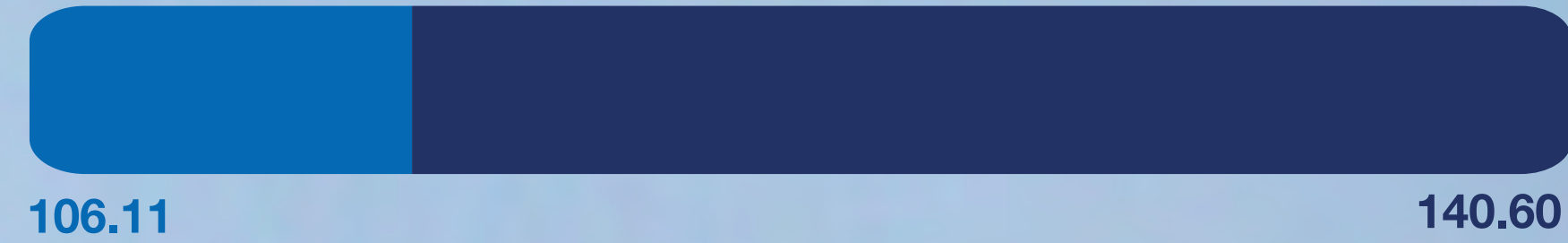
### Water and Sewage System (SAE):

Total emissions from the operation were accounted for.

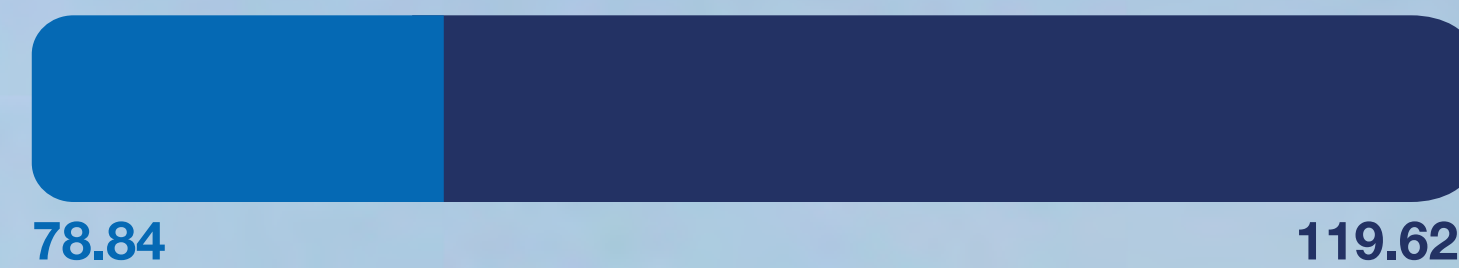
## Emissions by Scope

(in tons CO<sub>2</sub>eq)

Total in 2022: 246.71



Total in 2023: 198.45



● Scope 1 (Direct emissions)

● Scope 2 (Indirect emissions)

Although the Water and Sewerage Service (SAE) remains Habitasul’s largest source of emissions, the business saw a 14.64% reduction in its indirect emissions compared to the base year of 2022.

This reduction is the result of lower electricity consumption to operate the water treatment plant, which started working for less time and with a higher flow rate after the pipeline was

moved. We also observed a reduction in the use of refrigerant gases in hotels, although this will still be among the top five sources of emissions in 2023. This was due to preventive maintenance practices and the Maintenance, Operation and Control Plan (PMOC) carried out throughout the year, reducing the need to purchase and replace this type of gas.

**305-1-a, 305-2-a. In 2023, we accounted for the emission of 198.45 tons of CO<sub>2</sub>eq.**

Note: (305-1-e, 305-2-e) Source of emission factors for Scope 1: GHG Protocol Brazil Methodology Source of emission factors for Scope 2: Ministry of Science, Technology and Innovation, following the factors of the National Interconnected System (SIN). Global warming potential (GWP) indices: Intergovernmental Panel on Climate Change (IPCC).

## Amount of greenhouse gases per bussines according to the type of gas

305-1-b, 305-2-c



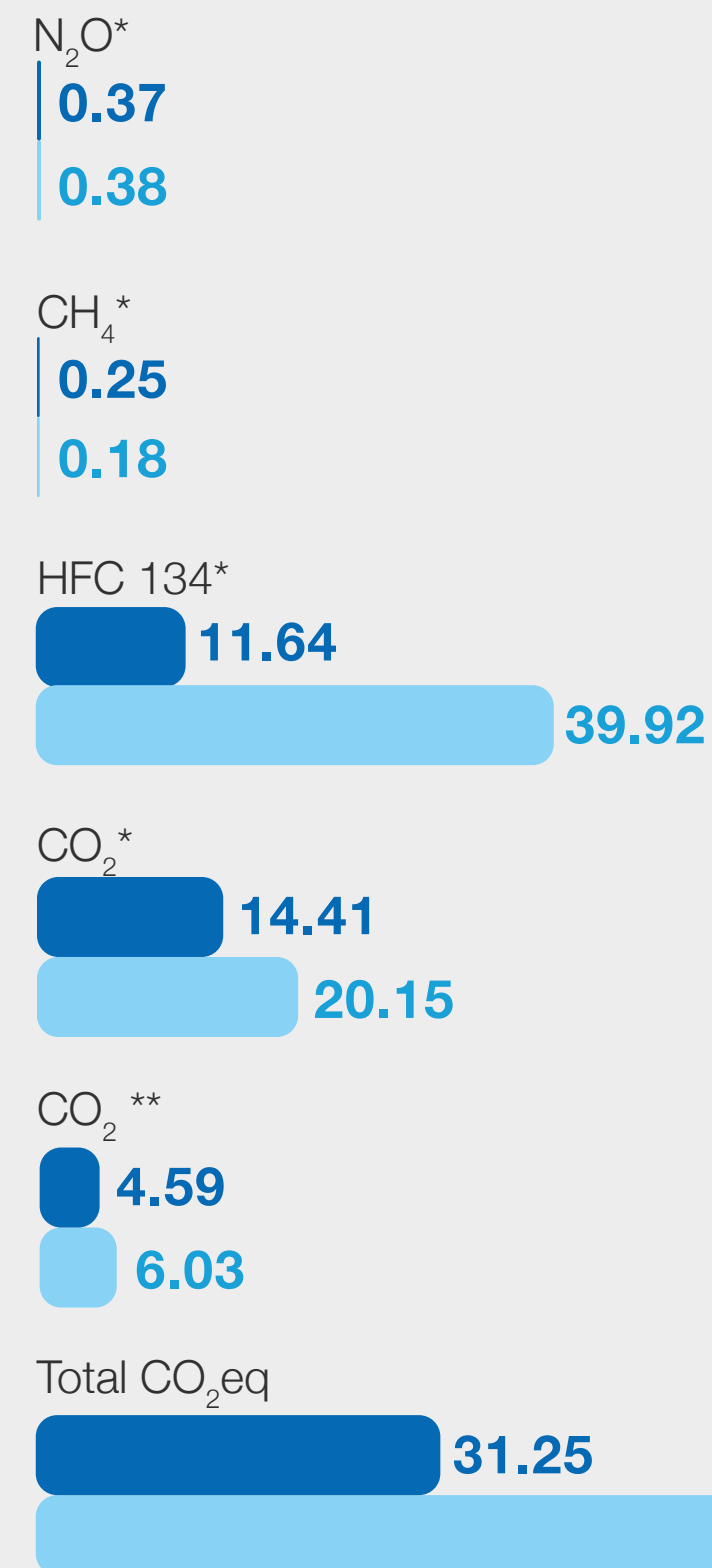
\*Scope 1 (direct emissions). \*\*Scope 2 (indirect emissions).

