



HABITASUL
Uma relação de vida

Sustainability Report

2025 ESG

Contents

Presentation

- 04 Message from the President
- 06 About the Report
- 07 Materiality
- 11 Who We Are
- 49 Provision of Services
- 62 Interests in Other Businesses

Corporate Governance

- 64 Governance Structure
- 68 Compliance
- 71 Risk Management
- 74 Digital Transformation
- 77 Project Management Office (PMO)
- 78 Procurement that Generates Value: our policy and operating model

Strategy and Management

- 82 Sustainability Policy
- 82 SDGs and ESG Commitments
- 84 Innovation
- 86 Programa Mais
- 89 Culture and Employee Development
- 100 Our People
- 102 Quality Management

Relationships

- 108 Relationship with Stakeholders
- 109 Society and Government
- 110 Jurerê Internacional Qualidade Sustentável (JIQS)
- 113 Local Communities
- 114 Programa Transforma

Economic and Financial Performance

- 123 Economic Return

Credits

New Feature

Starting with this Report, we now have the **Habitasul Indicators Center, where you can access our updated data.** On the platform, the indicators are organized by chapters and include annual progress tracking for analysis. **By disclosing our data, we reaffirm our commitment to transparency.**



Access now our Indicators Center.



Presentation

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- 06** About the Report
- 07** Materiality
- 11** Who We Are
- 49** Provision of Services
- 62** Interests in Other Businesses

Message from the President

Developing places that inspire life

For the past 58 years, Habitasul has built its trajectory around a clear purpose: developing places that inspire life. This purpose takes shape both in Jurerê in_, in Santa Catarina, and in the initiatives carried out in Rio Grande do Sul, the state where the company's headquarters are located. Across different contexts and projects, we continue working to create urban, environmental, and social solutions that generate **lasting value for communities**.

Progress and achievements in 2025

The year 2025 was marked by important advances in consolidating Jurerê in_ as a planned neighborhood that combines development, innovation, and environmental stewardship. Among the most significant projects was the completion of **Praça São Francisco de Assis**, conceived as a space for gathering, coexistence, and contemplation for residents and visitors.

Designed for the community's everyday use, the square invites people to slow down, share moments, and enjoy the outdoor landscape. Initiatives such as this reflect our vision that urban development should prioritize collective well-being, strengthening connections between people and the relationship between the city and nature. Another milestone was the beginning of the construction works for **Parque Péricles de Freitas Druck**, a new space for coexistence and contact with nature that expands public leisure areas and reinforces Habitasul's commitment to the community's quality of life. Another highlight of the period was the declaration of public interest obtained through Decree No. 28,404, dated August 14, 2025. The same

document also established the requirements for development of the SUP. At the same time, we continued the studies and participatory process related to the **Specific Urbanization Plan (SUP) for Jurerê in_**, which will guide the planned growth of new areas within the neighborhood. Throughout the year, we held workshops and meetings with the community, reaffirming our conviction that urban planning gains quality and legitimacy when built collaboratively and transparently.



José Roberto Mateus Junior
President and CEO

Operations in Rio Grande do Sul

In Rio Grande do Sul, we continued advancing in the strategic management of our real estate assets and in social impact initiatives. In 2025, we expanded actions focused on land regularization and the promotion of legal housing security. The **Projeto Terra**, which aims to regularize properties occupied by their residents and enable the formal registration of

ownership, made significant progress. Over the past year, 109 properties were regularized in the municipalities of Balneário Pinhal and Cidreira, allowing countless families to secure their homes. The project also gained the participation of new municipalities, such as Alvorada and Guaíba, expanding its reach and social impact.

Responsible management and sustainability

We highlight Movimento Jurerê Mais, an initiative that brings together the community, entrepreneurs, and public authorities around a common goal: strengthening the neighborhood's safety, organization, and sustainable development.

Through the project, residents and visitors have access to information ranging from proper tree pruning to updates on safety-related initiatives. The program also serves as an open communication channel with the community, allowing suggestions and reports to be submitted, contributing to more participatory management and to the collective development of solutions that enhance the quality of life in Jurerê in_.

On the socio-environmental front, we continued investing in initiatives aimed at conserving natural areas and biodiversity, as well as preserving ecosystems.

We maintained progress in the process of creating the Y-Jurerê Mirim Private Natural Heritage Reserve and strengthened our Resíduo Tem Valor, BioEduca, and Dazum Banho projects through environmental

education initiatives, native seedling planting, and waste management actions. In 2025, we reinforced our commitment to increasingly responsible operations across different areas of the business. The Water and Sewage System (SAE) and the Jurerê Beach Village hotel renewed their Zero Waste certification, while Jurerê OPEN Shopping and the IL Campanario hotel maintained the second level of certification.

At the same time, we continued investing in management modernization and in strengthening corporate governance. Digital transformation and the consolidation of initiatives focused on operational efficiency, employee well-being, and the training and development of Habitasul employees are examples of how we continuously seek to evolve, combining innovation with responsibility.

We also advanced in expanding the presence of Jurerê in_ within the innovation and entrepreneurship ecosystem, strengthening connections with initiatives focused on the creative economy and the development of new businesses.



Jurerê Internacional, Florianópolis (SC)



Future outlook

Looking ahead to the coming years, our commitment remains the same: to develop Jurerê in_ responsibly, in a balanced manner, and aligned with contemporary urban sustainability demands.

The continuity of territorial planning, together with shared living spaces and environmental preservation, will continue to be fundamental pillars of this journey.

Acknowledgments

At the end of 2025, I assumed the role of President and CEO of Habitasul with the responsibility of continuing to strengthen the results built over the years. I am fully convinced that the achievements presented in this report are the result of the dedicated work of many people and the strength of our team. I would also like to extend my recognition to the residents, entrepreneurs, partners, investors, and public authorities who share with us the commitment to building an increasingly qualified, prosperous, and sustainable territory. Enjoy the report!

José Roberto Mateus Junior
President and CEO

About the Report

(3-3)

(2-3) We are pleased to present Habitasul’s sixth Sustainability Report, which brings together our practices, results, commitments, and challenges. In a transparent manner, we share how our sustainability strategy is translated into concrete actions, strengthening our mission of building valuable relationships with employees, local communities, clients, suppliers, shareholders, business partners, public authorities, and society as a whole. **The data presented refer to the period from January 1 to December 31, 2025, covering all operations of Habitasul Companhia de Participação.** The preparation of this report was conducted by the company’s Sustainability team.

(2-2, 2-29) Within the context of this publication, controlled companies are included. Information regarding the affiliated company Irani Papel e Embalagem S.A. is presented in a separate report, the result of 20 years of commitment to transparency and ESG practices; **see here.** This report considers the specific characteristics of the company’s businesses, the results of its materiality process, and engagement with stakeholders, which help identify the most relevant and specific topics.

(2-14) The Executive Board is responsible for approving the content presented in this report

(2-2-b). The financial statements were audited by professionals from BDO Brasil and are available for full consultation **here** (PT only) (2-5-a, 2-5-b).

In addition, the non-financial content underwent independent verification conducted by Conecta Consultores, ensuring the transparency and reliability of the disclosed information. The process included interviews with the Executive Board, business area managers, and technical analysts, as well as process analysis and verification of the traceability of sample indicators (2-5-b-i). Additional information about the process and its results is available in the Assurance Statement published on our website. (2-5) The Greenhouse Gas Inventory also underwent external verification by Instituto Totum.

The report highlights the main Sustainable Development Goals (SDGs) impacted by our activities and how they are connected to our priority strategies. In addition, its content is guided by internationally recognized standards and guidelines, such as the Global Reporting Initiative (GRI), SASB, and the International Framework (IR). (2-3, 2-3-d) Questions and suggestions regarding the disclosed content may be submitted through the contact form **available here** (PT only).



Matheus Romeiro Pinho, Luana Paula Reis Lucero, and Salete Pereira, Habitasul Office, Florianópolis (SC)

Materiality

The definition of the content included in this Report is based on the materiality process conducted for the 2024–2025 biennium. The review of material topics was carried out in 2024 and reaffirmed in 2025, under the coordination of the Sustainability area, following the guidelines of the Global Reporting Initiative (GRI) standards, and submitted for validation and approval by the Executive Board. The materiality update process followed the GRI methodology, aligned with best reporting practices, and included the following stages:

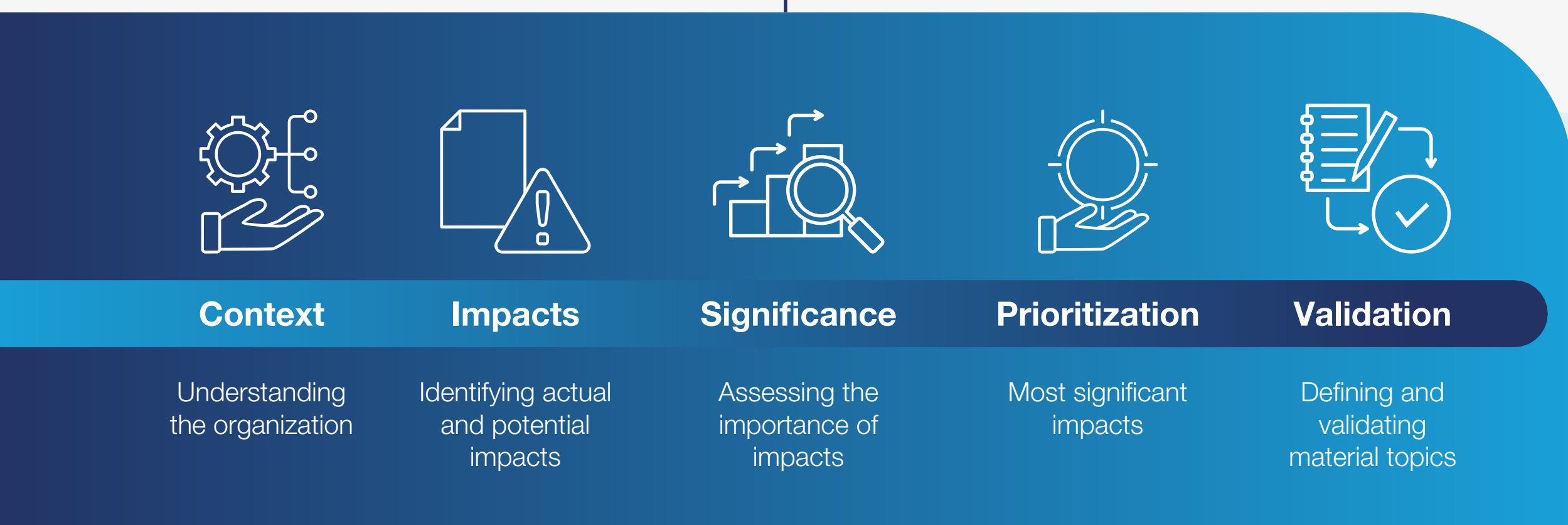
The material topics identified through this process guide the organization’s management, resource allocation, and transparency of disclosed information, ensuring alignment between sustainability, strategy, and value creation.

Internal and external sources were analyzed, including the Strategic Planning, corporate and sustainability reports, socio-environmental impact studies, internal stakeholder surveys, and regulatory and institutional documentation.

Main sources consulted:

● Internal ● External

-  **Strategic Planning**
-  **2023 and 2024 Sustainability Reports**
-  **GPTW Surveys**
-  **Impact Hub Legitimacy Plan**
-  **Plural Census Survey**
-  **Complementary studies conducted by the Architecture area**
-  **Risk Matrix (ISO 9001 and ISO 14001)**
-  **Global Reporting Initiative (GRI)**
-  **Benchmark** (references in sanitation, hotel management, shopping centers, and planned communities)
-  **Sustainable Development Goals (SDGs)**
-  **SASB** (four categories: Water Utilities & Services, Real Estate Services, Engineering & Construction Services, and Restaurants)



We conducted surveys with companies referenced by the business areas, analyzing publications, reports, and materiality studies. The sample considered the diversity of audiences and the scope of all business units. As a result of the internal and external consultations, **we identified 39 topics, which were subsequently grouped into subtopics, resulting in 15 topics related to actual and potential impacts.** To validate the topics with the greatest impact on our businesses, **we mapped 21 individuals**

from internal stakeholders and 15 from external stakeholders and conducted in-person and remote interviews with the objective of prioritizing the topics most relevant to Habitasul. In the survey, respondents were asked to prioritize five topics among the 15 identified. We received 22 responses (11 external and 11 internal) and listed the most frequently cited topics. Internal stakeholder topics aligned with the Strategic Planning received a weight of 2, while the others received a weight of 1.

The topics were arranged in a matrix, from which it was possible to identify nine topics of greatest relevance, considering internal and external stakeholders positioned in quadrant 2.5 by 0.5. The topics were submitted to the Executive Board, which suggested changing the topic “Risks and Opportunities” to “Risk Management” and including the topic “Economic Return,” both of which were approved by all participants. **A total of 10 material topics were defined.**

Prioritization matrix of material topics:



































Material topics validated with the executive board in 2024:

-  1. Water and Effluents
-  2. Culture and People Development
-  3. Compliance
-  4. Local Community
-  5. Environmental Management
-  6. Risk Management
-  7. Innovation
-  8. Relationship with Stakeholders
-  9. Economic Return
-  10. Urbanity and Quality of Life

The material topics addressed in this document comprise:

(3-2)

Material topic	Why is it material?	Related GRI aspect	Correlation between the SDGs and the material topics
 Water and Effluents	<p>Habitasul's real estate businesses are developed based on a master plan involving the organization of spaces and flows, basic sanitation, and urban mobility. In Florianópolis (SC), the company operates independent water and sanitation services, as well as provision of services activities. As this is one of the company's businesses, it is important to report it as a material topic.</p>	<p>303 - Water and Effluents 2018</p> <p>302 - Energy 2016</p> <p>306 - Waste 2020</p>	
 Culture and People Development	<p>People are at the center of our business. To attract and retain talent, we value the promotion of a culture of mutual collaboration and diversity, where creativity and innovation are constantly encouraged. We promote individual and collective growth, in addition to offering safe and adequate working conditions for employees and service providers, aligned with our strategic goals related to health, safety, sustainability, and positive impact.</p>	<p>401 - Employment 2016</p> <p>404 - Training and Education 2016</p> <p>201 - Economic Performance 2016</p> <p>405 - Diversity and Equal Opportunity 2016</p> <p>403 - Occupational Health and Safety 2018</p>	
 Compliance	<p>Exposure to non-compliance risks directly impacts the company's full operation. With support from the Legal area, applicable legislation is monitored, and activities are conducted by business managers.</p>	<p>3 - Material Topics 2021</p>	
 Local Community	<p>We believe that a truly valuable company is one that not only delivers results for its clients, but also makes a difference in the world. It positively impacts people's lives and promotes prosperity within communities. We value dialogue and the development of ethical and strong relationships with the communities where we operate.</p>	<p>201 - Economic Performance 2016</p> <p>203 - Indirect Economic Impacts 2016</p> <p>413 - Local Communities 2016</p> <p>306 - Waste 2020</p>	

Material topic	Why is it material?	Related GRI aspect	Correlation between the SDGs and the material topics
 Environmental Management	<p>Sustainability topics are at the center of the company's business strategy. The creation of a Sustainability Committee in 2020 reinforces the guidelines for operations and endorses actions focused on transparency, relationships, and socio-environmental management. The strategic planning and the synergy process among the businesses point to opportunities for improving management practices. The result of this journey is reflected not only in economic topics, but also in the development of high-performance teams, stronger and more transparent relationships, and the fulfillment of Habitasul's strategic intent.</p>	<p>304 - Biodiversity 2016 203 - Indirect Economic Impacts 2016 413 - Local Communities 2016 305 - Emissions 2016 302 - Energy 2016 306 - Waste 2020</p>	       
 Risk Management	<p>Risk management promotes a comprehensive analysis of the internal and external environment in which the organization operates. Through this approach, we seek to ensure that our management system achieves its intended results, enhances desirable effects, mitigates adverse impacts, and promotes the continuous improvement of processes.</p>	<p>3 - Material Topics 2021</p>	 
 Innovation	<p>A fundamental component since Habitasul's founding, innovation is currently reflected in projects that seek to differentiate the businesses in alignment with the company's mission, as well as in the planning of future development stages.</p>	<p>201 - Economic Performance 2016</p>	   
 Relationship with Stakeholders	<p>The importance of participating in relevant movements active within communities is intended not only to strengthen these relationships, but also to contribute, through shared management, to the sustainable future of the communities where Habitasul operates.</p>	<p>201 - Economic Performance 2016 203 - Indirect Economic Impacts 2016 413 - Local Communities 2016</p>	
 Economic Return	<p>We value a results-oriented approach. We seek superior and admirable results, focusing on shareholder return above the cost of capital, aligned with strategic planning.</p>	<p>201 - Economic Performance 2016</p>	
 Urbanity and Quality of Life	<p>The structure of the spaces developed by Habitasul directly impacts well-being, quality of life, and coexistence. As a driver of social and urban development, the company offers not only real estate developments, but also a network of services (facilities), shared management of urban spaces, and hotel management, in addition to supporting projects and events that value local culture.</p>	<p>203 - Indirect Economic Impacts 2016 413 - Local Communities 2016</p>	   

Who We Are

(2-1) Companhia Habitasul de Participações (CHP) is a Brazilian holding company headquartered in Porto Alegre (RS), founded in 1981 by Companhia Comercial de Imóveis (CCI). We are nationally recognized for our solidity and operations in strategic sectors essential to the Brazilian economy, with a focus on the development of real estate projects.

(2-6-a) **We are committed to developing products and services that enhance people's quality of life.** We develop planned communities and generate revenue through investments in our land bank, in activities such as urban development, real estate development, and commercialization of real estate products, in addition to hotel management and leasing services. In the industrial sector, we hold minority interests in Irani Papel e Embalagem S.A. and Irani Participações S.A. Throughout this Report, we will be referred to by our trade name, **Habitasul**.

Our Structure



Real Estate Business

Rio Grande do Sul

Santa Catarina

Water and Sewage System (SAE) (SC)

Provision of Services

Jl Gastronomia e Eventos (SC)

Jurerê OPEN Shopping (SC)

Jl Administração Hoteleira

IL Campanario (SC)

Jurerê Beach Village (SC)

Interest in Other Businesses

Irani Papel e Embalagem S.A.

Irani Participações S.A.


Jurerê Internacional, Florianópolis (SC)

Commitments established by the areas in 2025


(2-24)

Real Estate Development

 **Review environmental studies.**
Completed


 **Develop a macrodrainage study.**
Completed


 **Develop studies for the approval of the expansion area of Jurerê in_.**
Completed

 **Carry out a sociocultural development plan.**
In progress

 **Sell assets in Rio Grande do Sul.**
Completed

 **Complete the implementation of Praça São Francisco de Assis.**
Completed

 **Develop partnerships for structuring projects in the areas surrounding the access highway to Jurerê in_.**
In progress

 **Develop a stakeholder legitimacy plan.**
Completed

 **Continue the implementation of Parque Péracles de Freitas Druck, covering 150 hectares.**
In progress

 **Work together with real estate partners on the approval of developments to be implemented in the neighborhood of Jurerê in_.**
In progress

 **Develop a mobility study.**
Completed

People Development and SESMT

 **Advance the corporate education project.**
Ongoing


 **Train and qualify the workforce.**
Ongoing

 **Advance pay equity.**
In progress


 **Implement the TOP Management program.**
Not started

 **Implement a structured career path project.**
Completed


Hotel Management


 **Become self-sufficient in clean energy consumption.**
In progress

 **Develop initiatives that provide employees with an excellent workplace.**
Ongoing

 **Modernize equipment with a focus on efficiency and energy consumption.**
In progress

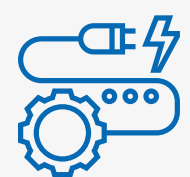
 **Improve distributions to investors.**
Ongoing

 **Seek connections with educational institutions specialized in services, so that we can serve as a support base for students in training.**
Not started

 **Offer more training focused on service excellence, considering the possibility of expanding vacancies for residents of surrounding areas.**
In progress

 **Invest with a focus on continuous improvement, sustainability, and innovation, mitigating waste and environmental damage.**
In progress

Water and Sewage System (SAE)



Improve processes, seeking to reduce energy consumption at the Water Treatment Plant (WTP).

In progress



Reduce the defined service execution time (SLA) in Maintenance Planning and Control (MPC).

Completed



Reduce delinquency rates (accounts overdue from 0 to 45 days).

Completed



Prepare technical studies focused on innovation and improvement of the processes carried out by the SAE and present them at sanitation events.

In progress

Environmental



Continue the implementation of Parque Péricles de Freitas Druck, preserving the rich restinga vegetation and ensuring the maintenance of fauna and flora species.

In progress



Continue the creation process of the Y-Jurerê Mirim Private Natural Heritage Reserve.

In progress



Develop the Environmental Impact Assessment and Environmental Impact Report (EIA/RIMA) for the expansion areas.

In progress



Update the fauna study, which includes campaigns in all seasons of the year.

In progress

In 2025, two commitments were not initiated as planned due to team restructuring and the management transition during the period. The organization remains committed to reassessing them in the coming cycles.

Quality and Sustainability Management



Recertify the Water and Sewage System (SAE) under ISO 9001 and ISO 14001 standards.

Completed



Simultaneously certify the hotels under the ISO 9001 standard.

Partially completed



Update business opportunities and risks.

Completed



Hold a new edition of Quality Week, covering hotel operational areas.

Completed



Strengthen communication initiatives and promote a culture of quality.

In progress



Map conflict points, community demands, and expectations in surrounding areas.

In progress



Initiate studies for the certification of Parque Péricles de Freitas Druck with FIWEL or Leadership in Energy and Environmental Design.

Completed



Implement the Management Excellence Model (MEG) in the Water and Sewage System (SAE) business (125 points).

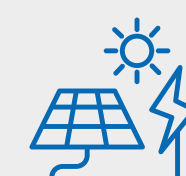
Completed



Achieve Zero Waste certification for the IL Campanario hotel and Jurerê OPEN Shopping.

In progress

Greenhouse Gas Inventory



Consolidate the solar energy matrix at the Jurerê Beach Village hotel.

Completed

In 2025, we contributed **BRL 125,081 thousand** to society, distributed as follows:



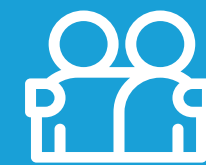
BRL **22,796** thousand
**Municipal, state,
 and federal taxes and
 contributions.**



BRL **26,633** thousand
 Compensation,
 benefits, and incentives
 for **employees.**



BRL **74,560** thousand
Dividends or interest
 on equity (IoE) distributed
 to shareholders.



Sociocultural
 projects.
 BRL **448** thousand



Public space works
 and maintenance.
 BRL **644** thousand

Real Estate Business

(3-3)

Urbanity and Quality of Life

Our purpose is to develop places that inspire life, operating in Rio Grande do Sul and Santa Catarina. Preserving the environment and valuing nature are part of the essence of our projects. For this reason, our urban development respects and draws inspiration from the natural characteristics of the land plots in the development of new centralities.

We operate as **developers and integrators of real estate projects, responsible for the conception, planning, and implementation of complex territories**, such as planned neighborhoods and urban destinations, always guided by the creation of value for all.

By incorporating sustainable urban planning guidelines, we prioritize the integration of land use, infrastructure, mobility, and environmental solutions, focusing on system efficiency, urban resilience, and the mitigation of environmental impacts throughout the life cycle of the developments.

Our operations are based on continuous and transparent relationships with local communities, public authorities, and other stakeholders, promoting collaborative territorial development processes.

Destination creation strategies, placemaking and cultural activation strengthen the sense of belonging, foster the local economy, and contribute to people’s quality of life.

With a strategic and multidisciplinary approach, we integrate technical expertise in urban planning, infrastructure, socioeconomic development, and legal matters. The governance of the developments is guided by responsible management, regulatory compliance, transparency in decision-making processes, and institutional dialogue with public authorities, communities, and market agents.



Jurerê in_, Florianópolis (SC)

Rio Grande do Sul

Land plot	Area
Humaitá (Porto Alegre)	36.91 ha
Portoverde – 4 th Stage, Phase II (Alvorada)	8.5 ha

In 2025, in line with our strategic planning, we sold the Campos da Fazenda area and finalized the sale of the Cyanamid area. In the future stages area of Portoverde, Portoverde SPE was created, in which Habitasul is a co-owner holding 49% of the shares.



Vale Ville, Gravataí (RS)

Projeto Terra

(203-1, 413-1)

We have always been committed to turning dreams into reality. **Through Projeto Terra, we are helping countless families regularize the ownership of their homes.**

Projeto Terra originated from a previous project created under Ordinance No. 140/2019 of the Court of the District of Tramandaí (RS), which used the legal instruments of **More Legal and REURB** to regularize properties occupied by residents who, in many cases, were not the registered owners.

The project was conceived with the objective of ensuring the regularization of the property in the name of its current occupant. For families earning up to five minimum wages, the process is carried out free of charge. In addition, it enables the settlement or installment payment of the Urban Property Tax (IPTU), the updating of municipal records, and the termination of tax enforcement proceedings, promoting and reconciling both private and public interests.

There were approximately 70,000 IPTU tax enforcement proceedings in the District of Tramandaí, many of them against individuals

who were not the actual property owners. In a large number of cases involving sold or occupied properties, the occupants had not been identified, remained outside the municipal registry, and were delinquent in relation to the tax.

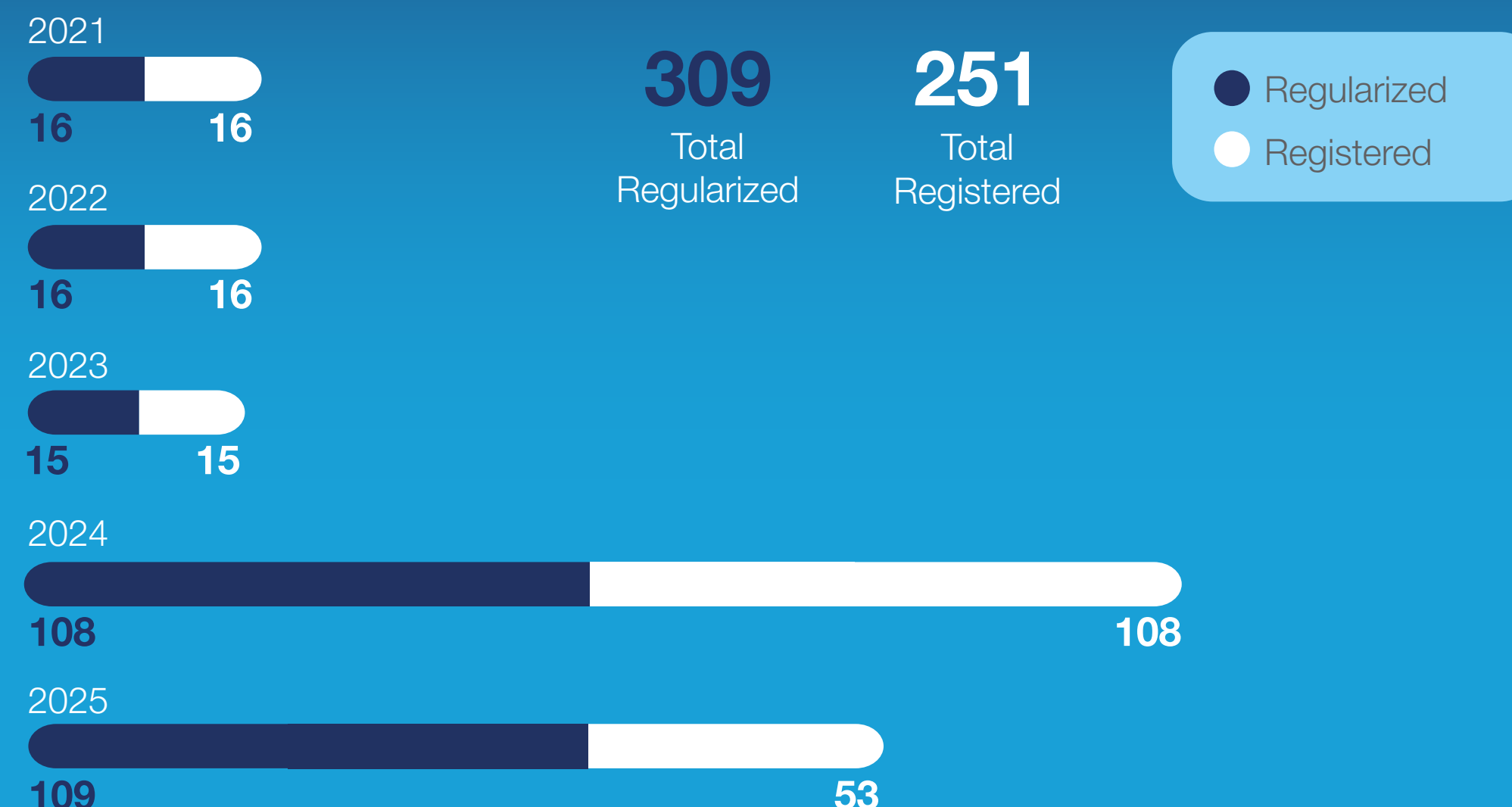
Through the project, we identified an opportunity to regularize approximately 700 properties in the municipalities of Cidreira and Balneário Pinhal (RS) that had been sold by Habitasul over recent decades but had not been officially registered by their owners.

Beginning in 2019, we filed voluntary jurisdiction proceedings for the regularization of 54 properties in Cidreira, of which 47 had been regularized by 2022. In addition, the electronic process introduced a new format, making it possible to file one action per lot, which significantly expanded the project's scale and efficiency.

The success of the project led to its expansion throughout the entire state, becoming known as the **“Projeto Terra – Are You the Owner of Your Property?, officially launched on October 14, 2024.**

Highlights 2025

In 2025, the first year of the Projeto Terra, Habitasul regularized 109 properties in Balneário Pinhal and Cidreira.



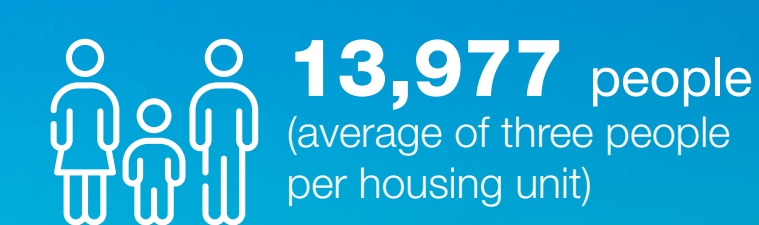
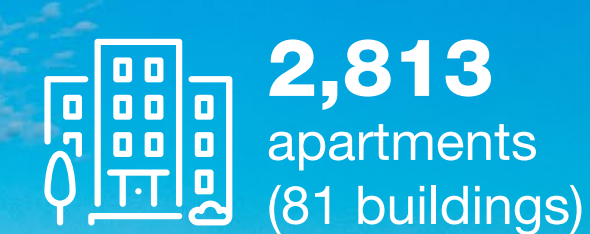
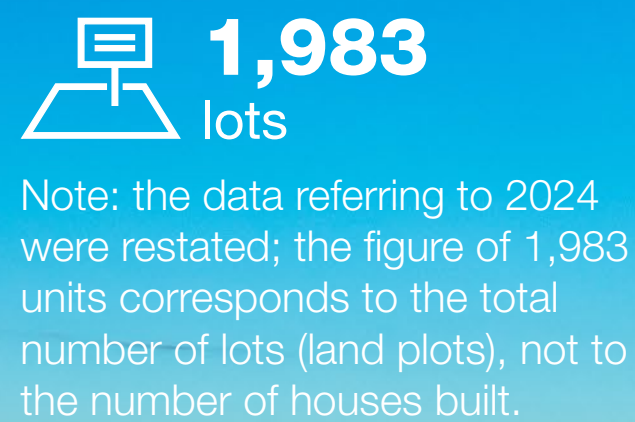
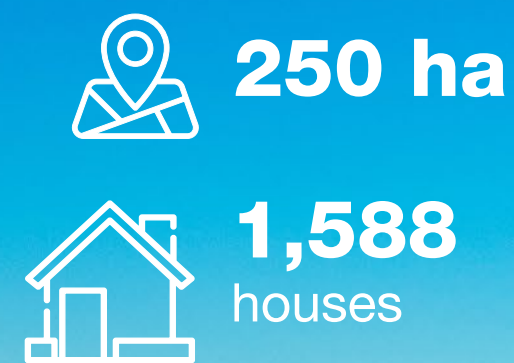
More than a property regularization initiative, the Projeto Terra has become a facilitator of the dream of homeownership and an instrument of social transformation, allowing countless families to effectively secure the legal certainty of their housing. Currently, the municipalities of **Alvorada and Guaíba (RS) have also joined the project, enabling the regularization of 712 new properties.**

The first hearing in Alvorada took place on December 12, 2025. In 2026, we will continue the regularization process, considering that the approximate total of unregularized properties is 1,200 pending cases. There is an estimated five-year timeline for the regularization of pending cases, considering the ongoing efforts to accelerate the participation of interested parties in the hearings.

Santa Catarina

Jurerê in_

45 years of development already totaling:



Jurerê Internacional, Florianópolis (SC)

Developed in the 1980s with architectural, urban, environmental, and innovative planning, Jurerê Internacional became a **benchmark for planned neighborhoods by combining the balance between urban growth and environmental preservation.** It is internationally recognized for offering quality of life, safety, and a connection with nature. Habitasul acts as the urban developer, ensuring the consistent implementation of the project.

The project has been implemented in phases over the years. Occupation follows

a structured and constantly evolving logic, remaining updated in accordance with new public authority regulations as well as best urban development practices.

In the development of **Jurerê in_**, sustainability principles take shape through the creation of a structured urban destination recognized for its environmental quality, social vitality, and integrated management. The neighborhood has established itself as a model of real estate development aligned with best practices in sustainability and territorial governance.

Urban development (203-1)

In 2025, we advanced in strengthening the leisure and coexistence infrastructure in Jurerê in_. Through a petition signed by the community, Municipal Law No. 11,423, dated July 24, 2025, was approved by the City Council, officially naming the park in honor of Habitasul's founder: **Parque Péricles de Freitas Druck.** We completed **Praça São Francisco de Assis**, the result of a community demand, and advanced the implementation of the park, in accordance with requirements related to the development of Jurerê Internacional in the 1980s.



