

SUSTAINABILITY **REPORT** | 2024



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MESSAGE FROM THE CHAIRMAN

GRI 2-22

We present the 2024 Sustainability Report as an important milestone in our history, as we celebrate our 45th anniversary. This journey has brought us significant achievements, but also the awareness that our role goes beyond business: it is to contribute actively to a more sustainable and resilient future.

The climate events of 2024 have led us to reflect and act with even greater urgency. Climate change is a global issue that requires a collective commitment from all industries, including ceramics, to minimize its impacts.



CESAR GOMES JUNIOR
Chairman - Board of Directors
and Sustainability Committee

We recognize that our energy matrix, based on natural gas, poses substantial challenges, but we also believe that innovation and collaboration can transform those challenges into opportunities.

As leaders in the ceramic tile coatings industry, through ANFACER, we seek to mobilize the sector to amplify its vision of the problem and work on effective solutions.

Raising awareness, engaging and taking action are the pillars of our strategy for a journey towards decarbonization. The commitment to zero carbon, through offsetting actions, emissions reduction and investments in cleaner technologies, is already one of our priorities and will continue to be in 2025.

In 2024, our initiatives yielded important awards and certifications that reaffirm our position as a reference. Among the highlights, we reinforced our Sustainability Committee and expanded the scope of the 2023-2027 ESG Plan, developing more robust goals and indicators. Social projects, such as Sururu – Shells that Transform and Progress Garden, continue to impact local communities positively, while new partnerships strengthen our commitment to sustainable development.

Governance also made notable progress, with the consolidation of practices that enhance transparency and responsible management. The ongoing engagement of our employees and partners was fundamental to these achievements, and will keep up being the driving force for the

challenges that await us in 2025.

In this sense, the celebration of the Grupo's 45th anniversary reaffirms the purpose of transforming environments, moving people and building a legacy of sustainability. I invite everyone to learn more about these advances and, together, move towards a future in which companies and society work in harmony with the planet.

I thank everyone who is part of this journey.

Enjoy your reading!

THE REPORT

GRI 2-3, 2-14

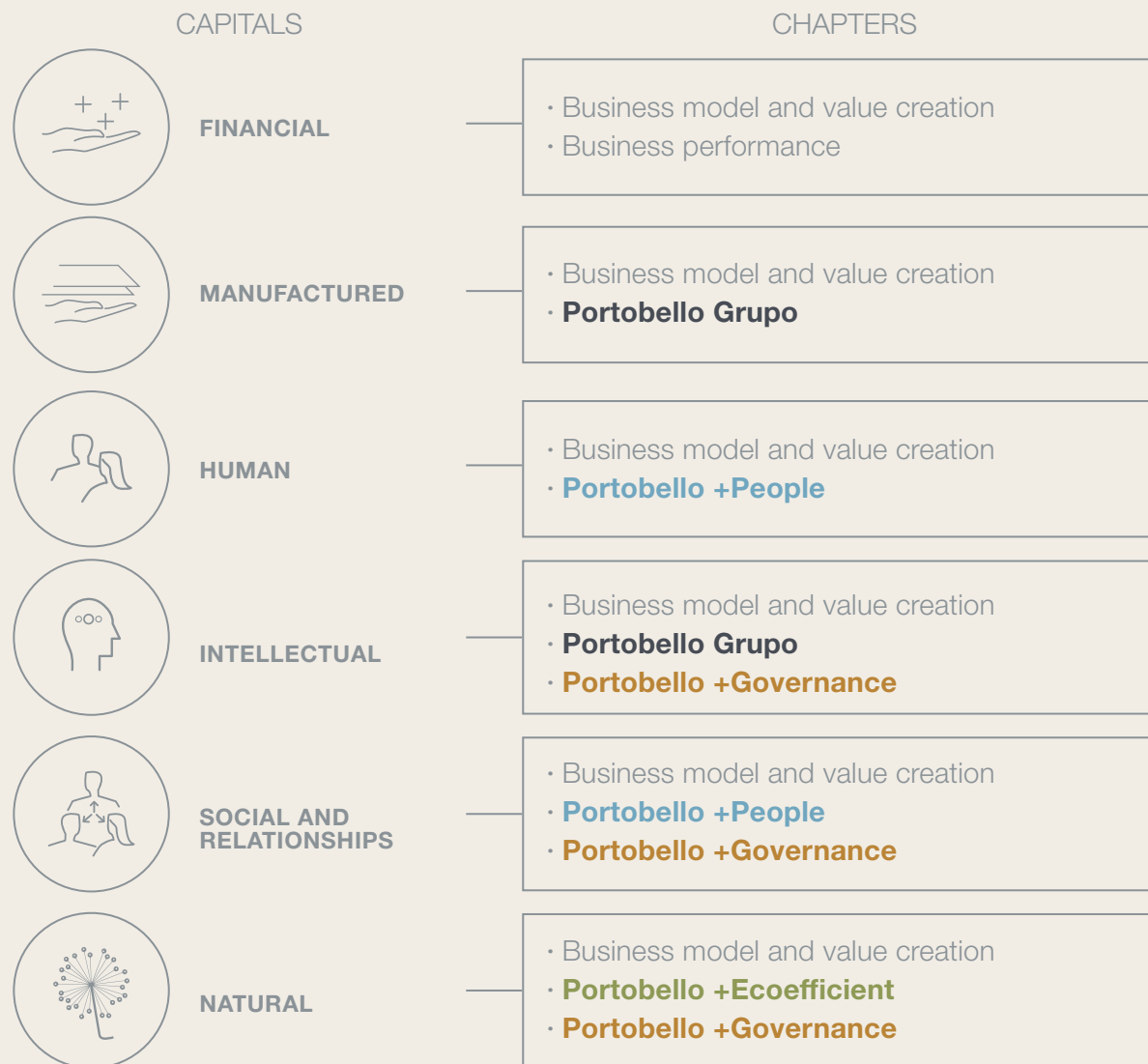
This document presents the company's main environmental, social and governance (ESG) data, covering the period from January 1 to December 31, 2024. Most of the information reported consolidates data from the Portobello units (factory in Santa Catarina and Corporate), Pointer and Portobello Shop. Some Human Resources indicators include information from the operation in the United States, Portobello America.

The Portobello Sustainability Report 2024 follows these indicators:

- **Global Reporting Initiative (GRI):** a widely adopted international standard, in the “in accordance” option;
- **Sustainability Accounting Standards Board (SASB):** specific to the Construction Materials sector.

The information was organized according to the guidelines of the International Integrated Reporting Council (IIRC), highlighting the assets used by the company and their importance in generating long-term value. The report also includes the Grupo's financial performance in 2024, whose full version will be presented in March at an event for investors and is available at → **ri.portobello.com.br**.

Elaborated on the pillars of the company's Sustainability Plan — +Governance, +People, +Ecoefficient —, the document explores Financial, Manufactured, Human, Natural, Intellectual, Social and Relationships capitals.



This report was developed with the active participation of the Board of Directors, the Statutory Board, the different corporate areas and business units, through interviews and the sharing of information and indicators, ensuring that an integrated approach was reflected in the texts. This connection demonstrates the synergy between business and strategy, besides highlighting how sustainability permeates all operations.

The document was approved by the Sustainability Committee, led by the Chairman of the Board of Directors, Cesar Gomes Junior, and by the Vice-Chairman of the Board of Directors, Cláudio Ávila da Silva, who reports directly to this governance body, and by the Grupo's board of directors. With an annual cycle of publication, this edition was completed and released in March 2025.

For questions or suggestions, please contact us by email:
dri@portobello.com.br.

HIGHLIGHTS

2024

- 45th anniversary of Portobello Grupo
- 1st year of Portobello America, in Tennessee (U.S.)
- LEED O&M certification of Portobello Shop Jardim Social (Curitiba | PR) with the highest score in the world Retail category
- 6th largest retailer in the construction materials segment in Brazil*
- 19th largest world producer of ceramic tile coatings**
(In the previous year, the Group was in 24th place)

*CIELO-SBVC Ranking of the 300 Largest Companies in Brazilian Retail

**CWR: Ceramic World Review 2023 (September 24)



- Top of Mind Casa e Mercado Award 2024 - 27th edition, in the Ceramic Coating Brand and Coatings Store category
- For the 6th consecutive year, the winning brand at the Reclame Aqui Awards, in the Home and Construction category - Coverings, Floors and Ceramics.

TecnAwards
2024



FINANCIAL HIGHLIGHTS

In 2024, Portobello Grupo reaffirmed its commitment to growth, consolidating its leadership in the Brazilian ceramic tile market and advancing consistently in the United States through Portobello America. This movement has strengthened the brand and positioned the Group as a truly international company.

Despite the challenges faced by the Brazilian market in 2024, impacted by high interest rates and macroeconomic volatility, Portobello Grupo demonstrated resilience by following its strategy and outperforming the sector. According to data from ANFACER, the Brazilian ceramic tile market grew 0.6% in 4Q24 and 3.9% year-to-date. Portobello Grupo, in turn, recorded volume growth of 12.5% in 4Q24 and 18.1% in 2024, significantly expanding its market share in Brazil. Thus, Portobello Grupo continues to lead the market, combining agility, innovation and operational efficiency. The ability to adapt and execute sets it apart from the competition, ensuring a more solid and sustainable business model.

PORTOBELLO

United with the advances of the Internationalization strategy, expanded its operations in Central America, Europe, the Middle East and Africa

POINTER

Gain in market share in the North and Northeast

PORTOBELLO SHOP

Highest net revenue in history

PORTOBELLO AMERICA

In Brazilian reais, net revenue was
BRL 298 MILLION

NET REVENUE

BRL 2.4 BILLION
in 2024
+9.9% vs. 2023

GROSS PROFIT

Adjusted and recurring
BRL 894 MILLION
in 2024
+2.8% vs 2023

EBITDA

Adjusted and recurring
BRL 338 MILLION
in 2024
+18.6% vs 2023

→ Learn more about 4Q24 at
www.ri.portobello.com.br

ESG

HIGHLIGHTS

ENVIRONMENTAL

- Regeneration of 2 own deposits
- 11.9% reduction in drinking water consumption at the Portobello unit
- Zero Waste Certification
- Expressão de Ecologia Award from Expressão Editora in the Recycling category, with the case “Waste Circularity”
- LEED Certification in 26% of Portobello Shop network
- Partnership with Enel Brasil for self-production of 10 MWm, ensuring that 73.5% of electricity consumption at the Portobello unit is from wind sources

SOCIAL

- Expansion of the Sururu Project, which generates income for vulnerable communities
- Launch of the second class of the Acceleration Track for Women in Industry and the first class exclusively for women in the Forklift Operation course
- Certificate of Social Responsibility from the Legislative Assembly of Santa Catarina
- Ser Humano SC 2024 Award, in the People Management category with the Development in Action: Women in Leadership project
- 2024 Citizen Company Award, in the Social category, from ADVB/SC, with the Lidera+ Project, focused on D&I
- Inclusion in the B3 Diversity Index – IDIVERSA

GOVERNANCE

- Review of the ESG Strategic Planning with a 2030 vision
- Launch of the Sustainable Development Program for Suppliers
- Conexão Project: improvement in Governance and Management with a single ERP for all operations in Brazil
- 3rd place in the Security Leaders Brazil 2024 award, with the case “The Use of AI in Monitoring and Autonomous Response to Incidents in the Corporate Network”



PORTOBELLO
GRUPO

Portobello Grupo (PBG S.A.), headquartered in Tijucas, State of Santa Catarina, is a leader in the Brazilian ceramic tiles market and a global player in the sector, with a presence in more than 60 countries and a production capacity of over 45 million m² per year.

Its integrated business model connects the industry, market and customer, materializing innovation in solutions that meet the end consumers' demands. This integration is enhanced by digital transformation, which plays a strategic role in the Grupo's operations. Digitalization not only improves internal processes, but also creates new business opportunities, reinforcing the connection with customers and partners. Through the business platform concept, Portobello Grupo positions itself as an adaptable ecosystem, capable of adding value, expanding markets and driving sustainable growth.



As a publicly traded company in the Novo Mercado segment of B3, Portobello Grupo follows strict corporate governance standards, supported by a Board of Directors and committees such as Sustainability, Ethics, Strategy, Tax and Audit.

Sustainability is another fundamental pillar, with the Grupo being a signatory to the UN Global Compact and aligning its goals with the Sustainable Development Goals (SDGs), promoting responsible practices in Environment, Labor, Human Rights and Combating Corruption. Moreover, as a member of the Board of Directors of ANFACER, Portobello Grupo actively contributes to the development of the industry in Brazil and worldwide, reinforcing its leadership in innovation, digitalization and sustainability.

2 INDUSTRIAL
UNITS IN BRAZIL
- in Tijucas (SC)
and Marechal Deodoro (AL)

1 INDUSTRIAL
UNIT IN THE U.S.
- in Baxter, Tennessee

163 STORES
PORTOBELLO
SHOP

Largest specialized
retail chain in the
sector in Brazil

2 UNITS
OF OFFICINA
PORTOBELLO

9 DISTRIBUTION
CENTERS:
7 in Brazil and 2 in the U.S.



Portobello Grupo is structured by the innovation and design pillars, strategically permeated by sustainability, adding value to stakeholders and the environment. This is what makes the company unique and innovative, impacting products, ambiances and experiences.



MANIFESTO

The ambiance where we live is the essence of our business. We believe that design is the competence that makes us unique and innovative, transforms people's lives and manifests itself in our products, ambiances and experiences with the Brand.

Our business environment is global, but design must reflect the local context.

Our culture, strategy and management must enable the creation and distribution of Portobello design, generating value for all publics, through our integrated and pull model, with operational efficiency indicated by profit.

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PURPOSE


Living Design.
Transforming ambiances
and moving people.

VISION

To be the Brazilian leader and
a global protagonist in covering
solutions for ambiances, through
design and innovation.

BELIEF

Life with design is more
intelligent, beautiful and safe.



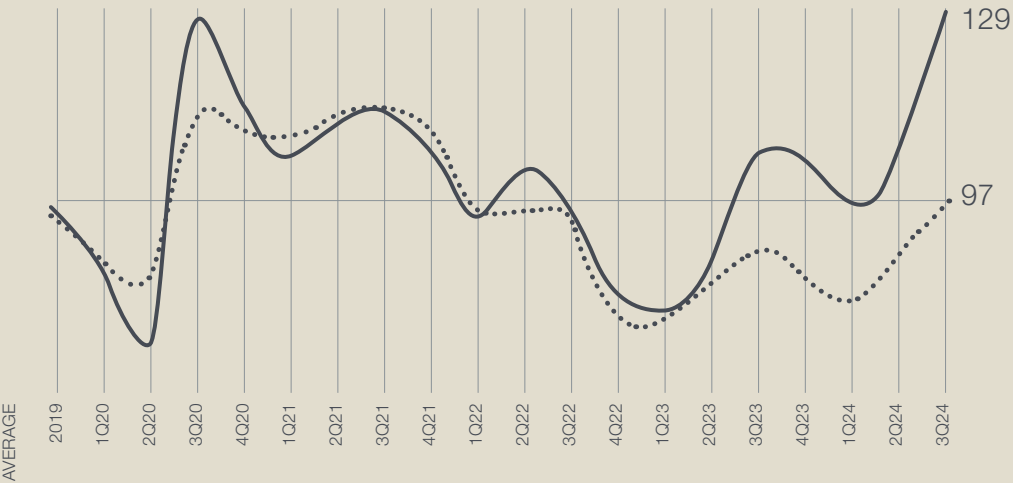
BUSINESS MODEL AND VALUE CREATION

Brazil is one of the main players in the global ceramic coatings market, being the 3rd largest producer, the 2nd largest consumer and the 6th largest exporter in the world.

Portobello Grupo is a leader in this context, with a consistent gain in market share, significantly higher than the Brazilian market.

BASE* 100 EVOLUTION OF THE BRAZILIAN MARKET VOLUME AND PBG

..... MARKET
—— PBG



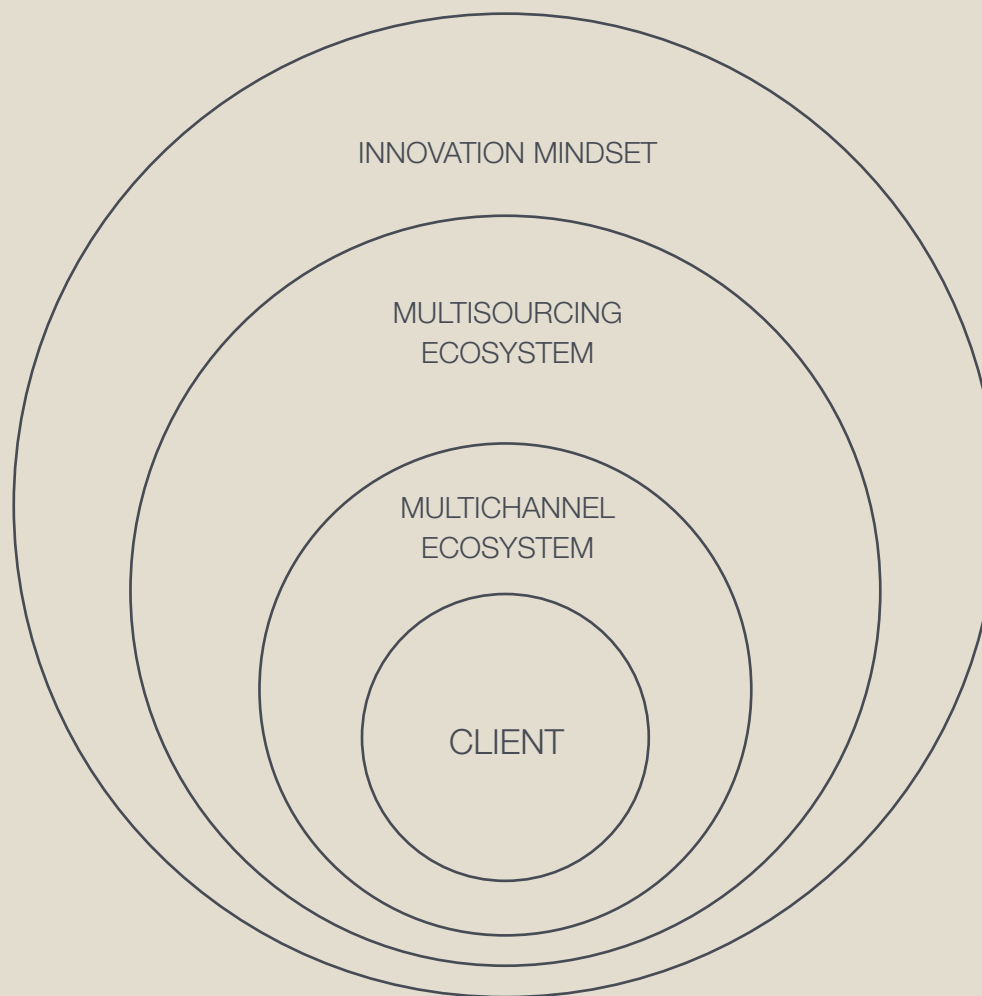
¹Market volume: dry and wet. Source: ANFACER. ²PBG sales volume

*Base 100 is a technique used to compare data over time or between categories, normalizing the values around a reference point defined as 100. Values above 100 indicate growth in relation to the base, while values below 100 indicate a decline.