CO<sub>2</sub> (carbon dioxide), CH<sub>4</sub> (methane), N<sub>2</sub>O (nitrous oxide) e HFC 134 (gas refrigerant).



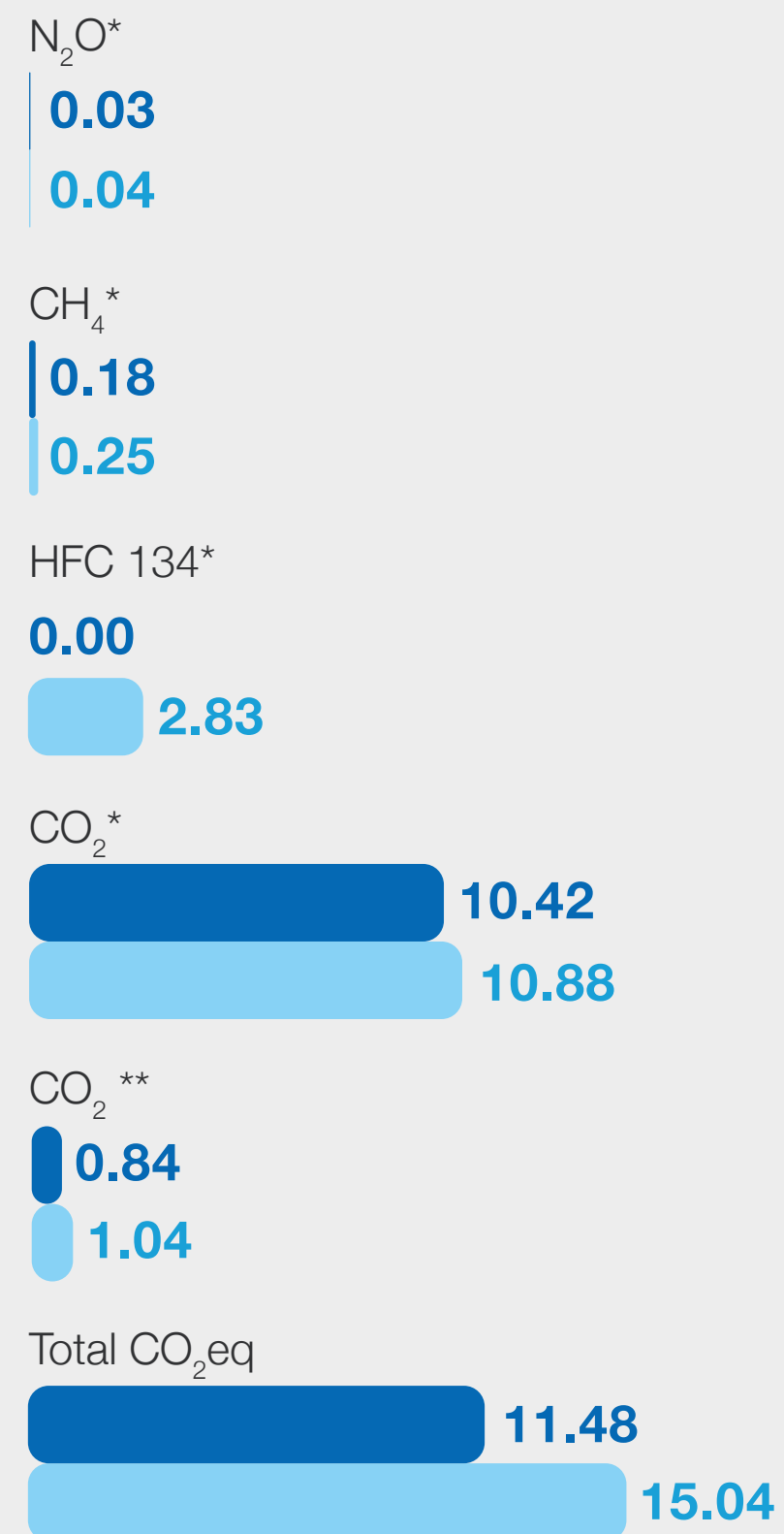
### IL Campanario

● 2023  
● 2022



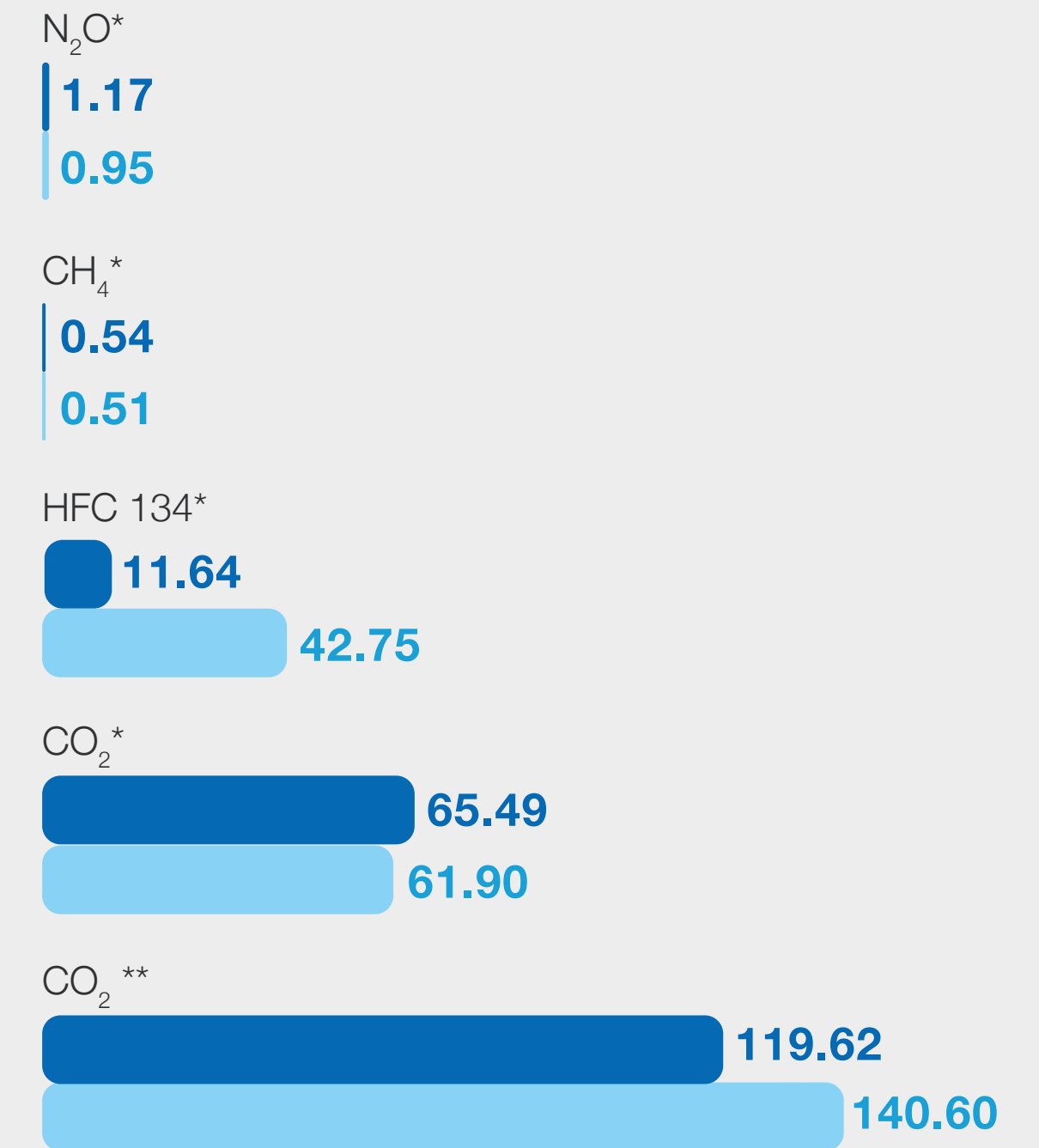
### Jurerê Beach Village

● 2023  
● 2022



### Total by type of gas

● 2023  
● 2022



No methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), refrigerant (HFC 134) gases emitted directly or indirectly in 2022 and 2023.