Praça São Francisco de Assis

We inaugurated Praça São Francisco de Assis on the anniversary of the city of Florianópolis, a public green area granted by the City Hall for the creation of a square. As the result of a community demand, Habitasul funded and executed the project with its own resources, based on a design created by a local resident architect. Integrated with the Ecumenical Temple, the space offers serenity and community connection, serving as a true invitation to coexistence and reflection by integrating urbanity and nature, hallmarks of Jurerê in_.

The square also honors the values of Saint Francis of Assisi, recognized for his respectful relationship with nature, animals, and fraternity, principles that align with community life and Habitasul's efforts toward sustainable urban development and collective well-being.

Praça São Francisco de Assis, Jurerê Internacional

Praça São Francisco de Assis generated significant impacts for the community in the northern region of the island, the Jurerê community, and surrounding areas. This highlights the creation of shared value between the community and Habitasul. We emphasize the positive impact on Habitasul's reputation and the strengthening of trust between the local community, the city, and the company through the delivery of this qualified, safe, and accessible public space. This contributed to the development of more transparent and collaborative relationships, supporting the implementation

of new projects in a more efficient manner and aligned with stakeholder expectations. Since its inauguration, we have observed continuous use of the space and active social interaction, including religious gatherings, fairs, picnics, and family meetings. The strengthening of the community's sense of belonging and appreciation, associated with the availability of structured and reliable spaces, contributes to promoting quality of life by encouraging social interaction, outdoor activities, and integration between residential, commercial, and service areas within the same neighborhood.

Parque Péricles de Freitas Druck

Parque Péricles de Freitas Druck is currently under development and represents one of the largest preserved green areas in an urban context in the region. By integrating the Atlantic Forest biome in a planned and accessible way for the population, the project seeks to promote biodiversity conservation, harmony between nature and the city, and the creation of a space that values community coexistence and local culture.

In 2025, we advanced the work fronts related to the structuring of the park, including the start of field activities, vegetation management and qualification, trail implementation, structured visits with the community and employees, and communication and stakeholder relationship initiatives, ensuring transparency and dialogue throughout the park implementation process.

The environmental impacts related to the implementation of the park are being monitored through the risk matrix, with action plans underway, reinforcing our role in preventing environmental impacts, promoting responsible project management, and ensuring compliance with sustainability best practices.

An important social impact to highlight is the community approval of the park works, demonstrated through participation in walks, native seedling planting activities, and satisfaction surveys that achieved 100% participant satisfaction.

Development plan for the Special Urbanization Areas

Transforming places into experiences of well-being, quality living, and coexistence is our mission. Aligned with our strategic intent, we identified the opportunity to develop a new sustainable urban centrality in a large area within Jurerê in_. To achieve this, we initiated a broad planning process. In 2023, Complementary Law No. 739/2023 established that the approval of projects in Special Urbanization Areas (SUAs) must take place through a Specific Urbanization Plan (SUP).

SUAs are urban expansion zones intended for the creation of new centralities, requiring specific planning and alignment with the public interest. By their nature, they require a collective, technical, and social analysis involving different stakeholder perspectives. In response to this milestone in urban planning, we adopted an **approach focused on a responsive city**, meaning that we sought to share the collected data so that the population itself could participate in the decision-making process. Thus, in 2023, a **multidisciplinary diagnosis** was prepared, with technical studies carried out by Habitasul's team and by 16

companies from different fields. We obtained the declaration of public interest through Decree No. 28,404, dated August 14, 2025. The same document established the requirements for the development of the SUP, with emphasis on the definition of subdividable and non-subdividable areas, according to the criteria established in the Florianópolis Master Plan Law, as well as on the participatory process, which was extensively developed in 2025. In addition to the Permanent Preservation Areas (APPs) present within the project site, one specific criterion was further developed: the need to preserve 55% of the area for environmental purposes.

Complementary studies on wetlands, vegetation characteristics and stages, and surface water runoff expanded the understanding of the environmental importance of the territory, **maintaining 73.59% of the plan area with preserved vegetation cover and 68.97% of the area designated for environmental purposes**. This territory will continue to play a fundamental role in the connection and maintenance of ecosystems, ensuring essential ecological processes and strengthening nature's resilience.

Assumptions for the development of the SUP:

- 1 Identify and preserve environmental conservation areas.
- 2 In the remaining area, develop an urban project with stakeholder participation.



Community participation in the Jurerê in_ Specific Urbanization Plan

(413-1) Social participation, as provided for in the City Statute, is essential for urban development. The inclusion of the population and its associations was indispensable for building a democratic and fair urban policy aligned with local specificities. **During the preparation of the Jurerê in_ SUP, 11 workshops were held with the active participation of the community and technical stakeholders.** Two workshops were technical in nature, two were directed toward different community stakeholders, and seven were conducted with surrounding community associations and their representatives. In this way, we gathered multiple perspectives and relied on the direct engagement of the social groups present in the territory.

This stage marks the transition between the technical diagnosis and the development of the urban intervention proposal, promotes community engagement in the urban planning process, and strengthens civic participation. The results guide the technical deepening and formulation of the SUP, ensuring that the plan truly reflects collective needs and aspirations.

See alongside the systematization of the assumptions established through the workshops.

Theme	Regularized
 Centrality and Economic Development	<ul style="list-style-type: none"> Promote diversity of uses, socioeconomic profiles, and age groups. Maintain balance in vertical development, without altering the current landscape character.
 Sustainability and Heritage	<ul style="list-style-type: none"> Value local history, symbolic heritage and cultural expressions as pillars for building a vibrant centrality recognized and embraced by residents. Integrate Nature-Based Solutions (NbS), such as resilient urban drainage and preservation of natural areas, reconciling urban expansion with environmental protection, and promoting a resilient and balanced territory.
 Mobility	<ul style="list-style-type: none"> Prioritize efficient mobility interconnected with the mainland and regional centralities, focusing on sustainable modes of transportation and urban connectivity.
 Public and Community Spaces	<ul style="list-style-type: none"> Ensure public spaces that promote community interaction that reinforce the sense of belonging and strengthen community life. Provide durable, accessible, and strategically distributed public facilities. Ensure the continuity of active listening throughout all phases of the project – licensing, implementation, and operation – with feedback mechanisms, social monitoring, and transparency in decision-making.



Habitasul Office, Florianópolis (SC)



Habitasul Office, Florianópolis (SC)

Summary map

The workshops resulted in a summary map of proposed uses and the location of community demands, as well as two results matrices. The first presents guidelines for the plan, programs, and projects related to the implementation of the urban development; and the second, a matrix containing more than 90 guidelines, 99% of which were incorporated into the project.

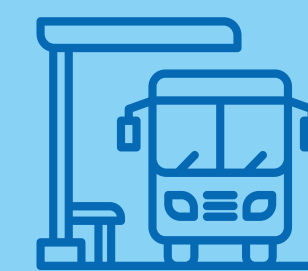


Manoela Goulart,
Habrasul Office, Florianópolis (SC)

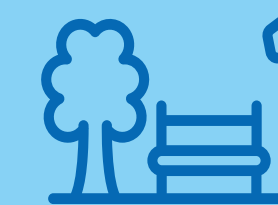
Based on all the information gathered during the workshops, we identified the main recurring themes and the proposals presented by community associations.

From these results, we prepared a comparative spreadsheet with the initiatives already included in the SUP. The project will continue with the development of action plans and feedback processes for the community, incorporating the ideas and contributions presented by participants.

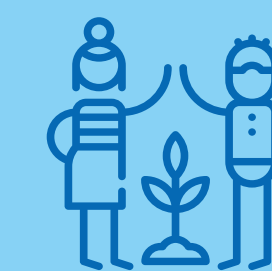
Summary of community guidelines for the plan:



Mobility and public transportation.



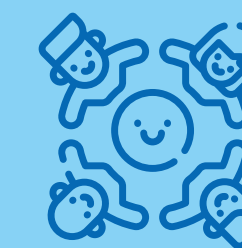
Public spaces for leisure and coexistence.



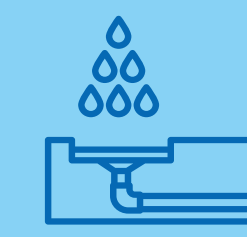
Environmental preservation, sustainability, and urban integration.



Centrality with accessible services and commerce.



Social inclusion.



Drainage and sanitation.

Sustainable project planning

[\(IF-EN-410a.2\)](#) In our developments, we adopt an approach that integrates energy and water efficiency criteria into urban design and project conception decisions, considering environmental performance during the operational phase as a guiding element.

The urban and infrastructure guidelines defined in the Jurerê in_ Specific Urbanization Plan (SUP) illustrate this practice and guide the technical and environmental solutions adopted.

In the development of water solutions, the project is based on the analysis of local hydrography and topography, focusing on preserving natural watercourses.

Macrodrainage strategies prioritize nature-based solutions, such as retention, infiltration, and natural stormwater conveyance areas, reducing the need for conventional systems.

These guidelines, defined at the urban scale, also guide future developments, encouraging sustainable water management and the efficient use of water resources.

Energy efficiency is incorporated through guidelines for smart electrical infrastructure, including the adoption of smart grids capable of integrating renewable energy

sources, balancing supply and demand, and enabling consumption monitoring.

The guidelines encourage solar energy generation within developments in order to reduce energy consumption from the conventional grid.

Urban lighting is considered a strategic element. The guidelines provide for LED technology throughout road and public space lighting systems, combined with smart control systems and dimming according to occupancy and natural light conditions. The guidelines also address the reduction of glare and light pollution, in addition to prioritizing underground infrastructure whenever possible.

In this context, the Jurerê in_ SUP demonstrates the practical application of this integrated approach, showing how we anticipate water and energy efficiency criteria in urban planning and in the performance of our future developments.

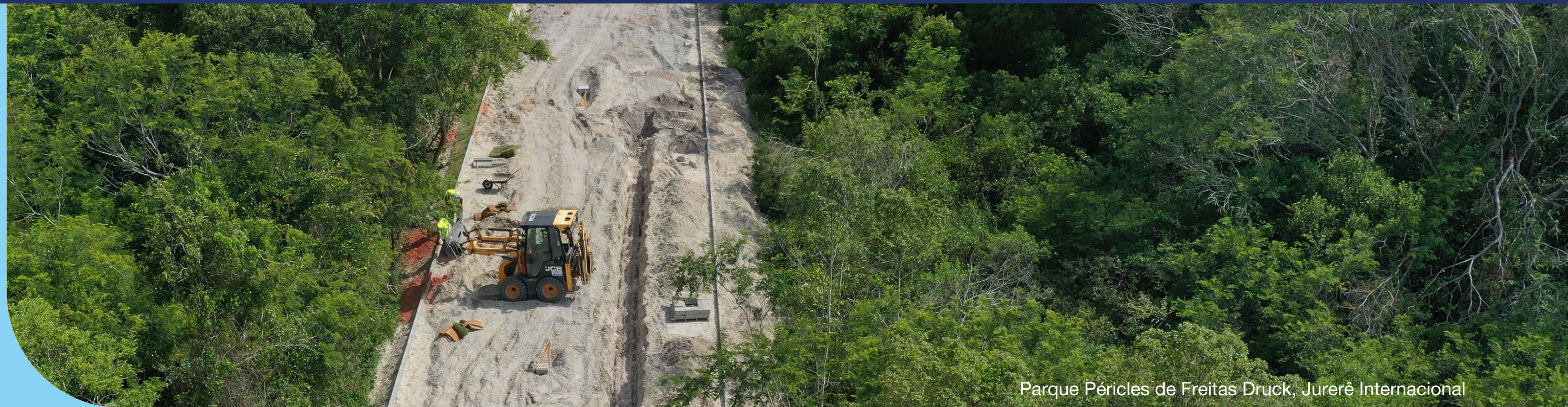
[\(F-EN-410a.1\)](#) In 2025, we initiated the process of obtaining internationally recognized sustainability certifications for two of our main projects: the **SUP**, which is pursuing **LEED pre-certification**, and Parque Péricles de Freitas Druck, which is pursuing Fitwel certification, expected to be completed in 2026.

Processes for risk assessment and management in projects and construction activities

(IF-EN-160a.2) We have been working on improving a structured risk management system that includes the identification, assessment, and mitigation of risks associated with the design, location, and construction of our developments.

This system is based on the analysis of variables that may impact the environment, the community, governance, and other stakeholders throughout our activities.

In engineering and architecture processes, we use a risk matrix that covers all projects, identifying potential risks, their impacts, and the respective preventive action plans, with the objective of avoiding environmental and operational impacts. The project management team continuously monitors risks during the pre-construction phase, throughout execution, and after project delivery.



Parque Péricles de Freitas Druck, Jurerê Internacional



Commitments for 2026

In order to finalize, approve, and regulate the Jurerê in_ Specific Urbanization Plan, we developed studies that will be presented to the Municipality of Florianópolis in hearings and public consultations in 2026.

Asset and project management in Jurerê Internacional

(201-1) In 2025, in line with our strategic planning, the land plot known as Block 18, located in Jurerê Internacional, was sold. In addition, within the neighborhood, projects located on land plots commercialized in previous years — in which we maintain participation through land swap agreements **(land partnership arrangements) with local developers, such as Block 5, Platform 4, Block 13A, and Block 13B** — are currently in development, approval, and licensing phases, with

launches expected in the coming years. (203-1) Located in Jurerê Internacional and developed by a partner developer, the Puro project is in the final stage of construction works, with delivery expected in the first half of 2026. In this development, we hold a participation interest through a land swap agreement corresponding to all ground-floor retail units, which will make up Platform 1 of Jurerê OPEN Shopping, with the launch of the new commercial operations scheduled for 2026.

Planned occupation with environmental preservation

Habitasul's environmental approach is grounded in the integration of urban planning, environmental conservation, and quality of life. The company's environmental management is conducted in a cross-functional manner, covering everything from the initial stages of project conception through implementation, operation, and continuous monitoring.

(304-1) Our developments are located in the northern region of Santa Catarina Island, in Jurerê Internacional, an area of high environmental relevance situated within the coastal plain and under the direct influence of the Carijós Ecological Station, a federal conservation unit dedicated to the protection of mangrove ecosystems.

(203-1) For more than four decades, we have operated based on consistent technical studies, long-term planning, and ongoing dialogue with environmental agencies, research institutions, and the local community. Our focus is on the sustainable development of areas combined with the enhancement of existing ecosystems, the mitigation of impacts, and the strengthening of the environmental resilience of urbanized territories.

This commitment is materialized through the preparation and continuous updating of environmental assessments, impact studies, forest inventories, environmental restoration projects, and monitoring programs, which guide strategic decisions regarding land occupation and the improvement of urban infrastructure. All actions comply with

current legislation and with commitments established with environmental agencies, ensuring a preventive, technical approach aligned with long-term sustainability guidelines.

(2-25) In compliance with the requirements of the Judicial Settlement Agreement signed in 2005, we developed and updated environmental studies and projects focused on environmental restoration. In this context, the assessment prepared for the Global EIA stands out, resulting from the commitment established with the Federal Public Prosecutor's Office, Brazilian Institute of Environment and Renewable Natural Resources (IBAMA), Institute of the Environment of Santa Catarina (IMA), the Municipality of Florianópolis, and Companhia Catarinense de Águas e Saneamento (Casan), whose first stage was carried out in 2014.

(304-3) We maintain active environmental restoration projects in coastal and marine areas. The Degraded Areas Restoration Project (PRAD) for the former Jurerê Praia Hotel, with a restored area of 5,239 m², is in its final phase of technical monitoring, with continuous supervision underway, awaiting authorization for the implementation of a low environmental impact walkway.

(2-25) The PRAD for Block 05 (Q5), approved in 2025, provides for the restoration of approximately 1.4 hectares of coastal area in 2026, including the relocation of the existing Lovers' Walk section, control of invasive exotic species, planting of native restinga species, and solid waste management, contributing to vegetation recovery and the environmental stabilization of the region.



Parque Péricles de Freitas Druck, Jurerê Internacional



Flora in Jurerê Internacional

Parque Péricles de Freitas Druck, Jurerê Internacional

(304-4) Studies carried out in 2019, 2023, and 2025 show that the vegetation present in the areas to be developed is composed of different restinga typologies. This vegetation is strongly influenced by soil characteristics — more than by climate — which determine its form and structure. Thus, depending on the physical, chemical, and biological conditions of the soil and the proximity to the coastline, herbaceous, shrub, or arboreal formations may occur. In general, the farther from the coastal strip, the greater the size and complexity of the vegetation.

In some areas, the presence of well-developed forest vegetation can be observed, associated with the high availability of organic matter in the soil, which accumulates in the form of leaf litter. This formation extends for more than 700

meters and follows the foothills of the southeastern slopes, being classified as slope-influenced arboreal restinga, a configuration that reflects the interaction between geological and environmental factors. In the area of the former lagoons, herbaceous-subshrub restinga formations predominate, while the margins feature arboreal restinga, favored by environmental conditions more conducive to the development of larger vegetation.

In 2025, two new forest inventories were conducted in distinct portions of the area, with the objective of detailing the phytophysiology, floristic composition, and successional stage of the existing vegetation, as well as contributing to the definition of conservation, management, and construction planning strategies. Comparison with previous inventories showed a positive evolution of the vegetation, with a reduction in invasive exotic

species and an increase in the presence of native Coastal Atlantic Forest species, including important families such as *Myrtaceae* and *Lauraceae*.

Based on environmental studies conducted over the years and on the official lists of endangered species in Brazil and Santa Catarina (CONSEMA No. 51/2014, Ministry of the Environment Ordinance No. 148, dated June 7, 2022), flora species classified under risk-of-extinction categories were identified. Among the recorded species, those classified under conservation categories such as vulnerable, endangered, or critically endangered stand out, according to official reference lists. In addition to these, dominant and rare species identified in the study area are also presented, as described on the following page.

Species found in the study area:

Dominant species



Araçá
(*Psidium cattleianum*)
Not threatened

Not threatened

- Tanheiro** (*Alchornea triplinervia*)
- Capororoca** (*Myrsine umbellata*)
- Maria-mole** (*Guapira opposita*)
- Tabocuva** (*Pera glabrata*)
- Palmeira-jerivá** (*Syagrus romanzoffiana*)
- Figueira-da-folha-miúda** (*Ficus cestrifolia*)

Vulnerable

- Canela-preta** (*Ocotea pulchella*)

Rare species



Cambuí-da-restinga
(*Eugenia astringens*)
Vulnerable

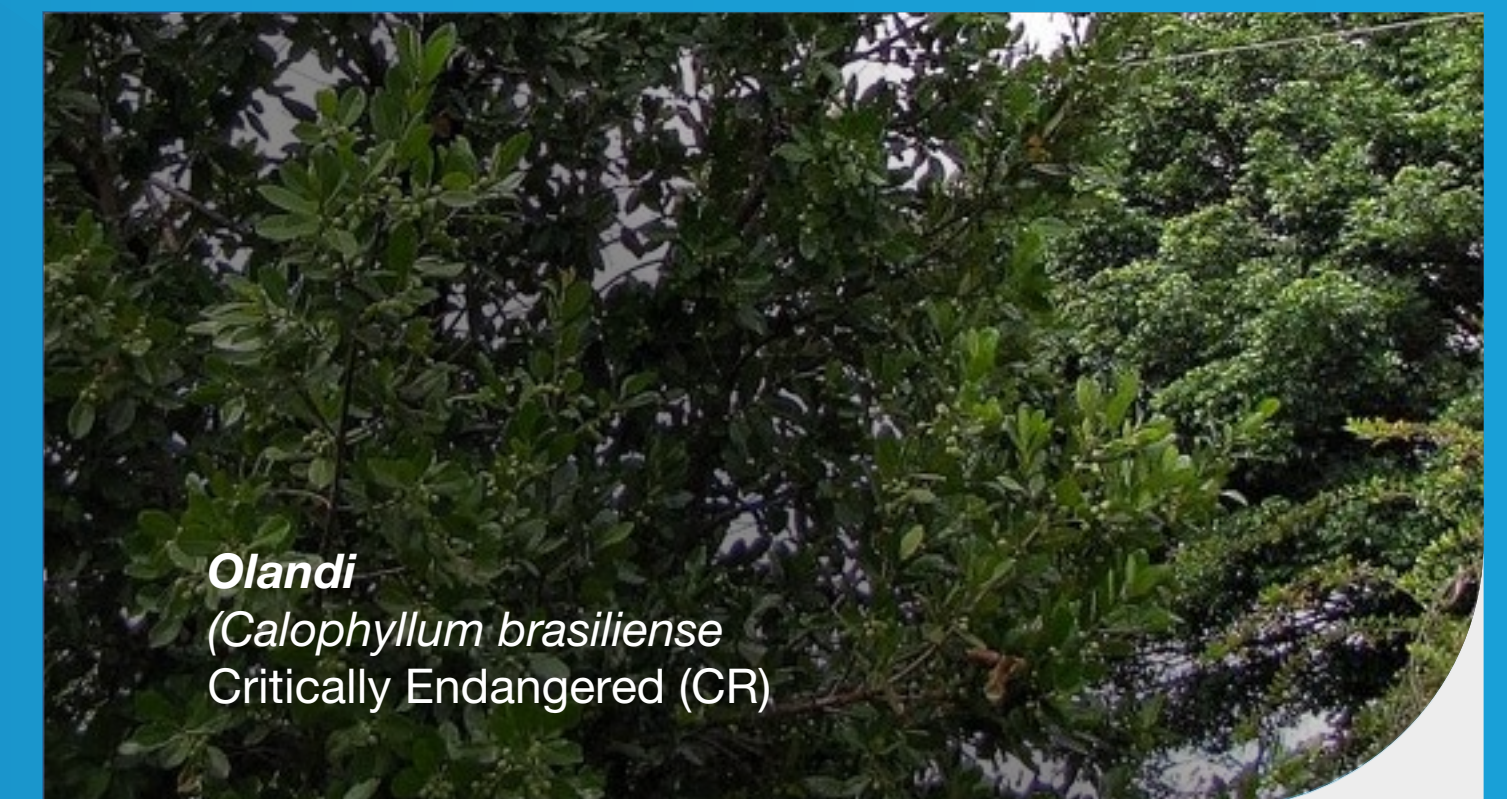
Not threatened

- Quaresmeira** (*Pleroma urvilleanum*)
- Vassoura-vermelha** (*Dodonaea viscosa*)
- Erva-baleeira** (*Varronia curassavica*)

Vulnerable

- Tarumã** (*Vitex megapotamica*)
- Guabiroba** (*Campomanesia xanthocarpa*)

Threatened or conservation-interest species



Olandi
(*Calophyllum brasiliense*)
Critically Endangered (CR)

Endangered (EN)

- Palmeira-juçara** (*Euterpe edulis*)

Vulnerable

- Orelha-de-cachorro** (*Cattleya intermedia*)
- Lagenocarpus rigidus**
- Bromélia** (*Aechmea comata*)




Hover over the three species identifications to learn more.

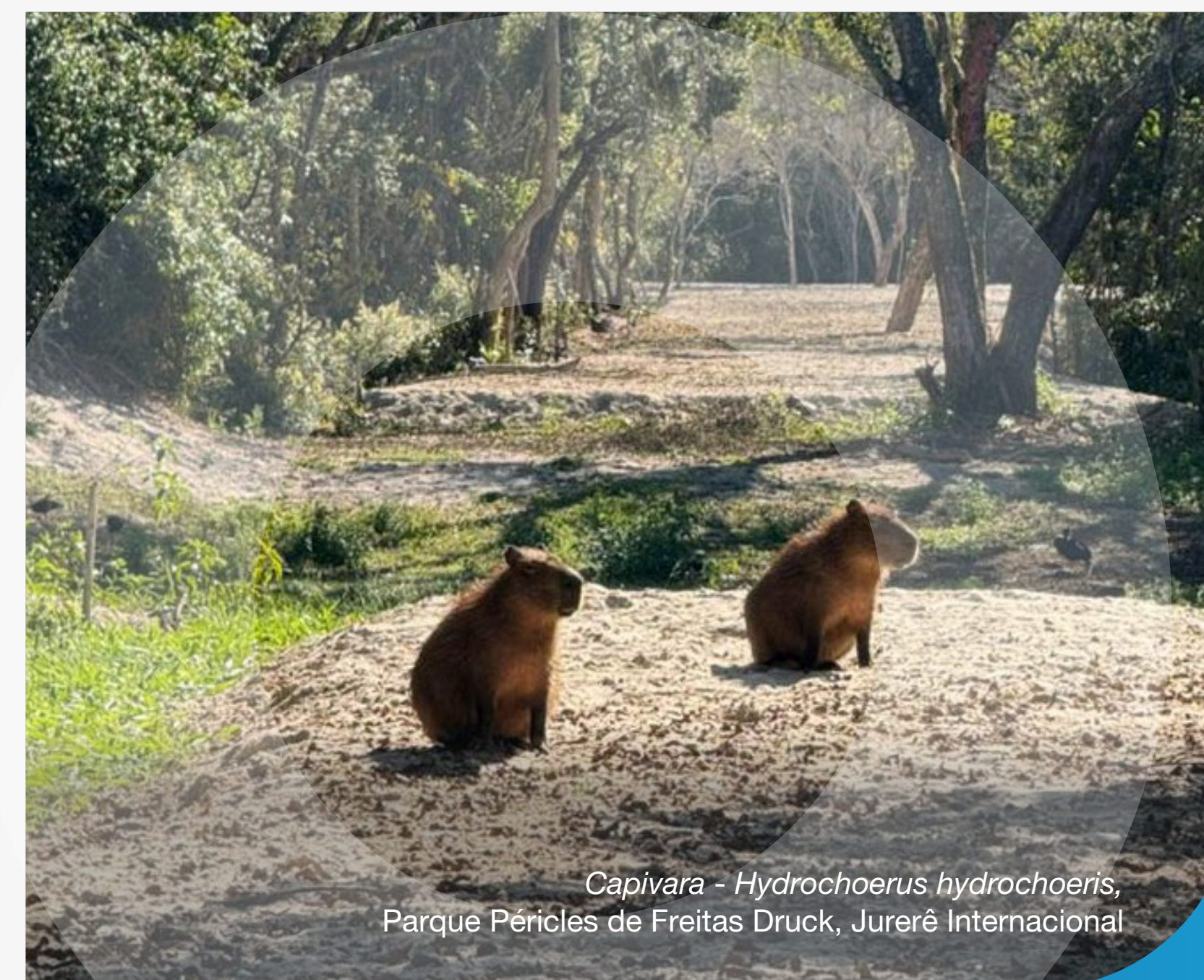
Fauna and ecological connectivity

(304-4) In 2025, a specialized company was hired to update the fauna field studies, covering all four seasons of the year. To date, the winter and spring campaigns have been completed, demonstrating the maintenance of the species identified in previous studies. In the studies conducted, **no species of** insects, invertebrates of medical and sanitary importance, amphibians, reptiles, mammals (medium- and large-sized mammals and bats),

benthic macrofauna, or fish **listed in the Official List of Threatened Fauna Species** in the State of Santa Catarina (CONSEMA Resolution No. 02/2011) or in the **Brazilian List of Threatened Fauna Species** (MMA Normative Instruction No. 03/2003), legislation in force at the time of the surveys, were recorded. However, the situation is different for small mammals, aquatic species, and avifauna, as shown in the table below.

The maintenance and expansion of green corridors formed by drainage channels, parks, preservation areas, woodlands, and residential gardens contribute to fauna movement, seed dispersal, the expansion of vegetation cover, and the balance of local ecosystems.

Faunal Groups	Species	CONSEMA Resolution 02/2011	MMA Normative Instruction No. 03/2003
 Terrestrial mammals (including bats)	<i>Lutreolina crassicaudata</i>	Vulnerable	Not Threatened
 Birds	<i>Saracura-matraca (Rallus longirostris)</i>	Vulnerable	Not Threatened
	<i>Saira-sapucaia (Tangara peruviana)</i>	Endangered	Not Threatened
 Aquatic mammals	<i>Eubalaena australis</i>	Vulnerable	Threatened
	<i>Sotalia guianensis</i>	Endangered	Threatened
	<i>Pontoporia blainvillei</i>	Vulnerable	Threatened



Capivara - *Hydrochoerus hydrochoeris*, Parque Péricles de Freitas Druck, Jurerê Internacional

Protected areas, ecosystem services, and sustainable land use

(304-1) We advanced the process of creating the Y Jurerê Mirim Private Natural Heritage Reserve (RPPN), with an approximate area of 34 hectares.

The public consultation provided for in the process was carried out, and the procedure remains under review by the competent environmental authority for the formal establishment of the conservation unit.

Part of the area designated for the expansion of Jurerê in_ is located within a Special Urbanization Area (SUA), an urban classification defined by municipal legislation that provides for the allocation of a significant portion of the territory to environmental preservation.

In 2025, studies and guidelines were initiated for the management of these preservation areas, focusing on the protection of natural environments and the feasibility of sustainable uses compatible with the region's tourism vocation, through nature-based solutions, the definition of governance models, and revenue generation aligned with conservation objectives.

This initiative includes biodiversity

conservation, the maintenance of natural ecosystems, the creation of integrated green areas, and the enhancement of environmental and cultural services, such as leisure, well-being, contact with nature, and environmental education.

In 2025, we implemented and monitored several environmental compensation and urban afforestation actions associated both with legal requirements and voluntary initiatives aimed at improving public spaces.

The areas subject to compensation remain under technical monitoring, with deadlines extending through 2026, ensuring the survival of seedlings, replacement when necessary, and the consolidation of the implemented vegetation cover.

During the period, notable actions included the inauguration of Praça São Francisco de Assis, the management and monitoring of Parque Péricles de Freitas Druck, planting along strategic urban roads, and environmental education initiatives carried out with the community and institutional partners.



- **Praça São Francisco de Assis:** Delivered in March 2025, with the planting of 153 native species seedlings, associated with environmental education initiatives, in addition to the transplantation of two trees approximately 15 meters tall.
- **Parque Péricles de Freitas Druck:** Continuous monitoring, through August 2026, of the 1,116 seedlings of various native species and 50 Olandi (*Calophyllum brasiliense*) seedlings, a threatened and legally protected species, planted in April 2024. As a complementary management, seedling replacement, and environmental education initiative, an additional 140 native seedlings were planted together with the community.
- **Dourados Avenue:** Planting of 63 native species seedlings, 16 of which are linked to environmental compensation requirements, with monitoring scheduled through December 2026.
- **Lagostas Avenue:** Planting of 45 native species seedlings on sidewalks adjacent to Parque Péricles de Freitas Druck, planted in 2025.

- **Lovers' Walk:** Planting of four native species seedlings in an area adjacent to Lovers' Walk, linked to environmental compensation requirements.
- **Lagostas Avenue and Salmões Avenue:** Completion of the monitoring period for 164 native tree seedlings planted in 2024 on sidewalks adjacent to Parque Péricles de Freitas Druck.
- **Jacarandás Avenue (Daniela neighborhood):** Completion of the monitoring period for 64 native species seedlings planted in 2024, with management actions carried out in 2025.
- **Vila do Lago:** Completion of the monitoring period for the 95 planted seedlings and three transplanted seedlings, all native tree species, exceeding the original legal requirement of 45 seedlings.



[See here](#) some of the planted species.

In 2025, continuous management actions were carried out, including formative pruning, fertilization, and mulch application using plant litter originating from pruning carried out within the neighborhood itself.



Highlights 2025

Monitoring and management of **1,492 seedlings** in urban areas.

Transplantation of **five medium - and large-sized trees.**

Total green heritage: **1,894 seedlings**, including new and monitored ones.

Planting of **405 new native seedlings.**

Delivery of a **fully equipped, accessible, and safe public square.**

Environmental studies underway

In 2025, a new Environmental Impact Assessment (EIA) was initiated in Jurerê Internacional, conceived as a strategic instrument for long-term environmental and urban planning.

The study integrates analyses of the **biotic**, **physical**, and socioeconomic environments, supporting decisions related to land-use planning, road infrastructure, and sanitation systems, including the assessment of alternatives for effluent disposal.