Integrated Business Model

Customer-centric and data-driven, Portobello's integrated business model covers everything, from production to distribution and retail. This approach allows controlling the entire supply chain, from raw materials to the end consumer, ensuring operational efficiency and quality at every stage. It is the great enabler of the innovation strategy.



MULTISOURCING ECOSYSTEM

- Own production units
- Outsourcing partners
- Dedicated factories
- Complete solutions

LOGISTICS

- Network of distribution centers
- Last Mile
- Order tracking

MULTICHANNEL ECOSYSTEM

- Portobello Shop Network
- Home centers and construction material stores
- Projects
- Export

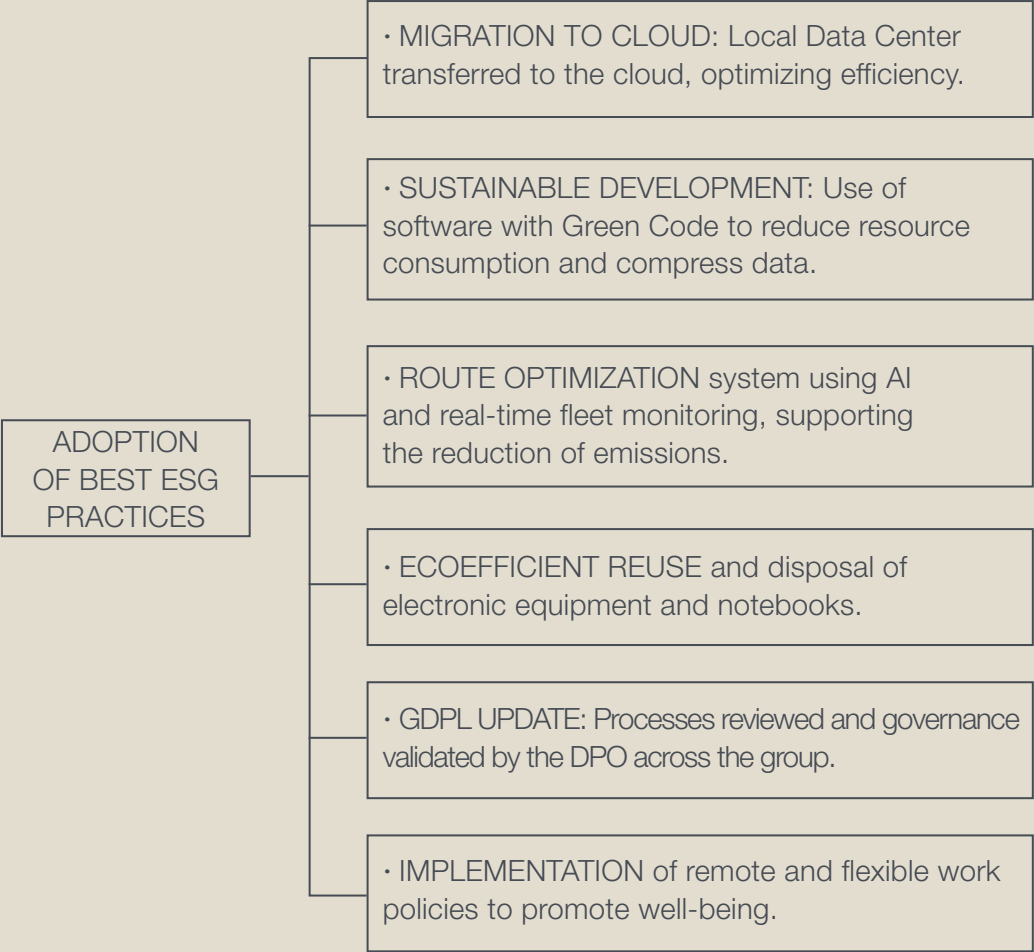
Digital Transformation

Over the past three years, Portobello Grupo has made significant progress in its digital transformation, focusing on two main pillars: “Go Digital” and “Be Digital.”

The “Go Digital” axis relates to the implementation of technological tools that support digital progress and increase operational efficiency: platforms, infrastructure, applications, cloud and data. On the other hand, the “Be Digital” axis focuses on cultural and strategic transformation, promoting fundamental changes in the organizational mindset. Among the initiatives, the following stand out: organization by OKRs (Objectives and Key Results) to align goals and measure results and the adoption of agile methodologies that guarantee flexibility and speed.

In 2024, the Group made significant progress in governance with the Connection Project, which positioned the company at a new level. Oracle ERP was implemented, centralizing dispersed systems and eliminating risks. In addition, 100% of the processes were reviewed to comply with the General Data Protection Law (GDPL), professionalizing internal controls and strengthening the reliability and efficiency of operations.

This digital and integrated model is replicable and capable of operating in different contexts, from small cities in Brazil to large international markets. In 2025, the platform will be expanded to the United States unit.



Digital technology has taken on a strategic role at Portobello Grupo, being the main enabler of innovation, efficiency and sustainability initiatives. The integrated ecosystem that connects all areas of the company is structured through a Business Platform, from operations and logistics to sales and relationships with partners and customers. This platform allows us to centralize data, integrate systems and optimize processes, creating an agile and responsive management model.

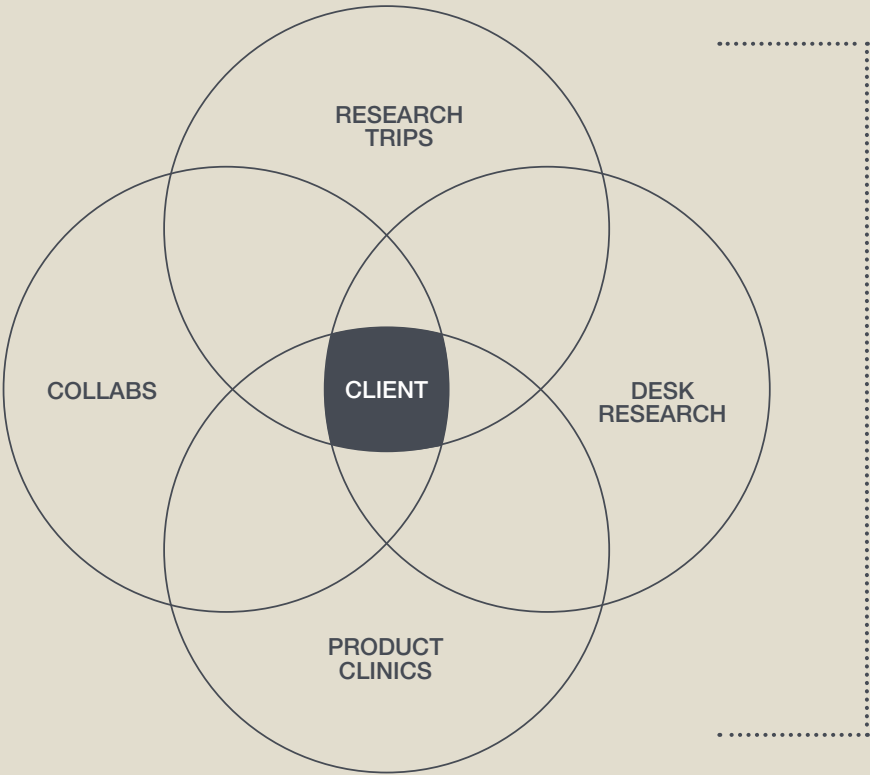
With solutions such as artificial intelligence for route optimization and the use of a sustainable Data Lake hosted in a certified cloud, digital technology not only enhances business results but also reinforces our commitment to sustainable practices. This integrated model allows us to make data-based decisions, reduce waste, increase operational efficiency and create customized solutions to meet local and global demands, strengthening the group's competitiveness in the market.



INNOVATION AS CORE

Portobello works with the Open Innovation methodology, which connects its product teams in Brazil and the U.S. with leading professionals from different disciplines and with designers and architects from our relationship program.

It is a combination of global insights and data analysis to interpret culture, design and society, transforming trends into strategies.



TRENDBOOK
PIPELINE

COLLABS

Direct connection with the greatest global exponents of design, architecture and art.

RESEARCH TRIPS

In-depth investigation at the main fairs and events in these industries.

PRODUCT CLINICS

Strategic meetings for dialogue with the main architects in the design and architecture sector.

DESK RESEARCH

Research conducted at global design and architecture events and fairs.

TRENDBOOK

Result of a continuous observation of the cultural, aesthetic and behavioral transformations that support our creations.

PIPELINE

Collection of products distributed in launch cycles.

INNOVATION | PRODUCTS

Innovation underpins Portobello Grupo's strategy, consolidating the brand as a reference in the tile coverings industry. In 2024, the company previewed its first global collection, **Bossa On The Road**, at the prestigious Cersaie 2024. Officially launched at Expo Revestir 2025, the collection is a significant step in the brand's internationalization, combining Brazilian style with U.S. influences.

Manufactured in Brazil and the U.S., it reflects Portobello Grupo's commitment to connecting global cultures and styles through design.



QATARI

The result of a co-creation with 19 architects and designers who participated in the Doha Creative Collective, the collection highlights the strength of collaboration and open innovation.

AETERNA

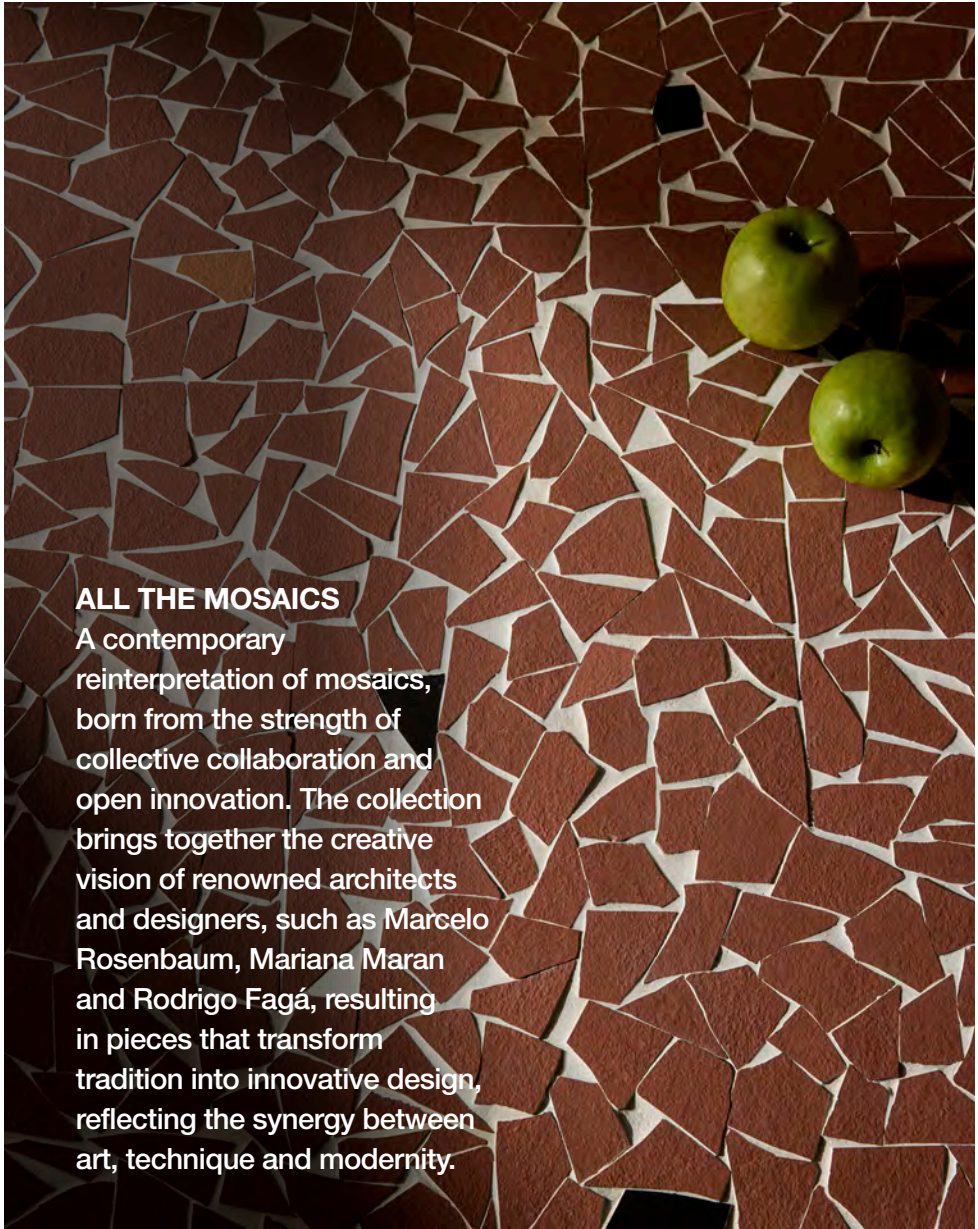
The collection celebrates travertine marble with innovation and advanced technology, inspired by the "Eternal City", Rome. With exclusive Super Touch technology, it offers coverings that combine classic elegance, modern functionality and a unique sensory experience, positioning ceramics as a sustainable alternative to natural materials.



THE EDGE

A line of porcelain tiles that translates the beauty of natural materials in a more sustainable way, combining the strength of stone, the softness of leather and the elegance of gold.





ALL THE MOSAICS
A contemporary reinterpretation of mosaics, born from the strength of collective collaboration and open innovation. The collection brings together the creative vision of renowned architects and designers, such as Marcelo Rosenbaum, Mariana Maran and Rodrigo Fagá, resulting in pieces that transform tradition into innovative design, reflecting the synergy between art, technique and modernity.

FITA: A MODERNIST ESSENCE WITH SURURU SHELLS

Developed from the Sururu Project – Shells that Transform, the Fita collection is an example of Portobello Grupo’s commitment to sustainability and ESG goals. The project promotes income generation for vulnerable communities in the State of Alagoas by reusing the waste from sururu shells, a mollusk that is a symbol of the region, as raw material for this innovative coating. With a unique texture, neutral tones and the shells’ iridescent shine, the line combines contemporary design with respect for the environment. Inspired by Le Corbusier’s “ribbon windows,” Fita combines aesthetics, innovation and positive social impact. Even before its official launch, it was recognized with the Design Brasil Best in Show award at the opening of Expo Revestir 2024.



INNOVATION | TECHNOLOGY

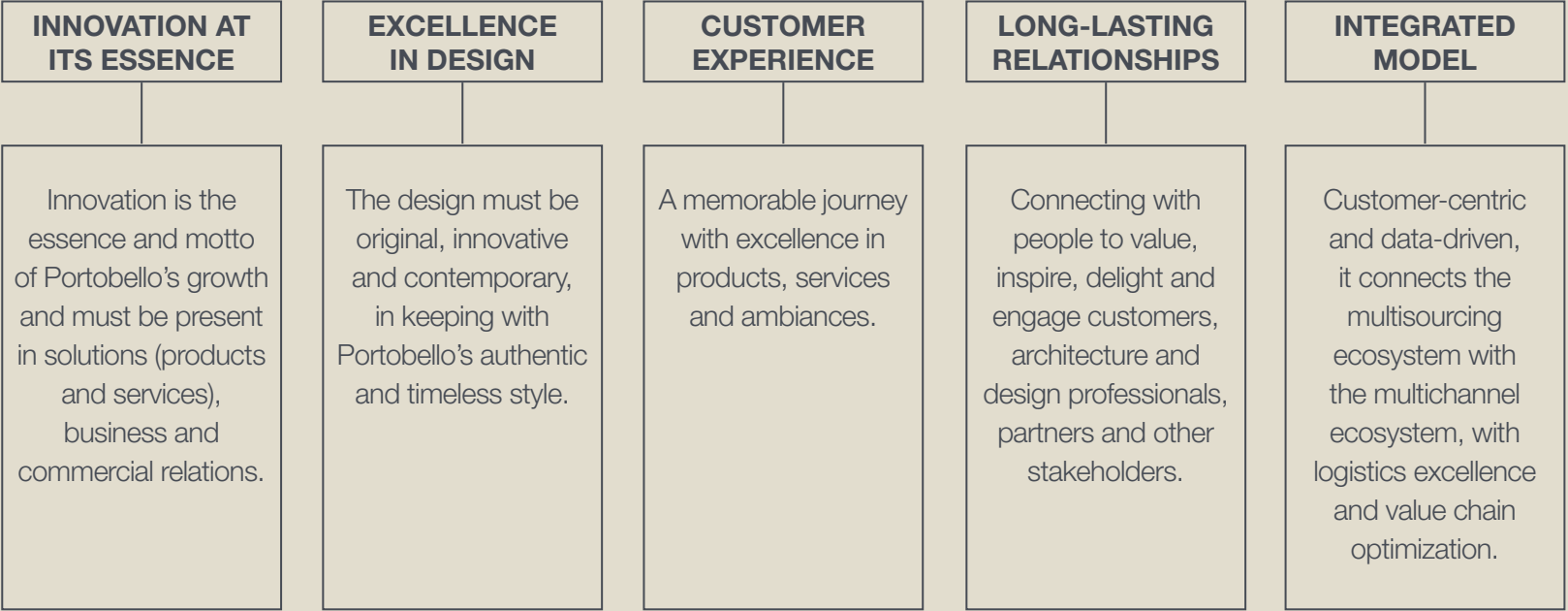
Thinner, large-format products combine modern aesthetics with sustainable benefits throughout the entire production chain. The smaller thickness reduces the consumption of raw materials, such as clay and minerals, and also requires less natural gas and energy, reducing CO₂ emissions.