\*Scope 1 (direct emissions). \*\*Scope 2 (indirect emissions).

CO<sub>2</sub> (carbon dioxide), CH<sub>4</sub> (methane), N<sub>2</sub>O (nitrous oxide) e HFC 134 (gas refrigerant).

## Emissions from Biogenic Sources

(in tons CO<sub>2</sub>eq)

Total in 2022: 27.32



Total de in 2023: 40.20



● Biodiesel and gasoline (Scope 1) ● Biomass (Scope 1)

Note: calculated sources considered neutral emissions.

We saw an increase of 53.87% in biodiesel and gasoline, due to the accounting of mobile fuel used at Habitasul's Rio Grande do Sul office.

## Removals

Net emission avoidance (removals) from native forests totaled 1,198.32 tons of CO<sub>2</sub>eq, contributing to an increase in the carbon stock, estimated

at 429,240.38 tons of CO<sub>2</sub>, distributed over an area of 1,090.66 hectares in the states of Santa Catarina and Rio Grande do Sul.

### Carbon stock by state of operation in 2022 and 2023:

Santa Catarina



Rio Grande do Sul



## Balance Sheet

The final analysis between removals and emissions in 2023 revealed a positive carbon balance. In other words, our removals exceeded emissions by 1,000 tons of CO<sub>2</sub>eq, equivalent to a reduction of 19.83% compared to the base year of 2022.

The results of the greenhouse gas (GHG) inventory help lay the foundations for operational and energy changes that can benefit the environment and promote sustainable development. The document was audited by an outside company and certified by the International Organization for Standardization (ISO 14064).

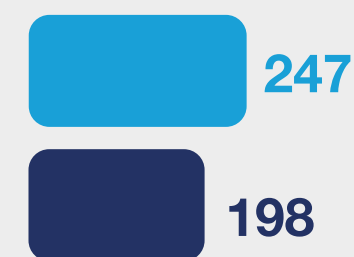
**Challenge for 2024 to begin the practice of auditing the information that makes up the inventory internally as a step prior to external verification.**

### Balance (in tons of CO<sub>2</sub>eq)

#### Removals



#### Emissions



#### Balance (emissions - removals)



● 2022 ● 2023





# Relationships

- 116 Transforma Program
- 117 Waterfront Management





# Relationships

We believe that a truly valuable company is one that not only delivers results for customers, but also makes a real difference in the world. It positively impacts people's lives and promotes prosperity in communities.

**Acting as an agent of change, it transforms simple interactions into enriching relationships.** We value dialog and building solid, ethical relationships with the communities in which we operate. For us, it is essential to make a positive contribution

to the development of these places. That's why we actively participate in various initiatives in partnership with companies, associations, communities and public authorities. We are always open to receiving comments from the local community, which can be sent via our website

(using the "Contact Us" tool), WhatsApp groups or direct contact with local leaders.

These complaints are carefully received, assessed and forwarded to the area responsible, which will take care of the appropriate treatment and response.

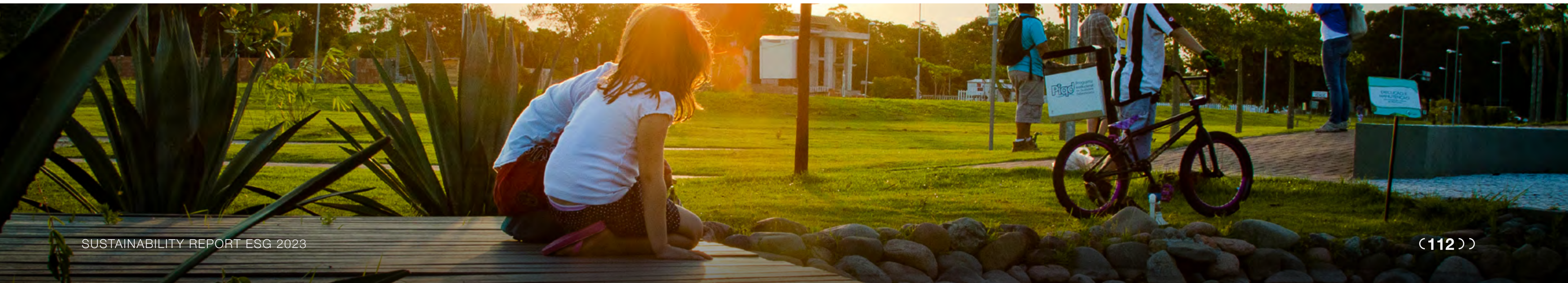


# Participation in Community and Class Movements

## Santa Catarina

Movements	Relationship
<i>Associação Brasileira de Shopping Centers (ABRASCE)</i>	Member
<i>Associação Brasileira dos Escritórios de Arquitetura (ASBEA)</i>	Member
<i>Associação Comercial e Empresarial de Florianópolis (ACIF)</i>	Member
<i>Associação de Bares, Restaurantes e Hotéis (ABRH)</i>	Member
<i>Associação dos Dirigentes de Vendas e Marketing do Brasil (ADVBS/SC)</i>	Member
<i>Associação para o Desenvolvimento Imobiliário e Turístico do Brasil (ADIT/SC)</i>	Member
<i>Capitalismo Consciente</i>	Board Member
<i>Conselho Comunitário de Segurança (CONSEG)</i>	Participant
<i>Conselho de Desenvolvimento do Norte da Ilha (CODENI)</i>	Participant
<i>Conselho Municipal de Habitação</i>	Alternate

Movements	Relationship
<i>Conselho Municipal de Saúde</i>	Councilor
<i>Conselho Municipal Local de Saúde - Jurerê</i>	Councilor
<i>Floripa Sustentável</i>	Member
<i>FloripAmanhã</i>	Member
<i>Grupo de Líderes Empresariais</i>	Member
<i>Junior Achievement de Santa Catarina</i>	Board Vice Chair
<i>Movimento Nacional ODS SC</i>	Signatory
<i>Sindicato de Hotéis Bares e Similares (ABIHRBS)</i>	Member
<i>Sinduscon</i>	Member