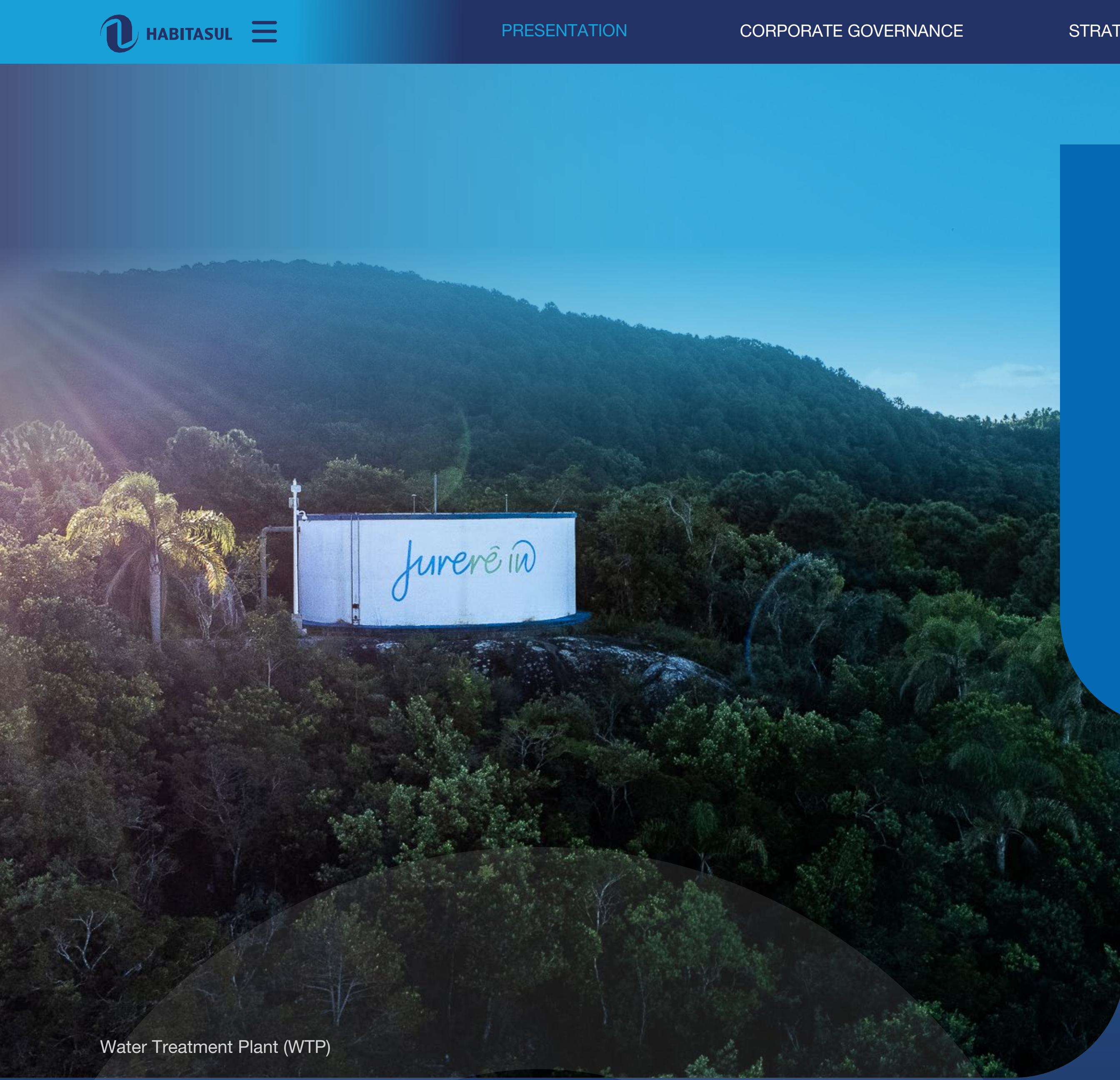
Institutionally, the EIA supports strategic decisions such as the improvement of the road system, the planning of new urban areas, and the relocation of the Water and Sewage Treatment Plants (WTP and STP).

With deep respect for the natural, social, and economic territory, Habitasul reaffirms its commitment to sustainable urban development, environmental conservation, and the generation of long-term value for the community and the city.



Commitments for 2026

- Continue **monitoring plantings** and the PRAD – Jurerê Praia Hotel.
- **Implement the PRADs for Block 05 and the Beach Stations.**
- Advance the studies to compose the **EIA/RIMA**.
- Continue the **environmental monitoring** of Parque Péricles de Freitas Druck, considered a structuring green infrastructure element of the neighborhood.
- Continue the process of creating the Y-Jurerê Private Natural Heritage Reserve (**RPPN**).



Water Treatment Plant (WTP)

Water and Sewage System (SAE)

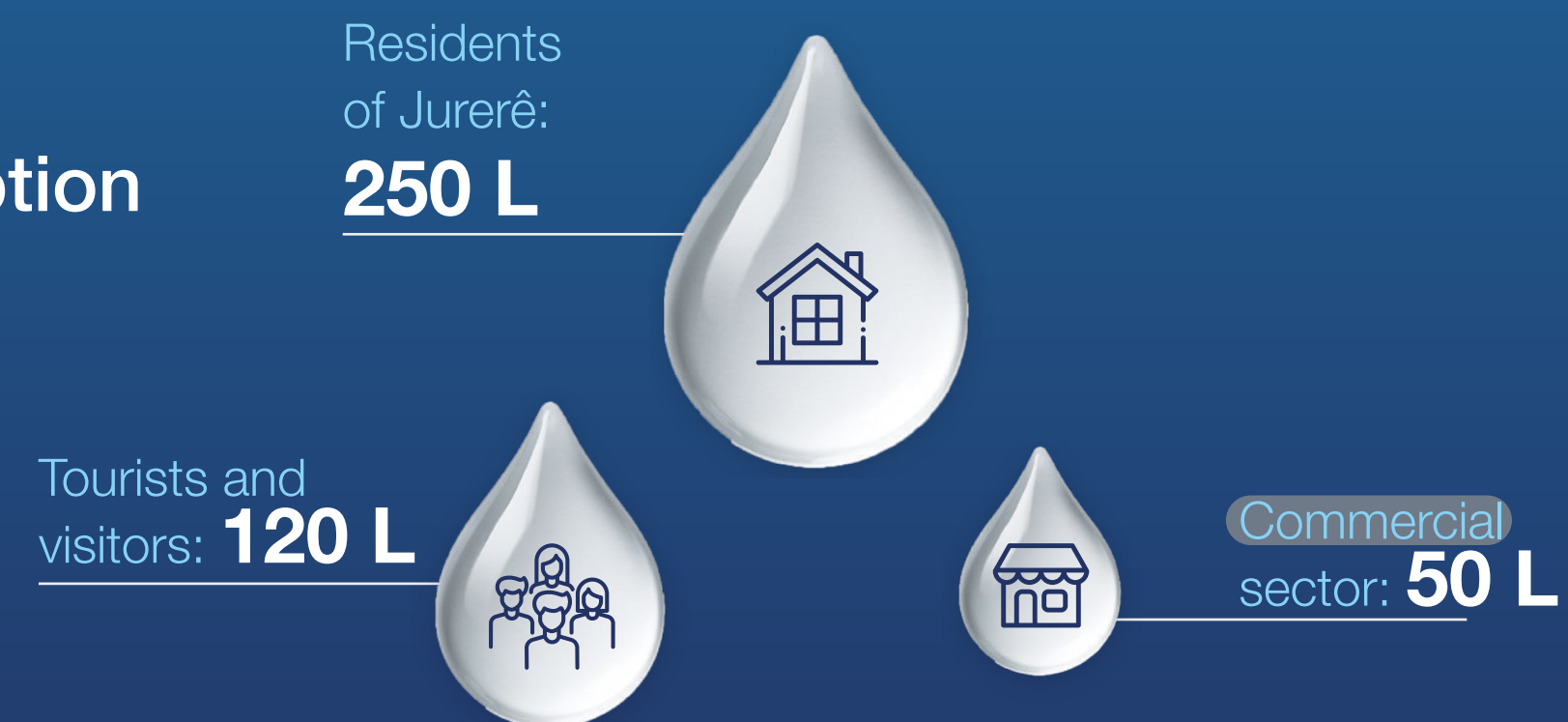
(3-3) The Jurerê in_ development is served by the Water and Sewage System (SAE), Habitasul's own infrastructure, implemented and operated since 1981.

The SAE was developed to autonomously ensure essential sanitation services in the neighborhood, contributing to the responsible management of water resources, support for real estate development, and environmental preservation in the region.

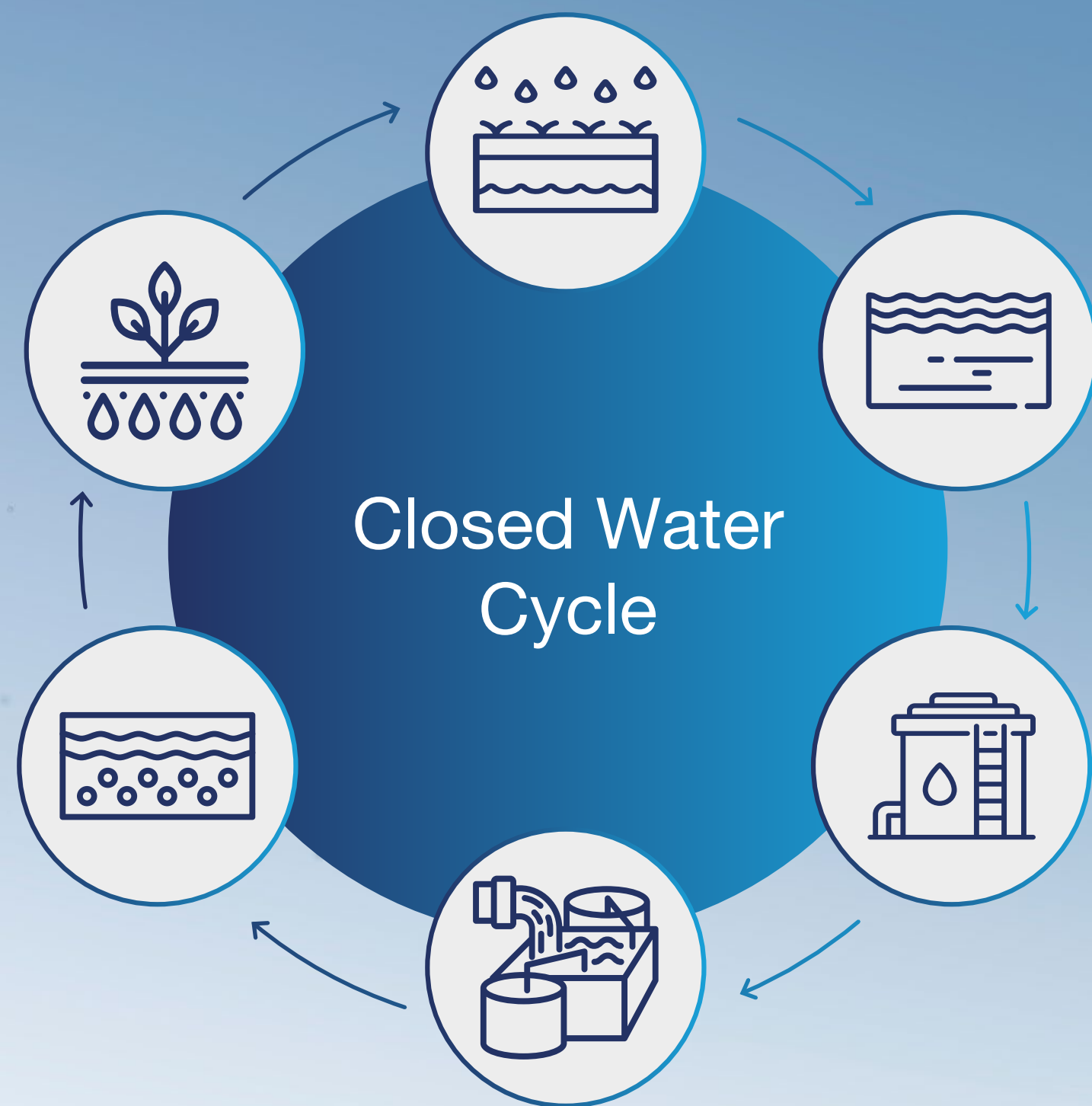
The system is responsible for the collection, treatment, and distribution of potable water, as well as the collection, treatment, and proper disposal of sanitary effluents generated by the population.

Its integrated and continuous operation ensures efficiency, safety, and quality in service delivery, strengthening our commitment to sustainability and the balanced development of the territory.

Average daily water consumption per inhabitant:



(303-1-a) The SAE manages water through a closed-loop system, capturing water from underground and rainwater sources, carrying out treatment in compliance with potability standards established by the competent regulatory authorities, and distributing it throughout the development.



Hover over the icons to learn more.

Access to quality water

The Water and Sewage System (SAE) in Jurerê in_ ensures universal access to high-quality potable water and treated sewage services. The SAE, managed by Habitasul, is responsible for all stages of the water cycle: capture, treatment, distribution, collection, treatment, and final disposal. The system

operates in a closed loop, treating captured water (groundwater and surface water) and distributing it for consumption. The effluents are treated and disposed of through controlled soil irrigation, contributing to aquifer recharge and minimizing environmental impacts.

Water capture

(303-1-a, 303-3) The raw water sources used for potabilization are: an artificial lake, with an approximate volume of 54 thousand m³, which receives water from stormwater drainage channels and the groundwater table; and the groundwater table itself surrounding the Water Treatment Plant (WTP), which allows for complementary groundwater capture.

minimize algae proliferation, which, in excess, may impair water treatment. In 2025, complementing this initiative, a bioremediation system called floating treatment wetlands was installed, and its efficiency and contribution to water quality improvement are still being monitored.

In 2024, the Water and Sewage System (SAE) installed an ultrasonic buoy in the surface water capture lake to



[Access here](#) our Indicators Center to learn more.

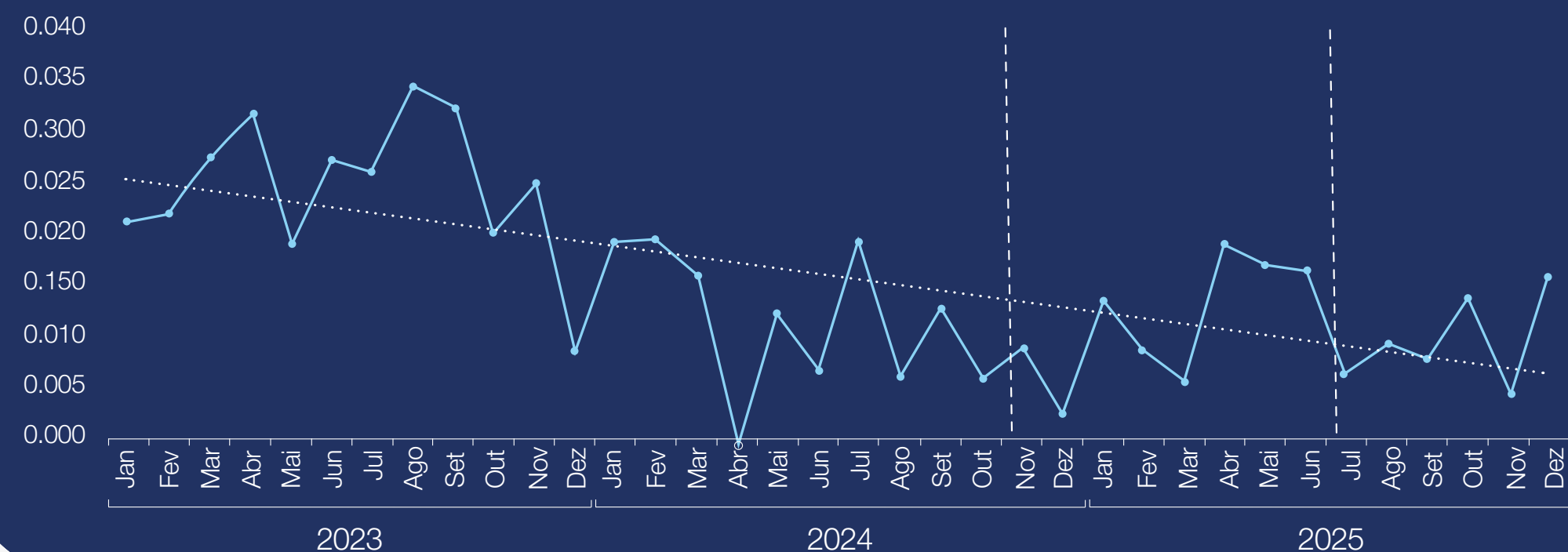
Water Treatment Plant (WTP)

Water treatment goes through several stages, including aeration, coagulation, flocculation, decantation, filtration, disinfection, fluoridation, and storage. In the fluoridation stage, we tested a new system with the objective of increasing efficiency and reducing waste. **The replacement of sodium fluorosilicate with fluorosilicic acid** brought significant improvements, with substantial gains in cost and performance throughout 2025. In July 2025, we began using concentrated fluorosilicic acid instead of the diluted version, resulting in a 50% cost reduction compared to 2023.

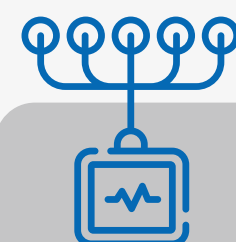
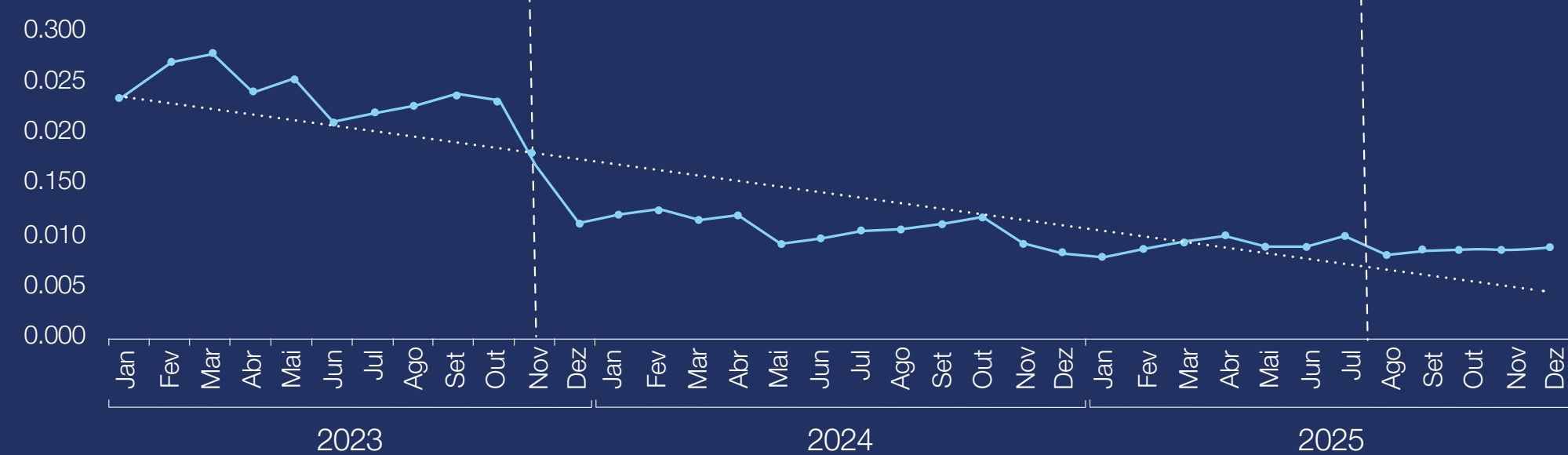
In 2024, **we changed the coagulant from aluminum sulfate to polyaluminum chloride (PAC)**, reducing costs and product consumption per treated cubic meter by 15%. This change also improved water quality by reducing aluminum levels. In 2025, we began using concentrated **PAC instead of diluted PAC, resulting in an additional 27% cost reduction compared to 2024.**

We implemented a telemetry system for the continuous measurement of reservoir levels at the Water Treatment Plant (WTP), **enabling remote and real-time monitoring of operational variables.**

BRL of fluoride per treated m³ (kg/m³)



Liters of coagulant per treated m³ (L/m³)



With telemetry, we began monitoring the reservoirs in real time, optimizing resources, reducing costs, and strengthening the sustainability of the operation.

WTP infrastructure



5 reservoirs



Stores more than 3 million liters of water



Treats up to 70 liters per second


The project for the new Water Treatment Plant (WTP) was submitted to the environmental licensing authority and remains under review. The proposal seeks to expand and modernize the structure and capacity of the system in order to better meet future demands.

Technical studies and consolidated experiences in the sanitation sector indicate that this system significantly contributes to the more efficient use of water resources by enabling rapid responses to demand variations, early detection of anomalies, and prevention of overflows or supply shortages.

Telemetry also reduces the need for frequent in-person inspections, lowering operational costs, fuel consumption, and emissions associated with team transportation. The greater reliability of the collected data also supports evidence-based decision-making, promoting operational safety, continuity of supply, and alignment of operations with the principles of efficiency, innovation, and sustainability.

WTP efficiency

(303-2) We manage and monitor the entire treated water cycle in Jurerê, recognizing its importance to public health. We carry out systematic controls of the physicochemical and microbiological parameters established by current legislation for water potability, ensuring compliance with the required quality standards and the protection of public health.

 [Access here](#) our Indicators Center to learn more.



Marina Ramos Costa,
Water Treatment Plant (WTP)

Sewage Treatment Plant (STP)

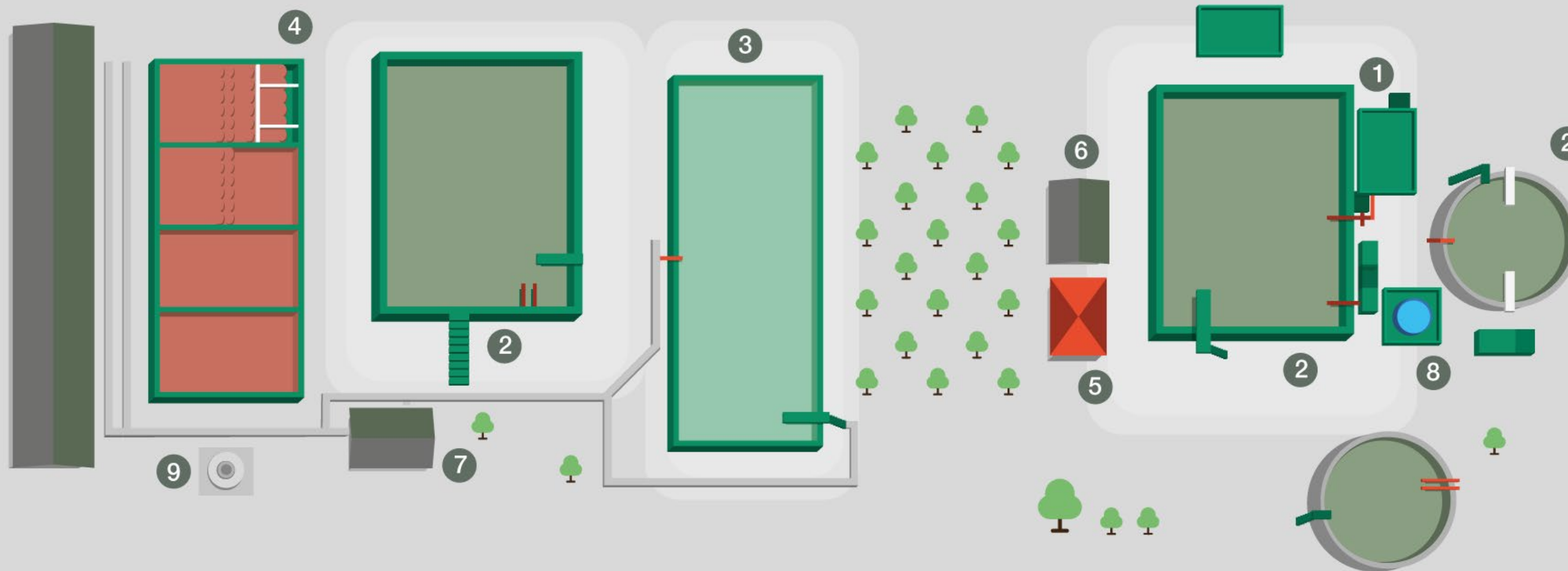
(303-4) We operate using a globally widespread method called Sequencing Batch Reactors (SBR) for sewage treatment, which uses an activated sludge batch system for biological treatment.

Our sewage collection network operates in **two formats: conventional/gravity and vacuum systems.**

Sewage collection area: Composed of 10 sub-basins (SBs). Each SB has a pumping station that pumps sewage to the STP.



Control panel of the Sewage Treatment Plant (STP)



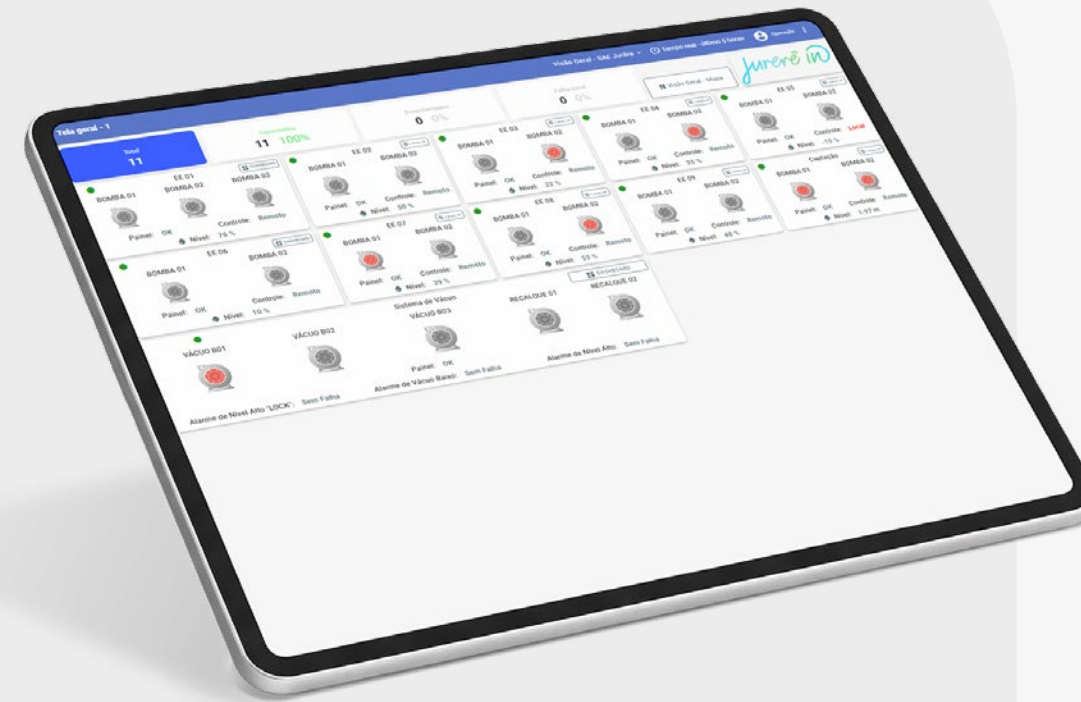
- 1. Preliminary treatment:** removal of coarse solids
- 2. SBR reactors:** biological treatment through activated sludge
- 3. Contact tank:** disinfection of treated effluent
- 4. Drying beds:** dewatering of residual sludge
- 5. Standby generator**
- 6. Pump house**
- 7. Laboratories**
- 8. Biofilters:** gas treatment
- 9. Rotary press:** mechanical dewatering of residual sludge

Operating cycles

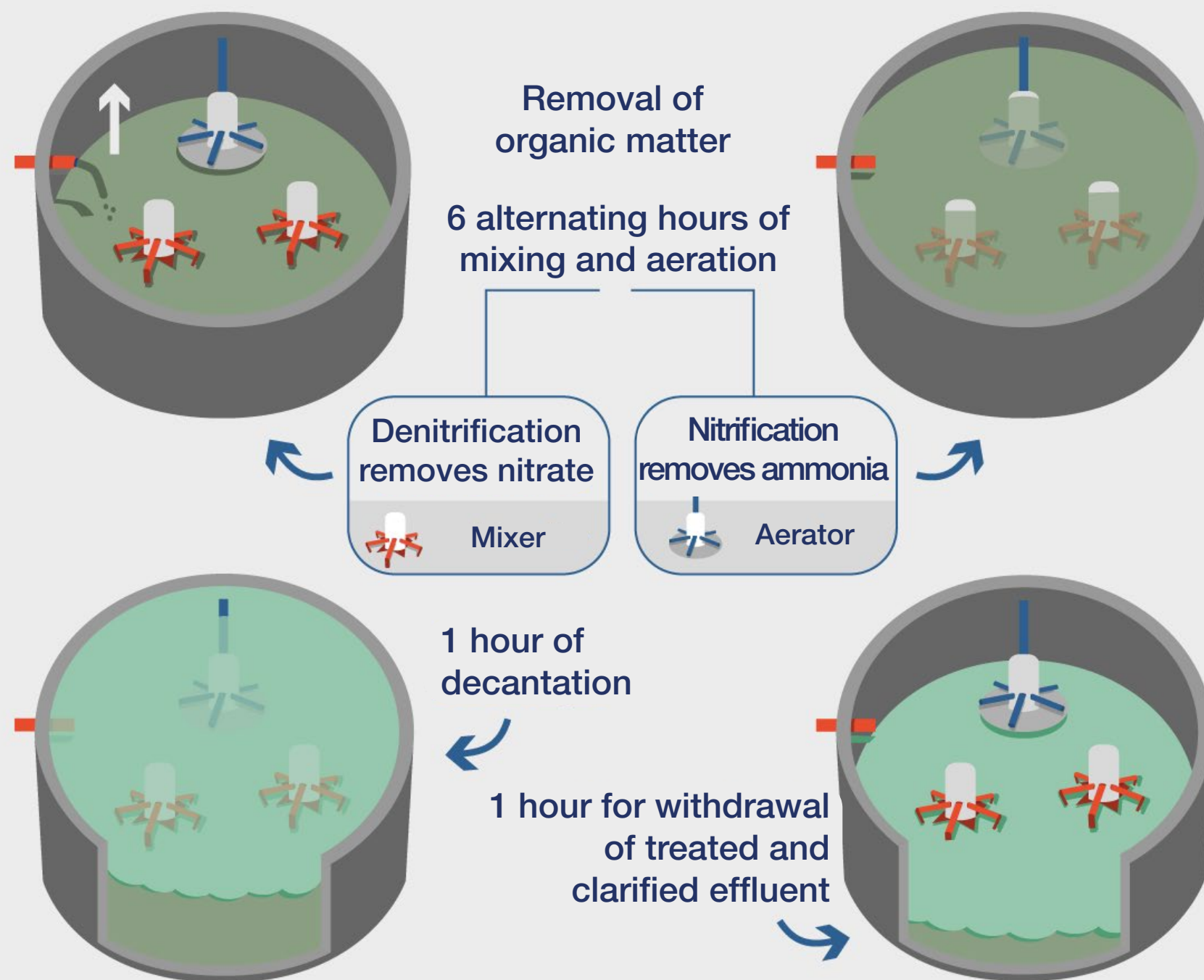
The complete treatment process lasts eight hours and is divided into denitrification, nitrification, decantation, and withdrawal cycles.

The SBR reactors operate in alternating phases, ensuring that there is always one reactor available to receive raw sewage.

After treatment, the effluents are infiltrated into the soil, contributing to groundwater recharge and promoting sustainable water balance.



Real-time monitoring of the sewage pumping station telemetry system.



Throughout 2025, we carried out preventive maintenance on several facilities. At Pumping Station 1, a retrofit was performed for structural recovery, and we continue to await the release of the environmental license for expansion of the pumping system, requested in 2023.

At the vacuum sewage pumping station, in addition to operational improvements, it was necessary to replace the collection tank, which temporarily impacted system operations and caused the interruption of automated operation. This situation also generated a financial impact necessary to maintain services for the population served. The actions taken to mitigate environmental impacts were successful, and sewage collection and treatment services were fully maintained throughout this period. Operations were normalized in June 2025, following the installation of a new tank with structural and operational improvements.

In the treated effluent disinfection tank, we carried out a retrofit involving the replacement of the HDPE geomembrane, ensuring greater operational and environmental safety in the final treatment stage.

We also advanced studies for partnerships focused on recycling the sludge generated at the water and sewage treatment plants. After validation of the physicochemical characterization of the material for composting use, we sent the first load with issuance of a Waste Transport Manifest (MTR) and a Final Disposal Certificate (CDF) by the environmental authority. We also initiated the operation of the sludge dewatering system installed in 2024, replacing the former drying beds with a filter press, reducing the area required for the process. As a result, we reduced sludge disposal expenses by **8,5%** and **the disposed volume by 14%**, due to lower generation during treatment and the moisture reduction provided by the press.

At the close of 2025, we completed improvements to the telemetry system of the sewage pumping stations, strengthening remote control and real-time monitoring of the units. This initiative contributes to **preventing overflows, increasing operational efficiency, and mitigating environmental impacts**, reinforcing our commitment to responsible sanitation management and environmental protection.



Jurerê Internacional Beach

STP efficiency

(303-2) The organization manages and monitors the entire water cycle in Jurerê Internacional, focusing on the prevention and mitigation of environmental impacts.

Effluents are treated and disposed of in compliance with current environmental legislation and the conditions established by the applicable environmental licenses, including soil disposal, ensuring the protection of both the soil and water resources.



[Access here](#) our Indicators Center to learn more.

We know that, during the summer, rainfall levels may affect the bathing conditions of beaches in Santa Catarina. As a preventive measure against possible sewage contamination at Jurerê Internacional Beach, we upgraded the remote monitoring system of the sewage pumping stations, eliminating the risk of overflows and enabling faster

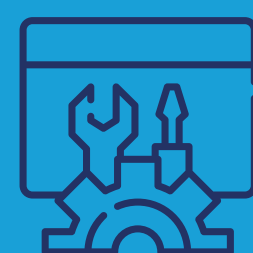
and more efficient action in the event of atypical operational failures.

In 2025, **we continued monitoring seawater quality in our laboratory**, aligned with the methodology and in coordination with the competent environmental authority.



Maintenance indicators

The year 2025 marks the consolidation of the Total Productive Maintenance methodology at Habitasul, with the completion of the planning, implementation, and validation stages of Total Productive Maintenance (TPM). The project is no longer a one-time initiative and has become permanently integrated into the operational routine, consolidating itself as a mature and structured management system.



363 pieces of equipment were registered and began to be tracked for preventive maintenance.



We achieved **97%** compliance with the Service Level Agreement (SLA) (almost all requests were completed within the established timeframe). In 2024, the rate was 72%.



We carried out several strategic training initiatives focused on autonomous maintenance, strengthening the culture of daily care for assets.



We recorded **1,714** preventive maintenance interventions on equipment throughout 2025.

Josefer Oliveira Dias,
Water Treatment Plant (WTP)

Quality, innovation, research, and development

In 2025, we were recertified under **ISO 9001 and 14001** standards, reinforcing the quality of the services provided and compliance with the processes required to meet certification standards.

The implementation of laboratory management software in the SAE represented a significant advancement for environmental quality control. Digitalization brought greater traceability, reliability, and agility to analyses, reducing rework, paper usage, and risks of manual errors. It also strengthened data-driven decision-making, increased the transparency of results, and contributed to compliance with technical and environmental standards.

By integrating information and optimizing resources, the system reinforces the SAE’s commitment to innovation, sustainability, and the continuous improvement of services provided to society.

In addition, we developed a management dashboard that consolidates, in real time, data from the online sensors of the WTP and STP.

The tool improves operational and environmental control, optimizes water and sewage treatment processes, and supports strategic decision-making based on reliable data, promoting greater efficiency, transparency, and socio-environmental responsibility.

In 2025, we updated the **parameterization of the commercial and operational sanitation management system**, covering the registration, customer service, metering, billing, collection, and management analysis modules. The initiative generated significant efficiency gains by automating processes and eliminating activities previously carried out manually, substantially reducing the time dedicated by the team to operational routines. These improvements contributed to reducing delinquency, as workflow optimization made the collection process faster and more effective.