In logistics, the format optimizes the use of packaging and cargo space, reducing the environmental impact of transportation. These products are also lighter, facilitating handling and application, so generating efficiency on construction sites.

This solution reinforces the balance between contemporary design and environmental responsibility, promoting a positive impact at all stages, from production to delivery.



Portobello differentials



4 BUSINESS UNITS

Each one playing a strategic role in the Grupo's multichannel operations and its advancement in the global market

Portobello

Portobello
shop

POINTER

Portobello
America

PORTOBELLO IN THE WORLD

Present in more than 60 countries, Portobello Grupo is one of the global leaders in the ceramic tile coatings sector, the result of a solid internationalization strategy and growth in exports. A highlight is the production unit in the United States, located in Tennessee.



Portobello

The Portobello unit located in Tijucas (SC) houses the operations center of the Group's manufacturing complex and technological advances. Recognized for the quality and design of its products, it was a pioneer in Brazil when it introduced ceramic slabs in larger formats that revolutionized the market. With a highly versatile operation, the unit delivers to several distribution channels, such as resellers, construction companies and the international market. The relentless search for innovation and commitment to the value chain consolidate its prominent position.

60+ COUNTRIES
served on all continents

4,100
direct employees

Tijucas
27 MILLION m²
in coverings in 2024



Portobello Shop

Portobello Shop is the leading retailer in Brazil specializing in floor coverings, encompassing its own and franchised stores. With a focus on customer satisfaction and data-driven management, Portobello Shop highlights personalized service and digital transformation as pillars of its business model.

The “integrated retail” concept adopted by Portobello Grupo places the customer at the center of operations, harmoniously integrating industrial production with the store network, enabling synergy between the different distribution channels, so that market demands are quickly met and design and innovation reach the end consumer efficiently.

This integrated and pull retail strategy allows Portobello Grupo to respond to contemporary shifts in consumer behavior, caused mainly by digital transformations, placing the customer as the driver of Portobello Shop’s decisions and management.



The stores offer a welcoming experience for customers and architects through inspiring ambiances, spaces for experimenting with different product categories and project customization. In addition, Portobello Shop leads the Archtrends platform, an online space dedicated to inspiring and connecting professionals with the latest trends in the

sector. The unit also provides complete solutions, from installation to product customization, through Oficina Portobello, where exclusive porcelain pieces are developed.

Stores in all
Brazilian states

54,000+ M²
sales area

9,000
CUSTOMERS
services per month

Relationship
Program
11,000+
active architects

Pointer

Headquartered in Marechal Deodoro (Alagoas), Pointer, the democratic brand of Portobello Grupo, stands out in the production of ceramic tiles using the dry method, a more sustainable approach that eliminates the use of water in the process. Focused on offering quality and affordable design, the brand serves the Brazilian market and exports its products to 30 nations. In addition to saving water, the unit uses advanced technologies that minimize environmental impact.

In the social sphere, Pointer leads the Sururu Project – Shells that Transform, which reuses sururu mollusk shells to create hollow elements and coverings. This initiative promotes income generation for the local community and contributes to waste reduction.

For 2025, the unit plans to implement a Water Treatment Plant (WTP) and technologically update the Effluent Treatment Plant (ETP).

Another milestone will be the first batch of solar panels installed in the parking lot, moving towards renewable energy and energy efficiency.



30 NATIONS
served by exports

2 DISTRIBUTION
centers

12 MILLION m²
produced in 2024

1,300 SALE
POINTS
in Brazil's North and
Northeast regions

Portobello America

Portobello America is part of Portobello Grupo's international expansion strategy. The unit has two distribution centers in Florida and in Tennessee, as well as a modern factory inaugurated in 2023 in Baxter (TN), which received the 2024 TecnAwards in the category "Best New Coatings Factory" in North America.

Equipped with cutting-edge technologies that represent the most advanced in the tile coating sector, the unit stands out for its high production capacity and its example of efficient use of natural resources, with processes that optimize the consumption of energy and raw materials.

The operation is mostly staffed by North American professionals, reflecting the strategy of operating as an American company managed by Americans. Portobello America has already generated more than 200 local jobs.



85% of its production capacity attained.

Production of
3 MILLION m² in 2024.

57%+ IN SALES
in dollars vs. 4Q23

260
EMPLOYEES

Participation in Covering Expo, the largest industry trade fair in the Northern Hemisphere

8 LAUNCHES
All produced at the PBA factory

4 LAUNCHES
of the Special Pieces New Line, marking the start of the kiln inaugurated in April

PRODUCT, INNOVATION AND CUSTOMER ENGAGEMENT

In 2024, Portobello America strengthened its engagement with customers through two main initiatives: the Factory Visit Program and LAB EXPERIENCE, part of the Group's open innovation cycle.

More than 370 customers were welcomed at the unit, including distributors, builders, and architects, for personalized visits to the factory. These visits played a crucial role in raising awareness of the new facility and fostering a deeper understanding of the manufacturing processes and product development cycle.

At the same time, the LAB EXPERIENCE program advanced through research and co-creation activities with partners to understand better market dynamics and emerging trends. These initiatives reinforce Portobello Grupo's ongoing commitment to a customer-centric mindset and collaborative innovation, ensuring that solutions remain ahead of market trends.



SUSTAINABILITY IS IN OUR ESSENCE

For Portobello Grupo, sustainability is more than a commitment: it is the full awareness of our actions, the impacts of our choices and the responsibility of being an integral part of society and the ecosystem where we live. It is the essence of being committed to the entire production and distribution chain, helping to build a future in which we can all evolve together.

Sustainability is a crosscutting aspect in the Grupo's strategic planning and, with the creation of the Sustainability Committee in 2020, we assumed a leading role in the business sector and encouraged our team, business partners, and the market as a whole to adopt more conscious practices.

We reaffirm the commitments expressed in the Grupo's Sustainability Plan – launched in 2022 based on the Sustainability Declaration, the materiality matrix and the Sustainable

Development Goals (SDGs), reflecting market demands, technological advances and the growing expectations of consumers and stakeholders.

Strategic projects are integrated with ESG principles and are divided into three main pillars: +Governance, +People and +Ecoefficient. In this context, communication plays a fundamental role in ensuring the alignment of all actions with the ESG strategy and the continuous monitoring of results through clear indicators and targets, guaranteeing transparency.

The following page shows how Portobello affects and is affected by Integrated Reporting assets. The inputs list used or received resources, representing what is invested or consumed to create value. The outputs are the results of activities, what the company generates or gives back to its publics.



- Mature private asset, shares, financing of growth from own resources (reinvestment of part of the margin generated), debentures.

**FINANCIAL**

- BBB (bra) rating by the credit risk agency Fitch Ratings (Fitch).
- Net Revenue of BRL 2.4 billion.
- Gross Margin of 31.8%.

- Portobello, Pointer, and Portobello America factories.
- Physical facilities and equipment.
- Technological updates and partnerships with research centers.

**MANUFACTURED**

- 45 million m² produced annually.

- Attracting, retaining and developing employees.
- Culture based on performance and results.
- Diversity and Inclusion initiatives.

**HUMAN**

- Average of 18.3 hours of training.
- 9% of employees involved in volunteer activities.

- Innovation and design in product development.
- Oficina Portobello.
- ArchTrends inspiration platform.

**INTELLECTUAL**

- New collections and products, with emphasis on the preview of the first global collection, Bossa On The Road.
- Approximately 600,000 monthly accesses to the ArchTrends Platform.

- Long-lasting and trustworthy partnerships with suppliers, franchisees and architects.
- Transparency in relationships with shareholders.
- Cobogó Mundaú Project (community).
- Business strategy focused on Customer Centrality.

**SOCIAL AND RELATIONSHIPS**

- 1st Portobello Suppliers Meeting, with 50 participants.
- Promotion of industry and commerce through the hiring of local suppliers.
- Quality in customer service, recognized by the Reclame Aqui Award.
- Income generation through the Cobogó Mundaú project, in addition to the inclusion of young professionals in the job market through the Young Apprentice program.
- More than 10,000 m² of coverings donated to flood victims in Rio Grande do Sul.

- Extraction of raw materials through mining.
- Use of water and energy in the production process.

**NATURAL**

- Environmental regeneration of deposits respecting the natural vocation of each area.
- Use of a closed water circuit to avoid production losses.
- Preference for clean energy (50% of the matrix, starting in 2024, with wind energy), including a contract for self-generation with Enel.

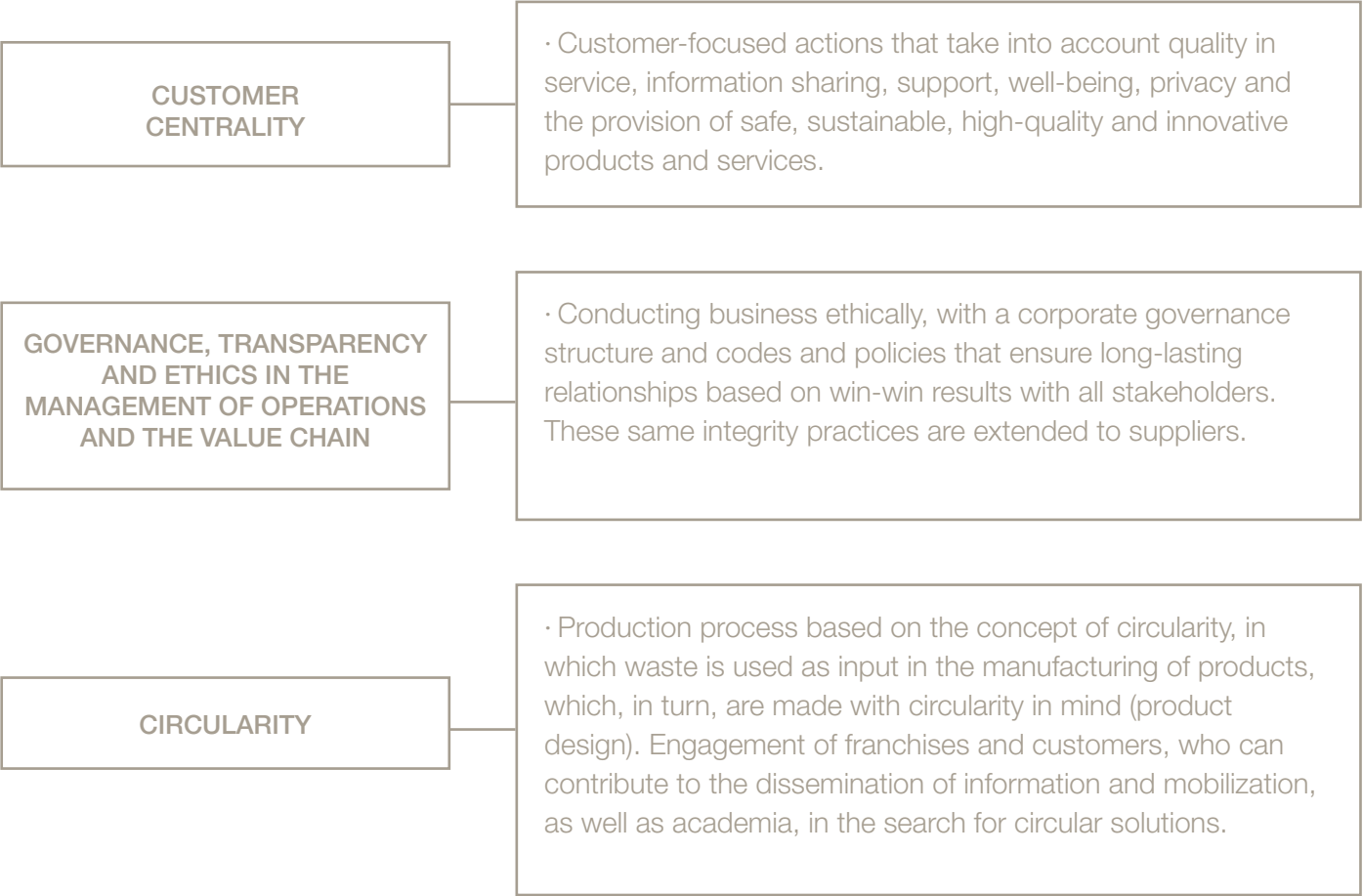
MATERIALITY

GRI 3-2

Portobello Grupo is committed to understanding and prioritizing the most relevant issues for its stakeholders and for the sustainability of its operations. These issues, carefully identified and validated*, cover both positive aspects and challenges related to the Group’s operations throughout its value chain and in society. They are directly connected to the Group’s Sustainability Plan and guide sustainable actions and strategies in all its member companies, reinforcing the alignment between economic growth, environmental responsibility and positive social impact.

→ **Read more information about the material topics in the Indicators Annex**

*The material topics were approved by the Board of Directors. GRI 2-14





CLIMATE CHANGE

· Reduction of greenhouse gas emissions through changes in the production process, improvement of logistics and better management of energy use. Portobello Grupo can also act as an agent of consumer engagement through Portobello Shop.

SUSTAINABLE PRODUCTS AND PRODUCTION

· Production supported by research, technology and innovation, which enable the company to monitor and anticipate changes in society, preserve biodiversity, use water rationally and find ways to use sustainable ingredients and waste generated during the life cycle of products. This action can also occur at the sectorial level, in the search for more sustainable products.

DEVELOPMENT OF TEAM AND COMMUNITIES

· Direct efforts to training employees, supplier teams and people in communities, as well as creating programs that encourage income generation, aiming at less favored groups.

HUMAN RIGHTS

· Promoting a diverse environment, free from any type of harassment and with decent and safe working conditions in offices, factories, franchises and within critical suppliers. In relation to the community, support the improvement of precarious housing conditions.



PORTOBELLO
+ECOEFFICIENT

Doing more with less, ensuring that natural resources are used in a regenerative way, with emphasis on the management of raw materials, water, and the neutralization of waste emissions.

- Circularity
- Climate change
- Sustainable products and production

- Natural
- Manufactured



PORTOBELLO
+PEOPLE

Ensure an attractive, diverse, and inclusive environment for the best talents who deliver excellent results and are protagonists in the social transformation of the communities in which we are inserted, sharing our values and knowledge.

- Development of teams and communities
- Human rights

- Human
- Intellectual
- Social and Relationships



PORTOBELLO
+GOVERNANCE

Being more sustainable together, engaging our entire ecosystem, inspiring employees, suppliers, partners, customers and the community, with our structured, transparent and compliant governance as a differential.

- Customer-centricity
- Governance, transparency and ethics in the management of operations and the value chain

- Financial
- Social and Relationships
- Intellectual



4TH EDITION OF SUSTAINABILITY WEEK

As part of Portobello Grupo's 45th anniversary celebrations, the 4th edition of Sustainability Week was held. With a diverse program, the annual event not only mobilizes employees from all units, but also deepens the engagement of the team and stakeholders on topics that are central to the business strategy. It is an opportunity to enhance understanding and discuss relevant issues, highlighting how sustainability permeates all areas of the business, from retail to industry, both in Brazil and in the United States.

One of the highlights was the live broadcast hosted by Oskar Metsavaht, founder of Osklen. The renowned designer and environmentalist shared his expertise in researching and using sustainable materials in products, including those developed in partnership with Portobello. An example of the partnership with the artist is the Ipanema line, launched in 2020 and inspired by Rio de Janeiro, with pieces that reproduce Rio sidewalks patterns and celebrate the essence of Brazilian Soul.



There were also conversations about sustainability in the products' value chain with partners Leroy Merlin, Tegra and BYD, which already adopt Portobello products in their sustainable practices. The topic of diversity and inclusion was addressed in a chat with representatives from Grupo Boticário and the consultancy Profissas, providing an in-depth view on how to promote an inclusive corporate environment.



PORTOBELLO +ECOEFFICIENT



Portobello Grupo focuses its environmental efforts on the responsible use of natural resources, mitigating the impacts arising from its operations and contributing to society with more sustainable products with a lower environmental impact, such as thinner tiles, which use less raw material in their manufacture. The company adopts several practices that strengthen its commitment to the environment and sustainability in the extraction of natural resources:

- **Efficiency in the use of resources:** production systems that reduce water consumption and treat the input internally.
- **Renewable energy sources:** increased use of clean energy, reducing carbon emissions.

· **Innovation in recycled materials:** development of solutions that expand the use of recycled materials in production.