## Rio Grande do Sul

### Movements

### Relationship

*Associação de Empresários do Bairro Humaitá*

Member

*Associação para o Desenvolvimento Imobiliário e Turístico do Brasil (ADIT/RS)*

Member

*Centro de Indústria e do Comércio*

Director

*Conselho do Meio Ambiente Cachoeirinha*

Board Member

*Movimento Nacional ODS RS*

Board Member

*Sinduscon*

Member

*Somos Cidade*

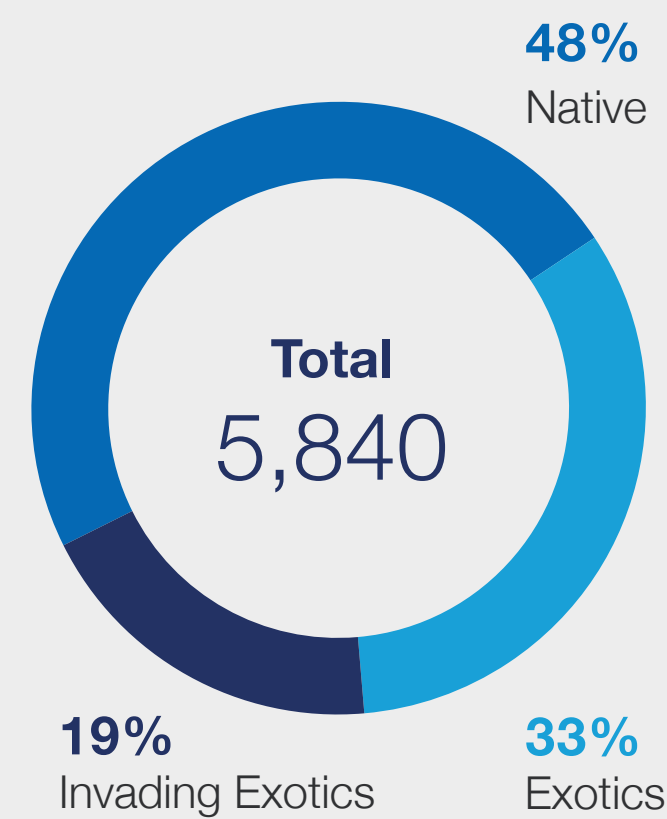
Member

# Urban Forestry Master Plan

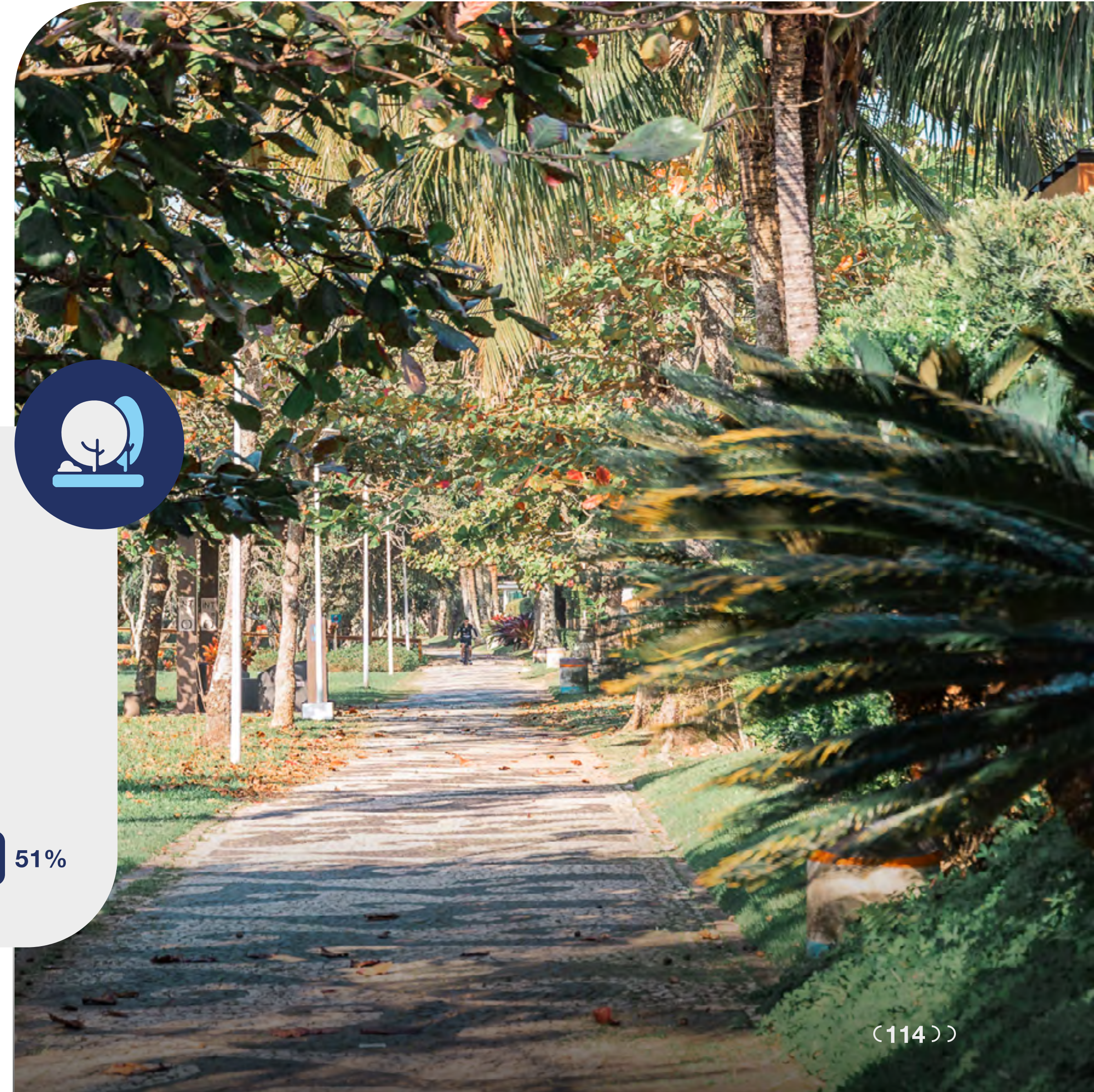
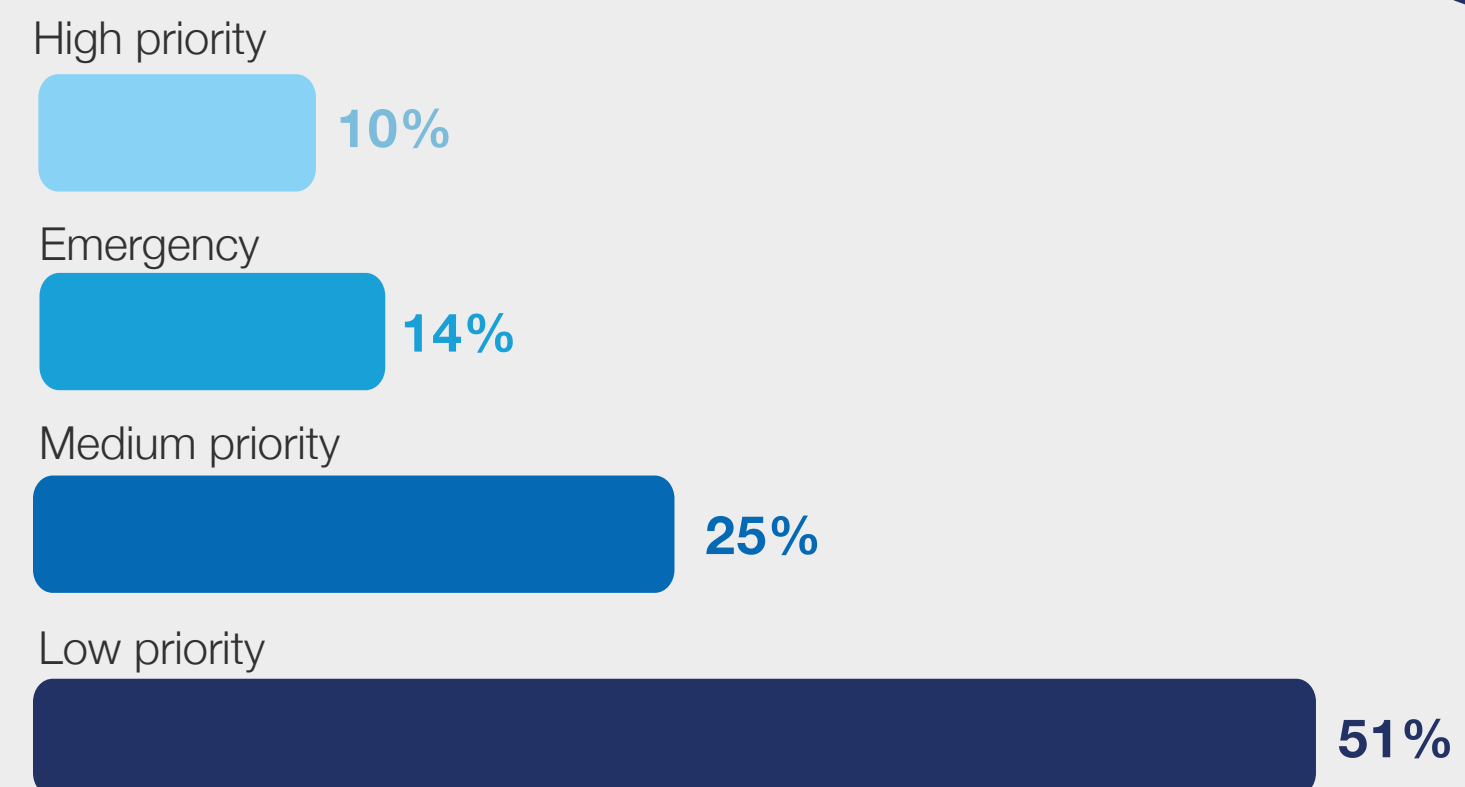
We conducted a forest inventory throughout Jurerê in order to identify the presence of trees of native and exotic species, their health and plans to adapt them to current environmental guidelines in line with the guidelines of the Municipal Environmental Foundation (FLORAM).