In addition, **adjustments to meter reading registration procedures** resulted in fewer rereadings and reduced total reading time, increasing the reliability of consumption data, billing efficiency, and the quality of customer service.



Suhellen Santos Barcelos,
Water Treatment Plant (WTP)



Marina Ramos Costa and Claudia Nogueira Gomes, Water Analysis Laboratory – Water Treatment Plant (WTP)

Potable water quality

(IF-WU-250a.2) We ensure the quality of the water treated and distributed to the population through rigorous controls at every stage of the process, in compliance with GM/MS Ordinance No. 888/2021 and SES Ordinance No. 1,468/2022, which establishes additional criteria for the state of Santa Catarina. All stages of the process, from treatment to distribution, are continuously monitored through operational routines and automated systems. **Continuous water quality monitoring is carried out by an accredited external laboratory**, in accordance with the frequency established by current regulations.

System management is guided by the identification, classification, and mitigation of operational risks and conducted by the SAE, with preventive and corrective measures adopted whenever necessary. As part of its water quality protection initiatives, **the SAE also promotes awareness campaigns on the proper disposal of medicines, cooking oil, and solid waste, contributing to the prevention of contamination of the sewage and stormwater drainage systems.** During the reporting period, no significant events compromising water quality or major supply interruptions were recorded after water left the SAE facilities.

Stakeholder engagement in water management

(303-1-c) We manage water resources through continuous engagement with regulatory agencies and stakeholders, ensuring legal compliance, environmental control, and the responsible use of water. This engagement takes place in a structured manner through legal requirements, environmental protocols, and the certified Environmental Management System.

See below the regulatory agencies and entities involved:



Health Surveillance Authority

- Compliance with federal legislation through the VIGIAGUA Program.
- Monitoring of water quality for human consumption.



Institute of the Environment (IMA)

- Environmental Operating License.
- Compliance with conditions and water monitoring requirements established in the licenses.
- Protocols and periodic submission of technical reports.



ISO 14001 – Environmental Management System

- Establishes standards, procedures, and controls for the management and continuous improvement of environmental performance.
- Ensures standardization, monitoring, and compliance with applicable legal requirements.

Water resources management

(303-1-b, 303-1-d, IF-WU-440a.3, IF-WU-450a.4, IF-WU-140b.1, IF-WU-140a.2) The sustainable management of water resources is conducted strategically, aligned with the organization’s Strategic Planning and integrated into the Quality and Environmental Management System certified under **ISO 9001 and 14001 standards**. Objectives and targets are established based on **Risk Management**,

considering factors such as water quality, water availability, occurrence of extreme climate events, operational efficiency, environmental impacts associated with SAE activities, legal security of the business, reputation, efficiency, and productivity.

As a result of these objectives, operational and environmental targets were established and monitored through performance indicators.

Objectives and targets



Ensure customer satisfaction.



Comply with legislation applicable to the business.



Preserve the environment.



Mitigate significant impacts and conserve natural resources.



Ensure an adequate working environment.



Monitor the organization’s commitment to employees’ health and well-being.



Establish guidelines regarding the technical capacity of suppliers and partners, ensuring compliance with quality and environmental requirements.



Contribute to process efficiency and productivity.



Meet stakeholder requirements.



Maintain ISO 9001 and ISO 14001 certifications.



Promote the continuous improvement of process performance.

Alignment with public policies, meg, and recognitions

In 2025, we received the MEG 125 Santa Catarina Excellence Award – Management Excellence Model (125 points), highlighting the maturity of our management practices, aligned with principles such as leadership, strategy, processes, sustainability, and value generation for stakeholders.

The award reinforces our structured management model, based on continuous improvement, data-driven decision-making, and integration between operational performance, socio-environmental responsibility, and business continuity.

Likewise, it demonstrates that we adopt a systemic and consistent approach to water management, recognizing its importance as a shared and essential resource for the sustainability of operations and the communities served.

In addition, this integration strengthens the transparency of ESG information and reaffirms our commitment to responsible practices aligned with the main national and international references in management and sustainability.



Water distribution loss index

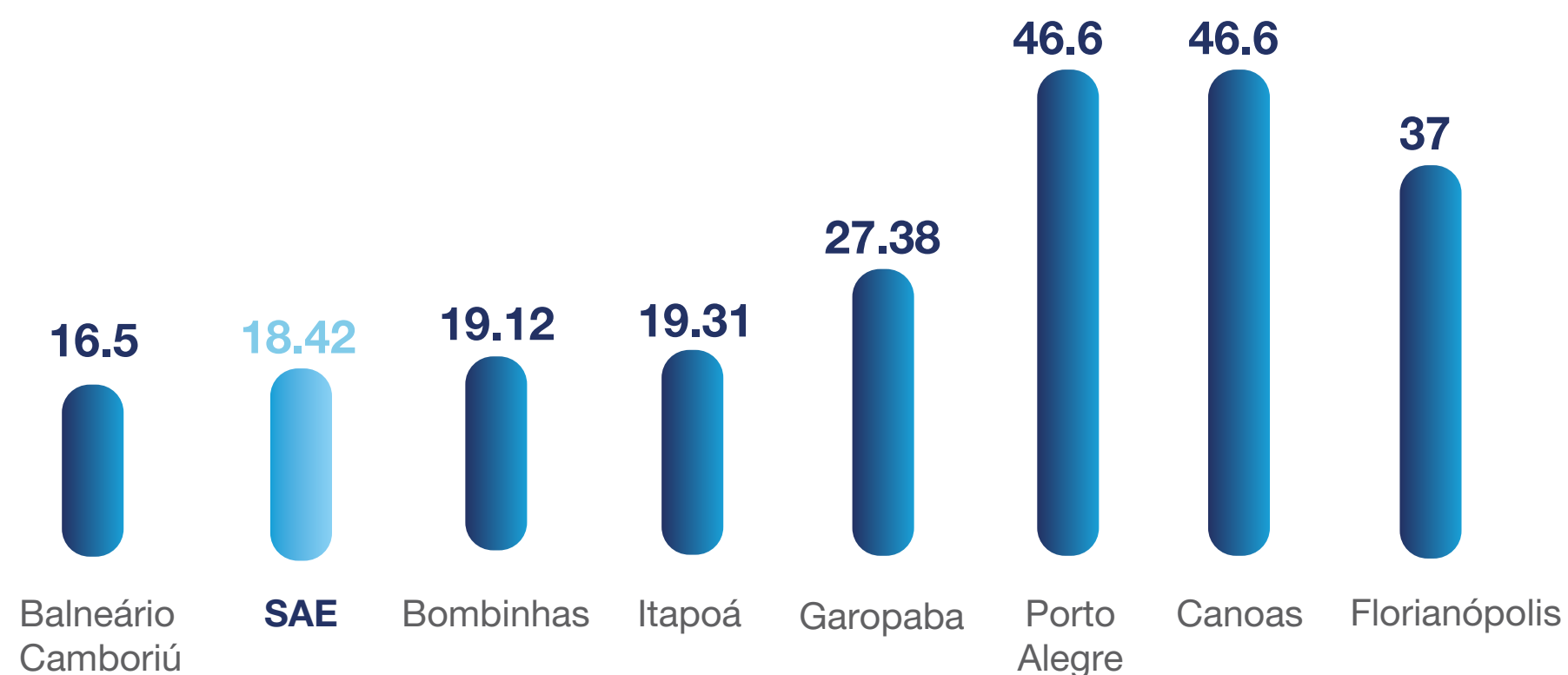
(IF-WU-140a.2) During the reporting period, an increase in the loss index above the historical average was recorded. Given this scenario, we intensified monitoring protocols and data auditing in order to carry out a detailed diagnosis of the causes and implement corrective actions. Despite this increase, the SAE loss index of 18.42% remains significantly below the national average of 40.3%. The

result reflects the effectiveness of our asset management, operational control, and preventive maintenance. We remain committed to the continuous monitoring of the loss indicator, adopting ongoing improvement actions such as systematic network inspections, pressure control, replacement of critical sections, and investments in technology and automation.



Water Treatment Plant (WTP)


Comparison of distribution loss index



Source: National Sanitation Information System (SNISA), 2024 reference year.

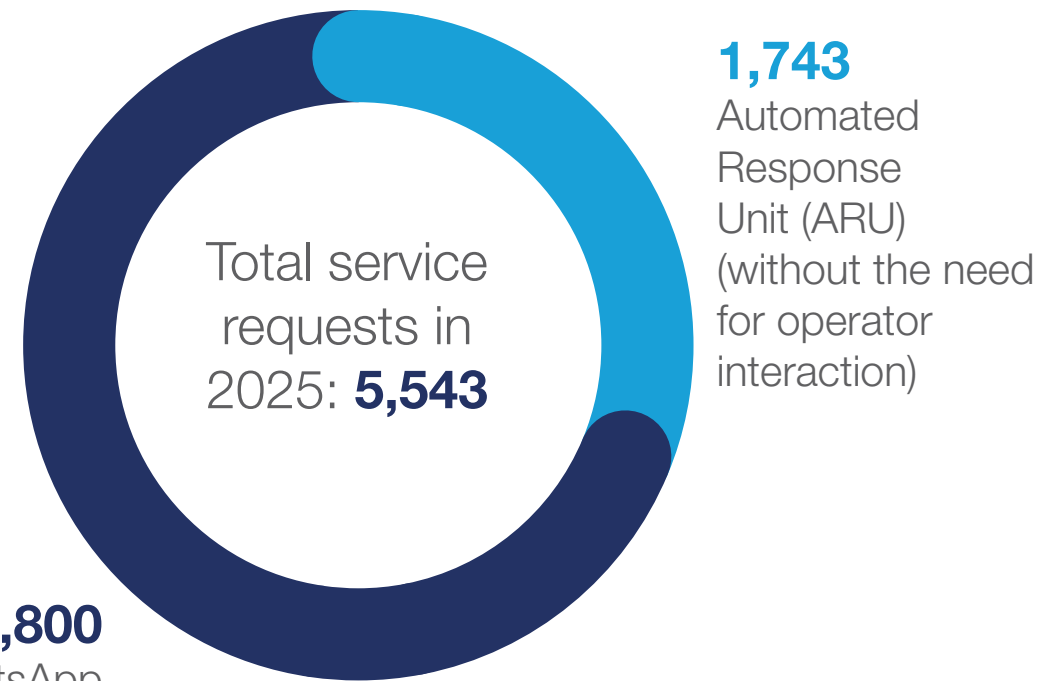
Occurrences in the water distribution network

(IF-WU-450a.3) **The SAE prioritizes excellence in customer service.** In situations involving pipeline ruptures or supply interruptions, we adopt fast and effective actions to minimize impacts, such as block isolation and network rerouting. In addition, all customers are immediately

 [Access here](#) our Indicators Center to learn more.

informed through multiple channels, such as WhatsApp, email, and SMS. In the event of any occurrence, **we are able to restore supply to the affected areas within up to three hours**, ensuring service continuity and user satisfaction.

Highlights 2025



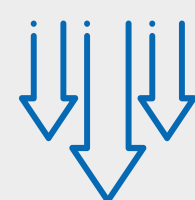
3,800
WhatsApp (interaction with operators)

Customer complaints

2025



2024



We reduced by **15%** the number of customer complaints.



100% of complaints were resolved.

Satisfaction survey

Aspects	Impacts	Action plans
Main detractor comments		
Absence of sewage collection network	Approximately 20% of the subdivision does not have a sewage collection network; in these locations, septic tanks are used.	The procedures required to obtain licensing from the environmental authorities remain ongoing. We developed a communication plan to address the main topics questioned and commented on by customers in the satisfaction survey conducted at the end of the year.
Water quality	Perception of water taste.	The water in the region naturally presents high hardness levels. After treatment, the levels remain below the limits established by legislation. We continue conducting studies and seeking new water treatment technologies to reduce hardness and, consequently, this perception. The topic was addressed for clarification purposes within the communication plan.
Commercial	Complaint regarding water tariffs.	We follow the same tariffs applied by the state concessionaire. The topic was addressed for clarification purposes within the communication plan.
Main positive feedback		
Customer Service	Quality and prompt response in customer service.	Agility and customer focus are core principles of our customer service.
Water Quality	Continuous access to water.	Year-round water availability throughout the distribution network.



Satisfaction Survey Results

Administrative service: **3.54/4**

Field team: **3.47/4**

NPS **38 points**

Customer service

(IF-WU-000.B, IF-WU-000.C, IF-WU-000.D)
Our indicators reinforce the quality of our customer service, carried out effectively, efficiently, promptly, and with operational processes properly executed in compliance with regulatory standards. Social and environmental education initiatives also contribute to strengthening our commitment to the community and the environment.

We value high-quality customer service and listen to our customers in order to continuously improve.



[Access here](#) our Indicators Center to learn more.

Delinquency

(IF-WU-240a.3) In 2025, we recorded an average delinquency rate of 0.98%, reflecting effective financial and operational management, as well as policies that ensure service accessibility and continuity. Throughout the period, the incidence of water supply cutoffs remained low, reflecting collaborative relationships with users and attention to their essential needs.

The effectiveness of the billing and negotiation cycle with customers also stands out, enabling debt regularization within up to 30 days in all cases, contributing to the rapid restoration of services, the reduction of delinquency, and the mitigation of social impacts, while ensuring access to treated water.

Waste management



(306-3) In 2025, the SAE reaffirmed its excellence in waste management by **renewing its Zero Waste certification, achieving a 90.8% landfill diversion rate for administrative waste and receiving the A Index classification for best practices.** Among the structuring initiatives, the *in loco* composting of 100% of the organic waste generated by employees stands out, including parameter monitoring and the production of compost and liquid biofertilizer.

The company also voluntarily manages the community cooking oil disposal point in Jurerê, having directed more than 784 liters to the ReÓleo Program (ACIF), which promotes recycling and supports local social projects.


As an innovation initiative, the SAE is developing studies for composting sludge from the STP. The initiative evaluates methodologies to transform sludge into fertilizer, with the prospect of diverting waste from landfills starting in 2026.



[Access here](#) our Indicators Center to learn more.

Energy management

(IF-WU-130a.1, 302-1)


 **Total energy consumption:** 6,607.5 GJ

 **Grid electricity:** 88.3%

 **Renewable sources:** 81.4%

In 2025, energy management at the SAE encompassed the consumption of electricity, fossil fuels for the vehicle fleet, generators, and LPG used in the employees' kitchen, totaling 6,607.5 GJ.

Most of this consumption, 88.3%, corresponded to electricity, mainly due to the use of equipment essential for water and sewage transport and treatment in our distribution and collection network.

 [Access here](#) our Indicators Center to learn more.

With a focus on energy efficiency and the reduction of environmental impacts, a **Lean** Project was implemented at the Water Treatment Plant (WTP), aimed at optimizing operational processes and eliminating waste.

After analyzing the data, we identified potential savings through the optimization of reservoir storage operations. Historically, station startup occurred after an average consumption of 7%; operations now begin after an average consumption of 20%

of reservoir capacity, with a higher treatment flow rate while respecting the station's capacity.

The project aims to reduce electricity consumption per cubic meter of water treated at the WTP by 10%.

We will continue monitoring the project actions throughout 2026 to evaluate efficiency improvements. We maintained the participation of the highest-consumption units (WTP and STP) in the Free Contracting

Environment (ACL), seeking suppliers powered by renewable energy sources and accelerating the contracting of energy at more competitive rates.

We also joined the Reduz! program, which expands the benefits granted to clean energy generation plants for consumers, enabling savings of up to 26% on electricity bills.

This initiative represents a practical and sustainable solution to reduce expenses and environmental impacts.



Leônicio Leitão,
Maintenance Room, Water and Sewage System (SAE)

Strengthened connections

(IF-WU-140b.2) The third edition of the **Forum on Sanitation in Sensitive Areas** brought together specialists, public managers, industry companies, and the technical community in a space for exchanging experiences, learning, and innovation. Held on June 5 at Jurerê Beach Village hotel, the event was part of Environment Week programming.

With greater public participation in this edition, the Forum reinforced the importance of qualified dialogue and the collective development of solutions for sanitation challenges in coastal and environmentally sensitive areas.

The topics discussed included urban drainage, smart stormwater management, and the impacts of urban development on water systems.

The program featured the opening lecture, "Global Drainage Scenario", as well as technical panels presenting challenges and experiences from different municipalities and innovative technological solutions for urban water management. The event concluded with the presentation of the diagnosis and the sustainable drainage proposal for the future expansions of Jurerê Internacional.



José Roberto Mateus Junior,
Jurerê Beach Village Hotel

Highlights 2025



Governance and recognition:

- Santa Catarina Excellence Award 2025 - 125 points.
- Maintenance of **ISO 9001** and **ISO 14001** certifications.
- Zero Waste **certification**.



Innovation and operational efficiency:

- Implementation of **floating treatment wetlands** in the water capture lake and **a rotary press** for sludge dewatering.
- Adoption of laboratory management **software** and **telemetry systems** for sewage pumping stations.
- Implementation of **a visual management dashboard** and **parameterization** of the commercial system.



Water quality:

- We reaffirm that no events related to the quality of water from our water sources were recorded after leaving the treatment units.



Performance indicators:

- 27% reduction in **coagulant consumption** compared to 2024.
- 100% compliance with the **Preventive Maintenance Map**.
- 50% reduction in **delinquency** (0 to 45 days), **decreasing** from 1.99% in 2024 to 0.98% in 2025.
- Customer Service Survey: **Evaluation 3.54/4** (Administrative) and **3.47/4** (Field Team).



Commitments for 2026

- **Reduce the volume of sludge sent** to landfills by diverting it to composting.
- **Increase efficiency** in the billing process.
- **Develop a Water Safety Plan** based on the criteria established by the Ministry of Health.



Claudia Nogueira Gomes and João Carlos Pacheco Machado, Operations Room, Water Treatment Plant (WTP)

Provision of Services

Jl Administração Hoteleira

The development of hotel management activities at the IL Campanario and Jurerê Beach Village hotels, located in Jurerê, includes condominium management.

Our teams are predominantly composed of professionals from the Greater Florianópolis region, who receive continuous training. This practice contributes to the qualification of the local workforce, operational efficiency, and the strengthening of regional development.

Hotel management is conducted with a focus on operational efficiency and sustainability. We seek solutions for solid waste management and the

reduction of electricity consumption at the IL Campanario development, through the adoption of renewable energy sources and the strengthening of administrative processes.

The improvement of tax management is part of this set of initiatives, as is the continuous search for solutions that promote the responsible use of resources and improvements in operational results.

Committed to reducing environmental impacts, we initiated the transition to renewable energy, achieving a significant reduction in gas and diesel consumption at Jurerê Beach Village and eliminating dependence on fossil fuels for water heating.



Jurerê Beach Village Hotel

Strategic evolution and strengthening of governance

Grupo Wish and Habitasul, through Jl Administração Hoteleira, the operational arm responsible for managing tourism and leisure developments, entered into a **joint venture** for the sales and distribution operations of the IL Campanario and Jurerê Beach Village units in Florianópolis (SC). The entry of the Grupo Wish brings specialized

know-how, market practices, and modern management tools, strengthening corporate governance, operational efficiency, and the ability to generate sustainable long-term value. It is a move in which everyone benefits: guests, condominium owners, and service providers, generating positive economic impacts for the city.

IL Campanario



288

Accommodations



5

Event rooms



4

Restaurants/bars

Sustainable practices implemented in 2025

Our best practices reinforce our commitment to **pursuing Zero Waste certification** for the IL Campanario in 2026, with the **goal of achieving a 90% landfill diversion rate.**

IL Campanario: 1st hotel to achieve the second level of Zero Waste certification in Southern Brazil among large-scale hotels.



Through the **Resíduo Tem Valor** project, the IL Campanario advanced its waste management practices in 2025, consolidating circular economy initiatives and achieving an 80.6% landfill diversion rate.

Compared to the previous year, the hotel achieved consistent efficiency gains, with a 16.9% reduction in waste generation and a 145.4% increase in recyclable materials volume, strengthening local recycling chains.

This performance is the result of team engagement and improvements in internal processes, including practical training, continuous improvement activities, and the implementation of a collection monitoring system.

The initiative integrated operations with data management, increasing team participation in monitoring, weighing, and recording information.

In 2025, **equipment modernization initiatives focused on energy efficiency were also implemented.** As part of these actions, we carried out strategic maintenance activities that contributed to optimizing system performance.

Among the main initiatives, the replacement of three high-flow pumps stands out, providing greater operational efficiency and reduced energy consumption. **Our commitments to equipment modernization will continue in 2026, including the expansion and improvement of the automation system, with the goal of increasing the level of control, safety, and efficiency of operational processes.**



[Access here](#) our Indicators Center to learn more.

Projects under evaluation



Feasibility study for the implementation of a rainwater harvesting system for reuse.



Feasibility analysis for replacing the energy source of the water heating system.



Upgrade and modernization of the development's stormwater drainage system.



Commitments for 2026

- **Upgrade electrical installations in accordance with NR-10**, ensuring safety, reliability, and regulatory compliance.
- **Adjust hydrant flow rates**, ensuring efficiency and compliance with fire protection system standards.
- **Implement a retrofit of the chilled water piping system** for the chillers, covering 50% of the development's apartments, **ensuring compliance with the PMOC** (Maintenance, Operation, and Control Plan) and improving energy efficiency.
- **Replace the second boiler** in the heating system.
- Obtain **ISO 9001** certification.
- **Reinforce the thermal insulation of chilled water pipes** in the game room, kids' area, and ground-floor event room.
- **Upgrade the building automation system**, expanding asset management, operational control, and energy efficiency.
- **Invest in continuous improvement through the implementation of 5S in the warehouse sector.**
- Foster **sustainability** and **innovation**.
- **Implement** predictive techniques to ensure more accurate and predictable maintenance.
- Achieve **Zero Waste certification targets**.



Jurerê Beach Village



242
Accommodations



3
Event rooms



2
Restaurants



[Access here](#) our Indicators Center to learn more.

We advanced in solid waste management, **with 91.7% of waste diverted from landfills and an A Index classification for best practices**, consolidating the development, for the second consecutive year, as the only large-scale Zero Waste hotel in Southern Brazil.

Our best practices keep us committed to maintaining the Zero Waste certification in 2026, with a target certification rate of 90% landfill diversion.

Compared to 2024, the hotel recorded a 208% increase in the volume of recyclable waste sent to cooperatives and specialized recyclers, with emphasis on more than 224 tons of construction and demolition waste (CDW) directed to industrial recycling.

Part of the recyclable materials was allocated to social projects, such as plastic caps and layette donation initiatives, expanding the socio-environmental impact of waste management actions.

The reduction of single-use plastics is an established practice at Jurerê Beach Village, with the elimination of disposable cups, replacement of amenities with refillable dispensers, and the provision of water exclusively in aluminum cans.

The purchasing policy incorporates environmental criteria, prioritizing suppliers that adopt reduced packaging and compostable materials, reinforcing waste prevention at the source as a principle of environmental management.



Commitments
for 2026

CERTIFICAÇÃO
LIXO ZERO

Jurerê Beach Village: 1st hotel in Southern Brazil, among large-scale hotels, to achieve Zero Waste certification for the second time, with a 91.7% landfill diversion rate for all waste generated in 2025.

Sustainable Practices Implemented in 2025



Maintenance of chillers and cooling towers.



Ice machine.



Renovation of employee locker rooms.



Completion of the replacement of the chilled water piping system for the chiller.



Automation of rainwater reservoir pumps.



Resíduo Tem Valor Project, beginning of the renovation and expansion of the waste management center.



Heat exchangers for the swimming pool.



Upgrades to electrical panels and wiring.

 **Hover** over the sustainable practices to learn more.



Commitments for 2026

- Update of the Fire Prevention and Protection Plan (PPCI), a mandatory technical document that defines safety strategies and measures (active and passive) to prevent and combat fires in buildings.
- Improvements to the chiller system, with valve adjustments to optimize performance and increase the system's energy efficiency.
- Maintenance and adaptation of structural components and equipment based on NR-35, which establishes minimum protection requirements and safety measures for working at heights.
- Adapt the installations in accordance with NR-10, ensuring safety, reliability, and regulatory compliance.
- Expand the number of cameras, bringing modernization and greater security for guests, including facial recognition and presence detection.



Fajã Cozinha e Mar Restaurant

Jl Gastronomia e Eventos (Fajã)

Opened on December 15, 2022, at Jurerê Beach Village hotel, Fajã Cozinha e Mar celebrates local cuisine from a contemporary perspective. The concept combines traditional regional flavors with a modern operation that extends to beach and pool services, offering a gastronomic experience connected to regional identity.

The operation prioritizes locally sourced ingredients, stimulating the regional economy and reducing supply chain impacts. Aligned with Habitasul's sustainability guidelines, the restaurant focuses on waste reduction, efficient waste management, and the conscious use of resources.

Fajã also seeks menu diversification to meet different dietary needs. Although it does not have an isolated kitchen to guarantee the total

absence of cross-contamination (gluten, dairy, and sugar), it offers industrialized products from reliable partners for severe dietary restrictions. The menus include adapted options across all categories, from appetizers to desserts, reaffirming the commitment to inclusive hospitality.

In 2025, Fajã consolidated its sustainable growth. **Food and beverage revenue increased by 21.6%** compared to 2024, driven by the increase in hotel stays with breakfast included within the Jurerê Beach Village hotel pool. **Net income showed a significant increase of 233.7%**, reflecting sales expansion combined with rigorous efficiency in the management of fixed and variable costs.

Waste management

(306-2) Fajã restaurant was designed with a focus on best practices in solid waste management. Located alongside Jurerê Beach Village hotel, it contributes to the Zero Waste certification. The operation shares the hotel's waste management center, except for organic waste, which has its own climate-controlled facility,

ensuring appropriate hygiene conditions and process control. **Supported by the Resíduo Tem Valor project, the restaurant has prioritized compostable packaging and licensed suppliers** since the beginning of its operations. The strategy is structured around the following pillars:



Fajã Cozinha e Mar Restaurant



Source reduction: assessment of recyclability and compostability at the purchasing stage.



Monitoring: tracking food waste indicators.



Zero single-use plastics: complete elimination of single-use plastic bottles.



Responsible packaging management: use of compostable packaging at the beach and pool areas.



Traceability: environmentally appropriate disposal through licensed suppliers.

Process compliance is ensured through periodic internal and external audits, enabling the rapid identification of improvement opportunities.

Data management is centralized in a digital platform that integrates operational, legal, and documentary information. This tool ensures full waste traceability and provides the environmental, social, and economic indicators necessary for the continuous improvement process.

(FB-RN-150a.1, 306-3) In 2025, **organic waste totaled 58.61 tons**, representing 22% of the total volume generated, with the largest share originating from the operations of Fajã. As a continuous improvement tool, since 2023 we have used the disposal index, which relates the volume of waste generated to the number of customers served (PAX). The average disposal index was 0.372 kg/PAX per year, while our internal target is 0.350 kg/PAX.

Collection and composting disposal are carried out by a specialized company, ensuring landfill diversion. This partnership prioritizes regional solutions, generates savings for public funds, and transforms organic matter into inputs for new production cycles.

Fajã participates in the ReÓleo program,

a local reverse logistics initiative, to which it directed 1,605 liters of waste oil in 2025. **The initiative prevents contamination of sewage systems and water bodies**, while also supporting biofuel production and strengthening the local waste valorization chain. These practices are consolidated into the operational routine through active listening and the continuous development of teams. The training program includes environmental education, operational training for proper waste segregation and storage, as well as strategies focused on waste reduction and strict compliance with internal procedures.

(FB-RN-150a.2) The restaurant eliminated the use of individual single-use plastics across all its operations, replacing them with reusable or lower-impact alternatives, such as ceramic tableware and glass cups, sustainable cutlery, paper straws, bulk food products, and water in aluminum cans. Packaging used in food services is sent for composting together with organic waste, while supply packaging is directed to recycling along with the hotel's other recyclable waste. Through the purchasing department, we promote suppliers with solutions aligned with the circular economy and with the reduction of waste generation at the source.

We are located in the largest watershed in Florianópolis, and the water supply comes from the SAE, where the volume consumed after treatment returns to the same watershed, preventing water stress. Consumption control is carried out through the hotel's main water meter, which serves all internal units (see details of water management [here](#)).

The trajectory of Fajã demonstrates how gastronomic operations can act as drivers of socio-environmental transformation when integrated with structured management systems, conscious governance, and an organizational culture guided by sustainability.



This initiative is aligned with the goals of SDG 14 (Life Below Water), considering the coastal and tourism context of the operation.



Joana D'arc da Silva,
Fajã Cozinha e Mar Restaurant

Satisfaction with our hotel management

Our Quality department continues to evolve constantly, focusing on customer service and relationships with property owners, while also being responsible for monitoring online comments regarding guest satisfaction. All comments are answered, and the issues raised are forwarded to the responsible departments for corrective actions. We use a specialized digital tool to calculate the Global Review Index (GRI), which ranges from 0% to 100%. This practice is essential for monitoring excellence in processes and services.

	Jurerê Beach Village	IL Campanario
Global Review Index (GRI)	92.1%	85.0%
Comments mapped	1,122	1,057
Positive	1,013	830
Neutral	60	93
Negative	49	134



Yasmin Thainá da Silva Fortes, Recreation – Jurerê Beach Village Hotel

We value culture, art, and the local economy. Through incentive-based projects, we prioritize the acquisition of supplies from suppliers located in nearby regions.

We open our spaces for community gatherings, craft fairs, artist exhibitions, cultural events, and initiatives led by local entrepreneurs, promoting connections, a sense of belonging, and sustainable development.

In 2025, the tax exemption granted to the hotel sector under the PERSE Law (Emergency Program for the Recovery of the Events Sector) came to an end, making the economic and financial scenario more challenging compared to previous years.

Even so, lodging revenue grew by 6.5% compared to 2024, and the investor's net profitability remained at 6% per year.

It is worth highlighting that, in 2025, BRL 8.3 million was invested as part of an investment plan for the IL Campanario Villaggio Resort Tourist Complex Condominium and the Jurerê Beach Village Tourist Complex Condominium developments.

The amount is intended for structural improvements in technology and automation, machinery and equipment, preventive maintenance, physical infrastructure, layout, safety, and reliability in both developments managed by Habitasul.



Jurerê OPEN Shopping

Jurerê OPEN Shopping is a strategic asset of Habitasul and operates as an open urban ecosystem, integrating real estate management, retail, services, leisure, culture, and social interaction. With more than 80 operations, the development is recognized as the first and most comprehensive open-air shopping center in Santa Catarina, contributing to the economic, social, and environmental vitality of the territory in which it is located.

Located in the heart of Jurerê in_, the OPEN was designed to promote quality of life, qualified use of urban space, and integration with the local community, aligning economic performance with the generation of positive impact.

Economic performance

In 2025, Jurerê OPEN Shopping recorded a **37% increase in revenue** compared to 2024, reflecting the strategy of enhancing its mix of operations, strengthening the visitor experience, and attracting relevant market brands. Visitor traffic increased by 26.4% between 2024 and 2025, consolidating the OPEN as a year-round destination for shopping, entertainment, and social interaction, regardless of seasonality.

The development has also strengthened its position as a convenience hub for nearby residents, who find at the OPEN an integrated offering of services, retail, and gastronomy for everyday life. This performance reinforces the asset's ability to generate sustainable value for tenants, investors, and Habitasul in the short and medium term.

Experience and brand

The public experience is a strategic pillar of Jurerê OPEN Shopping. In 2025, **407 events** were held, planned through careful curation focused on quality, diversity, and the creation of meaningful experiences. The cultural, gastronomic, and leisure initiatives strengthen relationships with the community, encourage continuous use of the space, and expand the development's social capital.

This performance reflects the alignment between the content and experiences communicated and the public's interests, strengthening the brand and relationship channels of Jurerê OPEN Shopping. Digital engagement reinforced this connection.

The Instagram follower base grew from 38.8 thousand to 45.7 thousand, accompanied by an engagement rate of 44.86%, considered exceptional for the segment, demonstrating a highly active and connected community. This performance reflects the alignment between the content and experiences communicated and the public's interests, strengthening the brand and relationship channels of Jurerê OPEN Shopping.



Sustainability: an ongoing commitment



Sustainability is a central pillar of the strategy of Jurerê OPEN Shopping. In 2025, we advanced in solid waste management, **achieving a 77.2% landfill diversion rate**. For 2026, we remain committed to pursuing Zero Waste certification and a target landfill diversion rate of 90%.



Jurerê OPEN Shopping: 1st open-air shopping center in Brazil to achieve the second level of Zero Waste certification.

In 2025, we expanded responsible disposal infrastructure, including collection bins for cigarette butts, plastic caps, electronic waste, and exclusive disposal bins for animal waste. We also introduced door-to-door waste collection and waste disposal stations with liquid disposal systems, with proper treatment carried out in partnership with the SAE.



[Access here](#) our Indicators Center to learn more.



Jurerê OPEN Shopping

We advanced tenant engagement and **carried out the mapping of best practices and waste management processes.** The objective was to understand the **generation, segregation, and disposal processes of each operation**, allowing us to recognize successful practices and identify opportunities for improvement. In 2025, we interviewed 65 operators from different segments within the OPEN.

As part of this strategy, **we conducted specific training sessions and routine inspections to ensure proper material segregation.** We also implemented a monthly performance ranking by segment and promoted recognition of internal multipliers during an annual event, strengthening the culture of sustainability among commercial partners.



Jurerê OPEN Shopping

Cigarette butt disposal

27.1 kg

of cigarette butts collected. We prevented the contamination of **6.8 million liters of water.**

In 2024, the prevention of water contamination totaled 3.7 million liters of water.



One cigarette butt can contaminate **50 liters of water.**

1. Cigarette butts are collected.
2. A third-party company carries out the collection.
3. Cigarette butts are transformed into recycled raw material.
4. The raw material is donated to social projects and local artisans.
5. The material is turned into handcrafted items.