· **Technologies with lower environmental impact:** investment in technologies that make ceramic production less dependent on natural resources and promote greater efficiency.

· **Modern infrastructure:** construction of sustainable factories aligned with best environmental practices.

The operating units (Portobello, Pointer, Portobello America and Portobello Shop) are regularly evaluated using recognized indicators, such as those from GRI, SASB, CDP and the Brazilian GHG Protocol

Program. This monitoring allows us to identify, manage and mitigate environmental impacts consistently, promoting more responsible actions aligned with sustainability demands.

Initiatives planned for 2025 include the management of non-conformities in mines, the strengthening of energy and climate change committees, studies for the electrification of furnaces, the construction of a climate strategy and advances in the circular economy, such as implementing reverse logistics projects and optimized packaging.

SUSTAINABLE PRODUCTS AND PRODUCTION

GRI 3-3, 304-3 SASB EM-CM-160A.2

Sustainability is at the heart of Portobello Grupo's operations, which seeks to reduce the environmental impact of ceramic tile production. Compared to materials such as wood and natural stone, the company's products have lower impact and are developed within a rigorous natural resource management model.

Raw materials are extracted responsibly, ensuring the recovery of exploited areas and the preservation of biodiversity. The company also invests in circular economy strategies, reducing waste and promoting the reuse of materials. In this way, Portobello Grupo reaffirms its commitment to sustainable innovation, combining quality, efficiency and respect for the environment.

In 2024, Portobello launched a new material for professionals and companies seeking green building certifications. The material details how products and technology can contribute to internationally recognized certifications such as LEED®, GBC Brasil Casa & Condomínio®, AQUA-HQE™ and EDGE.

→ **To learn more:** portobello.com.br/produtos

REINFORCING SUSTAINABILITY IN NORTH AMERICA

In 2024, Portobello America applied for Green Squared Certification, the main sustainability standard for the tile industry in North America. Developed by the Tile Council of North

America (TCNA), it is the only multi-attribute certification specifically for ceramic tiles and related materials, serving as an important benchmark for manufacturers, distributors and specifiers in the region. Green Squared evaluates products in five key areas, including responsible use of materials, sustainable manufacturing, recyclability, corporate governance and innovation. By seeking this certification, Portobello America reaffirms its commitment to environmental responsibility and aligns itself with the highest sustainability standards recognized in North America. Certification forecast: 2025

BIODIVERSITY

DEPOSITS

The Portobello Grupo promotes the environmental recovery of its mineral deposits with sustainable practices, such as:

- Storage of fertile soil removed before the start of extraction and return of this material at the end of operations
- Drainage systems to protect water bodies
- Restoration of degraded areas with native species
- Techniques such as hydroseeding
- Environmental education actions

In 2024, the Portobello unit assessed 100% OF ITS OWN DEPOSITS and third-party deposits with a stake of over 50%.



(1) Beginning of environmental recovery of Leoberto Leal/SC/Slope and Bench
(2) Recovery after the return of the fertile soil layer
(3) Recovery after sowing grasses: the original vocation of the land was livestock farming and also agriculture

2 OWN DEPOSITS were regenerated - in Leoberto Leal/SC and Piraí do Sul/PR.

3 REQUIRED DEPOSITS were assessed that had never been operated.

All non-conformities classified as high and very high risk were also addressed, reaffirming the Grupo's commitment to the responsible management of natural resources and the preservation of biodiversity.

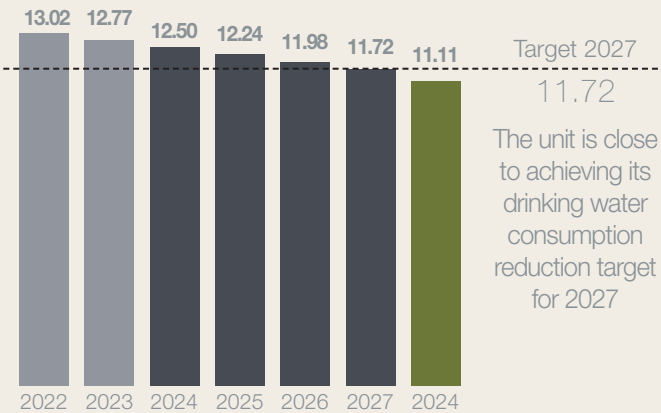
WATER MANAGEMENT

GRI 3-3

Portobello Grupo has implemented several initiatives to improve its water management, aiming to reduce water consumption and increase operational efficiency.

DRINKING WATER CONSUMPTION (L/m²)

Average Target Accumulated 2024



The unit is close to achieving its drinking water consumption reduction target for 2027



- 13% reduction in drinking water consumption compared to 2023 at the **Portobello Unit**.
- Real-time and individualized water consumption management by factory, establishing performance targets that encourage reduced use and promote a culture of environmental responsibility.
- Creation of the Water Committee, with representatives from all factories and integrated actions to promote sectoral and joint initiatives.
- Implementation of three new projects developed by the Environmental Ambassadors, focused on reducing water consumption.
- At **Pointer**, the dry-process production model reduces water consumption by 70%.
- **Portobello Shop Jardim Social**, certified with the LEED Platinum Seal, achieved a 76% reduction in drinking water consumption in just one year of operation, thanks to the collection and reuse of rainwater.

CLOSED LOOP

GRI 303-1

In Tijucas (SC), the factory operates with a 100% closed loop system, ensuring the treatment and reuse of collected water, which comes from underground, river and third-party sources. In 2024, 303.67 megaliters were collected (-5.05% compared to the previous year), with an average consumption of 11.25 liters per square meter produced. The **Portobello** unit has digital water meters and targets linked to managers’ performances to optimize the use of the resource. Located in an area with low water stress, consumption is monitored to mitigate risks to the ecosystem, disposing only of effluents from bathrooms and cafeterias, duly treated in accordance with environmental legislation.

At **Pointer**, in Marechal Deodoro (Alagoas), the dry production model reduces water consumption by 70%. In 2024, 61.51 megaliters (+9.9%) were collected from an artesian well, with an average consumption of 5.13 liters per square meter produced. The unit also operates with a closed loop system, reusing clay and enamel waste in the production process. As well as in Tijucas, digital



water meters were implemented, and the used water is treated and discharged underground, in accordance with local legislation.

Portobello America, which opened in 2023, applies the best practices of the Brazilian units,

including a 100% closed system and dry grinding processes, which minimize water consumption. The factory uses Industry 4.0 technology to optimize resources and avoid waste, reinforcing its commitment to sustainability.

WASTE

GRI 3-3, 306-1, 306-2

In 2024, at the **Portobello** unit, waste generation was above the limit target, but there was a 2.8% reduction compared to 2023. Among the main results is to obtain the Zero Waste Certificate. In addition, a detailed mapping of chamotte generation was carried out by factory and line, allowing for greater control and planning, and specific targets were defined for chamotte generation in all manufacturing units.

HIGHER USE OF WASTE IN PACKAGING COMPOSITION:

7.5%	18.33%
CARDBOARD PACKAGING	PLASTIC PACKAGING

With the reduction in the thickness of the 90x90 tiles, total consumption of packaging was 4.64% LOWER



At the **Pointer** unit, the feasibility study for implementing the Zero Waste certificate was completed. A highlight was the reuse of glass scrap: an annual average of 46 tons was achieved, more than doubling the 22 tons target. In addition, the unit reached 100% of the target of eliminating the use of disposable cups among employees and third parties.

249.3 TONS
intended for reuse and
347 TONS FOR
RECYCLING

In relation to the **Portobello Shop** unit, the Solid Waste Management Plan (SWMP) was implemented at Portobello Oficina Tijucas and at the stores, the Construction Waste Management Plan (CWMP).

1,700 TONS
sent for recycling and
15 TONS FOR REUSE

CIRCULARITY

GRI 3-3, 306-1, 306-2

The plants of Portobello unit in Tijucas (SC), Pointer in Marechal Deodoro (AL), and Portobello America in Baxter (U.S.) adopt modern circularity practices, ensuring that waste generated in the production process is reincorporated into the products. Materials such as shards, sludge and enamel are reused, while waste such as cardboard is processed by third parties. The recycling rate reaches 99.9% at Portobello and 99.44% at Pointer.

At the **Portobello** unit, the circularity of wooden and metal packaging from the approved Distribution Centers achieved a performance 6% above the target in the first half of the year. A dashboard was implemented for monitoring the indicator monthly, allowing greater transparency and control of the results. The period was also marked by the implementation of a reverse logistics pilot project in the Engineering channel, carried out in partnership with the construction companies Triad and Tegra. In recognition of this strategy's efforts and successes, the case was awarded the Expressão de Ecologia

Award by Editora Expressão, with the case “Waste Circularity,” in the Recycling category. In 2024, more than 700 tons of wood and 15 tons of metal were collected in reverse logistics initiatives at the unit.

Pointer implemented waste circularity at the Distribution Centers in Petrolina (Pernambuco) and Fortaleza (Ceará). The implementation of wooden pallet circularity is underway with Carajás, a chain of construction materials stores in Alagoas, as well as in the Engineering channel. The pallets and supports used to transport products to the Distribution Center in São Paulo and Santa Catarina return to the factory in Tijucas. In 2024, Portobello Shop operations will return around 1,600 pallets per month.



ENERGY

GRI 3-3

Portobello Grupo's commitment to reducing energy consumption has been evident over the years, with clear and progressive annual targets, reinforced by investments in wind and solar energy at the Portobello and Pointer units.

At **Portobello**, the highlights were:

- 2.2% reduction in energy consumption compared to 2023;
- Implementation of three Environmental Ambassadors projects aimed at reducing energy use;
- Automation of equipment in standby;
- Automation of the stoppage of dough preparation motors;
- Automation of lighting.

In 2024, **Pointer** fell below the energy consumption target of 2.39 KWh/m², recording an annual average of 2.32 KWh/m². One of the factors that contributed to this result was the expansion of natural lighting in the factory.



Since its inauguration in 2023, **Portobello Shop Jardim Social** (Curitiba/Paraná) has obtained four LEED certifications, namely:

- **LEED Platinum in the LEED ID+C v4 version (Construction):** Retail, and is still the store with the highest score in the world.
- **LEED Platinum in the LEED O&M v5 version (Operation and Maintenance):** Existing Buildings, the first one certified in the world.
- **LEED Zero Carbon and LEED Zero Energy:** with reduced energy consumption through a more efficient air-conditioning and lighting system, making it possible to generate energy on site using photovoltaic panels.

In 2025, strategic units such as Oficina Tijucas (SC), stores in Campo Grande (Mato Grosso do Sul), Campinas (São Paulo) and Savassi (Minas Gerais) will join the Free Energy Market, in addition to the installation of solar panels at the Pernambuco Distribution Center.

Currently, 26% of **Portobello Shop's** new stores (built or renovated since 2023) already follow the strict LEED criteria, demonstrating the progress of the More Sustainable Stores project.

USE OF RENEWABLE SOURCES IN INDUSTRY

Portobello Grupo continues to advance in the use of renewable sources and in energy transition in its operations.

In a partnership with Enel Brasil, **Portobello** signed a contract for the self-production of 10 MWm of wind energy, which guarantees, on average, 72.6% of the unit's consumption.

The target set for 2024, of using **50% OF RENEWABLE SOURCES** in the industry, was exceeded monthly.

Pointer surpassed the solar energy generation target of 1,240.20 KWh in 2024, reaching an annual average of 1,371 KWh, with a peak in September (2,232 KWh). The unit concluded the feasibility study for expanding the solar park in the factory parking lot and is finalizing the maintenance of the photovoltaic panels already installed, as well as monitoring the energy generation software.

The energy matrix of all the Grupo's units is increasingly cleaner and sustainable, with the use of advanced technology and strategic investments. Furthermore, the development of products with reduced thickness optimizes the use of natural resources, reducing energy consumption and providing greater logistics efficiency.

CLIMATE CHANGE

GRI 3-3, SASB EM-CM-110a.2

Portobello Grupo's commitment to sustainability and mitigation of the climate change impacts was reaffirmed in 2024, with significant progress in emissions management and the adoption of more sustainable practices.

At **Portobello**, the highlights were:

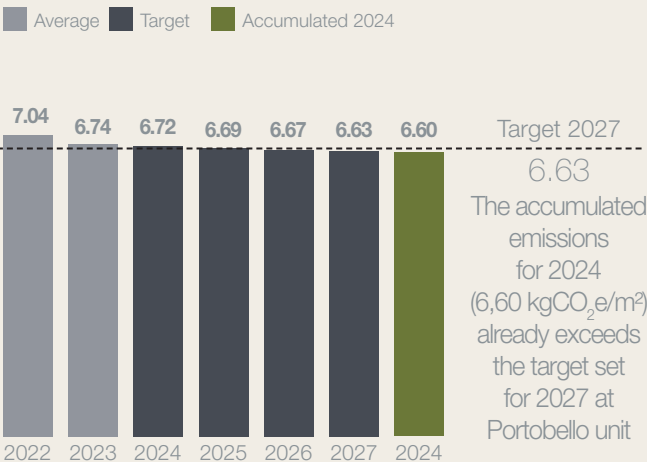
- 2.0% reduction in Greenhouse Gases (GHG) emissions compared to 2023. With this result, the unit reached the emissions level established for 2027.
- Restructuring of scope 3 of the GHG Inventory, increasing the transparency and traceability of indirect emissions in our value chain.
- Preparation of the Mitigation Plan and the 1st MACC (Marginal Abatement Cost Curve), a milestone for identifying actions to reduce emissions with greater economic efficiency.
- Joining the Brazilian GHG Protocol Program



with the achievement of the Bronze Seal, consolidating our participation in international standards for measuring and reporting emissions.

- Progress in the CDP (Carbon Disclosure Project) classification, achieving the B- grade for the first time, a significant improvement compared to the D- grade recorded in 2018.
- Reduction in the thickness of the 90x90 porcelain tiles, reducing the consumption of raw materials and, therefore, the carbon footprint associated with production.

TOTAL GHG EMISSIONS (kgCO₂e/m²)

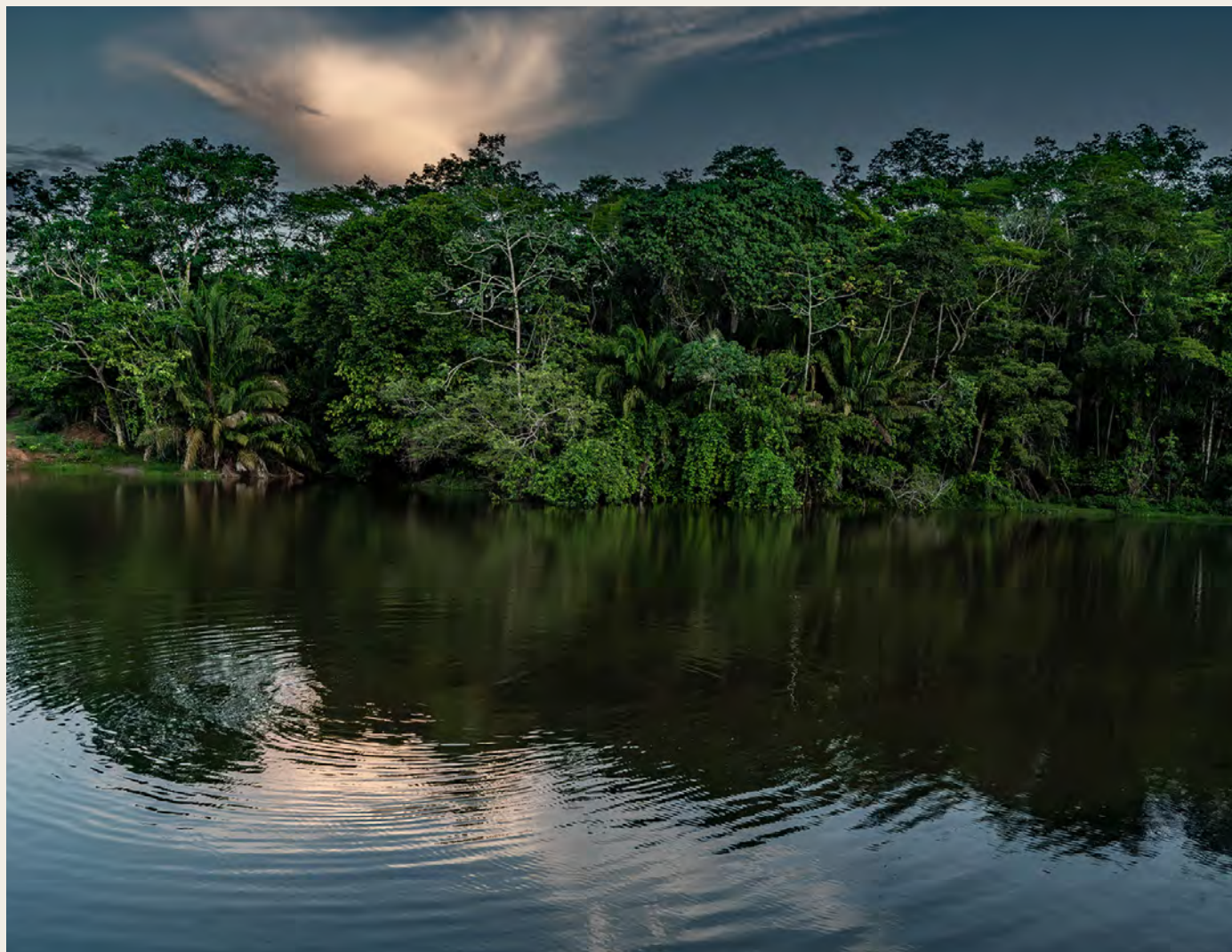


In 2024, **Pointer** achieved an average of GHG emissions of $3.08 \text{ KgCO}_2/\text{m}^2$, exceeding the target of $3.12 \text{ KgCO}_2/\text{m}^2$ set for the year. The monthly analysis reveals peaks in January (3.77) and August (3.38), offset by significant reductions in months such as May (2.82) and September (2.78).