The results of this work were handed over to Florianópolis City Hall so that they could replace the trees in an emergency and high-priority state, and take steps to continue the project with the support of other partners.

## Mapped trees



## Criticality of the trees to be replaced

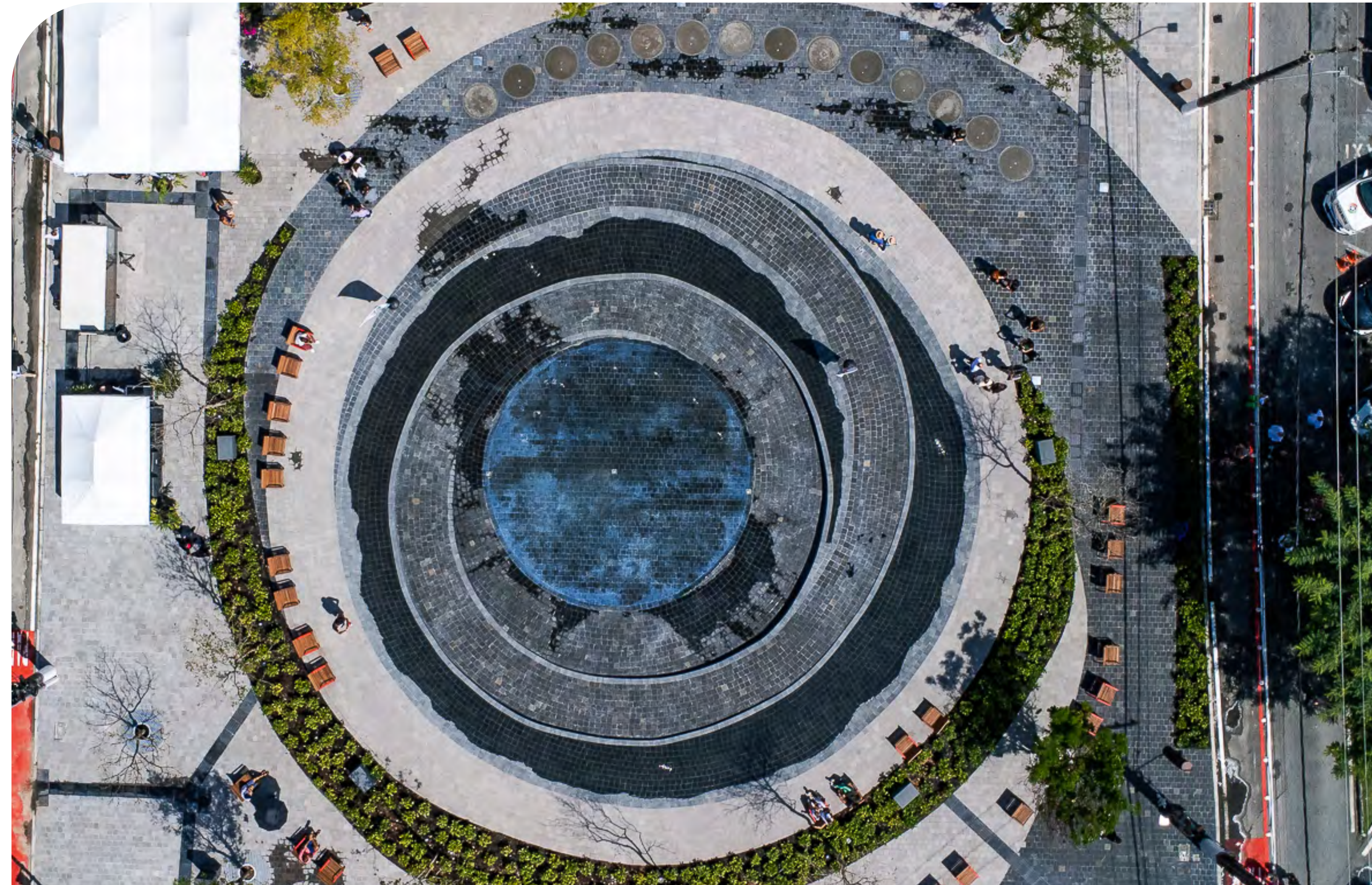


# Forte São Luís Plaza

The 2,000-square-meter Forte São Luís Plaza, a prominent gathering spot and tourist attraction in the capital of Santa Catarina, **was as acquired by the Habitasul Group in 2022 and officially transferred on March 23. On the occasion of the 350<sup>th</sup> anniversary of Florianópolis**, the Habitasul Group, in a Public-Private Partnership (PPP) with the City Hall, made a donation to the city, with no public funds being spent. This donation is part of the Floripa Amanhã's 'Adopt a Square' program. As part of the donation agreement, the donor assumes responsibility for maintaining the square over the subsequent five years.

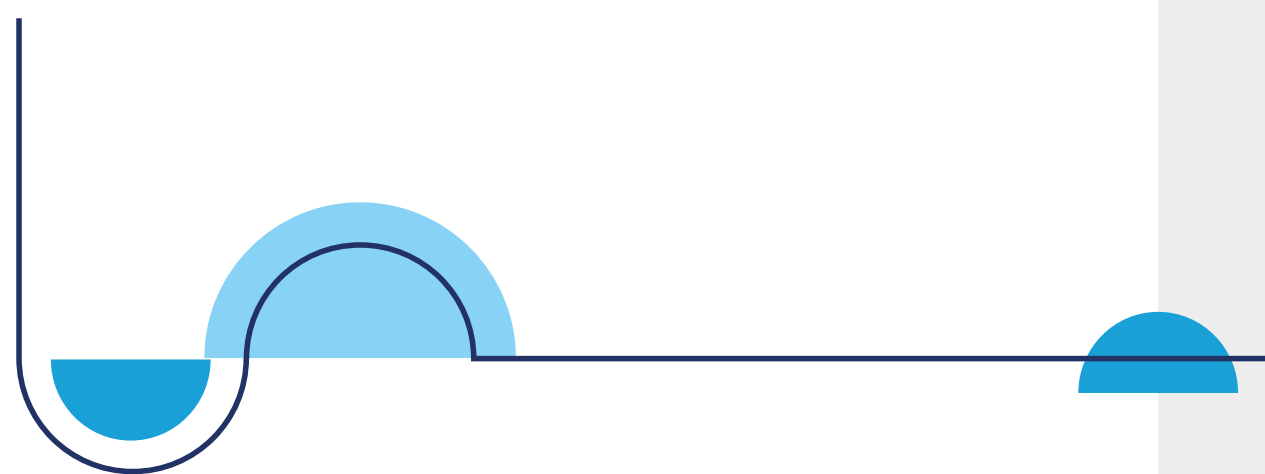
Signed by architect Juliana Castro, from JA8 *Arquitetura Viva*, and donated to the city by Beiramar Shopping, **the project was chosen from thousands around the world to compete for the Rosa Barba Casanovas International Prize at the Barcelona International Landscape Biennial**, one of the most important landscape design trophies on the planet.