Highlights 2025

- **Diverse and memorable events:** even with the challenges of an exceptionally rainy year, we held 407 events in 2025, featuring attractions encompassing culture and leisure, gastronomic festivals, and celebrations for all age groups.
- **Expansion of responsible disposal initiatives:** we made collection bins available for cigarette butts, plastic caps, electronic waste, and animal waste disposal.
- **Expansion and new experiences:** we incorporated new operations that bring even more diversity to our mix of operations, aligning the services and products offered with the desires of our visitors, alongside renovations in several stores to provide even greater modernity and well-being for customers.
- **Volunteering:** we organized dog adoption fairs; together with the hotels, we sent 142 kg of PET caps to NGOs; we supported the Women's Network Against Breast Cancer through a charity thrift store; and we held a toy donation campaign for underprivileged children during Christmas.
- **Strengthened digital engagement:** our Instagram following grew from 38.8 thousand to 45.7 thousand followers.

Numbers that tell stories

The public's positive perception is evidenced by Google ratings, which maintained an annual average of **4.6 stars** in recent years, with a predominance of positive comments. This recognition reinforces the quality of the management, services, and experiences offered, contributing to the institutional reputation of Jurerê OPEN Shopping and Habitasul.

Innovation, governance, and recognition

In 2025, Jurerê OPEN Shopping received **three awards from the ABMalls (Brazilian Association of Strip Malls)**, reinforcing its innovative approach aligned with the sector's best practices:

- **Outstanding Retailer**, awarded to the *Arte de Areia* operation for its distinguished performance and contribution to the public experience.
- **Innovation Highlight**, for the cigarette butt disposal project focused on the responsible management of cigarette waste.
- **New Projects Highlight**, for the **expansion of the OPEN**, strengthening the concept of an open-air shopping center integrated with the community.



We are rated 4.6 stars on Google! Based on 18,578 reviews since 2023.



Patricia Gregorio Pires
São Paulo (SP)

Interest in Other Businesses

Irani Papel e Embalagem S.A.

[Hover](#) to see more.

Founded in 1941, it is now one of the leaders in the sustainable packaging sector in Brazil. Controlled by the Grupo Habitasul since 1994, the company produces packaging paper, corrugated cardboard sheets, and corrugated boxes, ensuring the supply of high-quality products made from renewable raw materials. Aligned with circular economy best practices, its

production is integrated with company-owned forests and uses self-generated energy. It has production units located in Vargem Bonita (SC), Santa Luzia (MG), and Indaiatuba (SP), as well as forests in Santa Catarina and Rio Grande do Sul. With offices in Porto Alegre (RS) and Joaçaba (SC), the company employs more than 2,000 people. [Learn more](#) about Irani.



Highlights 2025

- The only company in the packaging segment (B3) simultaneously included in the ISE B3 and ICO2 B3 indexes. Also considering the related Paper and Pulp segment (Basic Materials).
- For the fifth consecutive year, the company received the **ANEFAC Transparency Trophy**, known as the **“Accounting Oscar”**. It was also a finalist for the **ANEFAC ESG Best Practices Award**, which recognizes innovative ESG practices and excellence in organizational sustainability.
- In line with the sustainability commitments undertaken in 2021, the company maintained in 2025 the early achievement of its target to **increase its positive climate balance by 20%** (SDG 13), originally established for 2030. **The positive balance** between greenhouse gas (GHG) emissions (Scopes 1 and 2) and **removals** reached **23** in 2025, remaining above the committed target.

Pomerwasser Ambiental

In 2025, Habitasul sold its 20% stake in Pomerwasser Ambiental S.P.E. S.A. following a strategic business assessment.



Corporate Governance

- 64** Governance Structure
- 68** Compliance
- 71** Risk Management
- 74** Digital Transformation
- 77** Project Management Office (PMO)
- 78** Purchasing That Generates Value: our policy and operating model



Iasmin Cristina Silva da Silva, Joice Tavares da Rocha, and Juliana Pereira Muniz, Habitasul Office – Porto Alegre (RS)

Governance Structure

Our corporate governance is guided by ethics, transparency, organizational and socio-environmental responsibility, innovation, and pioneering spirit. This set of principles is essential for the company’s sustainability and for long-term value generation.

Through solid governance practices, we strengthen investor confidence, ensure greater

clarity and consistency in decision-making, improve management quality, and implement best practices for engagement with stakeholders. (2-9) The company’s management is carried out in a structured and complementary manner by the Board of Directors and the Executive Board, in accordance with the provisions of the Bylaws, ensuring adequate strategic oversight and efficiency in business management.

Shareholders’ General Meeting

- Responsibilities:**
- Decision-making body.
 - Approve management accounts.
 - Deliberate on the allocation of the company’s results.
 - Elect board members.

(2-11) Board of Directors	(2-11) Executive Board
----------------------------------	-------------------------------

Term of office: 3 years, with the possibility of reelection. 1 year, with the possibility of reelection.

- Responsibilities:**
- | | |
|---|--|
| <ul style="list-style-type: none"> • Establish the company’s general business guidelines. • Elect and dismiss the company’s directors and define their responsibilities. • Oversee management activities carried out by the directors. • Convene the Annual and Extraordinary Shareholders’ Meetings annually. • Issue opinions regarding the management report and executive management accounts. • Approve the company’s statement of values or mission, strategies, policies, and strategic objectives. (2-12) | <ul style="list-style-type: none"> • Represent the company before the market and stakeholders. • Responsible for the financial statements. • Carry out all management acts necessary to achieve the company’s corporate purpose. • (2-12, 2-13) Monitor and validate discussions and decisions related to the management of risks and impacts associated with the business. • (2-17) Make decisions on strategic matters, such as economic-financial and socio-environmental issues, and periodically report to the Board. • (2-16) Report critical concerns to the Board of Directors whenever necessary. |
|---|--|

Appointment (2-10): The nomination of members follows criteria related to qualifications, technical experience, as well as legal and reputational aspects. Elected by the Board of Directors and may be removed at any time. In the event of absence or vacancy, the Board appoints a replacement.

Composition: Three to nine members, individuals elected by the Shareholders’ General Meeting. (2-11) The Chair of the Board does not perform other activities within the organization. Two to nine directors, whether shareholders or not, with duties defined by the Board.

(2-21) There is no formal consultation process between stakeholders and senior governance bodies. **Access here** the members’ résumés (PT only). (2-17) With extensive economic and socio-environmental knowledge, according to

their respective areas of expertise, members of the Board of Directors and the Statutory Executive Board actively participate in external events, trade associations, and representative entities.

Board of Directors



Péricles Pereira Druck
Chair of the Board



Paulo Iserhard
Vice Chair and Independent Board Member



Andrea Pereira Druck
Board Member



Carlos Berenhauser Leite
Board Member



Carlos Fernando Couto de Oliveira Souto
Board Member



Paulo Sérgio Viana Mallmann
Board Member



Roberto Faldini
Independent Board Member

Board of Directors renewal scheduled for 2027.

Executive Board



José Roberto Mateus Junior
Chief Executive Officer

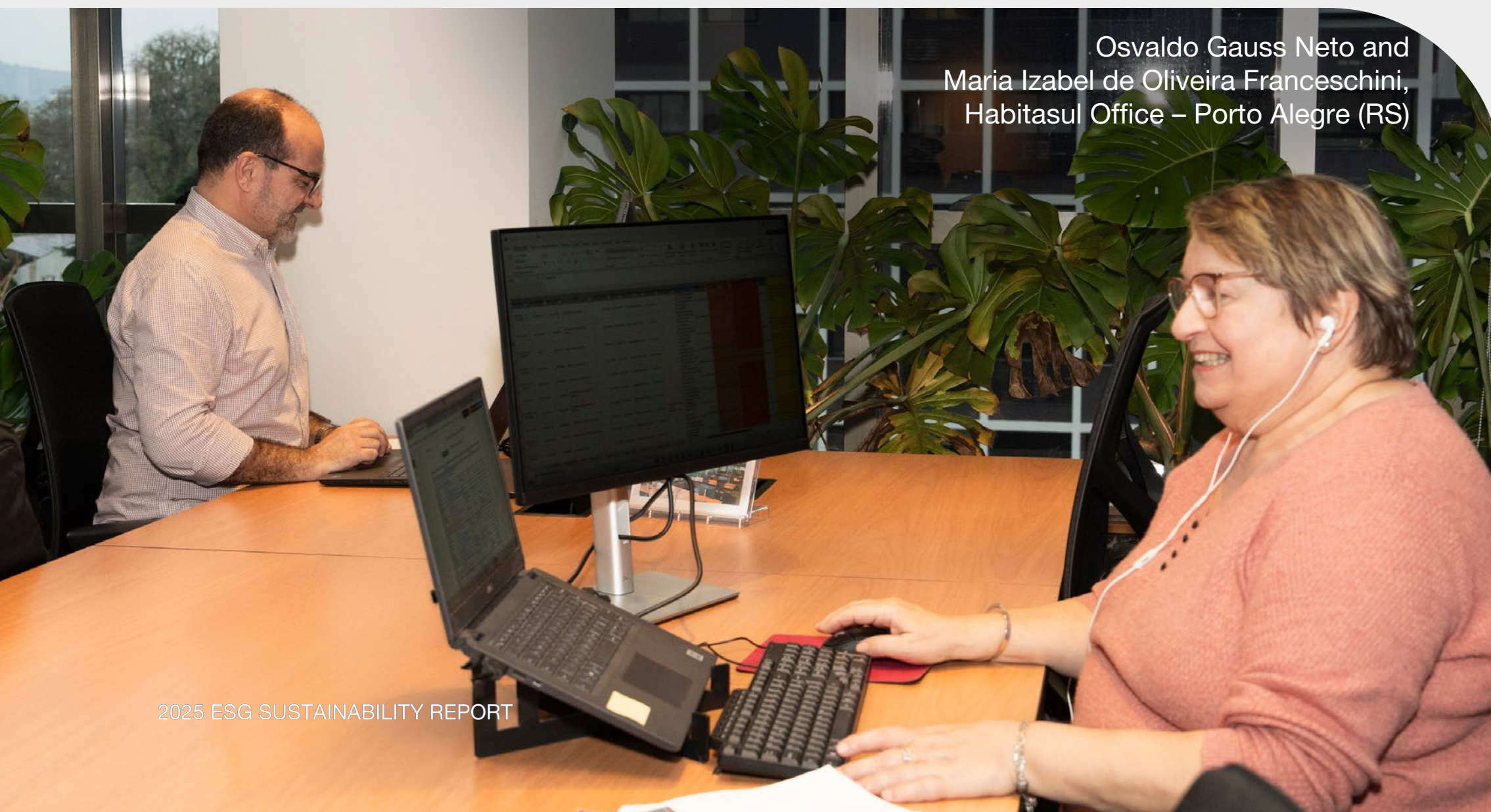


Bruno Costa de Jesus
Administration, Finance, and Investor Relations Director



Daniela Motta Tojal
Legal Director

Gender	Female	Male
Board of Directors	1	6
Executive Board	1	2
Age range	Up to 60 years old	61 years old and above
Board of Directors	1	6
Executive Board	3	0
length of service of members	Up to 5 years	More than 5 years
Board of Directors	1	6
Executive Board	2	1



Oswaldo Gauss Neto and Maria Izabel de Oliveira Franceschini, Habitasul Office – Porto Alegre (RS)

Compensation and evaluation of senior management

(2-18) The performance evaluation of the Board of Directors and the Chief Executive Officer is conducted with the support of a specialized company. The other executive directors are evaluated individually by the Chief Executive Officer.

(2-18) Performance evaluation is carried out annually with the support of a specialized company and takes place on two distinct fronts:

- Individual Evaluation: specifically assesses the performance of the Chief Executive Officer.
- Collective Evaluation: assesses the Board of Directors as a whole, focusing on the group’s dynamics and results.

(2-20) Composed of the fees received directly from the company and its subsidiaries, Board compensation is determined according to the time dedicated to the company and is compatible with market practices.

[Click here](#) to learn more about our governance. (PT only)

(2-19) Fixed fees and benefits

- Determined in consideration of the complexity of the positions.
- Comply with market conditions and practices.
- Adjustments are made according to inflation indexes or market movements.

Short-term variable compensation

- Granted to all executive directors.
- Linked to business performance indicators and the achievement of targets.
- May correspond to up to eight fixed monthly salaries.
- Paid annually.

Evaluation

(2-20) The Board annually evaluates the compensation of the company’s management.

Linkage to business objectives and performance

The established indicators keep management committed to results and value creation for the company. The evolution of the indicators (Net Income for the Fiscal Year, EBITDA, and individual performance evaluation) is monitored quarterly and annually. For each performance indicator, a weight and three target achievement ranges are assigned, each corresponding to a specific percentage of bonus compensation.

Pension plan and retirement benefits

There are no pension plans currently in force applicable to members of senior management. There are also no contracts, insurance policies, or other instruments establishing compensation or indemnification mechanisms for management in the event of dismissal from office or retirement.

Shareholding structure as of 12/31/2025

Share capital

Par value per share: no par value		Authorized		Subscribed BRL 277,181,809.47	
Share	Quantity	Classes	Quantity	Classes	
Common Share (ON)	20,000,000		3,152,764		
Preferred Share (PN)	39,969,404	A	5,950,327	A	
	30,596	B	30,596	B	
Total	60,000,000		9,133,687		

Shareholders

	Common Shares (ON)		Preferred Shares			Total Holding
	Quantity	%	A	B	PNs	
Real Estate Commercial Company	3,152,762	99.99%	2,118,682	30,596	35.94%	58.05%
Others	2	0.01%	3,831,645	-	64.06%	41.95%
Total	3,152,764	100%	5,950,327	30,596	100%	100%

Dividend rights

Priority in capital reimbursement, without premium, in the event of the company's liquidation, and the right to receive a non-cumulative dividend 10% higher than that attributed to each common share, calculated pursuant to the provisions of Article 36 of the Bylaws.

Class A

From the adjusted net income, pursuant to Article 35, an amount not lower than 25% shall be distributed to all shareholders as mandatory dividends, ensuring to Class A and Class B preferred shares the right to receive a dividend 10% higher than that attributed to each common share.

Priority in the receipt of a non-cumulative dividend, calculated pursuant to Article 34; after the deductions referred to in Articles 32 and 33, an amount equivalent to 10% of the remaining profits shall be allocated and distributed as dividends to Class B preferred shares.

Class B

Also considering the dividend provided for in Article 36, from the adjusted net income, pursuant to Article 35 above, an amount not lower than 25% shall be distributed to all shareholders as mandatory dividends, ensuring to Class A and Class B preferred shares the right to receive a dividend 10% higher than that attributed to each common share.

Compliance

(3-3)

Programa de Integridade

Our Programa de Integridade, established in 2019 and approved by the Board of Directors, aims to **prevent, detect, and remediate acts of corruption and misconduct, based on robust mechanisms and procedures and in compliance with Law No. 12,846/2013 and Decree No. 8,420/2015.**

The Programa de Integridade covers management, employees, suppliers, and third parties acting on behalf of the company. **It is structured around five fundamental pillars:**

-  Commitment and support from senior management;
-  Responsible body;
-  Profile and risk analysis;
-  Rules and instruments;
-  Continuous monitoring.

(2-15) The types of conflicts of interest are described in the policies that make up the Programa de Integridade. A conflict of interest is considered any situation in which management or employees, in the exercise of their duties, have private interests that may interfere or conflict with the interests of the company.

Our commitment to integrity

- **Dissemination of educational content** known as Integrity Pills.
- **Conducting training sessions and lectures focused** on relationship building and strengthening corporate values.
- **Inclusion of the integrity theme in onboarding processes** for new employees.
- **Ongoing activities of the Ethics Committee,** with autonomy and independence.



[Click here](#) to access the Programa de Integridade. (PT only)

Code of Ethical Conduct

(2-16)

The Code of Ethical Conduct establishes the company's core values, guiding management and employees regarding the expected professional conduct, supporting decision-making, and promoting integrity in internal and external relationships.

The document was validated by the Board of Directors, is part of the Integrity Program, and is widely disseminated through internal channels.

Since 2022, Habitasul has engaged a specialized external company to manage the Ethics Channel, ensuring independence, security, confidentiality, and the possibility of anonymity. (2-26) The system allows the submission of supplementary information and enables reporting parties to monitor the handling of their reports.

[Click here](#) to access the Code of Ethical Conduct. (PT only)

Ethics Channel

Available 24 hours a day

www.canaldeetica.com.br/grupohabitasul (PT only)

0800 450 4501



All reports were received through an independent external channel, ensuring anonymity and confidentiality, and were forwarded to the Ethics Committee for investigation. Internal Audit acted during the investigation phase of the proceedings, without voting rights.

In cases where misconduct was confirmed, the appropriate disciplinary measures were adopted in accordance with the Code of Ethical Conduct, the Integrity Program, and applicable legislation.



Geovana Madeira de Campos and Marchane Camargo Dorneles, Habitasul Office, Florianópolis (SC)

Ethics Committee

The **Ethics Committee operates with independence and autonomy** and is responsible for implementing, disseminating, training on, reviewing, and continuously updating the content of the Code, in addition to:

-  Ensuring the dissemination, promotion, and **compliance with the Code**;
-  **Identifying situations that violate** the Code;
-  **Guiding** the investigation of cases and **applying disciplinary sanctions**;
-  **Suggesting improvements** and updates to the Code.

Composition:

Coordinator (Legal Director) and three additional members, one of whom is the Chief Executive Officer.

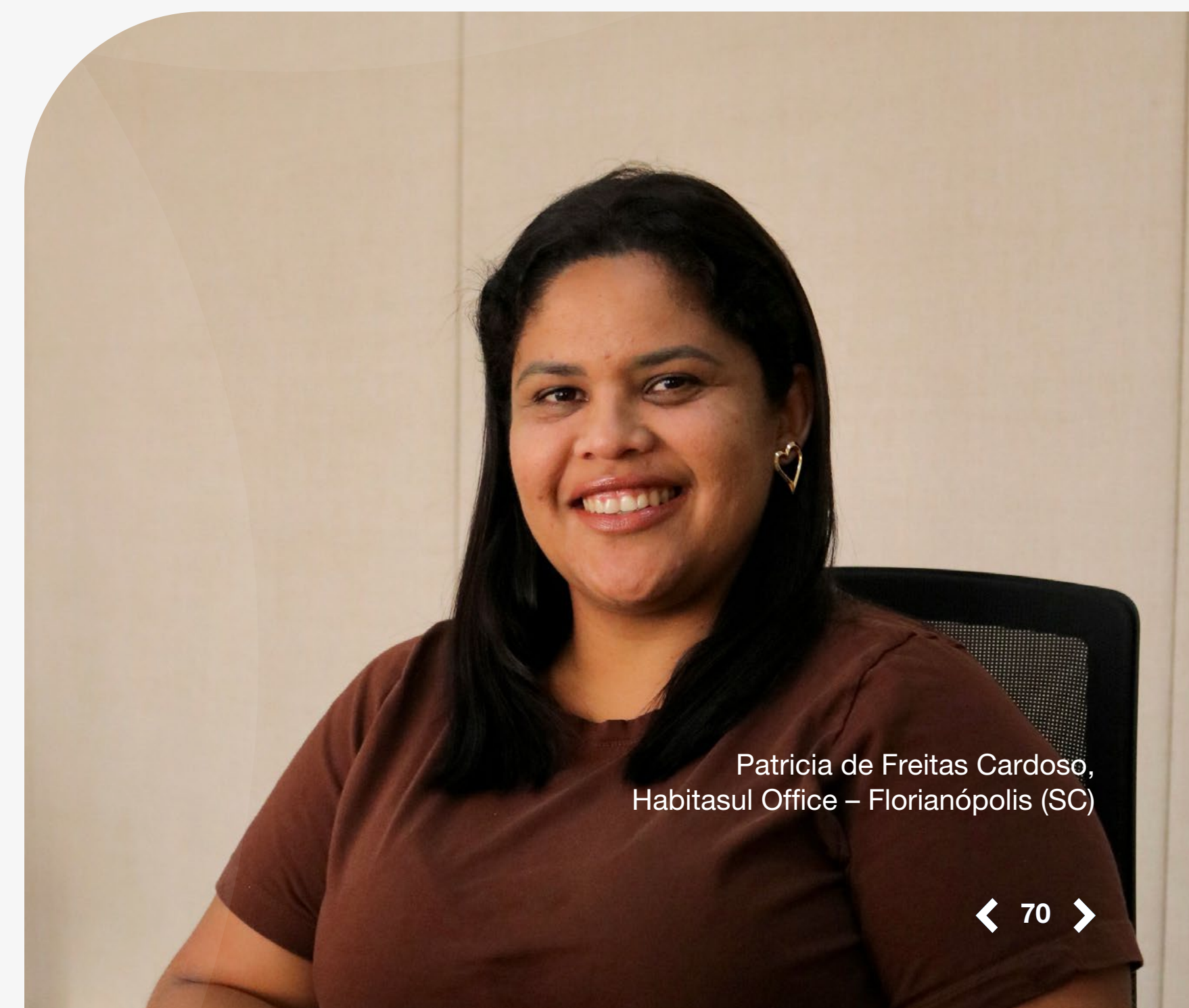
How the process works:

- 1 Report received** through the Ethics Channel.
- 2 Report forwarded** to the Coordinator of the Ethics Committee.
- 3 Internal Audit** supports the investigation process, without voting rights.
- 4 Other professionals** may be engaged to provide **technical support**.

Privacy and data protection

The **Privacy Program ensures Habitasul’s compliance with the Brazilian General Data Protection Law (LGPD)**, protecting data subjects’ rights and ensuring security in the processing of personal data. The program contributes to risk reduction and strengthens the company’s reputation by involving all company areas in building a data protection culture. Management is carried out through the OneTrust platform.

To reinforce the culture of privacy, Habitasul provides training to all employees on LGPD concepts and shares educational videos on related topics.



Patricia de Freitas Cardoso,
Habitasul Office – Florianópolis (SC)

Risk Management

(3-3)

We have adopted a structured and progressive Risk Management model aimed at protecting business value, ensuring long-term sustainability, and strengthening strategic decision-making. This model is aligned with market best practices and applicable international standards, reflecting the company's commitment to corporate governance, transparency, and operational resilience. In 2025, Habitasul identified 87 risks associated with its businesses.

Evolution and structure of the risk management model

Our risk management process began in 2014 within the Water and Sewage System (SAE), in compliance with ISO 9001 and 14001 standards. Starting in 2021, this approach was progressively expanded to the company's other businesses, resulting in the consolidation of a corporate risk management model.

Since then, we have remained in a continuous maturation process, with ongoing improvements to methodologies, practices, and governance structures, ensuring alignment with international references, regulatory requirements, and stakeholder expectations.

Risk identification and analysis

Risk identification recognizes, analyzes, and details events or conditions that may compromise the achievement of our strategic objectives, enabling the anticipation of potential impacts, strengthening mitigation measures, and the structured incorporation of risks into relevant decision-making processes.

In line with the strategic planning guidelines, the identification of risks and opportunities is conducted by a multidisciplinary team composed of members of the Quality and Environmental Management System (QEMS), organizational leadership, and representatives from strategic areas, according to the nature of the issues assessed. This team analyzes the organizational context, considering internal and external factors capable of influencing business performance.

The identified risks are submitted to the Executive Board for review, validation, prioritization, and final approval, ensuring alignment between risk management and corporate strategy.



Impact and probability assessment

After identification, risks are assessed according to the potential impact of their materialization, considering **the following factors**:

-  **Operational**, including interruption of activities.
-  **Occupational**, related to people's health and safety.
-  **Image and reputation** before stakeholders.
-  **Financial**, including costs associated with the materialization of risks.
-  **Environmental**, including operational interruptions, remediation costs, and legal penalties.

The probability of occurrence is analyzed based on the company's history, strategic assumptions, and the current context, and is classified as: **Very Low, Low, Moderate, High, or Very High**.

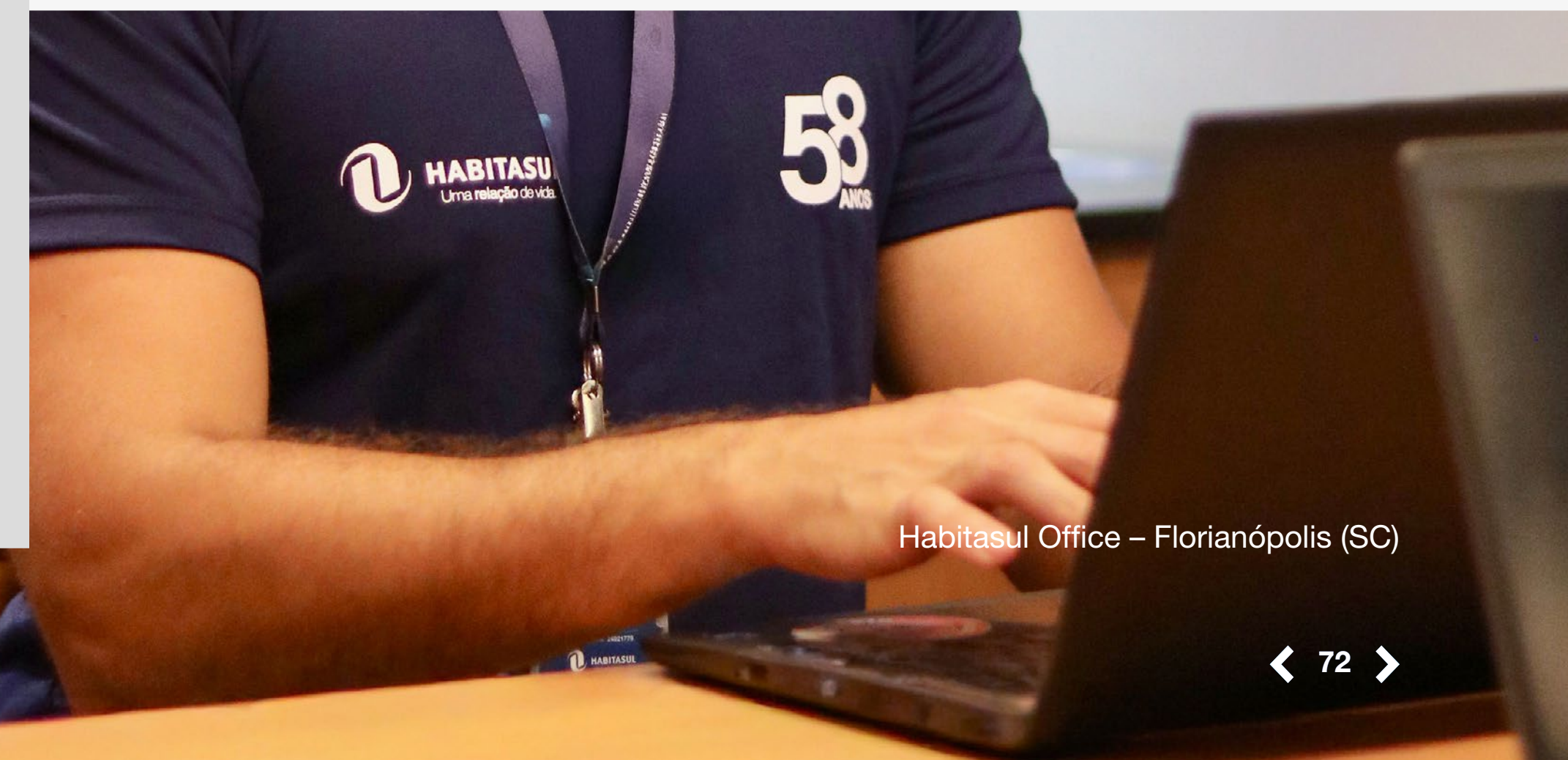
The intersection between impact and probability results in the definition of the risk's level of criticality, classified as:

-  **Tolerable**: risks assumed in a controlled manner, within the acceptable limits defined by the company.
-  **Attention**: risks that require monitoring and structured actions to prevent their occurrence.
-  **Intolerable**: severe risks, with high probability and significant impact, requiring immediate actions for mitigation or elimination.

Risk treatment and response

For all identified risks, proportional responses are defined, balancing costs, implementation efforts, and expected benefits. The treatment strategy is defined following technical analysis and deliberation by senior management and may involve:

-  **Mitigate**: implementation of actions to reduce the probability and/or impact of the risk.
-  **Share**: partial transfer of the risk through contracts, insurance, financial instruments, or partnerships.
-  **Tolerate**: acceptance of the risk while maintaining existing controls.
-  **Eliminate**: modification of the process to eliminate the cause of the risk, reducing its probability to zero.



Habitasul Office – Florianópolis (SC)

Monitoring, audits, and communication



Risk monitoring is carried out annually in conjunction with process managers and senior management, ensuring an integrated and strategic approach. Actions and controls are assessed through internal audits conducted by the Quality and Environmental Management System (QEMS) team and through external audits performed by an independent certification body, in accordance with the ISO 9001 schedule.

The effectiveness of risk and opportunity treatment actions is analyzed based on performance indicators, continuous process monitoring, and discussions held during Management Review Meetings with the Executive Board, ensuring the continuous improvement of the management system.

Risks are periodically communicated to managers and relevant stakeholders according to their level of criticality, promoting transparency, institutional alignment, and shared responsibility.



Habitasul Office – Porto Alegre (RS)

Climate risks and sustainability

In 2025, in compliance with updates to the ISO 9001 standard and the requirements of IFRS S1 and IFRS S2 disclosures, **we began incorporating climate change-related risk analysis in a structured manner.** This methodological expansion introduced a new perspective to corporate risk management, particularly relevant for operations located in coastal areas, strengthening business resilience against adverse climate scenarios. This prioritization combined qualitative analyses in accordance

with the requirements of **IFRS S1 and IFRS S2 reports (CBPS 01 and 02)**, considering occupational, image and reputation, operational, environmental, and strategic/financial impacts, as well as the probability of occurrence. As a next step, the company will continue the process of validating climate risks with senior management, ensuring full adherence to IFRS S1 and IFRS S2 standards and strengthening the integration between risk management, strategy, and sustainability.

Digital Transformation

In 2025, we advanced Habitasul's digital transformation, consolidating it as a pillar of efficiency, transparency, and support for employees and business areas. By modernizing systems, expanding the use of indicators, and strengthening governance, we aim to simplify processes, accelerate decision-making, and make operations more resilient, contributing to more responsible and sustainable management.

Modernization of internal services

We implemented a new internal customer service model through Microsoft Teams, **supported by Sol, our virtual assistant powered by cognitive AI.** Service became simpler and more direct. The solution streamlined ticket creation and tracking, standardizing the user experience and generating real-time performance indicators.



Data-driven management

We expanded value generation through **indicator dashboards for different business areas and operations. The SAE began monitoring operational and asset indicators** (such as water quality and control, as well as equipment monitoring). In the hotels, we structured indicators for accommodation, revenue, and occupancy forecasting. In the property management area, we created dashboards that significantly reduced the time required to consolidate information, from days to minutes, increasing agility and reliability. In engineering, we strengthened project visibility through indicators that clearly show financial progress and available balances. This agenda will continue evolving in 2026, with expansion into new areas.

Contract lifecycle management

With the implementation of **NetLex**, a more intuitive contract management system, we now have guided forms that standardize stages, reduce rework, and better organize the process. Integration with the corporate system strengthened traceability and consistency of information.

Governance

To continue advancing responsibly, in 2025 **we established the Information Security Policy** and updated the change management workflow to structurally encompass customizations, system implementations, and corporate projects across all areas, ensuring greater predictability, institutional alignment, and risk and cost reduction.

In addition, **we strengthened the culture of security from the very beginning of the employee journey**: during the onboarding of new professionals, we clearly and accessibly communicate the company's main security practices, data protection guidelines, proper equipment usage, and a summary of the company's Security Policy, promoting awareness and shared responsibility.

Corporate project management

We adopted Artia as the single platform for monitoring projects, under the management of the PMO (Project Management Office). Integrated with the company's corporate management system, the monitoring process provides control data such as budgets, executed amounts, and available balances, strengthening planning, predictability, and transparency in project execution.



Adriano Saraiva da Silva,
Reception – Jurere Beach Village Hotel

Cybersecurity

Hover over each initiative to learn more.

We advanced the development of initiatives focused on standardizing controls, reducing risks, and increasing operational resilience, strengthening our cybersecurity. Among them, we highlight:

To consolidate these advances, we strengthened the ecosystem of security tools and controls. Among the main initiatives, we implemented **Acronis XDR**, expanding threat detection and response capabilities with greater visibility into incidents. **The solution also strengthened asset monitoring, improved inventory management, and standardized governance across the technology environment.**

At the same time, we accelerated the implementation of **DLP** (Data Loss Prevention), scheduled to begin in 2026, focusing on **reducing leakage risks and protecting sensitive data** across different workflows.

We launched the intranet project (**SharePoint**) to **centralize and govern employee data**, structuring access controls and classification of confidential files in accordance with information protection guidelines.

In December 2025, we began the migration to cloud servers, a journey that will scale in 2026 with the gradual transition from local infrastructure (**on-premises**). This initiative seeks to increase flexibility, strengthen resilience and business continuity, and support a more efficient operation aligned with modern governance and sustainability practices.

Project Management Office (PMO)

The Project Management Office is responsible for managing the company's project portfolio, ensuring strategic alignment, prioritization, and performance monitoring.

Using a hybrid methodology (PMBOK + agile practices), it standardizes processes, indicators, and governance routines, while **strengthening transparency, risk management, and data-driven decision-making**. The PMO provides cross-functional support to all areas, "including the real estate business, corporate operations, hotel management, Jurerê OPEN Shopping, and the SAE, contributing to efficient resource allocation and project delivery with greater predictability and value.

In 2025, the organization managed a portfolio of 27 projects, of which 15 remained active and 12 were completed throughout the year.

This scenario demonstrates balanced and efficient project portfolio management, focused on execution, completion, and the continuous renewal of initiatives, aligned with the organization's strategic priorities.

- 

(IF-EN-000.A, IF-EN-000.B)
Real Estate Business: highest volume of initiatives, with 11 projects. 10 in progress; one completed.
- 

SAE: eight projects. Three active and five completed, with emphasis on three infrastructure works initiatives.
- 

Engineering: six initiatives. Three completed in 2025; three in progress.
- 

Corporate: five projects. One active and four completed.
- 

Jurerê OPEN Shopping: three projects. One in progress and two completed.