This result reflects the impact of the ongoing actions implemented by the unit. Among the initiatives completed in 2024, the following stand out:

- Reduction in the thickness of various porcelain tile formats
- Preparation of the GHG Protocol report (scopes 1, 2 and 3)
- Tests with more efficient burners in the kilns
- Replacing Shrink with stretch film on pallets

In 2025, Portobello Shop's Greenhouse Gas (GHG) inventory will be expanded to all retail operations. The Gabriel Flagship store, scheduled to open in the second half of 2025, will have LEED certification and a replicability guide for other units.



EMPLOYEES ENGAGED WITH ENVIRONMENTAL MANAGEMENT

The Environmental Ambassadors project is a voluntary initiative involving employees dedicated to spreading good environmental practices within the company. Created in 2021, during the Covid-19 pandemic, the project began with just two employees focused on improving indicators related to water use.

Over time, the program expanded to include energy and waste issues. The initiative was recognized in 2022 with the Fritz Müller Award in the Water Production Input Conservation category. In 2024, the project had 60 ambassadors at the Portobello unit and 25 at Pointer, with regular meetings to discuss progress, exchange experiences and develop specific action plans for each sector.

The Consciência Ambiental (Environmental Awareness) encourages employee engagement



through quarterly recognition based on environmental criteria. The program highlights implemented solutions that contribute to improving the company's environmental indicators. In 2024, 19 environmental solutions were implemented, with emphasis on projects in water efficiency, energy efficiency and waste management. In addition, the first case related to the use of natural gas was presented.



PORTOBELLO
+PEOPLE





For Portobello Grupo, people are its greatest asset, and building lasting connections with them is an essential value. This is reflected in employees who have dedicated over 35 years to the company, in suppliers with three decades of partnership and in franchisees who have been by our side for over 25 years. This culture of proximity also includes architects, customers, investors and other representatives of the industry, strengthening our ties with everyone who is part of this journey.

HUMAN RIGHTS

GRI 3-3

Portobello Grupo reaffirms its commitment to respecting human rights recognized by international conventions. As a signatory to the Global Compact, the company follows the Guiding Principles on Business and Human Rights in all of its operations.

With specific policies, goals and instruments, Portobello Grupo ensures that human rights are respected in its activities and relationships. Internally, it promotes a diverse work environment,

with active policies to combat harassment, fair wages, continuing training and conditions that ensure health and safety for employees and service providers.

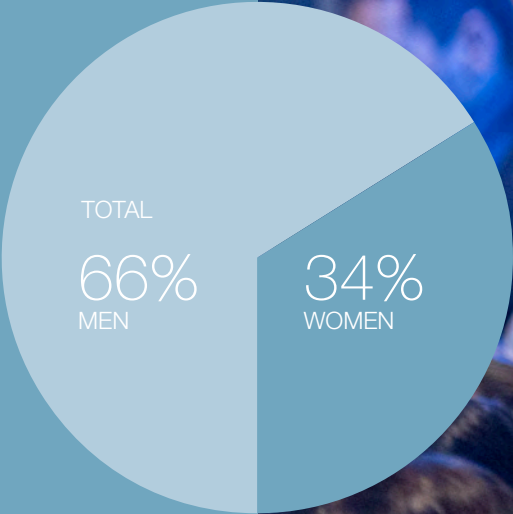
Externally, the company works to improve the living conditions of the communities nearby its operations, contributing in a concrete way to social development and people's well-being.

EMPLOYEES

GRI 2-29

At Portobello Grupo, people are at the center of all transformations. The company promotes initiatives aimed at attracting and retaining talents, valuing high performance and continuously developing leaders and successors. This commitment reflects the objective of consolidating the Group as one of the best companies to work for, aligned with its strategies and the particularities of each of the four business units.

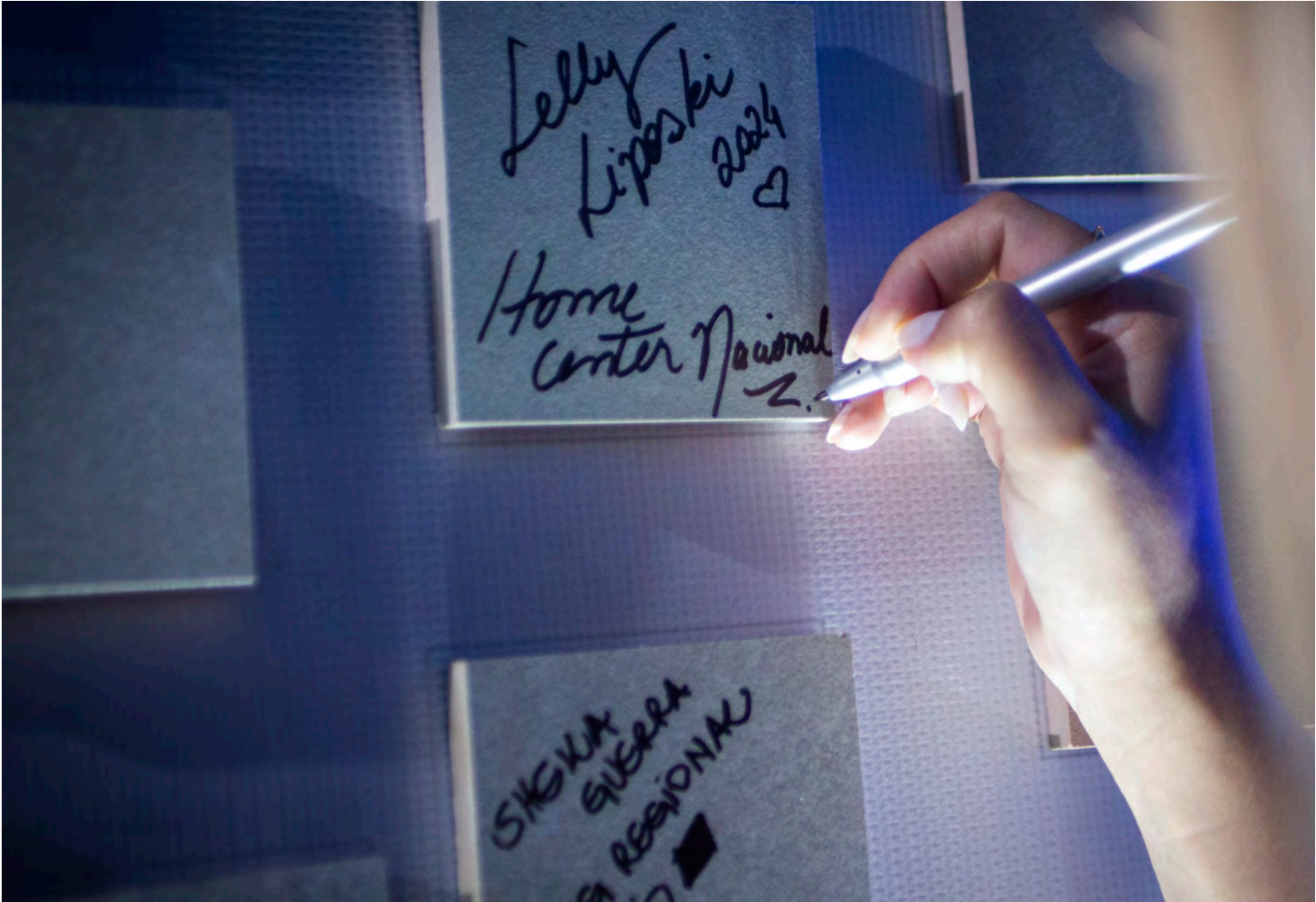
On December 31, 2024, Portobello Grupo had over 4,100 EMPLOYEES.



**MOOD AND
ENGAGEMENT SURVEY**

As part of the guidelines of the Portobello +People program, which seeks to ensure a more attractive environment for the best talents and to strengthen the company brand through attraction and retention, the Portobello unit conducted a mood and engagement survey in July 2024. The initiative is one of the strategies mapped out to take place in all of the Grupo's units, in line with the commitment to monitor employee satisfaction.

The survey was attended by 52% of eligible employees, reaching a satisfaction rating of 73%. Among the 1,900 respondents, 900 shared comments that highlighted topics such as internal communication, career development, structure, benefits and digital resources. Based on this data, action plans were drawn up involving five crosscutting areas, in addition to specific initiatives for each sector.



TALENT DEVELOPMENT

GRI 3-3, 404-2

The sustainable growth of Portobello Grupo is directly linked to the continuous development of its talents. Therefore, the Group invests in continuing education, technical training and skills improvement, always in line with the strategic needs of the business and market trends.

2024 Highlights:

- **PRESS QUALIFICATION COURSE**, in partnership with SENAI. Some disciplines are taught by Portobello specialists, hourly workers hired by SENAI, ensuring excellence in content.

- **CERAMIC TECHNOLOGIST**, in collaboration with UniSENAI. It is an unprecedented higher education course in ceramics, the first in 20 years. With a 70% scholarship for employees and their families, this training of 2,532 hours over 2 years and 10 months represents a competitive advantage in the market. Some disciplines are also taught by internal specialists, reinforcing the company's expertise.



**- APRENDE SHOP:
TRAINING FOR EXCELLENCE**

Portobello Shop has Aprende (Learn) Shop, a dynamic and accessible platform for continuous training that covers essential topics such as ESG, technical training, product storytelling, differentiated service, sales techniques and soft skills development.

The 2024 results demonstrate the positive impact of this initiative:

92%
OF EMPLOYEES
accessed the platform at least
once, reinforcing the high interest
in learning;

+5,000 HOURS OF
MANDATORY TRAINING

and
+16,000 HOURS
of on-demand content
were recorded;

44% OF EMPLOYEES
have solid engagement,
evidencing a culture
of continuous learning.

**- PORTOBELLO UNIVERSITY:
TRANSFORMING CAREERS**

The Portobello unit has the Portobello University, an internal initiative aimed at the professional development and continuous training of employees, offering training programs aligned with the needs of the company and the market.

In 2024, the University recorded significant growth, consolidating itself as a strategic pillar for the training of our talents:

2,377 ACTIVE USERS,
a growth of 166.18%
over the previous year;

9,470 COMPLETED
TRAININGS, an increase
of 431, 13% compared to 2023;

463 PEOPLE IMPACTED
and 8,482 hours dedicated
to learning;

Each user completed, on average,
20.5 TRAINING SESSIONS
and dedicated 18.3 hours to learning;

143 NEW LEARNING OBJECTS
were created in 2024, expanding the
content offer;

177 COURSES OFFERED,
covering topics such as leadership,
communication, customer service
and emotional intelligence.

Currently, Pointer
conducts training
in person.

In 2025, the
University will count
on the remote
learning modality.

INCLUSION AND DIVERSITY

GRI 3-3

Portobello Grupo is committed to promoting diversity and inclusion, advancing towards the 2030 goals.

At the **Portobello** unit, there was a 1.5% increase in women in leadership positions, compared to 2023. In 2024, the second class of the Acceleration Trail for Women in Industry and the first class exclusively for women in the Forklift Operation course were launched. Six female leaders were promoted in the last two years, guaranteeing the unit the 2024 ABRH-SC Human Being Award, in the Development category, among 180 registered cases.

As for the inclusion of People with Disabilities (PwDs), the unit started the year within the expected index, but maintained 97.9% of the target as an annual average.

“Diversity and Inclusion” modules were included in the Development Trails, with the participation of 326 employees, in addition to Libras sign language courses at the basic, intermediate and advanced levels. Awareness actions were also carried out during SIPAT 2024, and also thematic conversation



Generational Talk and
Gay Pride Day Talk



circles about the LGBTQIA+ community, Black Consciousness and generational diversity, which reinforced the appreciation of plurality within the organization.

For 2025, initiatives such as Libras courses and diagnosis of neurodivergent people, accessibility and mental health projects, as well as a mapping of success for women are planned. At **Portobello Shop**, ergonomics diagnostics will be carried out and the feasibility of renovations for accessibility will be mapped in all company-owned stores.

LIDERA+ PROGRAM

Initially, the program focused on expanding the participation of women in leadership positions, but in 2023 it expanded its scope to include various representative groups, reinforcing the commitment to a more inclusive and equitable work environment.

In recognition of these efforts, in September 2024, **Portobello Grupo** was included in the **B3 Diversity Index (IDIVERSA)**, reflecting its commitment to practices that favor equity and representativeness in its governance.

Moreover, the program received the **2024 Citizen Company Award** in the Social category, granted by the Association of Sales and Marketing Managers of Brazil in Santa Catarina (ADVB/SC). This award recognizes companies that stand out in corporate responsibility in the state.

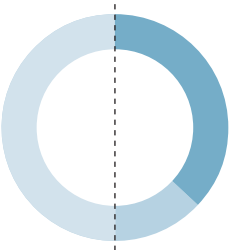


Scheila Orlandi represented Portobello Grupo at the ADVB/SC Corporate Citizen Award ceremony, on August 21 in Chapecó

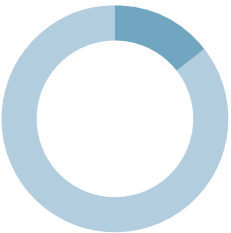
*Within Lidera+, employee engagement takes place with the support of **Diversity Ambassadors**. These professionals, as well as volunteers, deal with different aspects of diversity, such as sexual orientation, race, gender and disability.*

GOAL

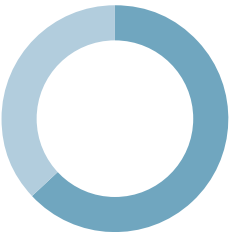
In 2024, the company had reached



44%
of leadership positions
held by women
Goal for 2027
Reach 50%



13%
Women's participation
in the BOARD OF
DIRECTORS



67%
STATUTORY
DIRECTORS
are women

HEALTH AND SAFETY

GRI 403-1

The health and safety of Portobello Grupo's employees is guaranteed by a robust system of standards, risk management and preventive actions. The company follows the Regulatory Standards of the Ministry of Labor, adapted to the particularities of each unit, and details internal procedures for critical activities, such as the use of PPE.

With clear goals and consistent indicators, safety management prioritizes interventions such as machine modernization and monitoring of gas networks. In addition, the Tijucas unit has the SAME (Simple Medical Care), which improves the control of light work incidents and strengthens legal compliance.



RECENT ACTIONS

- **Infrastructure:** updating of alarm systems to wireless technology and use of safety belts in Distribution Centers to prevent pallet tipping.
- **Training:** expansion of evacuation simulations and introduction of workplace gymnastics and massage practices to promote ergonomics.
- **Engagement:** monthly recognition of employees for safety and productivity highlights, stimulating collective commitment.

MENTAL HEALTH AND WELL-BEING

Since 2015, the work of a psychologist has been essential to promote safe behaviors and diagnose situations of vulnerability, strengthening the support for employees in partnership with HR. Innovative initiatives, such as the “Children’s Dreams” program, team rowing, training in nonviolent communication and lectures on happiness reinforce emotional engagement and organizational culture, connecting individual well-being to corporate objectives.

LILAC AUGUST

In 2024, **Pointer** actively participated in the national campaign to raise awareness and combat domestic violence against women. In partnership with Engie and the Carlos Roberto Hansen Institute, the unit promoted several actions, emphasizing its social commitment and reinforcing the importance of safe and equal environments for all.

SIPAT 2024

The **Internal Week for the Prevention of Occupational Accidents (SIPAT) 2024** had as its central theme **“Together for Diversity: Valuing Inclusion, Self-Care and Safety.”**

Held simultaneously in the group’s several units, the program reinforced the awareness about safety at the workplace, promoting a more inclusive and participatory environment.

The opening of SIPAT, at the **Tijucas** unit, was marked by a lecture by specialist **Clodoaldo Godinho**, who shared his experience of overcoming after a serious work accident. In addition, employees with disabilities participated in **SIPAT Talks**, presenting their experiences and contributions at **CIPAA**, which, for the first time, has four PwDs.

During the week, employees participated in **interactive booths, lectures on financial education and various actions aimed at adopting safe behaviors, such as traffic campaigns and practical training.**



The 2024 edition of SIPAT registered a **record of participation since the Covid pandemic**, reinforcing Portobello Grupo’s commitment to the safety and well-being of its employees.