This nomination at the Biennial validates Habitasul's commitment to urban development, exemplified by its provision of high-quality housing with the potential to become benchmarks and create legacies beyond Jurerê Internacional.



# Transforma Program

(413-1) **Since 2020, we have been running the Transforma Program**, which includes five initiatives aimed at creating opportunities within the company. The program goes beyond providing knowledge or strategic support; it also brings prosperity to surrounding communities, **generating value and transforming lives.**



## Education that transforms the relationship with the environment.

- **4 beach cleaning events** at Jurerê waterfront by the Dazum Banho project.
- **3 speed kaizen.**
- **4 visits** to the compost yard.
- **329 employees trained in Zero Waste.**
- **350 people impacted during Environment Week** (internal and external).
- **48 hours** of Zero Waste training.



## Initiatives that transform the value chain.

- **232 tons** of waste sent for recycling.
- **137 tons** of organic waste sent for composting.
- **36 seal bottles** were donated to the Florianopolitan Association of the Physically Handicapped of the State of Santa Catarina (AFLODEF) and will be converted into wheelchairs.



## Relations that transform realities.

**Volunteering initiatives** which involved solidarity campaigns, assistance to people in situations of social vulnerability, a solidarity bazaar, as well as beach cleaning and environmental education.



## Incentivizing citizenship to transform tomorrow.

**We moved closer** to the community of Ratones, through support for the local soccer team, the portico artwork and the Children's Day party.



## One-off donations that transform today.

**R\$311,000 invested** via the Cultural Incentive Law with contributions linked to the ISS and IPTU: Cultural Marathon, Confralha Blues and Book Expedition Nature of the Island.

# Waterfront Management

The beach is a public space that should be accessible to everybody. We seek more and more to qualify and preserve this space through shared management.

Legal issues still prevent Jurerê beach from being eligible for the pilot beach stage of the Blue Flag Program.

**We monitor 33 criteria of the Blue Flag Program on Jurerê beach, as well as overseeing and reporting on the progress of the Coordination area responsible for diagnosing Brazilian beaches.**

We also offer technical and strategic support to the committee made up of representatives from the public and private sectors for the negotiations related to this journey towards certification.

In the 2023/2024 season, we ensured features such as bathing appropriateness

required by the international standard, which is even more stringent than Brazilian regulations in terms of water quality metrics. To achieve this condition, we invested in laboratory results from an independent company for periodic analysis, as required by the Blue Flag. We continue to conduct environmental education events, with the highlight being three beach clean-ups including Habitasul volunteers, partners, and government officials.

Regarding safety on the waterfront, we believe that this is a topic that requires further progress. It is directly influenced by the presence of irregular services and the improper use of coastal vegetation to store goods and inappropriate disposal of waste. This issue is monitored by the Jurerê Beaches, Jurerê Internacional, and the Praia do Forte beach governance committee, of which we are a member.



**We promote volunteering and public-private partnerships in our socio-environmental actions.**



# Economic and Financial Performance

 **120** Main Indicators



# Economic and Financial Performance

The Net Income was R\$281 million, compared to the Net Income of R\$60.7 million in 2022, The variation

is mainly due to the recognition in 2023 of the result from the sale of land in the Quadra 13A, 13B and

Plataforma III developments located in Jurerê Internacional. A summary of the result follows.



# Main Indicators

Consolidated Data - R\$ thousand.

Revenue	2023	2022	2023 x 2022
<b>Net Operating Revenue</b>	<b>317,482</b>	<b>57,538</b>	<b>451.78%</b>
Real Estate	300,609	47,794	528.97%
Rendering of Services	16,873	9,744	73.16%
<b>Results</b>			
<b>Operating profit before tax</b>	<b>301,567</b>	<b>62,140</b>	<b>385.30%</b>
Real Estate	169,052	(67,564)	350.21%
Rendering of Services	(5,606)	(2,024)	-176.8%
Participation in Other Businesses	138,121	131,728	4.85%
<b>IR e CSLL</b>	<b>(20,480)</b>	<b>(1,456)</b>	<b>-1,306.59%</b>
Real Estate	(19,390)	(629)	-2,982.67%
Rendering of Services	(1,090)	(827)	-31.80%
<b>Net Profit from Continuing Operations</b>	<b>281,087</b>	<b>60,684</b>	<b>363.20%</b>
Real Estate	149,662	(68,193)	319.47%
Rendering of Services	(6,696)	(2,851)	-134.86%
Participation in Other Businesses	138,121	131,728	4.85%
<b>Net Income</b>	<b>281,087</b>	<b>60,684</b>	<b>363.20%</b>