Iasmin Cristina Silva da Silva,
Habitasul Office – Porto Alegre (RS)

Procurement that Generates Value: our policy and operating model

The Purchasing area plays a strategic role in creating sustainable value and in the responsible management of the company's supply chain. The Purchasing Policy is aligned with corporate governance guidelines and establishes principles, criteria, and processes that guide ethical, transparent, and efficient decision-making, contributing to the strength of the business in the short, medium, and long term.

(2-6-b) The supplier chain is predominantly composed of providers of chemical products used in the Water and Sewage System (SAE), as well as suppliers of construction materials and service providers engaged in the real estate development phases and operational execution.

These partners are essential to ensuring business continuity and value generation throughout the company's structure.

Purchasing and procurement activities are centralized at the corporate level, enabling greater standardization of criteria, operational efficiency, and integrated risk management. This centralized model, also applied to food and beverage (F&B) purchasing for JIAH units, generates economies of scale in financial negotiations and standardizes processes among Jurerê Beach Village, Fajã, IL Campanario, and Positano.

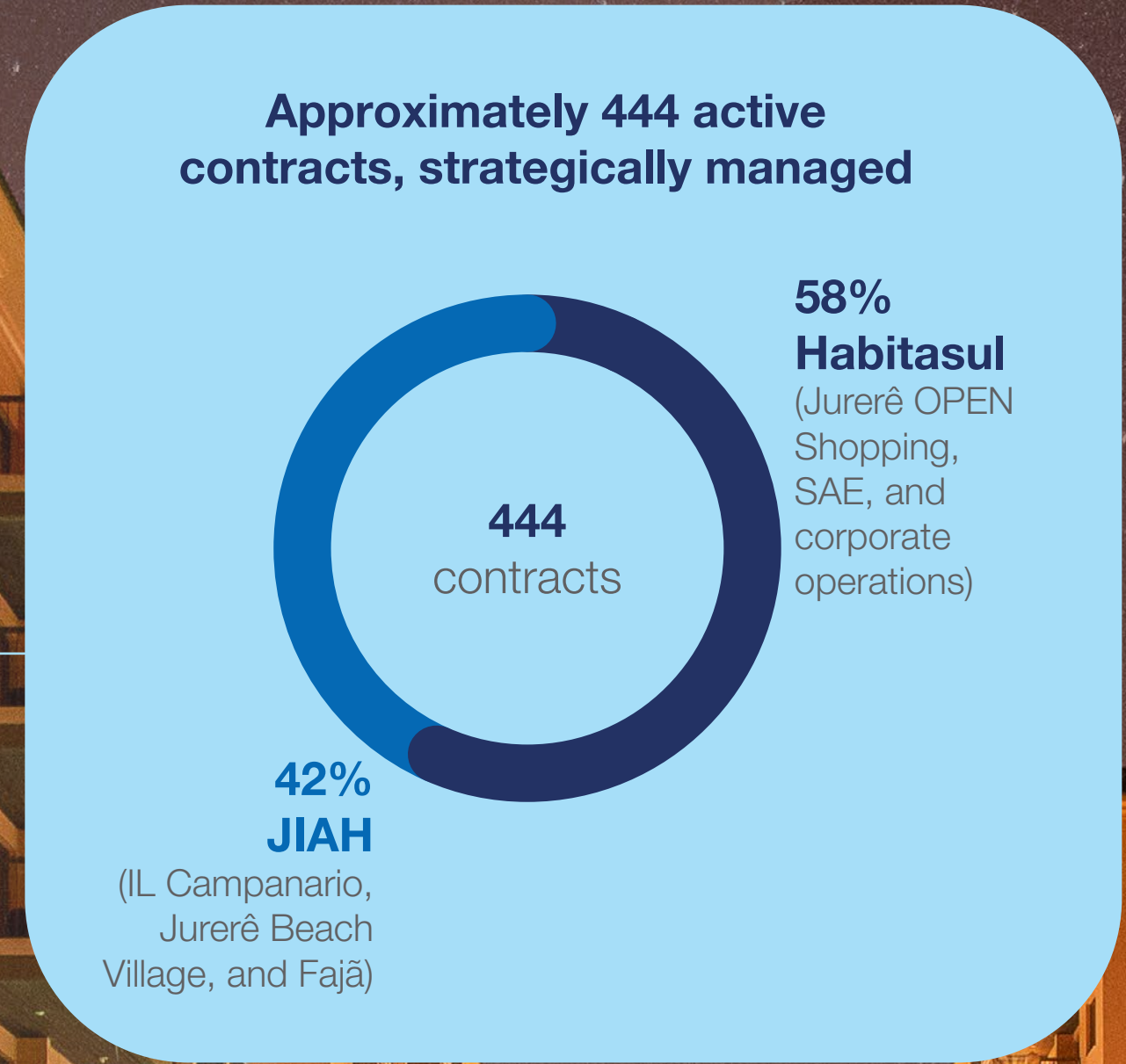
In supplier selection and relationship processes, economic, social, and environmental aspects are considered, reinforcing the commitment to compliance and the mitigation of operational, reputational, and socio-environmental risks. Whenever possible, we prioritize hiring local suppliers, contributing to the strengthening of the regional economy and the development of sustainable business relationships.



Highlights 2025

Indicators demonstrating economic strength and market negotiation capacity:

-  **Spend 2025:** approximately **BRL 100 million.**
-  **No. of suppliers:** approximately **1,350.**
-  **Increased operational efficiency.**
-  **Process standardization.**
-  **Enhanced financial gains** through large-scale negotiations.



Jurerê Beach Village Hotel

Strategy and Management

- 82 Sustainability Policy
- 82 SDGs and ESG Commitments
- 84 Innovation
- 86 Programa Mais
- 89 Culture and Employee Development
- 100 Our People
- 102 Quality Management



(2-22) Our Strategic Planning has a ten-year horizon, with reviews conducted every three years, the latest having taken place in 2022/2023. In 2025, we monitored the strategy through quarterly reports submitted to the Strategy Committee. **Learn about our strategic intent:**

Strategic intent



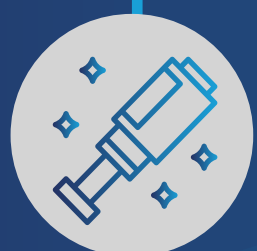
Purpose

To develop places that inspire life.



Mission

To transform places into experiences of well-being, quality living, and coexistence.



Vision

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



Values

Life comes first: we respect all forms of life that are part of our ecosystem. We seek balance and safety in everything we do.

Trust: trust is the foundation for building valuable relationships.

Integrity: we understand that integrity and ethics are the basis of everything we do.

Sustainability: we balance environmental, economic, social, and cultural responsibilities through appropriate governance.

Ownership: we make things happen. We have courage and believe in autonomy and empowerment.

Diversity and inclusion: we respect and welcome every individual. We value the power of differences.

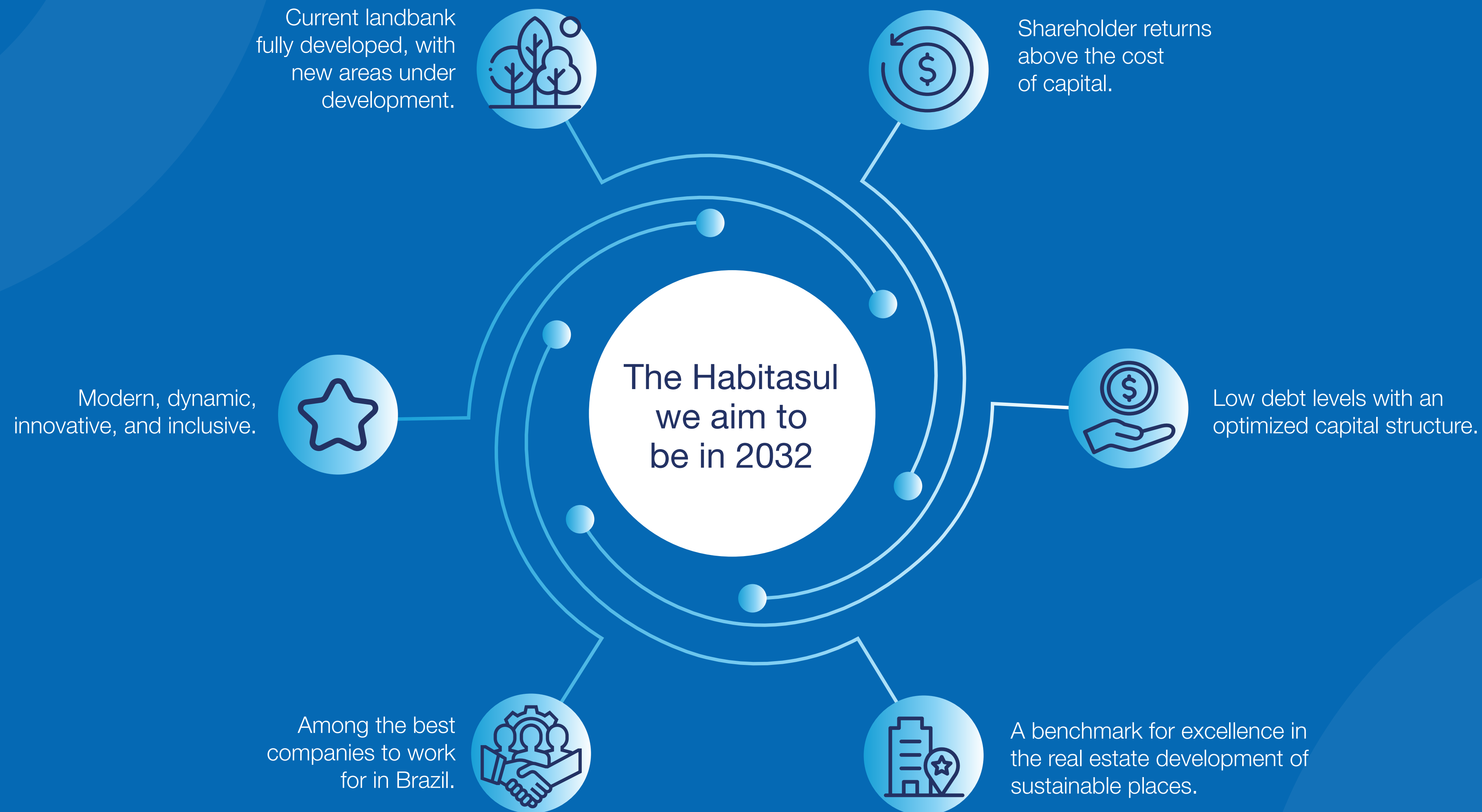
Customer focus: we understand our customers and work together with agility and excellence in pursuit of satisfaction and prosperity.

Results orientation: we strive for superior and remarkable results.

Innovation: we value the new. We understand that resilience, agility, and permission to make mistakes are essential to creating solutions that foster the transformation of places and experiences.



Amoraeville, Jurerê Internacional



Sustainability Policy

(2-23) Since the beginning of our operations, we have acted responsibly to maximize the positive impacts and mitigate the negative impacts associated with our businesses. **Our commitment to sustainable development is reflected in prioritizing integration between developments, communities, and the environment.**

Our **Sustainability Policy** consolidates guidelines based on recognized certifications, market best practices, and voluntary commitments, guiding conduct aligned with our organizational culture and promoting the continuous improvement of the practices adopted.

Access here our Sustainability Policy. (PT only)

SDGs and ESG Commitments

(2-24) We continuously monitor alignment with the **Sustainable Development Goals (SDGs) of the United Nations (UN)**, revisiting every six months the opportunities mapped by study groups in 2020/2021 and presenting progress to the Sustainability Committee.

Since 2018, we have been signatories of the SDG Movement in Santa Catarina, and in 2021, we had the opportunity to support the founding of the SDG Movement in Rio Grande do Sul, of which we have also been signatories ever since. Our participation in both initiatives keeps us updated and engaged with the Global Agenda.



In 2024, we defined our ESG Commitments together with teams and leadership, validated by the Sustainability Committee.

(2-25) Our teams are aligned with the UN Global Agenda for sustainable development through ESG commitments, with the goal of achieving them by 2034. These commitments are incorporated into our strategy and challenge our teams to pursue innovative solutions and optimize operational processes.

Click on the ESG commitments to track the results.



Note: we corrected the wording of the SDG 6 commitment, changing the percentage from 90% of the units served to 100% of the units served.

Innovation

(3-3)

(201-1) We encourage our employees to propose and develop innovative solutions that contribute to the transformation of places and experiences. This commitment strengthens a culture of innovation integrated across all areas of the organization, supporting continuous improvement and the generation of sustainable value.

Continuing our innovation strategy, in 2025 we enhanced our operating model. The Innovation Networks were transformed into structured **squads** focused on urban development, corporate operations, and sanitation. These squads began working directly on project monitoring, contributing from the conception stage through the testing and validation phases of solutions, with systematic reporting of results and progress to the Executive Board.

Founder Haus: the epicenter of healthy entrepreneurship

Founder Haus, in strategic partnership with Habitasul, is consolidating **Jurerê in_ and Florianópolis as one of the world's leading technology and innovation hubs**. Launched in August 2023, the initiative established its first asset in the neighborhood: the Founder Haus Clubhouse, located on Av. dos Merlins.

An exclusive club for technology founders and investors that, in its first year of operation, attracted hundreds of people from more than 20 countries to experience the neighborhood's physical infrastructure and the unique experience of building businesses while living in

the region. From welcoming members of the Saudi Royal Family to securing the world's largest NASA event, Founder Haus brought global attention to the region's talent and infrastructure potential. But this was only the beginning.

Founder Haus hosts several events that strengthen the community in areas such as artificial intelligence, **web3**, **crypto**, **network states**, **startup societies**, **space tech**, and **longevity biotechnology** — including Prompt Nights, now in its 21st edition, as well as dozens of others such as Founder Fridays, Recovery Day, Jurerê Run Club, and the neighborhood favorite: Jurerê Breakfast Club.



Founder Haus, Jurerê Internacional

Expansion and Ecosystem

The year 2025 marked the opening of the second asset in the neighborhood: **Founder Desk, with its first location established at Jurerê Beach Village.** If Founder Haus attracts founders (individuals), **Founder Desk** attracts their companies. Technology entrepreneurs with global teams found in Founder Haus a home for healthy entrepreneurship.

To accommodate their companies, Founder Desk offers virtual and physical office services, providing everything from a local corporate registration and address in Jurerê to support for **holding** companies and operations in special jurisdictions such as the U.S., Próspera, the Cayman Islands, and even “cloud jurisdictions,” where internet-native and web3/blockchain companies operate. Higher Order Company (HOC), one of the most respected artificial intelligence companies in the sector, was the first attracted to the neighborhood and is being accelerated by AiA (Alternative Intelligence Accelerator), offering several **co-owned self-operated micro-clusters** as **backbone** infrastructure for artificial intelligence, that is, power and internet connections.

It is at Founder Haus that the famous “bed of Mac Minis” is located, which went viral on social media and gave Jurerê the title of the world’s largest Apple Mac Mini hub, with 296 units testing a new parallel computing model. Other artificial intelligence startups, yet to be announced, are currently operating in **stealth mode**. This way, Founder Haus becomes an anchoring point for digital nomads, serving as a physical link between professionals, remote work technologies, and local and global community networks.

Milestones and international recognition



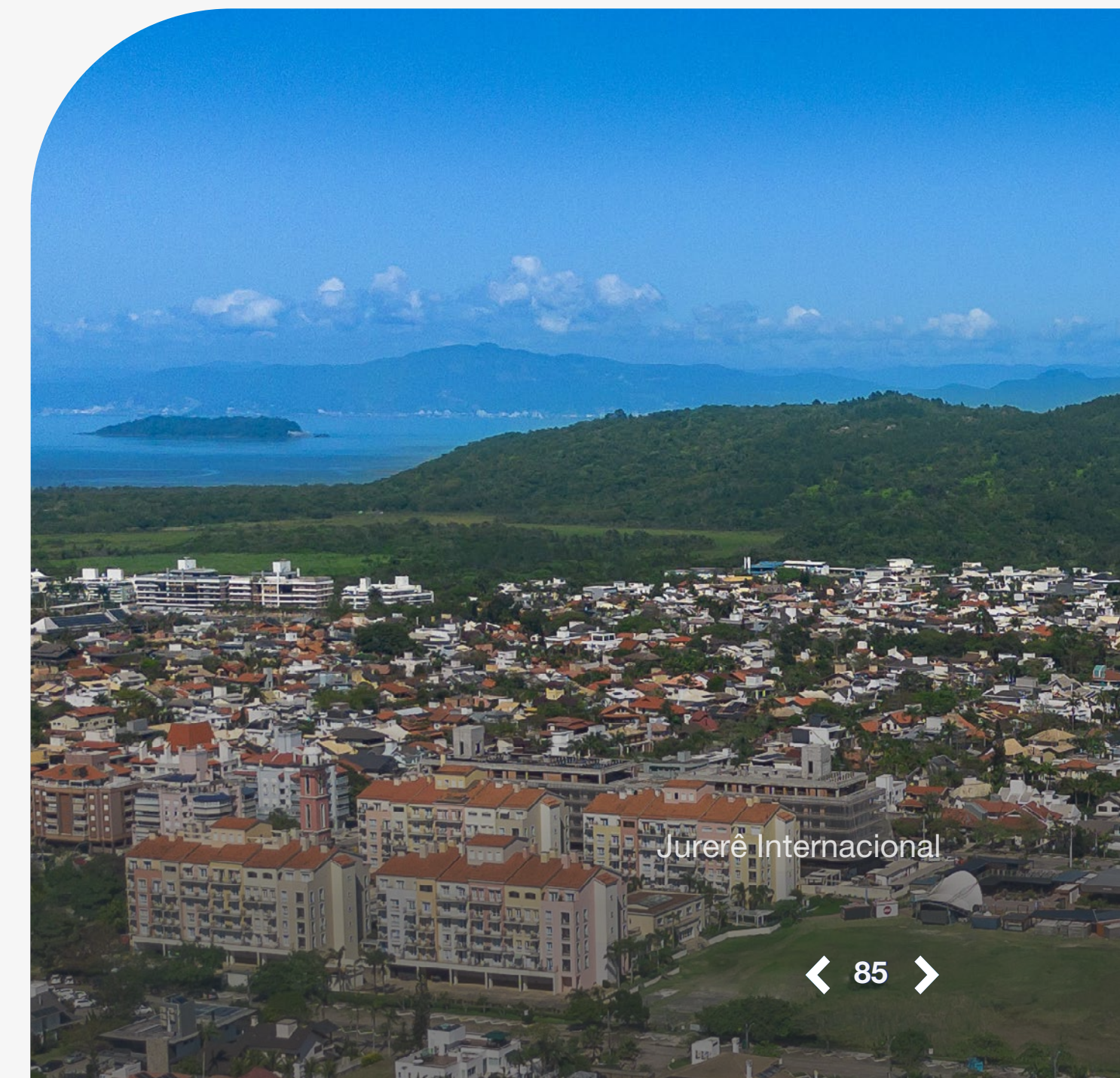
Another achievement of this partnership was the launch of Ipê Village, Brazil’s first **pop-up city** for **techno-optimists**, hosting 50 digital nomads for one month and prototyping the future of Brazilian cities (as highlighted by Forbes).

Companies such as Coinbase’s Base Blockchain, Torus Network, KuCoin, Uniswap, and Windsurf already choose to bring their founders, teams, and events to the neighborhood, building this ecosystem together with us. Combining the initiatives of Founder Haus—whether at the ClubHouse, Founder Desk, or AiA—we have already welcomed more than 1,500 in-person visitors from 20 different countries.

The Future: Floripa DEZ

Looking ahead, Founder Haus is developing FIT (Floripa Institute of Technology), which aims to lead the Floripa DEZ initiative. This campaign establishes a Special Economic Zone in Florianópolis through international partnerships with Próspera, Infinita City, and Tools for the Commons, focusing on attracting foreign investment and reducing bureaucracy for global entrepreneurs.

The year 2026 will mark the expansion of additional physical structures in the neighborhood to complement the necessary infrastructure and accommodate the next generation of nomadic founders relocating to Santa Catarina, consolidating Jurerê Internacional as the global epicenter of a future centered on human resilience.



Jurerê Internacional

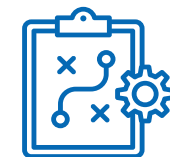
programa mais

The Programa Mais is Habitasul's main institutional guideline for promoting operational excellence, management discipline, and the generation of sustainable value. **Led by the Continuous Improvement area, the program is based on the Lean philosophy** and guides process standardization, the systematic reduction of waste, the strengthening of governance, and the continuous development of people.

In 2025, all continuous improvement initiatives were formally linked to the Programa Mais. The actions developed consolidated our culture of continuously pursuing operational excellence and improving data-driven decision-making.

We planned **15 continuous improvement projects** aligned with the organization's strategic priorities. Among them, **11 projects were completed**, achieving relevant advances in safety, organization, operational efficiency, routine management, and process standardization. Four of the planned initiatives were discontinued due to organizational restructuring, leadership transitions, and reassessments of strategic priorities. This did not compromise the consistency of the program, but rather reinforced maturity in the allocation of efforts and resources.

Highlights 2025



Planning and Stewardship Execution initiatives – the Movimento Jurerê Mais, through **process mapping and redesign (BPMN)** conducted in successive phases, which strengthened operational standards and routine control.



Applications of the 5S methodology in the Maintenance areas of Jurerê Beach Village, IL Campanario, and Jurerê OPEN Shopping improved organization, safety, and space utilization, **with direct impacts on operational efficiency.**



The 5S program reviewed and improved process mappings with the objective of implementing **ISO 9001 at the IL Campanario hotel.**



We implemented initiatives based on the Kaizen methodology for the promotional fund of **Jurerê OPEN Shopping**, focused on the organization and structuring of data. This process redesign ensured greater transparency in fund administration and optimized operational management, **providing greater financial predictability for the business.**



Process reviews for Fajã and the identification of improvement opportunities and adjustments to event request and internal consumption processes, with the objective of reducing bureaucracy in requests and reviewing governance.

Lean development track

People development remained a central pillar of the Programa Mais.

The Lean Development Track trains employees in the culture of continuous improvement through the practical application of Lean concepts and tools in routine activities and departmental projects. A total of **23 new Lean Facilitators (Yellow Belt) and 7 new Maintainers (Green Belt) were certified**, expanding the organization's internal base of methodology multipliers.

The projects developed within the Maintainers Track were implemented in areas such as Controllership, Information Technology, and SAE, integrating training and results generation.

Three strategic initiatives driving our efficiency:



Matrix expense management: implemented by the Controllership area to reduce budget variability, increase financial predictability, and ensure stricter expense control.



Habitasul automation: led by the Information Technology area, focused on SESMT processes, with the objective of eliminating rework, increasing data reliability, and optimizing operational efficiency in the area.



ETE efficiency: a project led by SAE, focused on the Effluent Treatment Plant, promoting process stability and cost reduction. The initiative seeks to mitigate environmental risks and strengthen the unit's regulatory compliance.



Josiane Wieczorek Alonso,
Habitasul Office – Porto Alegre (RS)

Our culture, our strength

To strengthen the “Our Culture, Our Strength” program, we continued directing our efforts toward environments of ownership, innovation, and autonomy, encouraging employees’ active participation in creating, proposing, and implementing solutions for our strategic challenges.



Esthefany Teles de Miranda Correa,
Habitasul Office – Florianópolis (SC)

Internal customer satisfaction



As part of strengthening data-driven management, the Continuous Improvement area conducted the **Support Areas Satisfaction Survey in 2025**, encompassing all stages of application, consolidation, and feedback of results.

The survey measured leadership’s perception of the services provided, identified strengths and opportunities for improvement, and supported the development of structured action plans. The methodology adopted as the standard for monitoring satisfaction is the **Net Promoter Score (NPS)**. **The survey results are incorporated into the goals of the Supera Results Program**, reinforcing the connection between continuous improvement, organizational performance, and sustainability. The results revealed different levels of maturity among the areas, guiding the prioritization of corrective actions, development initiatives, and the consolidation of best practices.

The actions carried out through the Programa Mais demonstrate our progress in adopting continuous improvement practices, developing people, and strengthening processes and governance.

More than isolated results, the period consolidated structural foundations for the long-term sustainability of the business, enhancing the organization’s ability to respond to challenges, optimize resources, and generate sustainable value for its stakeholders. These advances were significantly reflected in increased satisfaction levels across the areas, especially **Controllershship and Sustainability**, which, operating with a high degree of autonomy, **achieved the Excellence Zone at Habitasul**.



[Access here](#) our Indicators Center to learn more.

Culture and Employee Development

(3-3)

(401-1) Based on the strategic intent designed for the 2023–2032 cycle, we worked on developing a culture of trust, excellence, innovation, customer focus, diversity, ownership, and intrapreneurship through the development of essential

competencies for this new cycle. We value a culture based on mutual collaboration, in which creativity and innovation are continuously encouraged. Through our structuring programs, with self-development and continuous engagement initiatives,

we encourage ownership, teamwork, and purpose-driven performance aligned with our strategic sustainability goals and the generation of positive impact. **Learn about our five structuring programs:**



Hover over each initiative to learn more.

Habitasul Office – Porto Alegre (RS)



programa — gera

(404-2) Throughout the entire employee journey, we promote initiatives that strengthen engagement, support professional development, and reinforce alignment with the organizational culture, encouraging ownership and diversity.



gera diversidade

Highlights 2025



We carried out recruitment and selection processes for **421 positions**, including 12 internal recruitment processes.



We conducted **26 onboarding sessions** throughout the year.



We recorded **44 performance based** promotions.



We encouraged new generations through the **Internship Program**, with eight selected participants, and the **Young Apprentice Program**, with **23 active** participants.



We implemented the **Protagonize Program – Career Tracks**, with eight in-person and online sessions for all employees. **The initiative strengthened the culture of continuous development** and the alignment of criteria focused on business needs. The track evolved from the conceptual stage to practical implementation, integrated with budget planning and connected to the compensation policy, providing employees with visibility, transparency, and autonomy regarding their next career steps.



We were recognized in the **GPTW** Diversity ranking as one of the best companies to work for in Brazil among mid-sized companies, achieving 9th place in the 50+ category, 19th place in the Ethnic-Racial category, and 29th place in the Women category.



We advanced in **pay equity** through the adoption of market-based assumptions and benchmarks, in addition to **publishing the Salary Transparency Reports** (Law No. 14,611/2023).



We visited partner institutions focused on diversity initiatives, including the Parents and Friends of People with Special Needs Association (APAE) of Florianópolis and the Association of the Deaf of Greater Florianópolis.



We held **D(iverse) Day** in November 2025, featuring a hybrid-format lecture on unconscious bias, encouraging reflection on its impacts within the organizational environment and on ways to mitigate them.



We concluded another edition of the **Women's Mentorship Program**. The initiative included the participation of **20 female leaders** representing all Habitasul business units and promoted leadership development, the strengthening of professional competencies, and the appreciation of diversity and gender equity.

programa **motivã**

Our focus is to strengthen people’s connection with the company’s purpose, promoting the continuous development of their capabilities based on the values that guide our operations. We provide an inspiring professional environment that supports individual growth and strengthens collective results.

We understand that a positive organizational climate is built collaboratively, through the participation and commitment of everyone.

In 2025, we promoted engagement and people appreciation initiatives focused on organizational culture, well-being, and workplace quality. The internal initiatives strengthened the sense of belonging, encouraged collaboration, and expanded spaces for listening and recognition, contributing to a positive employee experience and to our commitment to being an excellent place to work.

Note: in 2025, no Great Place to Work® (GPTW) climate survey cycle was conducted; however, we maintained all criteria and goals and implemented the action plans mapped during the 2023/2024 cycle.

Highlights 2025



10 celebrations for commemorative dates (Mother’s Day, Father’s Day, Easter, among others).



Celebra gathering, with **135 participants**.



Family at the Company **event**, with the participation of **375 people**.



Climate Group as a channel for dialogue and continuous improvement of the work environment.



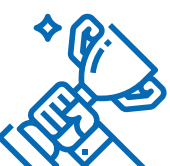
Recognition for years of service, valuing employees’ journeys and contributions.



Gifts and birthday celebrations, strengthening bonds and care.



Welcome kits (baby kit and onboarding kit).



“Highlight/Star of the Month” **award**, encouraging performance and recognition (hotels and restaurants).

Benefits

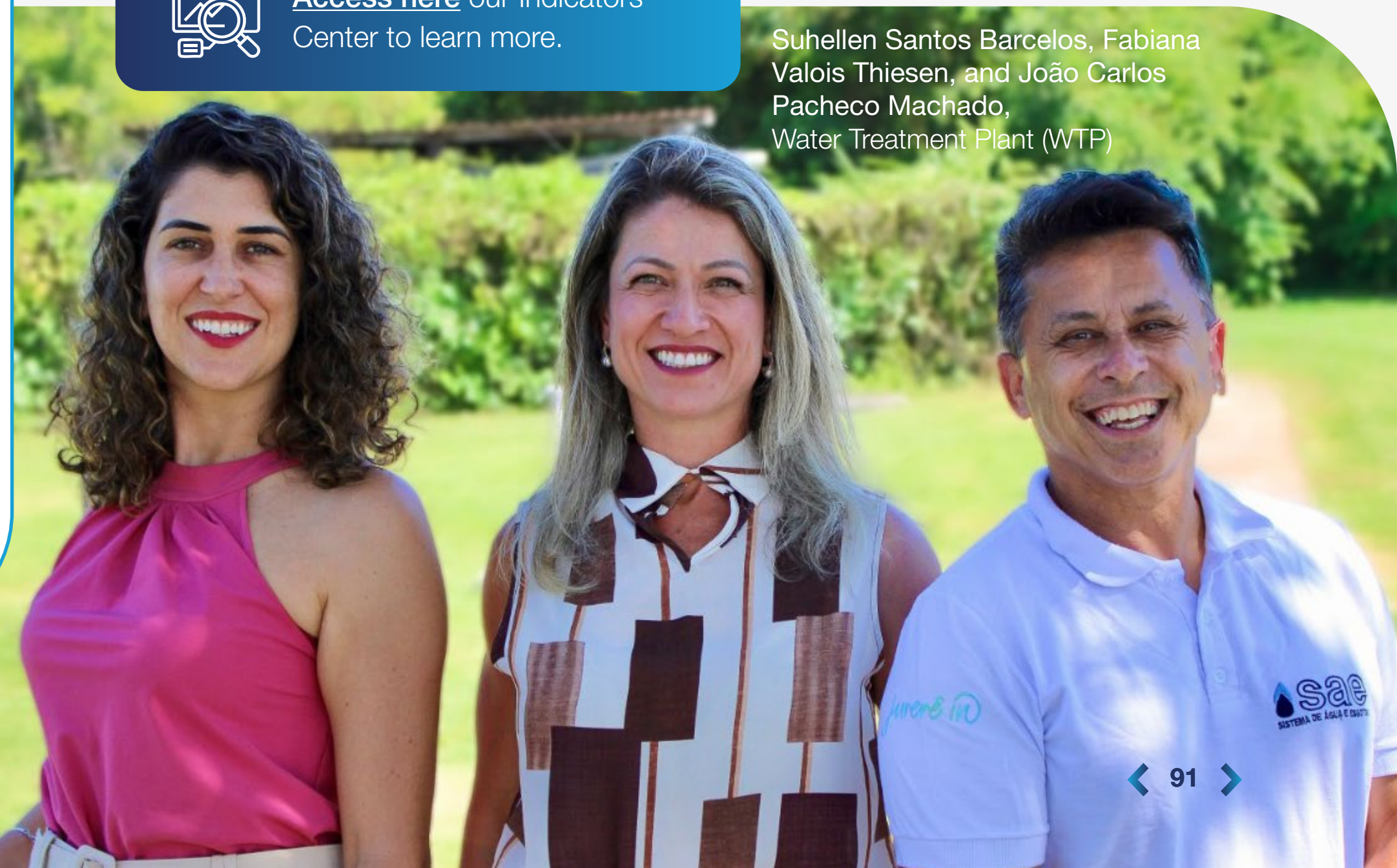
(401-2) We have continuously evolved in the evaluation and expansion of the benefits offered to employees and their dependents, always aligned with market best practices and the specific realities of each business.

We participate in the **Empresa Cidadã Program** in Santa Catarina and Rio Grande do Sul, which extends maternity and paternity leave, ensuring employees have more time to accompany the arrival of their children, whether biological or adopted. This initiative reinforces our focus on well-being, valuing family life and respect for people.



[Access here](#) our Indicators Center to learn more.

Suhellen Santos Barcelos, Fabiana Valois Thiesen, and João Carlos Pacheco Machado, Water Treatment Plant (WTP)



programa **cresce**

Through the Programa Cresce, **we promote training initiatives focused on continuous learning**, knowledge management, and the development of essential competencies. We offer in-person, hybrid, and online training sessions.

We have three Corporate Education schools:

(404-2)

 **Hover** over the schools to learn more.

Marilyn Barros Gatelli and Paulo Cesar Brizola Pinheiro, Habitasul Office – Porto Alegre (RS)



(404-2) In 2025, the **Self-Development Journey** was structured based on organizational priorities, covering topics such as Assertive Communication, Integration Workshops (SAE and SC Leadership), D(iverse) Day, and Women’s Mentorship, strengthening team integration, valuing diversity, and developing leadership.



[Access here](#) our Indicators Center to learn more.



Highlights 2025

In 2025, the Self-Development Journey totaled **1,474 training hours**, with **498 participations** and a **90.9% satisfaction rate**, demonstrating the relevance and effectiveness of the training initiatives.

The **Competencies in Action**, a structuring stage of the Self-Development Journey, consolidated a significant advancement in our people management model by positioning competency development as a strategic pillar for business sustainability. The initiative engaged leadership and administrative employees in a hybrid format, focusing on strengthening organizational and behavioral competencies critical to strategy execution. More than a training program, it represented the consolidation of a model based on ownership, shared responsibility, and continuous learning. One of the initiative's milestones was the internalization of content generation and the technical coordination of the initiatives.