HIGHLIGHTS OF 2024

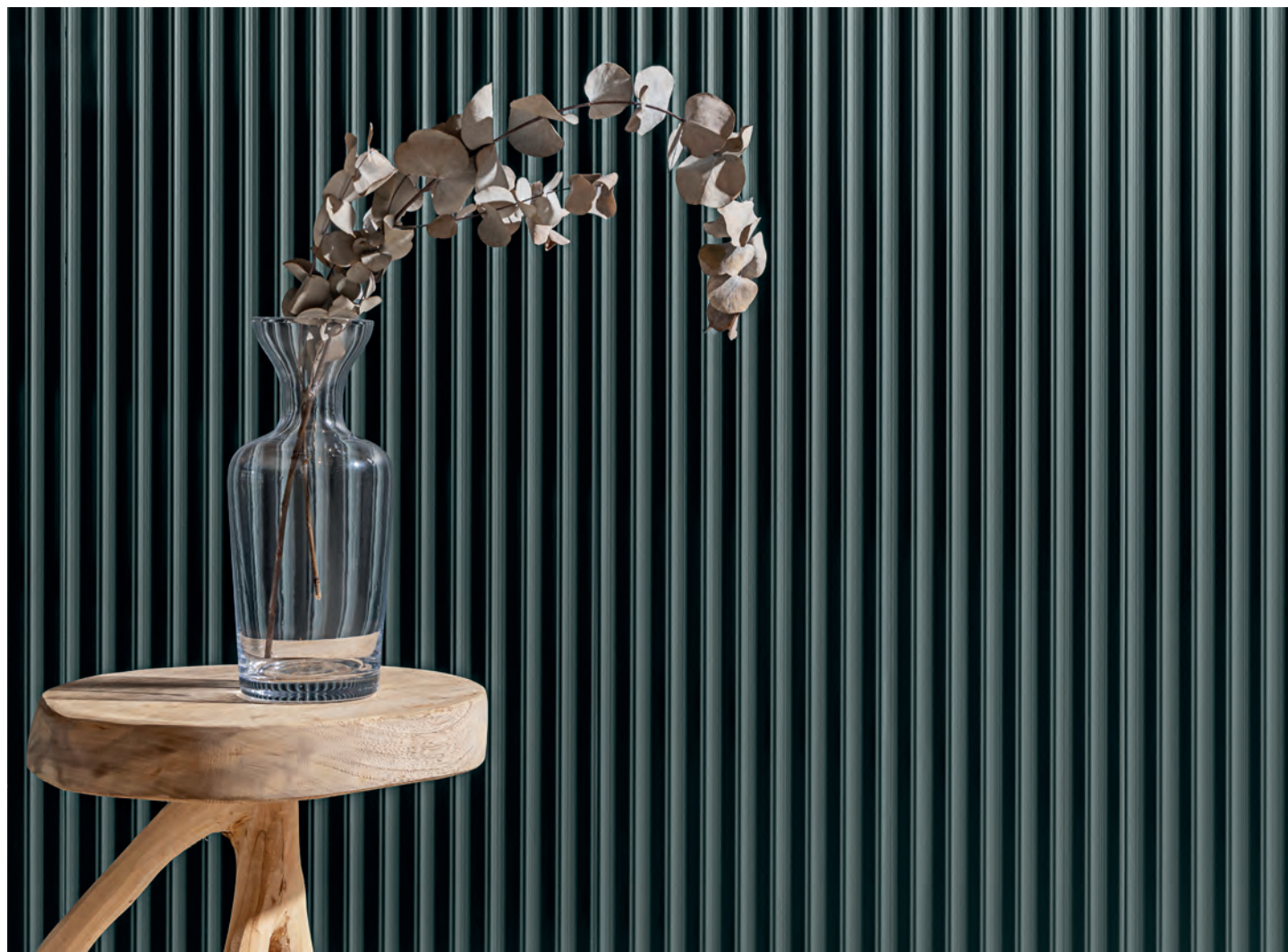
- **Unprecedented milestone:** in October, the **Tijucas** unit reached its **first month of safe production with zero accidents.**
- **Outstanding Employees of the Year in Safety**, recognizing those who have stood out in the prevention and promotion of safety in the workplace.
- **SIPAT 2024 achieved a record post-pandemic participation**, demonstrating the growing engagement of employees in safety initiatives.

SHAREHOLDERS

GRI 2-29

Portobello Grupo maintains a transparent relationship with its shareholders, prioritizing the frequent disclosure of information that helps in investors' decision-making. The Investor Relations area has a dedicated website with data on governance, financial results and sustainability practices.

Externally, Portobello Grupo, as a member of the Novo Mercado, holds quarterly disclosures and live videos with investors, promoting interactivity through questions and answers. These efforts reflect the company's commitment to keeping all stakeholders aligned.



CLIENTS

GRI 2-29, 3-3

INTEGRATED MODEL CENTER

The client is the central focus of the organizational structure, with all areas functioning in a network around them. At Portobello Shop, objectives are converted into quarterly goals (OKRs), and NPS (Net Promoter Score) is a metric that influences employees' variable compensation.

CUSTOMER EXPERIENCE

Company-owned and franchised stores follow an updated service model, ensuring consistency in the customer experience, regardless of location. The NPS methodology considers several stages of the process, including budget, service, delivery, and relationship with architects/ designers. In 2024, Portobello won the Reclame Aqui Award for the sixth consecutive time, in the Home and Construction - Coatings, Floors and Ceramics category.



PRODUCT QUALITY

Portobello's factory in Tijucas is ISO 9001/2015 certified, and quality is monitored with advanced technology and rigorous human inspections. The unit also takes part in the Sectorial Quality Program, which requires quarterly evaluations carried out by laboratories accredited by INMETRO. Pointer follows the same product analysis protocol and Portobello America has practices aimed at ensuring quality in line with the requirements of the United States market.

AI IN RETAIL

Portobello Shop has integrated Artificial Intelligence into its operations to optimize sales forecasting and demand management, reducing inventories by almost BRL 20 million. With a focus on customer experience, the company has invested in digitalization over the past two years, implementing NPS surveys and redesigning the purchase journey based on Customer Experience (CX).



PRODUCT CUSTOMIZATION

Through Oficina Portobello, customers can customize porcelain tiles to create furniture, niches, objects and accessories. In addition, Oficina Portobello stands out for its collaborations with renowned architecture and design professionals, resulting in innovative furniture pieces that explore the potential of porcelain tiles. The products are available at Portobello Shop stores throughout Brazil.

DIGITAL INNOVATION: THE CONCIERGE

Digital transformation is another strategic pillar. The Concierge, at the Portobello America unit, is a platform that transcends the concept of e-commerce, connects the brand to distribution customers and strengthens the relationship with the sales team. With intuitive access via web and app, Concierge allows you to explore collections, compare products, check availability, place orders, and track deliveries with a few clicks.

ARCHITECTS

GRI 2-29

Architects are Portobello's key partners, as they often recommend the brand's products to customers. The company values collaboration with these professionals, fostering a close relationship and offering exclusive experiences to meet demands and drive innovation in the development of new products.

PORTOBELLO +ARCHITECTURE

It is Portobello's community aimed at architects and designers, offering benefits such as points for product specification, workshops, exclusive events and visibility. It includes initiatives such as the Creative Collective, which promotes travel and co-creation of products between renowned professionals, and the Architect's Clinic, where participants collaborate directly in the development of new products. The program highlights trends, values the work of professionals and strengthens connections in the sector.



ARCHTRENDS

It is the first and only architecture social network in Brazil, which allows the creation of digital portfolios and already brings together 16,000 registered projects, 75,000 inspiration images and a monthly audience of up to 600,000 hits. The platform also works as one of the company's official content channels. On Instagram, the platform's profile has about 120,000 followers.

IMPORTANT EVENTS IN THE SECTOR

In 2024, Portobello participated in relevant international fairs, such as Covering Expo, in Atlanta (U.S.) and Cersaie, in Bologna, Italy, where it presented the preview of the first global Bossa On The Road collection, officially launched at **Expo Revestir 2025** in São Paulo. These events are essential for the company to present its launches, follow trends and strengthen its presence in the global market.

FRANCHISEES

GRI 2-29

Franchisees play a strategic role for the Portobello Grupo, representing its regional presence throughout Brazil. In 2024, the chain had 116 franchisees, who are instructed to follow the Code of Ethics and the company's compliance policies. The quality of service is ensured by a Manual of Good Practices and by the Excellence Program, which includes sustainability criteria, such as waste management and community actions.

Franchisees go beyond store management: they play an active role in defining the Grupo's material topics. This strategic partnership is strengthened by initiatives such as the Franchisee Convention, events, and lives focused on business and retail.

The quality of service is continuously improved by the Excellence Program, which evaluates the alignment of stores with Portobello Shop's ESG standards and grants a seal of recognition.



SUPPLIERS

GRI 2-6, 2-23, 2-29, 3-3

In 2024, Portobello Grupo's supplier management continued to evolve with transparency and efficiency practices, such as the approval of the new third-party management policy and the integrated system for procurement, ensuring assumptions already applied by the company, such as the standard of three minimum quotations and the focus on local suppliers. These represented 55.14% of the total expenses of the Portobello and Pointer units in 2024. The policy of verifying environmental licenses and technical capacity was maintained, while mining suppliers (6%) underwent face-to-face technical evaluations.

The Portobello unit built an ESG risk matrix for the value chain, implemented the supplier self-assessment questionnaire on ESG criteria, and launched the Sustainable Supplier Development Program at the 1st Portobello Supplier Meeting, part of the Sustainability Week 2024. The event brought together 50 participants from 25 companies to discuss sustainable practices and strengthen partnerships. These initiatives reaffirm the commitment to sustainability and responsible development of the value chain.



COMMUNITIES

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

Portobello Grupo’s relationship with communities is guided by ethical principles, transparency and respect for human rights, promoting the support to projects in the areas of culture, education and income generation. **The Sururu – Shells that Transform** and the **Jardim Progresso Cultural Center**, in addition to the **Volunteer Program**, are examples of Portobello Grupo’s vision of social responsibility. The main documents guiding the actions with the communities are the **Code of Ethical Conduct**, the Donation Policy and the Volunteer Booklet.



SOCIAL RESPONSIBILITY

The initiatives cover topics such as diversity, inclusion, impact of suppliers and community actions. The goal is to expand them to all the communities where Portobello Shop is present, further expanding social transformation, under the following guidelines:

- **Structured social impact:** promote impact projects that empower communities through education, culture, and income generation, prioritizing diversity and inclusion.
- **Surrounding communities:** focus on the development of communities near Portobello's units, integrating actions that improve local life quality.
- **Volunteer engagement:** encouraging volunteering among our employees, strengthening empathy and engagement with communities.



FAMILY FUN DAY

On October 25, 2024, we celebrated Portobello America's first anniversary with a Family Fun Day, bringing together nearly 500 attendees, including our employees, their families, and some Putnam County partners.

The event highlighted our commitment to fostering a positive work culture and strengthening our community relationships. By creating an environment where employees and their families feel valued and connected, we reinforce our dedication to social responsibility and well-being.

As we continue to grow, we remain focused on building a workplace that prioritizes inclusiveness, engagement, and a strong sense of community.

SURURU PROJECT | SHELLS THAT TRANSFORM

The highlight of 2024 was the Fita collection, part of the Authentic 2024 line. Inspired by Le Corbusier's modernist principles, it features linear reliefs and a texture that combines the neutral tone of concrete with iridescent details of the shells of the sururu mollusk, an intangible heritage of Alagoas, the same raw material used in Cobogó Mundaú and the Solar coating line.

In recognition of its innovative design and commitment to sustainability, the Fita collection received the Best in Show award at Expo Revestir 2024, in the Design Brazil category.

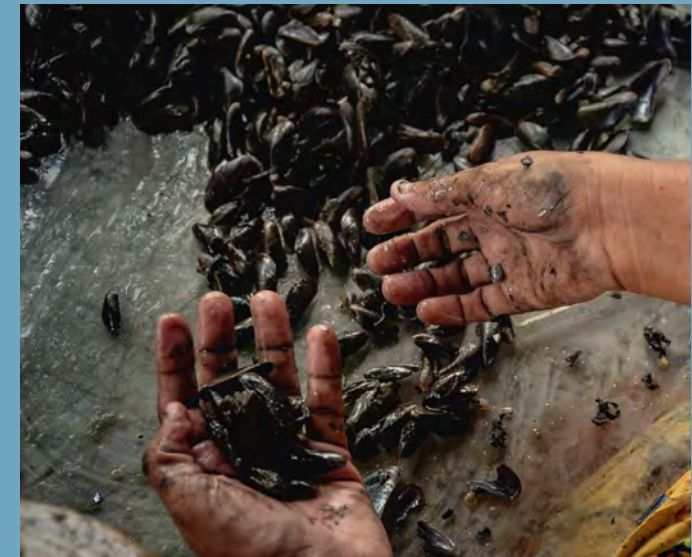
The Sururu project is thus consolidated as an exemplary circular economy initiative, reducing waste disposal, generating income and training the community of Vergel, in Maceió, Alagoas. Residents are involved in all stages, from cultivation to the disposal of the material. The gain is felt above all by the shellfish gatherers, responsible for collecting and selling the shells.

The products are developed by a social enterprise that relies on Pointer's industrial knowledge and Portobello



Shop for development, commercial strategy and exposure in the retail network. The initiative is carried out in partnership with the Brazilian Institute for Development and Sustainability (IABS) and the A Gente Transforma Institute, led by designer Marcelo Rosenbaum.

The involvement of Pointer volunteers has amplified the impact, with actions such as courses and celebrations that bring the community even closer.



SURURU PROJECT AT G20

The Sururu Project – Shells that Transform was featured at the OPN Forum, a preparatory event for the G20 Rio de Janeiro 2024, promoted by the UN. Portobello's Sustainability Coordinator, Scheila Orlandi, in partnership with Marcelo Rosenbaum, presented the initiative as an example of circular economy and practical application of SDG 12 (Sustainable Consumption and Production), reinforcing Portobello Grupo's commitment to sustainability and social impact.

JARDIM PROGRESSO CULTURAL CENTER

In 2024, we continued the service at Jardim Progresso neighborhood, reinforcing the commitment to the social and cultural development of the community of Tijucas, Santa Catarina. One of the highlights is the construction of a community center, a space that will be dedicated to social projects focused on education, culture and income generation. The structure of the community center will be modular and sustainable, made of Glued Laminated Wood (MLC), a reuse of Portobello's innovative booth, used at Expo Revestir in the 2024 and 2025 editions. The inauguration is scheduled for 2027.

In 2024, a workshop was held with local and national partner architects to prepare the architectural project of the Culture Center. The participants visited the community, knew the land where it will be built and defined the project's concept. In partnership with the city of Tijucas and with the Musical Association of Tijucas (ASMUT), the program offered



cultural workshops such as guitar, singing and dance classes, with the participation of about 50 children and adults. In addition, volunteering played an important role, with four actions aimed at the neighborhood, such as the Google basic course for community residents and the Volunteer Christmas, which had more than 500 children and adults in a fun afternoon with jokes, treats, Santa Claus and gifts.

VOLUNTEERING

Portobello Grupo's Volunteer Program reflects the commitment to transforming realities through solidarity actions and social engagement. Present in all units, the program operates on three main fronts:

- **Double Donation:** with fundraising campaigns and counterpart from the company;
- **Time Donation (D-Day):** promoting renovations and revitalizations of public spaces;
- **Knowledge Donation:** offering courses and training to communities.

SOS RIO GRANDE DO SUL CAMPAIGN

From June to December 2024, Portobello Grupo showed the power of solidarity and working together, mobilizing employees, customers, franchisees and suppliers to transform solidarity into concrete action.

Portobello Shop Stores were essential points of donation collection, and our



partner carriers ensured that they reached those who needed it most. In addition, all financial donations and emergency items were doubled by Portobello Grupo, enhancing the campaign's impact.

+50,000
liters of water

+BRL 200,000
in financial
donations

+1 TON
of food

+10,000 m² of
Portobello ceramic
tiles, equivalent to
BRL 1.2
MILLION,
intended for the
reconstruction of
non-profit entities.

+7,000
PIECES
of clothing, shoes,
mattresses and
blankets

+2,000
hygiene and
cleaning items

PORTOBELLO

Blood donations, warm clothing campaign, revitalization of public areas, Google Basic Package course, painting and ceramics workshops during the Cultural Circuit, support for the realization of the Day of Good and organization of the Volunteer Christmas.

In 2024, Portobello Grupo had 9% OF EMPLOYEES engaged in social actions, reaching the established goal.



PORTOBELLO SHOP

Donation of blood, school materials and knowledge, as well as Christmas actions and support for those affected by the floods in Rio Grande do Sul.

Highlight for Blood Donation, with +150 EMPLOYEES donating throughout the year at the Portobello and Portobello Shop units.

POINTER

Blood, food and knowledge donation, D-Day and commemorative dates at the Sururu Warehouse.

TAX INCENTIVES

Portobello Grupo believes that social transformation is built with responsibility and collaboration. Therefore, in addition to investing in its own projects, it also seeks to promote social transformation with partner companies, through tax incentive projects.

An example is the Cultural Circuit, held in partnership with Cassol Centerlar, which brought culture and entertainment to 10 cities in Santa Catarina.

This initiative was made possible by the Culture Incentive Program (PIC), with local taxes (ICMS) exemption granted by the government of Santa Catarina.

In addition, in partnership with Engie Brasil Energia and the Koch Supermarkets Network, Portobello Grupo supported projects in the municipality of Tijucas, SC, through the Federal Law of Incentive to Culture.

In 2024,
+BRL 1.5 MILLION
were allocated to social projects.