# Net Income

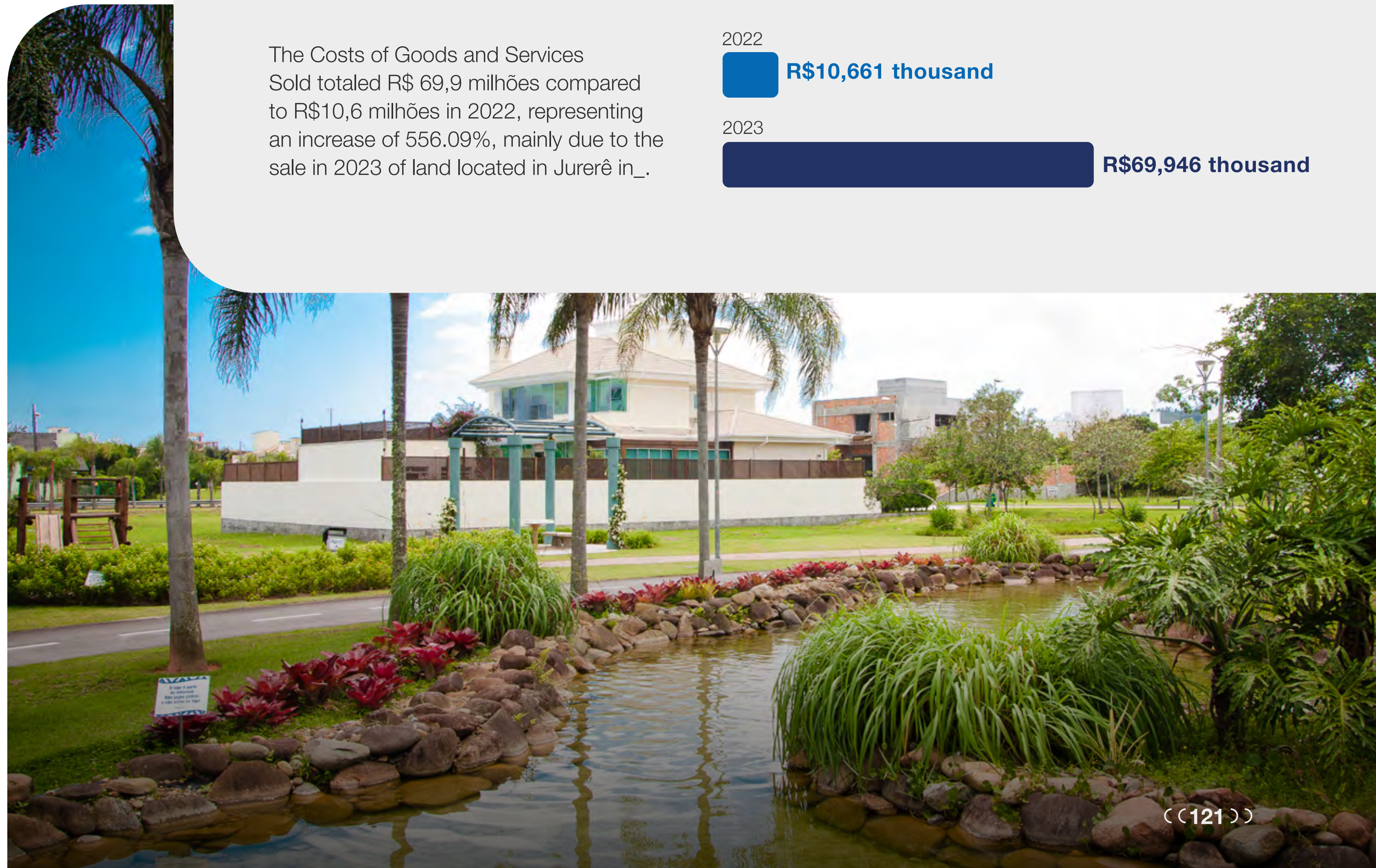
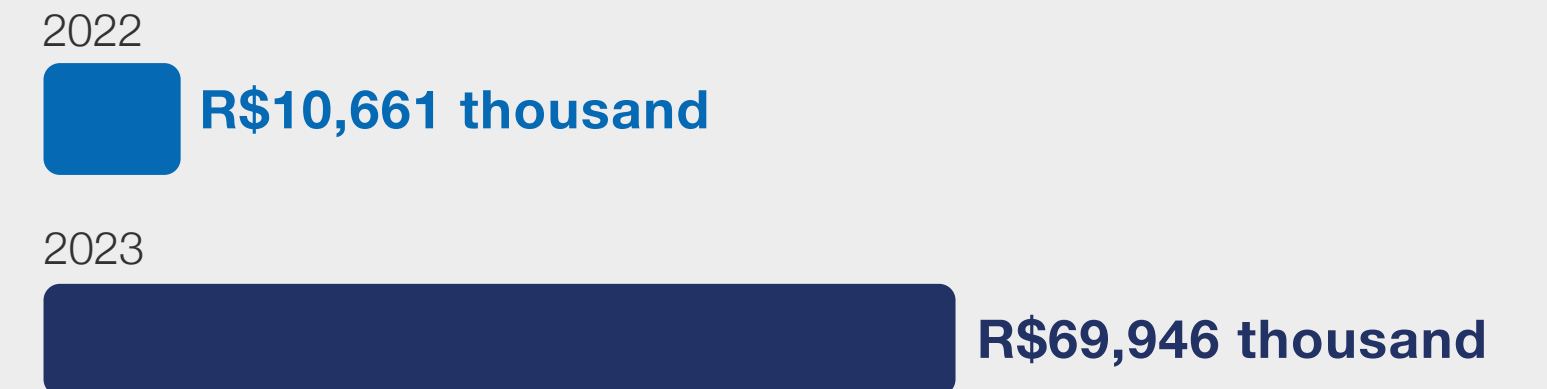
## Net Operating Revenue

Net Operating Revenue in the Real Estate Business segment increased by 528.97% compared to 2022, mainly due to the sale in 2023 of land in the Quadra 13A, 13B and Plataforma III developments located in Jurerê Internacional, Florianópolis - SC. Real Estate sales were up by 581.76% compared to 2022, mainly due to the sale in 2023 of land in the Quadra 13A, 13B and Plataforma III developments located in Jurerê Internacional, Florianópolis - SC.



## Costs

The Costs of Goods and Services Sold totaled R\$ 69,9 milhões compared to R\$10,6 milhões in 2022, representing an increase of 556.09%, mainly due to the sale in 2023 of land located in Jurerê in\_.



## Administrative Expenses

Administrative Expenses for 2023 increased by 12.66% compared to 2022, both years impacted by contingencies and sentences provisioned by the Company.

In 2023, tax contingencies related to IPTU, civil contingencies, labor contingencies and the updating of contingencies related to *Caixa Econômica Federal* - CEF were recognized, totaling R\$15.3 million. Excluding the effect of contingencies and sentences, administrative expenses in 2023 would be R\$43.6 million compared to R\$44.1 million in 2022, representing a reduction of 1.12%, mainly due to the reduction in legal fees on success and failure of civil, labor and tax proceedings in 2023.



## Investments

The investments in works and projects made in 2023 refer mainly to the investment in real estate in block 5 and in the Etapas Jurerê Internacional project in Florianópolis - SC, an increase of 4.17% compared to the previous year 2022.

2022



**R\$8,708 thousand**

2023



**R\$9,071 thousand**



# Rendering of Services

## Net Operating Revenue

This segment's Net Operating Revenue showed an increase of 73.16% compared to 2022, impacted by the positive performance of JI Administração Hoteleira, mainly due to revenues from the Fajã restaurant, which began operating in November 2022.



## Administrative Expenses

Administrative Expenses for 2023 showed an increase of 36.52% compared to 2022, mainly due to personnel expenses at the Fajã restaurant.





# Participation in Other Businesses

We hold minority stakes in other businesses and recognize the results of these stakes as equity equivalence. In 2023, directly or through our subsidiaries, we held stakes in Irani Papel e Embalagem (13.57%) and Irani Participações S.A. (29.24%).

The result of participation in other businesses in 2023 increased by 4.85% compared to 2022, due to the better performance of the businesses in which the company participates.

2022



2023





# Consolidated Bank Debt

As shown in the table below, consolidated net bank debt **fell by 7.91%** compared to 2022, mainly due to the increase in cash in the period.



Debt	2023	2022	2023x2022
Short term	15,193	123,509	-87.70%
Long term	218,082	101,464	114.94%
<b>Gross Total</b>	<b>233,275</b>	<b>224,973</b>	<b>3.69%</b>
Cash and cash equivalents	48,700	24,547	98.39%
<b>Net Total</b>	<b>184,575</b>	<b>200,426</b>	<b>-7.91%</b>

Note: amounts in R\$ thousand.

## Balance Sheet (R\$ thousands)

	Parent Company		Consolidated	
	12/31/2023	12/31/2022	12/31/2023	12/31/2022
<b>Assets</b>				
Current	33,246	14,089	231,071	115,669
Long term	867,929	654,146	1,360,837	1,221,407
<b>Total assets</b>	<b>901,175</b>	<b>668,235</b>	<b>1,591,908</b>	<b>1,337,076</b>
<b>Liabilities and shareholder's equity</b>				
Current	139,463	182,795	137,642	206,984
Non-current	78,040	2,987	770,457	647,455
Shareholders' equity	683,672	482,453	683,809	482,637
<b>Total liabilities and shareholder's equity</b>	<b>901,175</b>	<b>668,235</b>	<b>1,591,908</b>	<b>1,337,076</b>



**(201-1) DRE - Statements of income for the years ended december 31**

(in thousands of reais, except earnings per share)

	Parent Company		Consolidated	
	12/31/2023	12/31/2022	12/31/2023	12/31/2022
Net Sales Revenue and Equity in Earnings of Affiliates	-	-	317,482	57,538
Cost of Sales and Services	-	-	(72,218)	(10,833)
<b>Gross Profit</b>	<b>-</b>	<b>-</b>	<b>245,264</b>	<b>46,705</b>
(Expenses) Revenues	292,615	69,565	60,039	28,348
Profit before Financial Income	292,615	69,565	305,303	75,053
Profit before Income Tax and Social Contribution	281,083	60,650	301,567	62,140
Net Profit for the Year	281,083	60,703	281,087	60,684
<b>Total Comprehensive Income</b>	<b>298,336</b>	<b>69,894</b>	<b>298,340</b>	<b>69,875</b>

Note: during the 2022 financial year, the Company presented the individual and consolidated financial statements, considering the equity income of its subsidiaries and affiliates in the line item Revenue from the Sale of Goods and/or Services. The Company reassessed the methodology applied and concluded that, in accordance with CPC 26 (R1) - Presentation of Financial Statements and with international standard IAS 1 Interim Financial Reporting issued by the International Accounting Standards Board (IASB), the equity in earnings of its subsidiaries and associates should be classified on its own line in the income statement for the year. It should be noted that the adjustment is merely a classification between lines in the income statement, and does not impact the company's financial position. The statement presented above already includes the adjustments.