By recognizing and empowering internal talents from the People Management area as facilitators and specialists, **we strengthened our intellectual capital, expanded institutional autonomy, and increased the alignment between development initiatives and real business challenges.**

This evolution reflects three strategic dimensions presented alongside.

The Competencies in Action program represents a structured movement of organizational evolution, reinforcing our ability to transform knowledge into a competitive advantage and to progressively consolidate development as a long-term strategic asset.



Competency governance

Clear alignment between organizational capabilities and strategic priorities.



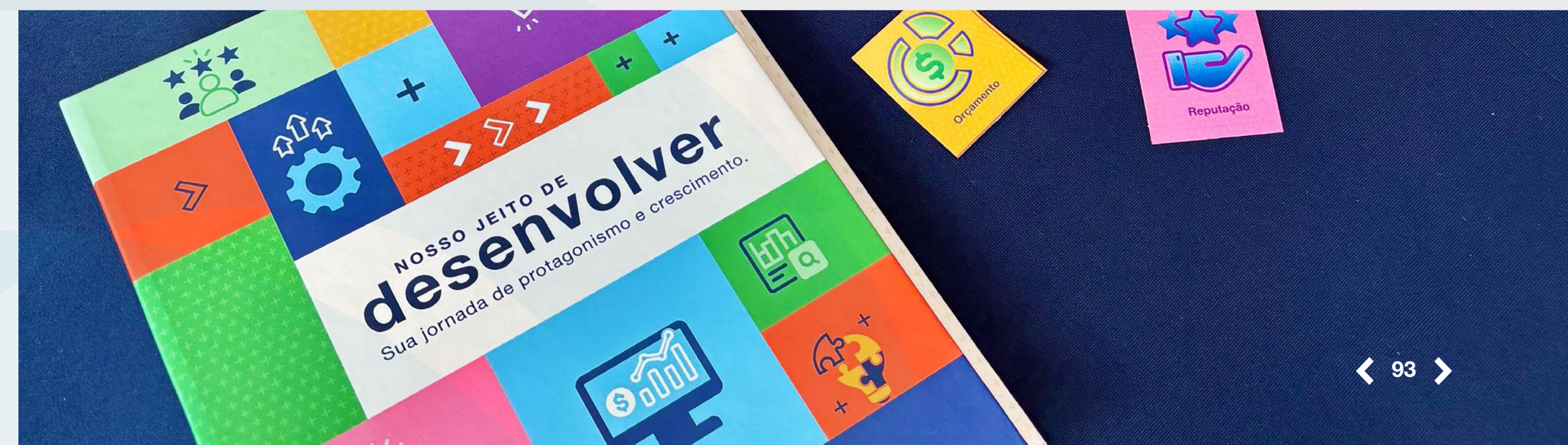
Human capital appreciation

Recognition of internal specialists as knowledge multipliers and culture ambassadors.



Sustainable performance impact

Development focused on decision-making, responsible leadership, and efficient execution.



programa cuida

(403-1-a, 403-1-b, 403-8-a) **Life is a non-negotiable value, and this commitment is embodied in the Programa Cuida**, a structured initiative designed to promote occupational health and safety management across all our businesses. The program establishes guidelines, practices, and responsibilities aimed at **preventing occupational accidents and illnesses**, ensuring safe and appropriate working conditions for employees and service providers.

(403-7) Through the Programa Cuida, the company systematically identifies, assesses, and controls health and safety risks, adopting preventive and corrective measures that contribute to a safe and healthy work environment aligned with market best practices.

(403-4-a) As the implementation of the program progresses, **internal teams are continuously informed, engaged, and encouraged to actively participate** through information sharing, training sessions, and the submission of suggestions. **This collaborative approach strengthens continuous improvement and consolidates an organizational culture focused on occupational health and safety.**



Health and Safety

Our commitment is to ensure employees' health and well-being, prevent injuries, workplace accidents, illnesses, and occupational risks, as well as ensure compliance with legal and regulatory standards. Among the required documents, the **Occupational Health Medical Control Program (PCMSO), the Risk Management Program (PGR), and the Occupational Health Certificate (ASO) stand out.**

(403-3-a) The PCMSO is developed by a specialized company and assesses workers' exposure risks, defining preventive measures, with **monthly monitoring and examinations conducted at accredited clinics, which issue the ASO.**

(403-3-1) The physician coordinating the PCMSO is responsible for maintaining employees' medical records. General information, such as updated ASOs, is managed by the People Management area, following Habitasul's data protection guidelines and respecting medical confidentiality.

(403-2-d, 403-9-c, 403-9-d) Each incident is followed by a technical report or assessment called the **Workplace Accident Record, Analysis, and Investigation (RAI)**, which thoroughly documents the events and the measures adopted. **In 2025, 14 RAIs were initiated,**

with identification of root causes and implementation of action plans to mitigate workplace accidents.

(403-2-b, 403-2-c, 403-4-b, 403-9-c) Our training programs on Regulatory Standards (NRs) focus on ensuring appropriate conditions for carrying out work activities. The Internal Commission for the Prevention of Workplace Accidents (CIPA) plays an essential role in compliance with legal requirements.

CIPA holds monthly meetings. Its members represent teams from all our business units, issuing reports and, when necessary, **conducting safety dialogues to prevent unsafe conditions or behaviors.** Protection against retaliation of any kind is ensured by our Code of Ethical Conduct and by applicable legislation.

In 2025, the Internal Week for the Prevention of Workplace Accidents (SIPAT) promoted awareness, prevention, and employee health and safety initiatives. Throughout the week, educational activities, lectures, and interactive sessions were conducted focusing on accident prevention, the promotion of healthy habits, and the strengthening of the safety culture in the workplace. **The initiative involved the participation of 160 employees.**

Pillars of the Programa Cuida



Management



Legal Compliance



Disciplinary Measures



Standardization and Training



Recognition



Communication, Programs, and Campaigns



Water Treatment Plant (WTP)

Management

(403-2-a-i, 403-2-a-ii, 403-4-a, 403-9-d) The management of the Programa Cuida is carried out by an internal team composed of an occupational safety technician, a nursing technician, and a coordinator who reports directly to the Executive Board.

The team ensures the structuring, maintenance, and effectiveness of the Program, in addition to providing technical guidance and preparing reports aimed at the continuous improvement of internal processes. These initiatives are based on periodic inspections of workplace environments.

Legal Compliance

(403-1, 403-9) The program seeks to ensure and guide compliance with Ordinance No. 3,214/1978 and the Regulatory Standards (NRs), as well as current occupational hygiene guidelines. With specialized technical support, we ensure accuracy in the preparation, updating, and validation of reports for occupational risk control. When applicable, technical recommendations are converted into action plans monitored through the PGR (Risk Management Program), ensuring traceability and continuous improvement of working conditions.

Disciplinary Measures

Employees and service providers are subject to disciplinary measures and penalties, in accordance with labor legislation and contractual clauses, in cases of non-compliance with the established health and safety standards and procedures.

Recognition

The recognition of safe practices is used as a strategic tool to strengthen the culture of prevention and team engagement. Through the **“Your Attitude Deserves an Encore”** program, we recognize employees who stand out in complying with occupational health and safety standards, reinforcing the culture of prevention and engaging employees.



93 actions were recognized over the last three years, reflecting greater engagement with safe practices.

Standardization and Training

(403-5) Training initiatives are defined based on the risk assessment of activities, in full compliance with the Regulatory Standards (NRs). Training sessions are provided free of charge, offered in person or online, and conducted by legally qualified professionals. At the end of each training session, participants evaluate the content and methodology, ensuring the continuous improvement of learning processes.



[Access here](#) our Indicators Center to learn more.



Jessé Marques,
Habitasul Office – Florianópolis (SC)

Communication, Programs, and Campaigns

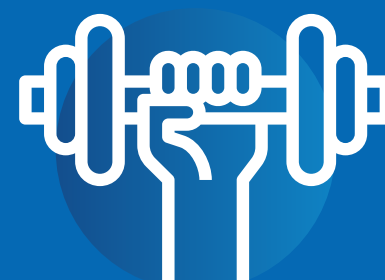
(403-5) The dissemination of occupational health and safety-related content takes place continuously, integrating the onboarding processes for new employees and service providers, periodic medical examinations, preventive campaigns, and thematic meetings. These initiatives are complemented by alignment with and reinforcement of official campaigns promoted by the Federal Government. The Internal Week for the Prevention of Workplace Accidents (SIPAT) is one of the main awareness tools, disseminating relevant information and strengthening the institutional commitment to employee health, safety, and well-being, as well as to maintaining safe and healthy work environments. **We implemented discussion circles on physical and mental health in partnership with the Moodar platform**, promoting awareness, learning, and encouragement of self-care.

We carried out thematic initiatives and campaigns throughout the year. These included Lilac August, focused on preventing and combating violence against women; Yellow September, dedicated to suicide prevention and mental health promotion; Pink October, providing guidance on breast cancer prevention and early diagnosis; and Blue November, focused on men's health care and prostate cancer prevention.

In total, four lectures focused on employee health were conducted, involving 360 participants.

Programa Cuida initiatives

Hover over the initiatives to learn more.



Luis Fernando de Oliveira Brito and Vinicius Albrecht, Water Treatment Plant (WTP)



Commitments for 2026

- Continue advancing **in compliance with health and safety standards.**
- **Restructure the PPE delivery and control process** across the business units.
- Implement the **action plan related to the NR-01 assessment.**
- Conduct **health and safety inspections** across the business units.
- Develop **procedures for the hiring and monitoring of third-party services.**
- **Expand health and safety communication** campaigns.
- Create an **emergency plan and conduct building evacuation drills** with the emergency brigade.




[Access here](#) our Indicators Center to learn more.



Habilitasul Office – Porto Alegre (RS)

programa **supera**

Through the Programa Supera, we foster the personal and professional growth of our employees. The program is structured around **two pillars: Competencies and Results.**

 [Access here](#) our Indicators Center to learn more.

Supera Competencies

Supera Competencies is an evaluation program designed to encourage **personal and professional development**, promote self-awareness, strengthen the feedback culture, encourage high performance, and identify and recognize talent.

The evaluations and competencies are specific to each functional group, and the cycle takes place annually. As part of the maintenance and follow-up process, annual feedback sessions are encouraged to review the **Individual Development Plan (IDP)**, supporting career discussions between leaders and employees.

Supera Results

The Supera Results program is a central pillar of our **performance management model**, connecting professional development with the achievement of our strategic objectives. The program uses the deployment of clear and measurable goals to encourage new challenges and ensure alignment between individual deliverables and the organizational vision.

The initiative strengthens a culture based on meritocracy, accountability, and results orientation, with goals covering multiple hierarchical levels and focused on operational excellence, efficiency, and business growth. **Performance is monitored throughout the year, allowing for agile adjustments and ensuring predictability of results.** At the end of the cycle, the consolidation of results determines participants' classifications and their respective variable compensation ranges, according to the level of achievement of the agreed goals.

The recognition model has a progressive incentive structure proportional to the results achieved. Eligibility for variable compensation ranges from no bonus in cases where goals are not achieved to progressive salary percentages for performances classified within incentive ranges, goal achievement, or exceeding expectations. The evolution of the program over recent years confirms its strategic relevance. Between 2022 and 2025, the increasing complexity of the goals reflected the organization's growing maturity in the use of performance indicators and the deployment

Performance Level	Evaluation Criteria	Variable Compensation*
Attention	Goals not achieved	0% of salary
Incentive	Partial achievement of goals	25% of salary
Target	Full achievement of established goals	50% of salary
Exceeding Expectations	Performance above established goals and expectations	75% of salary

* The variable compensation percentage corresponds to a percentage of one annual salary.

of corporate strategy. In 2025, relevant progress was achieved across several strategic fronts, as well as opportunities identified to improve the definition, monitoring, and deployment of goals.

Throughout the year, we initiated the review of the Supera Results Program to improve governance, reinforce its role as a strategic performance lever, and incorporate lessons learned from the cycle. **As outcomes for 2026, the program model will be restructured with a focus on greater clarity, strategic alignment, and effectiveness in goal management.**

Our People

(2-7)

Employees

The following data were obtained from the ERP system, **considering December 31, 2025, as the reference date**, and include employees from the real estate and provision of services business segments.

In 2025, our workforce totaled 666 employees, reflecting the company's continuous growth and the strengthening of its human capital.

Sexual orientation

The sexual orientation data presented in previous years were based on self-declarations provided by respondents to the GPTW® Climate Survey. This survey was not conducted in 2025. For 2026, a Diversity Survey is planned, which will provide updated information on this indicator.



Ana Paula Laurentino, Ana Paula de Andrade Brandeburgo, and Bianca Pires Quinellato, Habitasul Office – Florianópolis (SC)



[Access here](#) our Indicators Center to learn more.

Turnover and absenteeism

(401-1) In 2025, we reviewed the turnover calculation methodology to the Monthly Average Turnover model, aligning the indicator with market best practices and increasing the accuracy of the analysis of employee movement throughout the year. It is worth noting that the indicator is monitored

monthly, with retention initiatives continuously implemented at the same frequency. We maintained initiatives focused on strengthening the organizational climate and reducing turnover and absenteeism through engagement, well-being, and internal follow-up practices. See below:



Feedback



Monitoring by SESMT



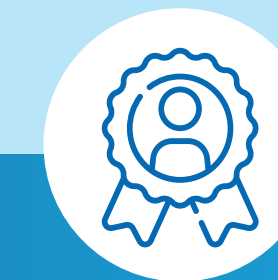
Immediate manager support



Strengthening of the organizational culture



Employee support and welcoming



Attendance award

Hover over the practices to learn more.



Commitments for 2026

- Strengthen the culture of learning and feedback, as well as the culture of performance-based evaluations.
- Review the Compensation Policy up to the executive level.
- Anticipate hiring and budgeting for the management of high-season positions at the hotels, seeking efficiency and engagement by accelerating hiring processes in a preventive and assertive manner.



Analice de Paula Pereira, Marchane Camargo Dorneles, and Geovana Madeira de Campos, Habitasul Office – Florianópolis (SC)

Quality Management

(3-3)

We structured our quality and environmental management based on the principles of continuous improvement, legal compliance, risk management, and the generation of sustainable value for stakeholders. Through the **Qualifica Program**, we promote the integration of the Quality and Environmental Management Systems, contributing to the

mitigation of socio-environmental and climate impacts and to the strengthening of corporate governance. Our operations are supported by team engagement, process standardization, and the adoption of practices aligned with internationally recognized standards and frameworks, ensuring the reliability of operational and administrative controls.



In the Real Estate Development business, improvements were implemented in the Quality Management System, resulting in recertification under ISO 9001:2015, with a new scope applicable to operations in the state of Santa Catarina, simplifying the scope to “Real Estate Development” in order to encompass all the business’s specific characteristics.

At SAE, the maintenance of the ISO 9001:2015 and ISO 14001:2015 certifications was successfully achieved, covering the Quality and Environmental Management Systems within the scope of Water and Sewage Treatment Services.

Also in 2025, the Jurerê Beach Village hotel maintained its ISO 9001:2015 recognition, remaining the first hotel

in Santa Catarina to obtain this certification, with a scope covering hospitality services, including lodging, leisure, and customer service. For the second consecutive year, thanks to the dedication of all employees, we once again achieved the Zero Waste certification for the Jurerê Beach Village hotel and SAE.

- **All audited businesses received the Grade A Best Practices Index.**
- **Jurerê Beach Village**
 - » 91.7% landfill diversion rate;
 - » 1st large-scale hotel in Southern Brazil.
- **SAE Administrative Unit**
 - » 90.8% landfill diversion rate;
 - » 1st administrative unit in the sanitation industry.

In parallel with the certifications already implemented, we advanced in the pursuit of LEED for Community pre-certification for the Specific Urbanization Plan (PEU) and in the certification of the Parque Péricles de Freitas Druck project, in Jurerê in_, with the Fitwel seal. Internationally recognized, these certifications acknowledge projects that promote health, well-being, and quality of life in built environments through practices that

encourage healthy habits, social interaction, and respect for sustainability principles. The strategic certification roadmap was reviewed and updated in 2025, with validation by the Executive Board, consolidating Habitasul's corporate guidelines for the maintenance, renewal, and achievement of certifications across the group's different businesses. This instrument strengthens governance, risk management, and strategic decision-making.

Business	2024	2025	2026
SAE	Zero Waste Certification ISO 9001 and 14001	Zero Waste (Certification) ISO 9001 and 14001 MEG (125)	Zero Waste (Certification) ISO 9001 and 14001 MEG (250)
JIAH	ISO 9001	ISO 9001	ISO 9001
Jurere Beach Village	Zero Waste Certification ISO 9001	Zero Waste (Certification) ISO 9001 ISO 14064	ISO 9001 ISO 14064 Zero Waste (Certification)
IL Campanario	Towards Zero Waste	Towards Zero Waste ISO 14064	ISO 9001 ISO 14064 Zero Waste (certification)
Jurerê OPEN Shopping	Towards Zero Waste ISO 9001	Towards Zero Waste ISO 9001	ISO 9001 Zero Waste (certification) MEG (125)
Real Estate Development	ISO 9001	ISO 9001	ISO 9001 LEED/Fitwell
Habitasul	ISO 14064	ISO 14064	ISO 14064 ISO 26000

Note: the Management Excellence Model (MEG) was added for SAE in 2025. The external ISO 9001:2015 audit for the IL Campanario hotel was postponed to 2026. The external audit for the Zero Waste certification was postponed to 2026 for Jurerê OPEN Shopping and IL Campanario.



IL Campanario Hotel



Commitments for 2026

- Achieve **ISO 9001:2015** certification for **IL Campanario**.
- Certify the **Parque Péricles** de Freitas Druck with the **Fitwel** seal.
- Obtain **LEED** pre-certification for the Specific Urbanization Plan (**PEU**).
- Implement the Management Excellence Model (**MEG**) 125 points at **Jurerê OPEN Shopping**.
- Implement the Management Excellence Model (**MEG**) 250 points for **SAE**.
- Achieve the **Zero Waste** Certification for IL Campanario hotel and Jurerê OPEN Shopping.
- Achieve the **Zero Waste** Certification for SAE and Jurerê Beach Village hotel.

Reinforcing an organizational culture focused on quality and excellence, we celebrated **World Quality Day in 2025**, recognizing the processes that stood out in the evolution of their Quality Management Systems: Jurerê OPEN Operations, SAE Maintenance, Engineering in Real Estate Development, and Corporate Marketing. **The initiatives included engagement activities and collaborative dynamics** aimed at strengthening teamwork and innovation.

Greenhouse Gas Inventory

In 2025, we conducted our 4th Greenhouse Gas (GHG) Inventory with the objective of identifying and quantifying emissions from our businesses in Santa Catarina and Rio Grande do Sul. This assessment presents the results of the Inventory of Anthropogenic Emissions by Sources and Removals by Sinks of Greenhouse Gases Not Controlled by the Montreal Protocol for Habitasul's operations between January 1, 2025, and December 31, 2025.

(305-1-g, 305-2-g) The inventory follows the guidelines of the World Resources Institute (WRI), using the GHG Protocol Brazil methodology, encompassing all Direct Emissions (Scope 1) and Indirect Emissions from Energy Consumption (Scope 2).

(305-1-d, 305-2-d, 305-5-c) The base year adopted for calculating greenhouse gas emissions was 2022. During that period, the emissions inventory was prepared and became the reference point for monitoring, comparison, and tracking the evolution of climate performance over subsequent years.

Since 2024, we have begun conducting individual audits of the hotel network managed by Habitasul (Jurerê Beach Village and IL Campanario), considering the full scope of their operations, which until then had been partially calculated within Habitasul's scope, representing the company's assets within the hotels.

Considerations

Hospitality: for the emission calculations in Habitasul's inventory, only owned units were considered – the remaining accommodations and complementary activities will be included in each hotel's individual inventory. In 2025, in Habitasul's inventory, the proportional share represented by Jurerê Beach Village hotel was reduced to zero due to the sale of all units from Habitasul's asset inventory.

Jurerê OPEN Shopping: only company-owned spaces and operational spaces that were not leased in 2025 were included in the calculations. The "energy" aspect considers exclusively company-owned unleased spaces.

Real Estate Development: comprises the administrative areas represented by the office located at Jurerê Beach Village and Habitasul's office in Porto Alegre. For removal calculations, the green areas in Santa Catarina and Rio Grande do Sul are considered.

Water and Sewage System (SAE): the operation's total emissions are accounted for.

(305-1-a, 305-2-a) In 2025, we recorded emissions of 141.11 tons of CO₂eq for Habitasul.

Emissions by scope (in tons of CO₂e)

(305-5-d) The return of emissions associated with the HFC-134 refrigerant gas in 2025 occurred due to leaks identified in the chiller and routine equipment maintenance activities.

For 2025, for the second consecutive year, we audited the inventories of the hotel network managed by Habitasul (Jurerê Beach Village and IL Campanario), considering the full scope of their operations. As a result, emissions of 518.74 tons of CO₂eq were recorded for IL Campanario and 238.82 tons of CO₂eq for Jurerê Beach Village.

For the hotels' inventory, removals are not accounted for. The significant increase in the percentage of Scope 1 emissions for the hotels is due to the purchase of HFC-134 refrigerant gas.



[Access here](#) our Indicators Center to learn more.

Quantity of Greenhouse Gases by business according to the type of gas emitted for Habitasul

(305-1-b, 305-2-c) **SAE:** no refrigerant gases (HFC-134) have been emitted since the base year.

Jurerê OPEN: methane (CH₄), nitrous oxide (N₂O), and refrigerant gases (HFC-134) have not been emitted either directly or indirectly since the base year.

(305-1-f, 305-2-f) Emissions data are consolidated based on the control of physical-financial records and operational controls.

 [Access here](#) our Indicators Center to learn more.

Greenhouse Gas emissions intensity


(305-4) In 2025, we began disclosing our GHG emissions intensity through indicators applied to our Water and Sewage System (SAE) and hospitality operations. Considering Scope 1 and Scope 2 emissions, we calculated the intensity of operational indicators specific to each unit, according to the nature of its activities. At SAE, emissions intensity was calculated in relation to the volume of water produced. At the IL Campanario and Jurerê Beach Village hotels,

it was calculated based on the total number of guests served during the period.

(305-4-d, 305-5-b) The inventory identifies and quantifies direct and indirect emissions of CO₂, CH₄, and N₂O in the business units, as well as HFC-134 in hospitality operations (operational control), while gases such as PFCs, SF₆, and NF₃ are excluded because they are not applicable to our business.



 Monitoring emissions intensity makes it possible to track the evolution of the environmental performance of operations and identify opportunities for improvement in energy management, resource use, and the reduction of greenhouse gas emissions.

 [Access here](#) our Indicators Center to learn more.

Removals

Net removals from native forests totaled 594.69 tons of CO₂eq, contributing to the increase of the carbon stock, estimated at 431,829.05 tons of CO₂eq, distributed across an area of 605.54 hectares in the states of Santa Catarina and Rio Grande do Sul.

The significant reduction in forest removals compared to inventories from previous years is due to the sale, exchange, or relinquishment of areas in 2025, specifically in Rio Grande do Sul: Vale da Ferradura and Campos da Fazenda.

Carbon stock by state of operation

Due to asset sales carried out in Rio Grande do Sul, there was a decrease in removal calculations, **representing 50.37% less than in 2023 and 44.11% less compared to 2024.**

[Access here](#) our Indicators Center to learn more.

Balance

(305-5-c) The final analysis between removals and emissions in 2025 for Habitasul revealed a **Positive Carbon Balance**. In other words, **our removals exceeded emissions by 453.58 tons of CO₂eq**, equivalent to a reduction of 42.87% compared to the 2022 base year and 10.1% compared to the 2024 inventory.

[Access here](#) our Indicators Center to learn more.

The results of the greenhouse gas (GHG) inventory are essential for establishing the foundations of an operational and energy transformation that not only contributes to environmental preservation, but also drives sustainable development.

(305-5-e) This document underwent an external audit and was certified under the International Organization for Standardization (ISO 14064).

As an environmental best practice to make the Corporate GHG Inventory more complete and comprehensive, the company will continue reviewing, through internal audits and improved controls, new emission sources, efficiency opportunities, and mitigation strategies.



Commitments for 2026

- **SDG 14:** reduce greenhouse gas emissions by 40% by 2030, compared to the 2022 base-year emissions.
- Transition the company-owned fleet to **more sustainable fuel sources.**
- Reduce the use of **refrigerant gases** (HFC-134) in hospitality operations.

Parque Péricles de Freitas Druck, Jurerê Internacional



Relationships

- 108** Relationship with Stakeholders
- 109** Society and Government
- 110** Jurerê Internacional Qualidade Sustentável (JIQS)
- 113** Local Communities
- 114** Programa Transforma

Relationship with Stakeholders

(3-3)

(201-1, 203-1, 2-29, 413-1) We maintained valuable relationships with our stakeholders, offering mutual benefits related to well-being, quality living, and coexistence, as well as the development of sustainable spaces and communities.



Society: trade associations.



Customers: legal entities and individuals who acquire the company's products and services.



Employees: legal entities (PJ), direct employees hired under Brazil's CLT labor regime, interns, and apprentices.



Suppliers: companies that provide services and supply products.



Communities: organized civil society located in the company's surrounding areas, including local residents.



Government: municipal, state, and federal government agencies.



Investors: shareholders.



Business partners.



Rogério Fraga de Freitas,
Habitassul Office – Porto Alegre (RS)

Society and Government



Habitasul Office – Porto Alegre (RS)

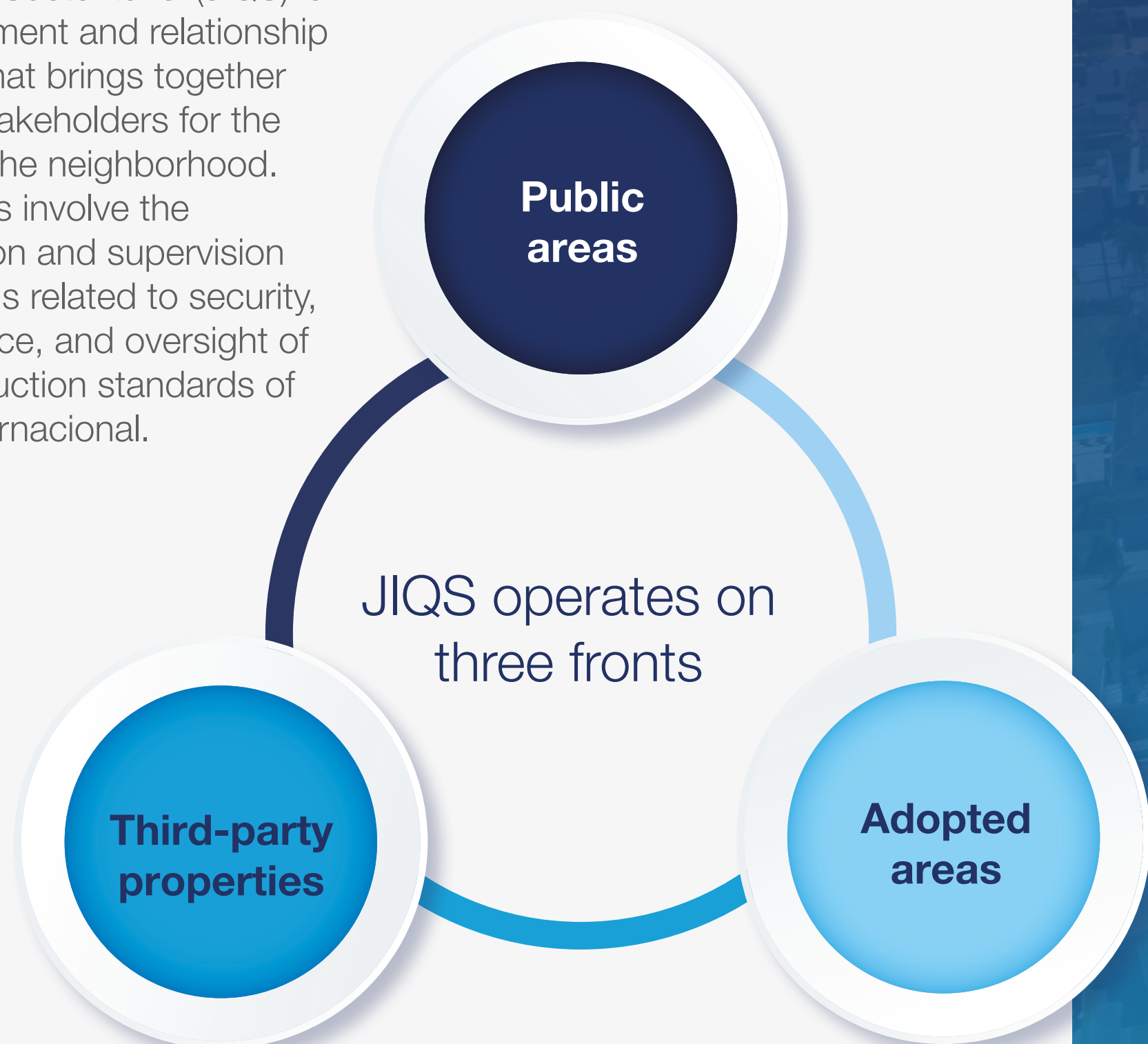
We are agents of change who transform simple interactions into enriching relationships. We value dialogue and the development of ethical and strong relationships with the communities where we operate. For us, **contributing positively to the development**

of these communities is essential. Therefore, we actively participate in several initiatives in partnership with companies, associations, communities, and public authorities. (2-28, 413-1) See alongside our participation in community and trade association initiatives.

Santa Catarina	Relationship
Associação Brasileira de Shopping Centers (ABRASCE)	Member
Associação Brasileira dos Escritórios de Arquitetura (ASBEA)	Member
Associação Comercial e Empresarial de Florianópolis (ACIF)	Member
Associação de Bares, Restaurantes e Hotéis (Abrasel)	Member
Associação dos Dirigentes de Vendas e Marketing do Brasil (ADVB/SC)	Member
Associação para o Desenvolvimento Imobiliário e Turístico do Brasil (ADIT)	Member
Conselho Regional de Engenharia e Agronomia de Santa Catarina (CREA SC)	Registered
Comitê ESG ADIT	Member
Conselho Regional de Química (CRQ)	Registered
Conselho Regional de Arquitetura (CAU)	Board Member
Rede Construção Digital, Industrializada e Sustentável – Enredes	Member
Conselho Comunitário de Segurança (CONSEG)	Participant
Municipal Housing Council	Alternate Member
Municipal Health Council	Council Member
Local Municipal Health Council – Jurerê	Council Member
Floripa Sustentável	Member
FloripAmanhã	Member
Business Leaders Group	Member
Junior Achievement de Santa Catarina	Council Member
National SDG Movement SC	Signatory
Associação Brasileira de Agência de Viagens de Santa Catarina (ABAV/SC)	Board Member
ABMalls – Associação Brasileira de StripMalls	Member
Municipal Sanitation Council	Council Member
Sinduscon SC	Member
Laboratório de Urbanismo e Arquitetura (LUA)	Member
Associação de Moradores e Proprietários de Jurerê Internacional (AJIN)	Member
Associação de Moradores de Jurerê Internacional (AVANTE)	Member
Associação de Moradores de Jurerê (AMOJU)	Member
Somos Cidade	Member
Rio Grande do Sul	Relationship
Associação de Empresários do Bairro Humaitá	Member
Cachoeirinha Environmental Council	Council Member
National SDG Movement RS	Signatory
Sinduscon RS	Member
Conselho Regional de Engenharia e Agronomia do Rio Grande do Sul (CREA RS)	Registered

Jurerê Internacional Qualidade Sustentável (JIQS)

The Jurerê Internacional Qualidade Sustentável (JIQS) is a management and relationship program that brings together different stakeholders for the benefit of the neighborhood. Its activities involve the coordination and supervision of demands related to security, maintenance, and oversight of the construction standards of Jurerê Internacional.



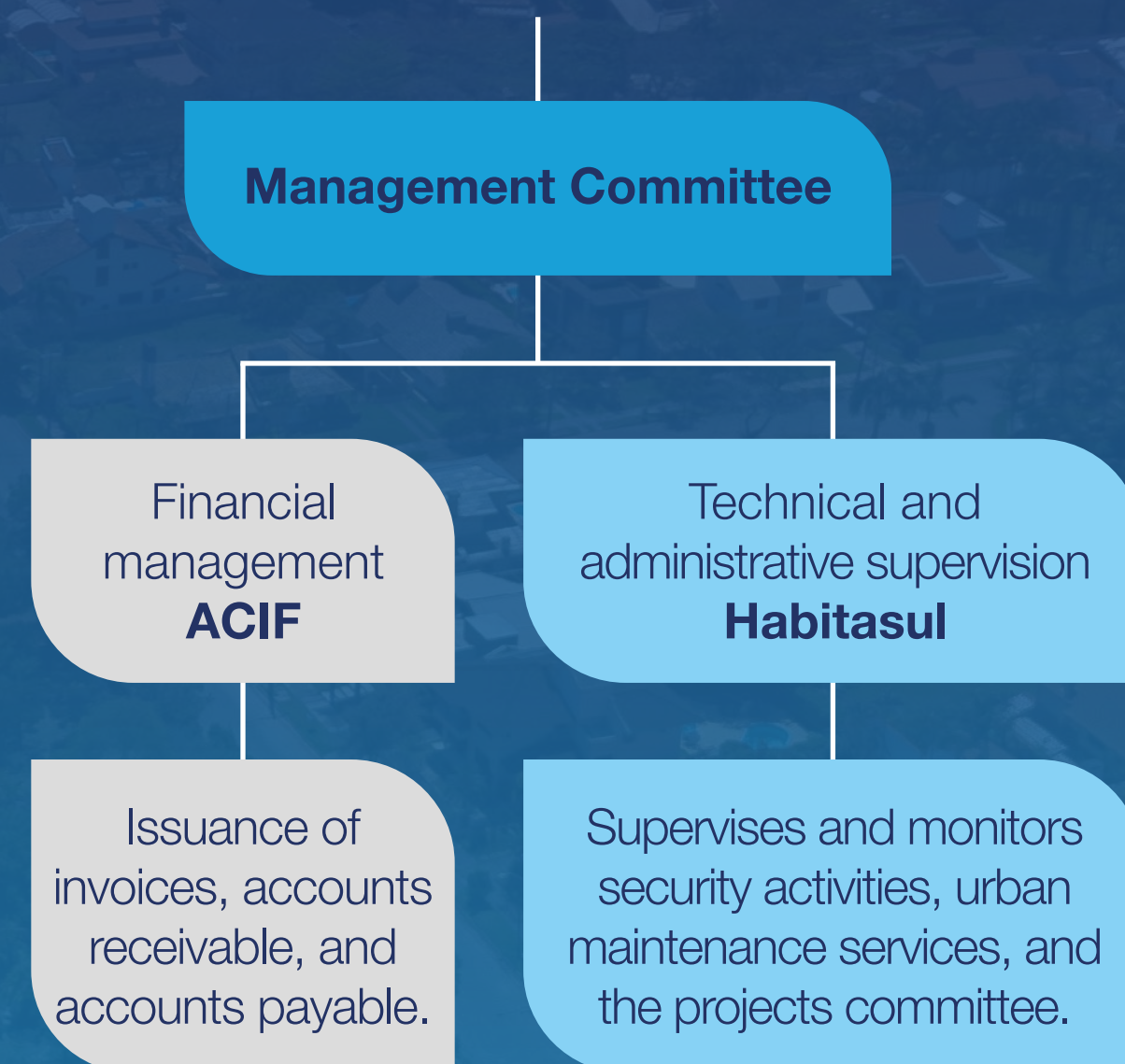
Public Areas

Shared management of public spaces through partnerships between the private sector, public authorities, and the community. Activities focused on the preservation and maintenance of streets, squares, sidewalks, and other common-use areas, ensuring adequate infrastructure for mobility, leisure, and safety through the **Movimento Jurerê Mais**. Alongside, see JIQS's role in the Movimento Jurerê Mais.