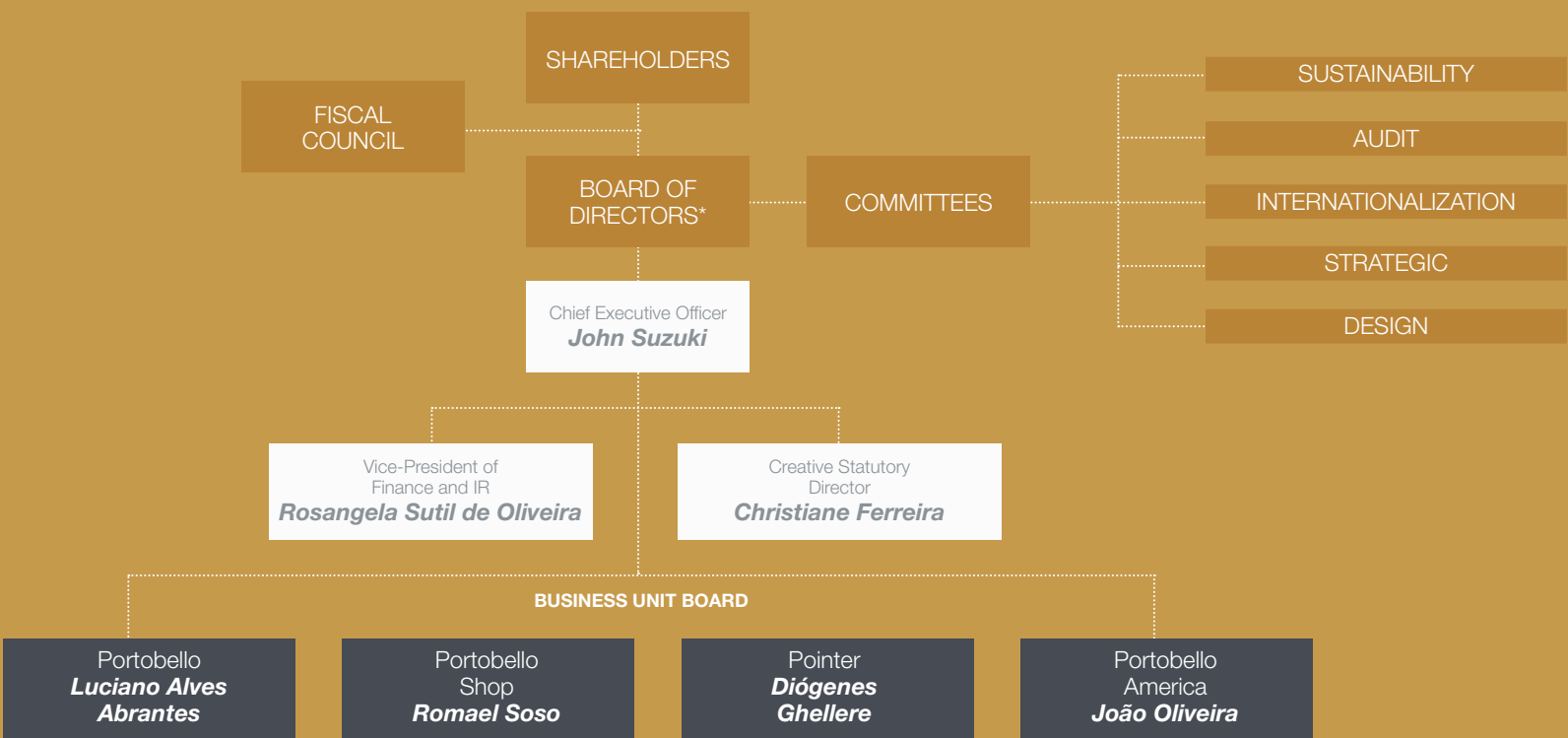
PORTOBELLO +GOVERNANCE



GOVERNANCE BODIES

GRI 2-9, 2-11, 3-3

In 2024, we strengthened Portobello Grupo’s governance, adjusting our organizational structure to support and accelerate the implementation of the company’s strategy.

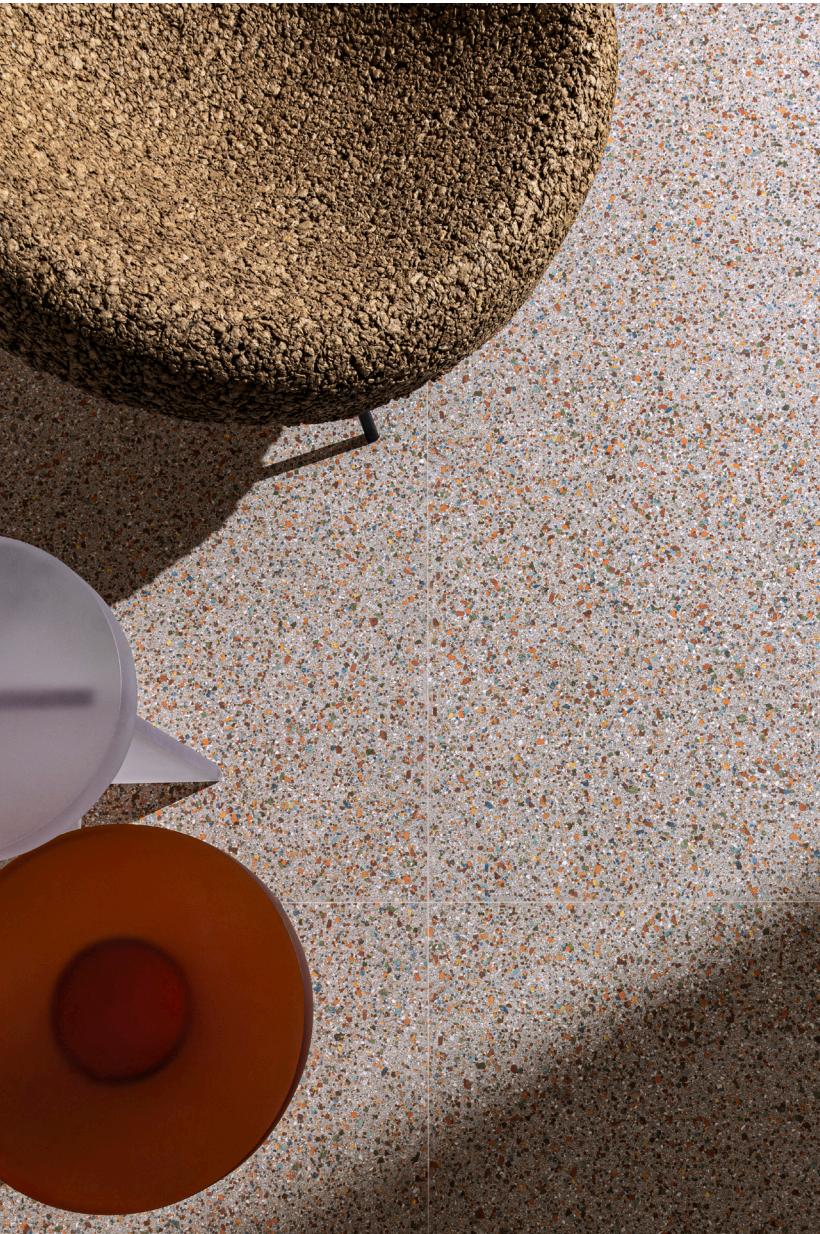


COMPOSITION OF THE BOARD OF DIRECTORS	
César Gomes Júnior	Chairman
Cláudio Ávila da Silva	Vice-Chairman
Geraldo Luciano Mattos Junior	Independent Member
Márcio Leal da Costa Lobo	Independent Member
Maria Laura de Santos Tarnow	Independent Member
Mauro do Valle	Member
Nilton Torres de Bastos Filho	Member

COMPOSITION OF THE FISCAL COUNCIL	
Effective Members	
Jorge Muller	
Carlos Eduardo Zoppello Brennand	
Mario Augusto de Freitas Baptista	

COMPOSITION OF THE STATUTORY BOARD	
John Suzuki	CEO
Rosangela Sutil de Oliveira	CFO
Christiane Ferreira	CCO

*The Board of Directors is the highest governance body. Its chairman and members do not have an executive role in the company. The current composition has a two-year term.



PORTOBELLO +TRANSPARENCY

GRI 2-23, 2-24, 3-3, 205-2

Transparency, combined with ethical principles and values, is the foundation of the company's business strategy and operating model. The Portobello +Transparency Program is composed of a set of mechanisms, such as standards, policies and procedures, with the goal of ensuring law compliance, our internal standards and maintaining an ethical, honest and healthy work environment. The initiative goes beyond fighting corruption, the main objective of the **integrity program provided** for in Brazilian legislation. Its pillars include:

- Commitment of senior management as an example for all;
- Independence of the compliance function;
- Compliance and integrity risk management;
- Internal rules for control and evaluation of third parties;
- Training and communication to strengthen the culture of integrity;
- Channels for complaints and investigations with disciplinary measures;

- Monitoring and continuous improvement of the program.

The **Code of Ethical Conduct** is the main guide to ensure business integrity, and it is applied to all employees, partners, suppliers and franchisees. **This document**, aligned with the company's ESG strategy, covers topics such as human rights, health and safety, relationships with different publics, and maintaining compliance and seriousness in operations. The company promotes constant training of employees on compliance practices, as well as the rules' improvement.

Recently, the **Code of Ethical Conduct** was updated to ensure adherence to best practices, including the parameters of the Novo Mercado. The Anti-Corruption Policy and the Third-Party Management Policy are also being approved, which follow good market practices and focus on the ethical relationship with public agents and business partners. For franchisees and third parties, non-

compliance with policies and procedures may result in contractual sanctions, including termination.

The Ethics Committee, subordinate to the Executive Board, is responsible for supervising the application of the rules set forth in the Code, in addition to evaluating and deliberating on possible misconduct. The **Integrity Channel** details the policies and instruments available to ensure compliance and transparency in corporate practices.

PORTOBELLO GRUPO ALSO HAS THE FOLLOWING POLICIES:

- Prevention of Conflicts of Interest;
- Gifts, Hospitality and Entertainment;
- Risk Management;
- Third Party Management;
- Disclosure of Material Act or Fact and Trading of Securities;
- Transactions with Related Parties;
- Appointment of Board Members, Committees and Board of Executive Officers;
- Remuneration;
- Dividends.

HIGHLIGHTS IN COMPLIANCE

- Face-to-face training for about 2,300 employees on moral and sexual harassment, code of conduct and use of the whistleblowing channel.
- Launch of online training on the remote learning platform, covering administrative, industry and franchise employees.
- Implementation of the “Dis-complicate Compliance” initiative on the intranet, with regular content to reinforce the culture of integrity.
- Anti-Corruption Week, with content aimed at internal and external publics to encourage ethical, transparent and upright behavior.
- The Disciplinary Measures Policy was unified to promote uniformity in internal processes.
- An advanced data-mining platform is now used to analyze third-party risks.
- The compliance program will be adapted for implementation at Portobello America, meeting local cultural and legislative requirements.

For 2025, 100% of employees will have training in ethics and compliance, in addition to the evaluation of suppliers based on ESG criteria, the creation of sustainability indicators, auditing of environmental risks, and even more transparency in communication with the market.



ETHICS CHANNEL

GRI 2-25, 2-26

It is an independent and secure communication service that allows recording the attitudes of employees and third parties with whom Portobello Grupo relates that do not comply with its Code of Ethical Conduct, as well as with the laws and regulations in force.

Complaints are received by Iaux Brasil, a specialized independent company, and forwarded to the Compliance and Ethics Committee of Portobello Grupo, ensuring confidentiality, professionalism and appropriate treatment.

In 2024, there were 138 complaints, totaling 224 since the implementation of the channel:

- **Ethics channel**

www.canalintegro.com.br/portobello
0800 580 2831

- **SAC**

www.portobello.com.br/fale-conosco
0800 648 2002



RISKS AND OPPORTUNITIES

GRI 2-13

Portobello Grupo’s risk management is based on the best national and international practices. The procedures and responsibilities related to the topic are described in the Corporate Risk Management Policy, approved by the Board of Directors.

Risk management considers both the external context – such as the financial, economic, regulatory environment and relations with stakeholders – and the internal context, which encompasses the governance model, organizational structure, strategic objectives and asset structure, among other factors. Risk identification is carried out collaboratively, involving leaders and managers. In addition to the formal process, all company employees are free to identify risks at any time and forward them for analysis by the Risk Management and Internal Controls area.

In June 2024, the Action Plans that had been recommended after a detailed mapping conducted in 2023 by the Risk Management and Internal Controls area were reviewed and formalized. Priority risks have been identified:

- **Adverse external factors:** variations in costs, inflation, interest rates, and foreign exchange, as well as supply chain constraints, labor availability, and impacts of crises such as pandemics.
- **International external events:** economic, regulatory, and environmental changes, wars, terrorism, and government policies in foreign markets.
- **Growing sales in the domestic market:** competition, changes in economic and fiscal policies, and lower consumption by customers.
- **Cyber risks and technology delays:** threats of cyber attacks and disruptions to systems that can

affect data and operations.

- **Political-economic volatility:** economic fluctuations, global financial crises, and political events, affecting strategies and access to asset.

Regarding the sustainability standards of the International Sustainability Standards Board (ISSB), whose guidelines will come into force in Brazil in 2026, Portobello Grupo has already started its adaptation journey. IFRS S1 and IFRS S2 guide the disclosure of sustainability-related financial information, with focus on transparency about risks and opportunities that impact the company's prospects, including climate issues. Portobello Grupo has already made a first mapping of the positive and negative impacts of sustainability, with a focus on externalities, as shown in the following table:

EXTERNALITIES IDENTIFIED IN THE MATERIALITY PROCESS

- POTENTIAL
- REAL

IMPACTS	AFFECTED PUBLIC	IMPACTS	AFFECTED PUBLIC
Negative effects of climate change on the operation (management of energy used and logistics)	Community, customers, suppliers, employees, investors	Democratization of architecture	Community, customers, architects, investors
Generation of waste and promotion of the circular economy	Community, suppliers, customers, franchisees, employees, architects	Accidents in factories, offices, transportation of materials and franchises	Employees, suppliers, franchisees, investors
Vision in relation to the sustainability of ingredients	Community, suppliers, customers, franchisees, architects	Development of construction workers	Community
Use and disposal of water	Community, suppliers, customers, franchisees	Development of employees, franchisees and suppliers	Employees, suppliers, franchisees
Use of natural resources, biodiversity	Community, suppliers, customers, franchisees	Promotion of diversity within operations	Employees, suppliers, franchisees, investors
Depletion of natural resources	Community, suppliers, customers, franchisees, architects, investors	Promotion of human rights within operations	Employees, suppliers, franchisees
Pressure for sustainable products that meet a more sustainable architecture	Community, suppliers, customers, franchisees, architects, investors	Economic development of communities	Community, suppliers, employees

IMPACTS	AFFECTED PUBLIC
Support for the basic needs of communities	Community, employees
Meeting customer needs	Customers, franchisees, architects, employees, investors
Inadequate supply chain practices	Suppliers, investors
Decent labor practices	Employees, franchisees, investors
Ethical and upright performance	Employees, community, franchisees, suppliers, customers, architects, business partners, competition, public authorities, investors
Corporate governance structure that promotes transparency, sustainability, and growth	Employees, community, franchisees, suppliers, customers, architects, business partners, public authorities, competition, investors
Innovation with focus on the customer and sustainability	Employees, suppliers, customers, franchisees, architects, investors

IMPACTS	AFFECTED PUBLIC
Diversification of the business portfolio	Employees, suppliers, customers, franchisees, architects
Loss of customer privacy	Customers, franchisees
Failure to manage legal and regulatory environment	Employees, public authorities, business partners
Resilience of the business model	Employees, community, franchisees, suppliers, customers, architects, business partners, competition, public authorities
Failure to manage the brand and reputation	Employees, community, franchisees, suppliers, customers, architects, business partners, competition, public authorities
Sectorial weakening	Employees, community, franchisees, suppliers, competition, investors
Devaluation of shares in the stock exchange	Investors

GRI and SASB Indicators Annex

**ENTITIES INCLUDED IN THE
ORGANIZATION’S SUSTAINABILITY REPORT**

GRI 2-2

The sustainability report and financial statements refer to Portobello Grupo (PBG S.A.). The approach is the same for the four companies that compose the Grupo, differentiating according each one’s maturity in ESG processes. For all aspects of material topics, this Report sought to provide information, especially on the consolidated units (Portobello, Portobello Shop and Pointer). Portobello America opened in October 2023, with partial operation still in 2024.

INFORMATION RESTATEMENTS

GRI 2-4

No reformulations were made.

EXTERNAL GUARANTEE

GRI 2-5

This report was reviewed and approved by the Executive Board and the Sustainability Committee, led by the chairman of the Board of Directors. It has not been subjected to external verification.

ACTIVITIES, VALUE CHAIN, AND OTHER BUSINESS RELATIONSHIPS

GRI 2-6

The organization's supply chain: suppliers of raw materials, priority services, and labor. The raw materials suppliers include mining companies, which extract clay and gravel, among other materials from deposits.

Downstream entities: franchisees, architects, designers, and customers.

More information is available in the **Portobello Grupo chapter**.

EMPLOYEES

GRI 2-7 Total number of employees, broken down by gender and by region

UNIT		2023				2024			
	Work Regime	Women	Men	Others	Total	Women	Men	Others	Total
Portobello America	Permanent	98	147	24	269	92	190	0	282
	Temporary	1	0	50	51	0	9	1	10
Pointer	Permanent	100	288	0	388	117	378	0	495
Portobello Shop	Permanent	489	477	0	966	492	472	0	964
	Temporary	13	24	0	37	15	24	0	39
Portobello + corporativo	Permanent	653	1,823	0	2,476	731	1,672	0	2,403
	Temporary	22	91	0	113	30	49	0	79

4,144
permanent
employees
in 2024
+1.69%
compared
to 2023

	2023				2024			
Work Regime	Permanent		Temporary		Permanent		Temporary	
	Women	Men	Women	Men	Women	Men	Women	Men
	1,340	2,735	36	115	2,712	1,432	82	45
TOTAL	4,075		151		4,144		128	

Note: Number of active employees as of December 31, 2024, considering apprentices and interns. Permanent employees are employees hired under the CLT regime. Region considered by business unit: Portobello +Corporate and Portobello Shop (Santa Catarina), Pointer (Alagoas) and Portobello America (United States).

Portobello +Corporate: apprentices and interns are hired on a part-time basis (88 women and 63 men), and the other employees (both permanent and temporary) are hired on a full-time basis.
Portobello America: all employees are hired on a full-time basis.

Portobello Shop: apprentices and interns are hired on a part-time basis (34 women and 14 men), and the other employees (both permanent and temporary) are hired on a full-time basis.
Pointer: Apprentices and interns are hired on a part-time basis (11 men and 24 women). Other full-time employees, all permanent.