**(201-1) DVA - Statements of value added for the years ended december31**

(in thousands of reais)

	Parent Company		Consolidated	
	12/31/2023	12/31/2022	12/31/2023	12/31/2022
<b>1. Revenue</b>	25,377	30,342	426,983	94,788
<b>2. Inputs Purchased from Third Parties</b>	17,584	21,825	1,380	4,925
<b>3. Gross Value Added (1-2)</b>	7,793	8,517	232,012	1,482
<b>4. Depreciation and Amortization</b>	0	9	1,156	1,395
<b>5. Net Added Value Produced by the Entity (3-4)</b>	7,793	8,508	230,856	87
<b>6. Value Added Received in</b>	289,221	66,084	152,469	155,901
<b>7. Total Added Aalue to be Distributed (5+6)</b>	297,014	74,592	383,325	155,988
<b>8. Distribution of Added Value</b>	297,014	74,592	383,325	155,988
8.1 Personnel	1,246	1,531	24,946	18,895
8.2 Taxes, Fees and Contributions	272	254	20,103	18,875
8.3 Return on Third-Party Capital	14,413	12,104	57,189	57,534
8.4 Return on Shareholders' Equity	281,083	60,703	281,087	60,684



# About the Report

 **132** Credits



# About the Report

(2-3-a, 2-3-b, 2-3-c) Inspired by the Global Reporting Initiative (GRI) standards, this is our 3<sup>rd</sup> annual reporting cycle, published in May 2024. As with the financial statements, the edition covers the fiscal year 2023, which runs from January 1, 2023 to December 31, 2023.

(2-2-a, 2-2-c, 2-29) The scope of the publication encompasses subsidiaries. The information about the Irani Papel e

Embalagem S.A. subsidiary is consolidated in its own report, the result of more than 15 years of transparency and ESG reporting, taking into account the specificities of its businesses, the outcome of its materiality process, and the involvement of stakeholders who underscore specific material topics. (2-14) The Sustainability Committee is in charge of approving the content of this report.

(2-2-b) The financial statements presented have been externally audited by Baker Tilly and can be viewed [here](#).

(2-5-a, 2-5-b) The non-financial content reported here underwent independent verification by Conecta Consultores.

The process included interviews with the Executive Board, business managers

and analysts from technical areas, as well as verifying processes and checking the traceability of sample indicators. (2-5-b-i) More information on the process and its results is available in the Declaration of Assurance attached to the Company website.

(2-3-d) Questions and/or suggestions about the content can be sent via the contact form available [at](#).



# Material Topics

(3-1) The matrix management model allows stakeholders to overlap in different relationships and instances in relation to our business.

For this reason, the contents presented in this document are the result of work carried out by our professionals in 2018.

After listing the main stakeholders with whom we have a relationship, based on the form of relationship and the preponderance of levels of relationship with our business, 71 individual interviews were carried out with representatives of stakeholders, such as public authorities, universities, the media, the surrounding community, the third sector, investors, service providers, service clients, property owners, shareholders, the Executive Board, managers and coordinators.

From the interviews, 41 topics emerged that should be prioritized in managing our business according to those consulted. The topics were grouped into major themes and validated by the Sustainability Committee, which is

responsible for validating the material topics highlighted below and for the content of this publication.

Throughout this Report, we present new projects and initiatives resulting from relationship and engagement initiatives with stakeholders.

The vision of stakeholders is fed by managers, based on their experiences and relationships in conducting business.

Throughout 2023, we focused on improving the reporting of the content already mapped and validated practices such as the risk management forum, the results of which will also contribute to this process.

(2-29) The Company's materiality will be updated as of 2024, with the conclusion of the Strategic Planning review for the 2023-2033 cycle and its dissemination, and the results captured from the 1<sup>st</sup> Cycle of the Humanized Survey, scheduled for the second half of 2024.





(3-2)

**The material topics covered in this document include**

Material topic	Why is it material?	Related GRI aspect	Related GRI indicator
Compliance	Exposure to non-compliance risks directly impacts the company's full operations. With the support of the Legal department, applicable legislation is monitored and activities are conducted by business managers.	Environmental compliance	307-1
Management and Sustainability	Sustainability topics are at the heart of the company's business strategy. The creation of a Thematic Committee in 2020 reinforces the guidelines for operations and gives a seal of approval to actions focused on transparency, relationships and social and environmental management. Strategic planning and the process of synergy between businesses point to opportunities to improve management practices. The results of this journey is reflected not only in economic topics, but also in the development of high-performance teams, in more solid and transparent relationships and in relationships and the fulfillment of Habitasul's strategic intent.	Economic performance Water and effluents Biodiversity Employment Training and education	201-1, 303-2, 303-3 304-1 304-4, 401-1, 401-2 404-1 404-2
Infrastructure	Habitasul's real estate businesses are developed based on a master plan that involves the organization of spaces and flows, basic sanitation and urban mobility. In Florianópolis (SC), it has an independent water and sanitation service.	Economic performance Indirect economic impacts	201-1 203-1
Innovation	A fundamental component since Habitasul was founded, it is currently reflected in projects that seek to differentiate the business in line with the company's mission and in the planning of future development stages.	Economic performance	201-1
Beach	The shared management of this space is fundamental to guaranteeing a beach suitable for bathing, with adequate support services for bathers, and contributes directly to quality of life, as well as being important vectors for local tourism and demand for the hotel pool.	Economic performance Indirect economic impacts	201-1 203-1
Quality of life, urbanity and safety	The constitution of the spaces developed by Habitasul has a direct impact on a good life, living well and living together. As an inducer of social and urban development, it offers not only real estate developments, but also a network of services (facilities), shared management of urban spaces, hotel management, and shared management of urban spaces, hotel management, as well as supporting projects and events that enhance local culture.	Economic performance Indirect economic impacts Water and effluents	203-1 303-2 303-3
Relationships	The importance of participating in relevant movements active in the communities aims not only to strengthen these relationships, but also to contribute to the future through shared management sustainable communities where Habitasul operates.	Economic performance Indirect economic impacts Local communities	201-1 203-1 413-1
Tourism	Habitasul's real estate development and service provision strategically focuses on promoting tourism and business by offering unique experiences, particularly in the Canela (RS) and Jurerê Internacional (SC) developments through its operations or partnerships.	Economic performance Indirect economic impacts	201-1 203-1



# Credits

## **Chairman of the Board of Directors**

Péricles Pereira Druck

## **President-CEO**

Sérgio Luiz Cotrim Ribas

## **General Counsel**

Daniel Bisol

## **Personnel, Strategy and Management Officer**

Fabiano Alves de Oliveira

## **Business Officer**

José Roberto Mateus Junior

## **Investor Relations Officer**

Odivan Carlos Cargnin

## **General Coordination, Consolidation and Content Review**

Health and Safety, Quality and Sustainability Management Department

## **Independent verification**

Conecta Consultores Ltda.

## **Proofreading**

Aurora Comunicação Criativa

## **Graphic Design and Layout**

Estúdio LaNiña

## **Photos**

Collection Habitasul e Adobe Stock

## **Publication**

Maio/2024

## **Distribution**

Shareholders, customers, employees, communities, suppliers, governments and other stakeholders