JIQS acts as a technical supervisor, coordinating security initiatives, urban maintenance services, and the projects committee. Collaborative governance was strengthened throughout 2025 through monthly meetings held since February 2024, involving residents' associations, business owners, merchants, and representatives of public authorities.

The movement focuses on the integration of Jurerê Internacional and Jurerê Tradicional, the enhancement of public spaces, and the provision of complementary security and urban maintenance services. In 2025, the program consolidated its role as a technical, operational, and institutional coordinator, expanding its contribution to urban sustainability and collaborative governance within the neighborhood.

JURERÊ *mais*



Highlights
2025

Jurerê waterfront

With a focus on land-use planning, infrastructure enhancement, operational strengthening, and the promotion of the sustainable use of the sandy beach area in Jurerê, waterfront management initiatives began during the 2025/2026 season in partnership with public authorities, including:

- Development and submission of a proposal for an **Integrated Waterfront Management Plan** to the Municipal Government of Florianópolis, focused on land-use planning, safety, environmental preservation, and sustainable socio-environmental development, with the potential to be replicated on other beaches.
- **Integration of security**, urban maintenance, and monitoring initiatives.

Communication and innovation

- Implementation of an **artificial intelligence assistant** to support residents and users.

JURERÊ
mais

- Contribution to the structuring of a new **public notice specifically for street vendors** operating along the Jurerê waterfront, with technical, environmental, and operational criteria for granting service concessions.
- **Requalification of kiosk infrastructure**, including electrical, hydraulic, sanitary, and accessibility improvements.
- Implementation of **effluent management** and zero-oil guidelines.
- Implementation of an **integrated commercialization model** for chairs, umbrellas, and food and beverage services through the kiosks.
- **Strengthening oversight** and regulation of waterfront use in partnership with the Public Security Department.

- Development of an application **for incident reporting and tracking**, indicator monitoring, and the daily management of urban maintenance and security activities, increasing transparency and process efficiency.



Security

- **In partnership with public authorities, the beach inspection station was reactivated** for the 2025/2026 season.
- **Construction of two lifeguard stations** along the Jurerê waterfront, expanding prevention capacity.
- Acquisition **of approximately 170 smart cameras** integrated with monitoring systems using artificial intelligence, increasing levels of surveillance, prevention, and responsiveness.

Urban maintenance

- Continuous complementing of public services related to the maintenance of public areas, including **cleaning, pruning, preservation of green areas, and maintenance of urban equipment**.
- **Integrated operations with the municipal government** to ensure operational efficiency and the continuous improvement of the urban landscape.
- **Support in identifying, recording, and forwarding** demands related to repairs **on public roads**, contributing to safety, mobility, and the preservation of urban infrastructure.

Adopted areas

In partnership with Floram and the FloripAmanhã association, we adopted public spaces (squares, parks, and landscaped medians) for maintenance, improvement, and landscaping. The initiative revitalizes these areas while also increasing safety and leisure opportunities at no cost to public authorities.

In 2023, we adopted Praça do Forte São Luís, and in 2025, Praça São Francisco de Assis, both built by Habitasul. Praça São Francisco de Assis was inaugurated in March 2025 in celebration of the anniversary of Florianópolis and receives regular maintenance and urban care services, promoting community interaction, well-being, and the qualified use of public space.



Environmental education initiatives were developed to train the technical team of Jurerê Internacional Qualidade Sustentável (JIQS) and the gardeners through a workshop on best practices for urban tree management, including proper pruning criteria and the correct disposal of vegetation waste.



Praça São Francisco de Assis, Jurerê Internacional

Subject to authorization from the municipal environmental agency, urban tree management and maintenance activities in Jurerê's public green spaces are authorized through 2027, limited to planting and pruning activities, with no planned tree removal.

Third-party properties

We are responsible for providing continuous guidance to ensure compliance with the established urban planning guidelines and construction standards, contributing to the preservation of the neighborhood's identity and appreciation. Inspection activities are predominantly associated with construction-related activities, with the highest incidence involving the following items:

- Construction and/or regularization of **walls and front lot enclosures**.
- **Irregular enclosures** that impact visual permeability or the urban standards of the street.
- Storage of **construction materials on public sidewalks**, obstructing pedestrian circulation.
- **Construction works** carried out without permits or in disagreement with the approved project.
- **Irregular constructions** or unauthorized expansions.
- Occurrences resulting from **conflicts between neighbors**, generally related to lot boundaries, shading, setbacks, or interference in common areas.



Commitments for 2026

JIQS, as the technical supervisor of the Movimento Jurerê Mais, reaffirms the importance of planning, coordinating, and implementing structuring initiatives that promote safety, preserve public spaces, and enhance the waterfront area. The initiative preserves and strengthens the concepts of organization, cleanliness,

safety, and quality of life that characterize Jurerê. With a long-term vision, the movement consolidates Jurerê as an integrated territory capable of **inspiring confidence, attracting sustainable opportunities, and offering outstanding urban experiences for residents, visitors, and investors.**

Local Communities

(3-3)

(201-1, 203-1, 413-1) Our definition of surrounding communities includes the neighborhoods adjacent to the locations where Habitasul’s businesses operate, as well as the regions where most of our employees reside. This definition guides the analysis and prioritization of partnerships, relationship strategies, and social investments, in addition to directing activities focused on community support. We classify the priority level into three tiers:

	First Tier	Second Tier	Third Tier
Jurerê in_ (SC)	Jurerê		
	Praia do Forte	Northern Region of the Island	Florianópolis
	Daniela		
	Ratones		
Rio Grande do Sul	Humaitá	-	

We believe that a truly valuable company goes beyond excellence in its deliveries: it generates a positive impact on the world. For this reason, we work to develop **places that inspire life.**



Prioritization of the surrounding community

As established in our Sustainability Policy, our commitment is to contribute to people’s quality of life through initiatives focused on education, sports, citizenship, environmental preservation, cultural appreciation, and income generation.

Jurerê Internacional began to develop near already existing local communities. Over the past 45 years, this relationship has naturally become consolidated. Community management is carried out through our different businesses – SAE, Jurerê OPEN Shopping, and the hotels – where we record and monitor feedback received in spreadsheets, develop action plans, and work with a focus on meeting customer expectations and promoting quality of life. We conducted perception surveys and socioeconomic studies with the first- and second-tier relationship groups for the development of the Specific Urbanization Plan (PEU).

In 2025, the Real Estate Development area initiated, through its own methodology, dialogues with all surrounding communities within the first tier. The proposal involved active listening and a forward-looking perspective on the future of Jurerê, creating space for the shared development of the Specific Urbanization Plan (PEU). During the workshops, after becoming familiar with the priority proposals for the development areas, presented in an accessible and educational manner, participants contributed ideas and shared local needs. The outcome of this process

will be the alignment of these contributions with the project, with feedback planned regarding the incorporation of these needs into the PEU.

One example of interaction with the community is the construction of Praça São Francisco de Assis, which originated from a community demand. The architectural project was widely discussed between the architecture team and stakeholders, and after reaching a consensus, it was developed by a resident architect and executed by Habitasul. For five years, Habitasul will remain responsible for the maintenance of the square. The impact of this initiative is evident in the continuous and responsible use of the space by the residents of Florianópolis.

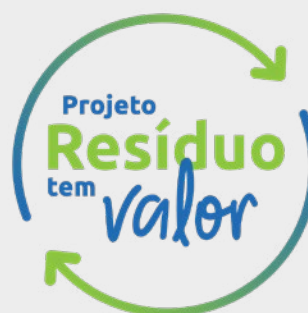
Another example is Parque Péricles de Freitas Druck, which has also been developed through community listening and engagement. The appreciation of green areas and leisure spaces mobilized the community, which has been following the project and participating in walks and guided visits throughout the implementation process.

We listen to community demands through Jurerê Mais using artificial intelligence that receives and classifies requests, directing them to the appropriate institutions and agencies. The recording and monitoring of occurrences are carried out through an application.

programa transformã

(413-1) Our sustainability best practices are organized into five pillars of action. Since 2020, we have conducted the Programa Transforma, an initiative dedicated to promoting social transformation. Through this program, we develop actions that foster opportunities and positive impact, **starting within the organization and extending throughout the surrounding community.**

Hover over the projects to learn more.



Marina Ramos Costa and Claudia Nogueira Gomes, Water Treatment Plant (WTP)

Resíduo Tem Valor

Encouraging the circular economy

Valuing waste is essential for promoting the circular economy by transforming discarded materials into recyclable and reusable resources. This encourages income generation and creates jobs, especially for recyclers, strengthening their social and economic inclusion, while also contributing to environmental preservation, the mitigation of climate change effects, and the sustainable and responsible development of cities.

(306-1) We consider impacts related to waste before generation, associated with the acquisition of supplies, materials, and services; during generation, in our own operational activities; and after generation, related to the collection, transportation, treatment, and final disposal of waste. This approach allows us to comprehensively understand where impacts occur and to guide management actions throughout the entire value chain.

The **Resíduo Tem Valor** project transforms waste management into a positive-impact strategy by promoting human dignity and environmental preservation through the valorization of materials, environmental



Noelia Palleiro and Barbara Melisa Robles, Recreation – IL Campanario Hotel

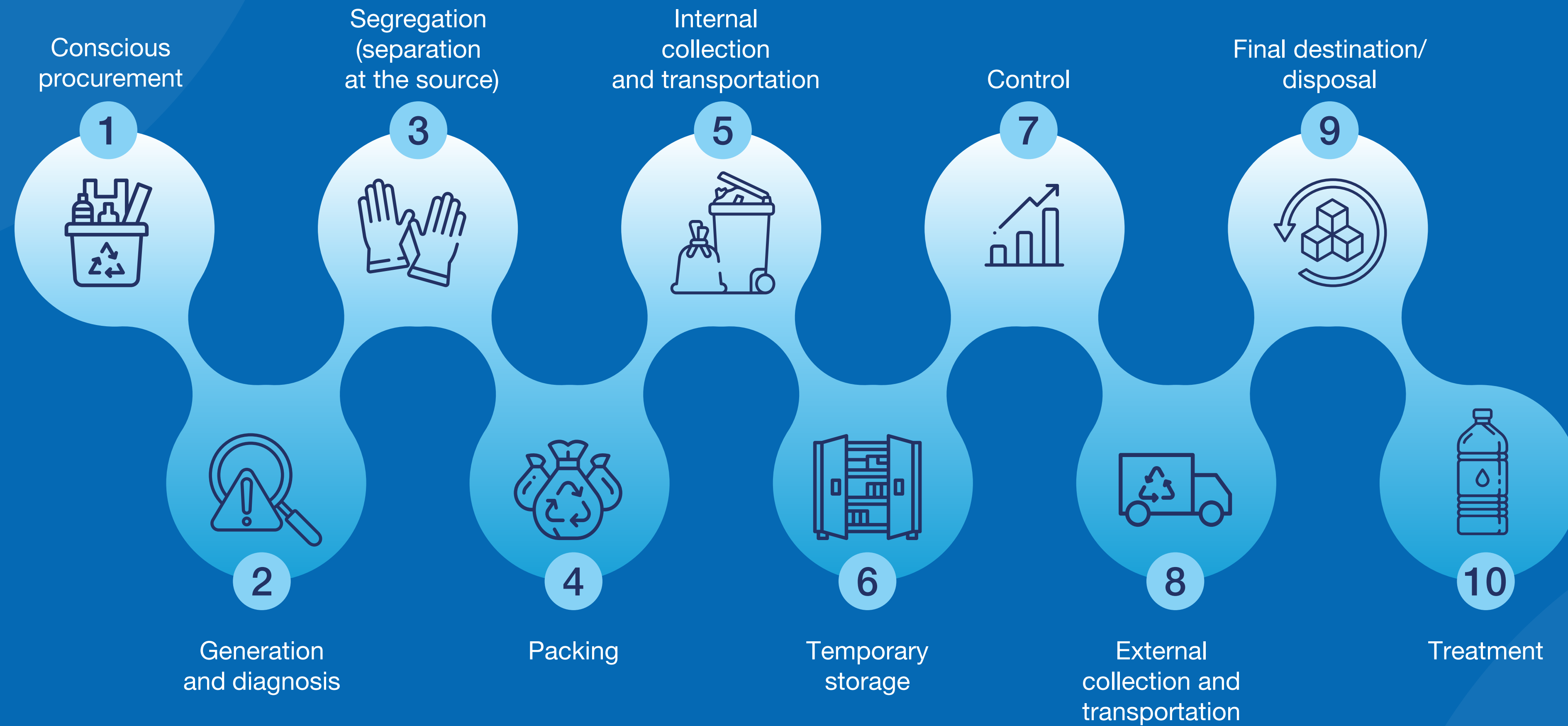


education, and the engagement of people and partners. Based on the principles of the **circular economy**, the project encourages **rethinking consumption** and promotes the **“transition from a waste culture to a resource culture,”** contributing to the reduction of environmental impacts and to a fairer, more inclusive, and sustainable future. (306-2-a) We manage significant waste-related

impacts through the Solid Waste Management Plan, updated annually, which incorporates best practices in procurement, circular economy, third-party management, and data monitoring, considering each business unit — hotels, SAE, and Jurerê OPEN. This plan identifies the types of waste generated and establishes guidelines for their management. (306-2-a) Waste generation in the business

units is associated with hospitality, retail, construction, services, and sanitation activities, classified as municipal solid waste, characterized by the consumption generated by a high flow of people, especially during peak season. Mixed recyclable waste, organic waste, non-recyclable waste, hazardous waste, construction waste, and sludge are generated.

Waste management flow:



(306-2-c) The volumes generated and disposed of are recorded based on segregation at the source, waste weighing, and validation of information by waste type, unit, and period. Data consolidation is supported by the use of a platform that enables continuous monitoring of waste flows, traceability of final destinations, and integration with applicable legal documentation, such as Waste Transport Manifests (MTR) and Final Disposal Certificates (CDF). This process ensures the consistency, reliability, and transparency of the reported information, supporting performance analysis and decision-making.


Currently, the **platform monitors 29 types of waste, operates with 28 accredited transportation** and/or disposal service providers, and recorded 1,308 collections between March and December 2025, with 634 Waste Transport Manifests (MTR) issued through the Institute of the Environment of Santa Catarina (IMA). These figures reflect the consolidation of the platform as a strategic tool for regulatory control, audit support, and the enhancement of corporate environmental management.

This set of practices is operationalized in a structured manner through the Resíduo Tem Valor project, which integrates operational initiatives, employee training, and data

monitoring, supporting the continuous improvement of waste management and the consolidation of socio-environmental results.

(306-3, 306-4) In 2025, through the **Resíduo Tem Valor project, we diverted an average of 85% of the waste generated from landfills**, equivalent to **729.2 tons of waste** directed to recycling, composting, and reuse, avoiding disposal in sanitary landfills and contributing to savings of **more than BRL 180 thousand** in public expenditures associated with final disposal.

The donations made to the **Associação Coletores de Materiais Recicláveis (ACMR)** promote income generation, social inclusion, and the strengthening of the recycling chain. In 2025, the cooperative received **BRL 56,196.00** for collection services provided, in addition to BRL 43,617.36 in income generated from the sale of recyclable materials, which is fully distributed among cooperative members.

 [Access here](#) our Indicators Center to learn more.



Consolidated data on waste diverted from landfills from all businesses

 **Organic waste: 236 tons**
sent for composting

 **Electronic waste: 2,427 kg**

 **Construction waste: 314 tons**

 **Cigarette butts: 51.8 kg**

 Lubricants and **cooking oil: 4,632 L**

 Kitchen sponges: approximately **8 thousand units**

 **Mixed recyclables: 147.9 tons**
donated to ACMR

 **Plastic bottle caps: 69 thousand** donated to a local NGO

Waste sent to landfills

(306-5) Despite prioritizing the **diversion of waste from landfills**, an average of 15% of the waste generated in the business units still does not present technical, environmental, or regulatory feasibility for recycling, composting, or other forms of recovery, **and is therefore sent to licensed sanitary landfills in compliance with current legislation.**

In 2025, 344.7 tons of waste were sent to sanitary landfills, consisting primarily of non-hazardous waste and sludge generated from sanitation operations, which totaled 206.5 tons during the period. **The sludge was disposed of in a licensed sanitary landfill** due to the technological and regulatory alternatives currently available within the operational context.

Additionally, hazardous waste with no viable recovery alternatives was **sent to licensed industrial landfills**, totaling 1.8 tons, including contaminated solids from operational maintenance activities, leftover chemical products, **and properly packaged sharps waste classified as Group E.**

Waste disposal in sanitary landfills is **carried out exclusively by environmentally licensed operators**, with ensured control and traceability. The continuous reduction of this volume, especially through the search for alternatives for sludge recovery and the

recovery of other waste streams, is treated as a **strategic environmental performance indicator**, guiding investments, technical studies, and continuous improvement initiatives in alignment with the principles of the circular economy and the guidelines of the Resíduo Tem Valor project.

Recognition

During the period, the businesses maintained the Zero Waste agenda with a Grade A Best Practices Index and two enterprises certified for the second consecutive year.

In 2025, the Resíduo Tem Valor project received regional and national recognition, including the **Top Ambiental** and **Top One awards from ADVB/SC, the Expressão de Ecologia Award** (Tourism and Quality of Life category), and the **Top Sustentabilidade award from ADVB/SP.**



TOP ONE | Empresa Cidadã

Salete Pereira, Jaraguá do Sul (SC)

Volunteering

In 2025, we impacted more than 2,100 people in Santa Catarina through 693 internal and external volunteers, totaling 114 hours of volunteer work by employees.

One of the projects maintained by Habitasul, **Junior Achievement Santa Catarina** reached the milestone of **1 million young people** served through its **entrepreneurship programs**. In 2025, we developed three programs with early childhood and secondary education schools in the northern region of the island, **involving 186 students and 31 volunteers**, with special emphasis on the **Finanças em Jogo Program**, conducted in-company for apprentices and employees interested in learning how to manage their finances.

In August, **approximately 69 thousand plastic caps were donated to the NGO ECOJET**, whose fundraising supports the care of abandoned animals, including food, neutering, and veterinary treatments.

Approximately 2,000 hotel linen items were donated to the NGO Cegonha Fraterna and transformed into newborn kits to support babies born in public maternity hospitals in Florianópolis during their first

days of life. In addition, the year ended with a Christmas campaign that collected hygiene kits for babies, which were donated to the aforementioned NGO. The donated items were incorporated into newborn kits and delivered to families assisted by the institution, contributing to care and well-being in early childhood.



Commitments for 2026

For 2026, our commitment is to **review the corporate volunteering program**, aligning its initiatives with the company's and community's strategic priorities.



Dazum Banho

The Dazum Banho project is an **environmental education initiative focused on raising awareness about the proper disposal of waste in public areas**. When disposed of correctly, materials can be recycled and transformed into new products, preserving the beauty and vitality of our waterfront. The first edition was held in 2020, and the Dazum Banho Project has now **reached 14 editions**, including two editions held during the Jurerê Marathon, which brought together more than 7,000 athletes from

12 countries. In the four editions carried out in 2025, **we had 242 volunteer participants, who removed 75 kg of lightweight waste from the waterfront**, including straws, plastic cups, and cigarette butts. **The materials were recycled and transformed into 120 flowerpots and 100 toys**, which were donated to children attending public schools in the neighborhood.

The project is supported by local media outlets, which help attract more partners to the initiative and promote environmental awareness.



BioEduca



Saete Pereira, Noelia Palleiro, and Matheus Romeiro Pinho, NEIM Maria Terezinha Sardá da Luz - Florianópolis (SC)

The BioEduca Project uses nature as a source of knowledge and discovery for students, employees, and the community, with Parque Péricles de Freitas Druck, in Jurerê Internacional, serving as the setting for its activities.

At the park, **we carry out environmental education initiatives aimed at the community, employees, and students.** In 2025, we conducted six guided visits, including the participation of a class from NEIM Maria Terezinha Sardá, involving approximately **220 people**. During these activities, **287 native trees were planted**, contributing to the conservation of local biodiversity and encouraging community engagement. The initiatives were evaluated by participants, who recorded **100% satisfaction in the evaluation survey**, demonstrating the positive impact of the activities.

BioEduca was also **brought to schools in the northern region of the island**, with activities focused on water, solid waste, and trees, **reaching 157 students**. Still in 2025, approximately **73 teachers received training**

focused on waste management in schools, including instruction on the themes addressed in the classroom and an introduction to the concepts of the Zero Waste certification.

At NEIM Maria Terezinha Sardá da Luz, in partnership with the pedagogical team, we implemented the school's waste management system, including segregation and proper disposal. As a result, **the school achieved an 85% landfill diversion rate**. We also supported the planning of educational activities that positioned students as protagonists in the learning process. Among the initiatives carried out, highlights included the play "A Casa Lixo Zero", inspired by the book by Ana Maria de Andrade, and the inauguration of the Zero Waste House at the end of the school year, which will now operate as a permanent educational laboratory.

In 2025, BioEduca began expanding to NEIM Maria Salomé dos Santos, in the Sambaqui neighborhood, broadening the reach of environmental education initiatives and contributing to the implementation of waste management in new schools in the northern region of the island.

Cultural projects

In 2025, Florianópolis consolidated its position as a leading hub in Brazil’s cultural and tourism landscape, leading indicators related to access to culture and attracting a large flow of visitors. The city, which celebrates its 352nd anniversary, combines Azorean traditions with contemporary events and technological innovations. **We are recognized for encouraging local culture.**

The sociocultural investments made promoted high-quality cultural initiatives and strengthened the local cultural scene. Jurerê OPEN Shopping is a dynamic gathering space for the city, featuring sponsored shows and partnerships. In addition, Jurerê OPEN attracts

visitors from neighboring cities and provides the public with access to renowned national and international artists.

We allocated more than **BRL 300,000.00**, through the Municipal Cultural Incentive Law, to projects such as **Maratona Cultural, Confrailha, Hoje é Dia de Jazz Bebê, the Santa Catarina Military Police Band, and the ACIF Women’s Award.**

As part of our private social investment strategy, we established solid partnerships in the areas of education, sports, citizenship, environmental preservation, cultural appreciation, and income generation. **In 2025, the following investments were made:**



BRL 148,000

Local social initiatives and actions carried out with the community and partner associations, as well as sponsorships for the production of books, lectures, and events.



BRL 300,000

Support for projects through the Culture Incentive Law.



BRL 644,393

Maintenance and construction works for public equipment and spaces, such as squares, walkways in Jurerê in_, technical projects, construction works and improvements in public spaces, as well as support for organized civil society.



Platform Lounge – Jurerê OPEN Shopping



Economic and Financial Performance

123 Economic Return

Economic Return

(3-3)

Net Revenue

(201-1)

The company's consolidated net operating revenue increased by 27.06% in 2025 compared to 2024, mainly due to the sale of the Campos da Fazenda and Cyanamid properties, located in the state of Rio Grande do Sul.

Positive net income in 2025 totaled BRL 74,581 thousand, compared to net income of BRL 14,959 thousand in 2024. This positive variation was directly impacted by revenue from property sales completed in 2025.

Real Estate Business

(201-1)

Net operating revenue from the Real Estate Business totaled BRL 47,702 thousand in 2025, representing a growth of 31.84% compared to 2024, mainly driven by the sale of properties located in Rio Grande do Sul (Campos da Fazenda and Cyanamid).

Note: figures are presented in thousands of reais.

Costs

The cost of goods and services sold in 2025 totaled BRL 38,133 thousand, compared to BRL 17,677 thousand in 2024, representing an increase of 115.72%, mainly due to the sale of properties by the affiliated company Habitasul Desenvolvimento Imobiliário S.A.

Administrative expenses

Administrative expenses for the Real Estate Business in 2025 increased by 11.61% compared to 2024; both periods were impacted by contingencies and provisions for legal judgments recorded by the company, related to civil, labor, and tax matters, totaling BRL 23,916 thousand in 2024 and BRL 23,505 thousand in 2025. Excluding the effects of contingencies and legal judgments, administrative expenses would have totaled BRL 41,957 thousand in 2024 and BRL 50,019 thousand in 2025, thus representing an increase of 19.21%, mainly impacted by severance terminations that occurred during 2025.



[Access here](#) our Indicators Center to learn more.



Ana Paula Laurentino,
Habitasul Office - Florianópolis (SC)

Investments

Investments in construction works and developments carried out in 2025 decreased by 23.90% compared to 2024.

Provision of Services

Net operating revenue from the Provision of Services segment totaled BRL 19,463 thousand in 2025, representing an increase of 16.68% compared to 2024.

Administrative expenses

Administrative expenses for the Provision of Services segment in 2025 decreased by 19.06% compared to 2024.



[Access here](#) our Indicators Center to learn more.

Interests in Other Businesses

The company holds minority interests in other businesses and recognizes equity income and gains from the sale of shares in affiliated companies in its results. In 2025, the company, directly or through its subsidiaries, held interests in the following companies: Irani Papel e Embalagem S.A. and Irani Participações S.A.

The result from Interests in Other Businesses totaled BRL 59,860 thousand in 2025, representing a decrease of 25.77% compared to 2024, mainly due to the reduction in equity income and the sale of shares in the affiliated company Irani Papel e Embalagem S.A. during the year.

Consolidated bank debt

Consolidated net bank debt totaled BRL 233,586 thousand in 2024 and decreased by 24.88% in 2025, mainly due to the transfer of debt with BTG Pactual from Companhia Habitasul de Participações to Irani Participações S.A.



ASSURANCE STATEMENT

Conecta Consultores was in charge of the independent verification of the 2025 CHP (Companhia Habitasul de Participações S.A.) Sustainability Report. The report was performed based on - inspired by - GRI Standards from Global Reporting Initiative and report on SASB performance indicators.

The verification of the sustainability report aims to provide to the stakeholders an independent view of the adherence to the AA1000AP 2018 (Accountability Principles), through the application of the AA1000AS V3 (Assurance Standard V3), to verify the integration of relevant sustainability elements in the definition of the Company's strategy, management and reporting. The independent verification process aims to present conclusions about how the report was prepared, validating qualitative and quantitative information, expanding the credibility of the information and the reported indicators.

1. Independence and Competences

Conecta Consultores is a consulting firm specialized in sustainability strategy, management and reporting. The independent verification was carried out by professionals with sectoral expertise and who work in accordance with Accountability Principles and GRI Standards. Conecta is an AccountAbility licensed assurance provider (AA1000 Licensed Assurance Provider – under license 000-234). Conecta Consultores states that has not been involved in consulting services nor has kept any other commercial relationship with CHP. The conclusions presented in this statement are impartial.

2. Responsibilities

CHP is responsible for the report content as well as for the processes of defining, collecting, validating and disclosing the information. Conecta is responsible for the evaluation of the non-financial information according to the methodology and the scope described in this statement, and could not be held responsible for any investment decision made based on this assurance statement.

3. Scope and Limitations

The verification encompassed the content of CHP's 2025 Sustainability Report covering the period from January 1st, 2025 to December 31st, 2025. Such verification was performed in accordance with the AA1000AS V3 standard, Type 1 verification, providing a moderate level of assurance.

Type 1 assurance evaluates the nature and the company's extent of adherence to the four AA1000 AccountAbility Principles. A Moderate level of assurance enables to increase the reliability level of the information gathering across the organization and the assurance statement is provided when sufficient level of information is reached, having the margin of error little reduced, but not reduced to zero.

The material topics evaluated during the assurance process were: Indirect Economic Impact, Water and Effluents, Biodiversity, Environmental Compliance, Diversity, Training and Education, Local Communities and Sustainability Governance. The verification of the evidences and interviews, involved, the company's headquarters in the city of Porto Alegre/RS, the real estate businesses in the state of Rio Grande do Sul/ RS and the real estate and service supplies in the city of Florianópolis/ SC.

4. Methodology

The independent verification process was carried out by using its own methodology, using the AA1000AS 2008 Standard and based on the 4 AA1000AP 2018 Principles. The methodological approach included:

- Analysis of engagement processes with stakeholders and the materiality;
- Research of public information related to the Company and its material topics;
- Interview with leaders and managers to understand the monitoring processes and decision-making flows in sustainability;
- Analysis of the documentary evidence, data collection and consolidation processes to confirm the consistency of the information reported in the material topics.

After the completion of the verification work, the four AA1000AP 2018 Principles were classified within the maturity measurer, which suggests the Company's level of compliance with the principles on four stages: Initial, Intermediary, Advanced and Full Attendance.

5. Conclusions Regarding the AA1000AP 2018 Principles

Inclusivity

The inclusivity principle encompasses the integration of the stakeholders' perspective in the organization's decision-making, based on the existence of channels for dialogue and the integration of the legitimate expectations in the definition of the strategy, management and the reporting process.

There is evidence that stakeholder engagement is integrated into the Company's strategic agenda. The continuity of relevant stakeholder relationship initiatives was evidenced, with emphasis on the Company's participation in local forums and initiatives such as the "*Movimento Jurerê Mais*", in Florianópolis/SC.

However, no evidence was identified regarding the systematization of information arising from engagement practices and other existing channels as inputs for the assessment of internal management and governance forums.

According to the conclusions of the assurance process, CHP's level of compliance with the Inclusivity principle was classified as "**Intermediary**".

Materiality

Materiality refers to the identification and prioritization of sustainability topics, taking into account their impact and relevance for decision-making, for the definition of actions and the performance of the organization and its stakeholders.

The Company expanded the availability of SASB and GRI indicators disclosed in previous reports, based on the review of its material topics.

For a better understanding by report users, the materiality process should include additional elements that enable a more comprehensive understanding of the context to which the material topics apply — completeness from the stakeholders' perspective — including: the description of the topic governance, associated impacts, identified risks, and established targets.

According to the conclusions of the assurance process, CHP's level of compliance with the Materiality principle was classified as "**Intermediary**".

Responsiveness

Responsiveness is a relevant and concrete reaction of the organization to material topics and the impacts related to them, represented through decisions, actions, performance and engagement (communication).

We observed that CHP is undergoing an evolutionary process regarding the integration of socioenvironmental practices, which can be observed through the expansion of information made available on its socioenvironmental management and performance.

The report should present the relationship between material topics, actions carried out, impacts, and the performance observed, enabling stakeholders to better understand the Company's responsiveness, as noted under the Materiality principle. Attention should also be given to the inclusion of explanations for significant performance variations across the reported periods and for commitments that were not achieved.

According to the conclusions of the assurance process, CHP's level of compliance with the Responsiveness principle was classified as **"Intermediary"**.

Impact

Impact is the effect of the actions and performance, on the part of an organization, on the economy, the environment, society, stakeholders, or the organization itself. The impact can cover a number of environmental, social, economic and governance aspects.

It was possible to observe the continuity of CHP's socioenvironmental practices, as well as the maintenance of the expanded scope of indicators introduced in the previous report. Relevant internal initiatives were evidenced that may enhance the Company's ability to measure impacts, such as the restructuring of corporate risk management.

We understand that, despite this disclosure, the absence of information regarding the measurement of the financial, social and environmental impacts of the Company's actions limits a more comprehensive assessment by stakeholders of the Company's socioenvironmental performance.

According to the conclusions of the assurance process, CHP's level of compliance with the Impact principle was classified as **"Intermediary"**.

Recommendations

Based on the assessment of the principles, we present two recommendations for improving the quality of CHP's sustainability reporting:

- Inclusivity and Materiality Principles – Develop a structured stakeholder prioritization process and a Stakeholder Engagement Plan (SEP), based on a recognized standard;
- Materiality, Responsiveness and Impact Principles – Promote the migration of the reporting standard to the IFRS S1 standard of the International Sustainability Standards Board (ISSB), structured around the pillars of governance, strategy, risk management, and metrics and targets.

Final Considerations

Companhia Habitasul de Participações S.A. presented its commitment to the process of reporting information on its socioenvironmental performance, as of the publication of the sustainability report, prepared based on - inspired by - the guidelines of the GRI Standards and report on SASB indicators.

During the independent assurance process, nothing was identified that was inconsistent with the management approach demonstrated and the performance indicators reported in the 2025 Sustainability Report.

Regarding the analysis and assessment of the AA1000AP 2018 standard principles, based on the moderate assurance performed and, as observed in this document, we declare an intermediary level of compliance with all AA1000AP 2018 principles.

Future assurance work should follow up on the opportunities identified to advance the maturity of the Company's reporting.

São Paulo, May 18th, 2026.

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