WORKERS WHO ARE NOT EMPLOYEES

GRI 2-8 Total number of workers who are not employed and whose work is controlled by the organization

UNIT		
	Position	Number
Portobello e escritório corporativo	Administrative and industrial support	79
	Cleaning, surveillance, electricians, mechanics and drivers	200
Pointer	Administrative and industrial support	76
Portobello America	Administrative and industrial support	10
Portobello Shop	Backoffice Analyst	6
	Administrative-Financial Assistant	7
	Consultant of own stores	1
	Designer of own stores	1
	IT Developer	1
	IT Specialist	3
	Logistics Assistant	2
	Logistics Assistant	16
	Logistics operator	2
TOTAL PORTOBELLO GRUPO		404

Note: all mentioned workers are temporary. The methodology used was the count of employees, considering the date of December 31, 2024. Number of workers who were not employed in 2023: 113 at the Portobello unit and corporate office, 12 at Pointer, 57 at Portobello Shop and 51 at Portobello America, totaling 233.

STRUCTURE OF GOVERNANCE AND COMPOSITION

GRI 2-9

GOVERNANCE BODY	ATTRIBUTIONS	ELECTION	TERM OF OFFICE
General Assembly	Election of members of the Board of Directors, Fiscal Council and committees	Not applicable	Not applicable
Board of Directors	Defining the company's strategic direction, as well as monitoring its actions and results	Elected at the General Assembly	2 years, reelection permitted
Statutory Board	Administration of the business and implementation of the strategy defined by the Board	Elected by the Board	1 year, reelection permitted
Fiscal Council	Ensure transparency and integrity of the company's operations	Elected by the Ordinary General Assembly	Ends at the first Ordinary General Assembly held after its installation
Audit Committee	Assists in supervising financial statements, internal controls, risk management and compliance	The Board of Directors establishes the rules on composition, term of office, remuneration and operation	The Board of Directors establishes the rules on composition, term of office, remuneration and operation
Strategy Committee	Develops and monitors the company's strategies, governance and results	Defined by the Board	Defined by the Board
Internationalization Committee	Establishes the Grupo's strategic internationalization guidelines, assesses growth and inorganic investment opportunities, contributes to the construction of strategic partnerships, among other duties	Defined by the Board	Defined by the Board
Design Committee	Approves the style, design and standard guidelines for the Grupo's brands, respecting the nuances of the different business units	Defined by the Board	Defined by the Board
Sustainability Committee	Establishes the strategic guidelines for the Grupo in ESG aspects. Responsible for making decisions and monitoring the management of the organization's impacts on the economy, the environment and people	Defined by the Board	Defined by the Board

Note: In addition to the Advisory Committees to the Board of Directors (the highest governance body), the company also has executive committees, which assist the Statutory Executive Board: Executives Committees for Ethics, People, Risks, Tax, and Digital.

APPOINTMENT AND SELECTION OF THE HIGHEST GOVERNANCE BODY

GRI 2-10

The Annual General Assembly is responsible for electing the members of the Board of Directors, the Fiscal Council and the committees. The nominations use as criteria technical competence, knowledge about the industry and the company, independence and, since 2023, gender diversity. Currently, there is one woman among the councilors, representing 14% of the staff.

According to the requirements of the Novo Mercado regulation, a segment in which Portobello Grupo is listed on B3, at least 20% of the board members must be independent. Portobello Grupo has 43%.

ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING IMPACT MANAGEMENT

GRI 2-12

The Board of Directors is responsible for defining the company's strategic guidance, monitoring actions, decisions and business results, meeting quarterly. Through the committees with direct report, the Council monitors the impacts, concerns and opportunities for action. For topics related to sustainable development, it is advised by the Sustainability Committee, led by the Board's chairman, Cesar Gomes Junior, and vice-chairman, Cláudio Ávila da Silva. The Statutory Board of Executive Officers, in turn, applies the strategy defined by the Board.

The Board's engagement with stakeholders takes place mainly through the committees:

the Sustainability Committee interfaces with the community and employees; Design is related to clients and architects; Internationalization is connected to customers and the U.S. market; and the Strategic Committee is focused on shareholders, customers and employees. Audit and Fiscal complete the committees responsible for the transparency and legitimacy of information.

DELEGATION OF RESPONSIBILITY FOR IMPACT MANAGEMENT

GRI 2-13

Portobello Grupo encourages a corporate culture of risk management with the involvement of all units and sectors and the participation of senior leadership. The company's risk governance includes:

- The Board of Directors, which approves the corporate risk matrix, corporate policies and guidelines, among other functions.
- The Audit Committee, a body that assists the Board in monitoring auditing, internal controls, risk management and compliance activities.
- The Executive Risk Committee, which monitors corporate risks on a quarterly basis and issues an opinion to the Board of Directors.
- The Ethics Committee, which ensures the

effectiveness of the Compliance System.

- The Corporate Department, responsible for establishing, monitoring and supporting the Risk Management and Internal Controls area.
- The areas of Risk Management and Internal Controls, Internal Audit and Compliance, responsible for management activities and control from an executive point of view.
- Risk owners, responsible for monitoring and implementing action plans, and control owners, who must execute and document internal controls.
- Employees and key users, who support the identification and assessment of risks.

The risk map is taken quarterly to the Executive Risk Committee, created in 2023 to address the problems identified and monitor the action plans' developments. For each risk mapped, there is a list of controls and opportunities for improvement. In addition, the map, with an indication of the measures taken, is passed on to the Audit Committee and the CEO. In turn, the Board of Directors monitors the information every six months and is responsible for validating the review of corporate risks, conducted by the risk manager. For more information, see the item **Risks and opportunities**.

CONFLICTS OF INTEREST

GRI 2-15

Conflicts of interest are governed and managed through the Related Party Transactions Policy, Conflict of Interest Prevention Policy, Code of Ethical Conduct and Reporting Channel.

Within the scope of senior management and governance structures, conflicts of interest are managed by the Audit Committee, following the Related Party Transactions Policy. The document, in addition to the general prevention guidelines, provides procedures for members of senior management abstaining from participating in discussions and votes when they have a direct or indirect personal interest involved, as well as protocols when the conflict involves members of the

Board of Directors, Council or committees.

Other cases (involving non-statutory directors and other employees in general) are managed in accordance with the procedures set forth in the Conflict of Interest Prevention Policy, with direct action by the Compliance, Risks and Internal Controls area. As controls for prevention, assessments are carried out using background check and due diligence tools, conflict of interest self-declaration forms and the Complaints Channel. Transactions with related parties are disclosed in the company’s financial statements and reference form. Other conflicts involving middle management and lower levels that do not

have a significant impact on operations and business continuity are managed by the Compliance, Risks and Internal Controls area and are not published in the reports due to the lack of materiality.

COMMUNICATION OF
CRITICAL CONCERNS

GRI 2-16

Critical concerns received through the Complaints Channel are reported quarterly to the Audit Committee, which advises the Board of Directors. Critical risks from a strategic point of view, as well as the evolution of the action plans associated with them, are reported annually to the Board of Directors and every six months to the Corporate Executive Board and Executive Risk Committee.

In 2024, no critical concerns were received with significant materiality for the Board of Directors' jurisdiction.

COLLECTIVE KNOWLEDGE OF
THE HIGHEST GOVERNANCE BODY

GRI 2-17

In 2024, a training on climate change was promoted for the Sustainability Committee, led by the chairman and vice-chairman of the Board of Directors. In addition, the Sustainability Committee participated in the workshop to review the guidelines of the ESG Vision 2030 Plan.

PERFORMANCE EVALUATION OF
THE HIGHEST GOVERNANCE BODY

GRI 2-18

There is no process implemented.

COMPENSATION POLICIES

GRI 2-19

The Compensation Policy applies to the members of the Board of Directors, the Board of Executive Officers and the Advisory Committees to the Board of Directors of Portobello Grupo. In short term, practices are aligned with the company's interests, the maintenance of its competitiveness and with the market. In the medium and long terms, they are aligned with the leverage of results.

Individual compensation is evaluated and reviewed through studies carried out in the first quarter of each year by the Human Resources department, considering market salary practices, and is analyzed by the General Meeting to define the overall compensation amount.

Remuneration by governance instance:

- **Board of Directors:** the compensation of the Directors is composed of a monthly fee and reimbursement of travel and accommodation expenses required for the function. It is defined by resolution of the Council, observing the maximum amount of the managers' annual global values, set annually by the General Assembly, as well as the total annual budget of the company's expenses.
- **Fiscal Council:** the compensation is set annually by the General Assembly that elects them and may not be less, for each member in office, than 10% of what, on average, is attributed to each Statutory Officer.

- **Statutory Board:** receive fixed remuneration, benefits, short-term incentives (PPR) and long-term incentives (ILP). Global compensation is established based on performance, costs and risks involved, as well as being linked to the company's results and medium and long-term goals. At the Portobello and Pointer units, there are goals related to environmental, social and governance aspects. At Portobello Shop, there are social and governance goals.

Remuneration by type:

- **Fixed:** aims to recognize the value of the position internally and externally, as well as the individual performance, experience, training

and knowledge of the executive.

- **Short-term variable incentive:** the Profit Sharing Plan (PPR) corresponds to the variable annual portion for participation in the company's results, provided for in the strategic planning and in the annual budget approved by the Board of Directors, whose objective is to reward the achievement and overcoming of the company's and individual goals.

- **Long-Term Incentive (ILP):** ILP policies may be established for executive retention based on criteria approved annually by the Board, taking into account the commitment to the long-term strategy and adherence to the company's principles and values.

In addition, the company contributes 6% of the private pension of the top governance body, senior executives and other employees.

There are no hiring bonuses or incentive payments in recruitment. Payments in dismissal follow the amounts provided for by legislation. There are no reimbursements for prior compensation received in the event of failure to achieve goals or for other reasons.

PROCESS FOR DETERMINING PAYMENT

GRI 2-20

Portobello Grupo's positions and salaries policy, approved by the Board of Directors for the executive level and by the Board of Executive Officers for the other stakeholders, specifies the criteria for salary progression and promotions. Remuneration is established based on market research and agreements with the unions of the categories represented in the staff, covering all employees, except interns and apprentices. In this way, the company uses salary range tables by level and position.

The company's communication with unions occurs in negotiations about the employees' well-being or when there is a need to review a

rule established between the parties. Salary adjustment negotiations are carried out according to the calendar of each union, and take place in various months of the year. For the largest unit of the group, the base date for the adjustment is the month of May, based on the National Consumer Price Index (INPC). After the meetings, the union presents the proposal at an assembly, previously scheduled and communicated to the employees, respecting the rule of two schedules, aiming at the quorum necessary for decision-making by the majority. With the approval, the adjustment values are communicated through the company's channels, such as intranet and bulletin boards.

TOTAL COMPENSATION RATIO FOR THE YEAR

GRI 2-21

	Ratio of the total annual compensation of the organization's highest-paid individual to the average total annual compensation of all employees ¹	Total annual percentage increase of the organization's highest-paid individual	Average percentage increase in total annual compensation for all employees (excluding the most well-paid)
Portobello + corporativo	3.71%	3.59%	3.23%
Portobello Shop	4.02%	3.59%	3.23%
Pointer	6.21%	3.59%	3.71%

¹The calculation used was: average annual salary of all employees (excluding the highest paid) / average annual salary of the highest paid employee.
In the previous period (2023), the total compensation of the highest-paid employees was 3.65 times higher than the average of other employees. This year, there was no adjustment of the best paid, and the adjustment of the other employees followed the collective bargaining of 4%.

INCORPORATING THE COMMITMENT POLICY

GRI 2-23

The Code of Ethical Conduct guides business integrity. The document must be applied to the relationship with all stakeholders, being in accordance with the ESG Strategy and the group's material topics. The Code refers to the UN Global Compact and the Guiding Principles on Business and Human Rights.

Both the Code of Ethical Conduct and the Third-Party Management Policy apply the precautionary principle. The commitment to the Policy is formalized through contractual clauses and the general supply conditions signed with the supplier at the time of registration and the issuance of purchase orders. The company also conducts due diligence on suppliers and other third parties, based on the category of supply or activity and the risk degree. The general rule of thumb is that low-risk suppliers answer to a yearly due-diligence questionnaire and

high-risk suppliers are evaluated every six months. In the case of suppliers of basic raw materials for production, there is an annual on-site visit. The Code of Ethical Conduct was approved by the Board of Directors (highest body). The Third-Party Management Policy was approved by the Board of Executive Officers. The Grupo's ESG Strategy is approved by the Board of Directors, advised by the Sustainability Committee. The documents are published internally (intranet) and externally (websites and social networks). Employees are communicated through internal actions, integration of new employees and periodic training on the document that covers the commitments, in addition to participation in social initiatives.

Human rights covered by policies: decent work, fair remuneration, prohibition of slave labor, child labor and any form of forced labor; the right to equality

and non-discrimination; the right to privacy and personal integrity; the right to freedom of expression; the right to association; the right to employment and professional growth; and respect for traditional communities. The company promotes respect for diversity of gender, race, religion, social origin, educational level and political ideology. Other relevant policies: Conflict of Interest Prevention Policy and Risk Management Policy.

For more information, visit:

- **Code of Ethical Conduct**
- **Integrity Channel**
- **Sustainability at Portobello**
- **Portobello +Transparency Chapter**
- **Suppliers Chapter**

INCORPORATING ENGAGEMENT POLICY

GRI 2-24

Engagement policies cover areas such as recruitment, selection, labor relations, and business processes. Ethical commitments are integrated into business practices, being reinforced by training programs. All new employees undergo training that present the Code of Ethical Conduct. In 2024, courses on the document were held for all factory employees (in person) and for those who have a corporate email (virtual). In business relationships, the company implements ethical contractual clauses, partnerships with ethical organizations, transparent communication and a Complaints Channel.

Responsibility for the overall implementation of

the commitments rests with senior management and executive leadership. The implementation, dissemination and monitoring are supported by the Human Resources, Compliance, Sustainability and Communication/Marketing areas. Mid-level managers and team leaders play an important role in the practical implementation of commitments in their areas. In addition, the Ethics Committee is responsible for monitoring and safeguarding the company's commitments, analyzing possible situations of ethical deviations.

For more information, access the **Portobello +Transparency chapter**.

PROCESS TO REMEDY NEGATIVE IMPACTS

GRI 2-25

Portobello Grupo adopts the precautionary principle, aiming to minimize or eliminate negative impacts on its operations. Complaints to the Ethics Channel are received by an external company and later forwarded to the Compliance area, which is responsible for classifying, investigating and reporting the given treatment to the Ethics Committee.

Low-severity complaints, such as relationship problems, receive support from the Human Resources area. Any complaints of high severity, such as harassment or deviations from the Code of Ethics, are taken to the Ethics Committee, which reports to the Executive Board, and dealt with by the company's management. The Protection and Safety

Policy of the Communicant in Good Faith guarantees the safety of those involved, without tolerance for possible retaliation. In turn, the Ethics Channel's User Guide clarifies doubts about the use of the tool.

The design and review of this channel follow the best market practices and the guidelines of the Office of the Comptroller General of the Union, involving the Board of Directors, the Executive Board and the Audit Committee. The Compliance area periodically reports the results of the Complaints Channel to the Audit Committee, linked to the Board of Directors. The topic is also monitored by the Board of Directors in monthly meetings.

MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS

GRI 2-26

Portobello Grupo publicly discloses the contact details of the Compliance area (compliance@portobello.com.br), available in the Code of Ethical Conduct, published on the Investor Relations portal and on the company’s Complaints Channel (canalintegro.com.br/Portobello). In addition, the Grupo maintains a communication channel with the community through the telephone number 0800 648 2002 and the website <https://www.portobello.com.br/fale-conosco>.

COMPLIANCE WITH LAWS AND REGULATIONS

GRI 2-27

No significant cases of non-compliance were identified in 2024. Significant cases of non-compliance are evaluated according to the nature of the potential impacts, considering the financial, legal, reputational and operational dimensions. The company adopts a risk assessment methodology that considers as significant cases those that have a “high” or “very high” classification in the sphere of impacts. In 2023, the Company incurred a penalty in the amount of BRL 2,003,571.00, imputed by Decision No. 394, of November 24, 2023, in process PAR/ME No. 14044.720171/2022-71. The case dealt with the company’s strict liability in relation to non-compliance with the provisions of Law 12,846/13 (Anti-Corruption Law) by a supplier (year of the facts: 2015).

COLLECTIVE BARGAINING AGREEMENTS

GRI 2-30

At the Portobello unit (corporate), the Collective Bargaining Agreement covers 99% of the employees, with the exception of the Statutory Board of Directors. At Portobello Shop, the Collective Bargaining Agreement covers 59% of employees, while the other 41% are covered by the Collective Bargaining Agreement (own stores and Oficina SP). At Pointer, in turn, the Collective Agreement covers 100% of the employees.

MATERIAL TOPICS

PROCESS FOR DETERMINING MATERIAL TOPICS

GRI 3-1

Portobello Grupo revised its materiality matrix in October 2022. The process, which involved all units, included market context and ESG indicator analyses, benchmarking on other companies, and consultations with key internal and external stakeholders. In the end, a list of seven material topics was generated, approved by the Board of Directors, which consider positive and negative aspects of the operation in the value chain and in society and dialogue with the Sustainability Plan.

In 2024, following the Grupo's strategic review methodology, the company revised its ESG strategic plan again, covering the 2025-2030 vision, and included a leaner process of interviews

with board members, analysis of lessons learned in each unit, and research of best practices and trends with competitors (reference companies) and the UN Global Compact. All of this content was discussed and analyzed during a two-day workshop with the members of the Sustainability Committee, which reaffirmed the material topics already adopted.

To define the materiality in 2022, nine stakeholder groups were consulted, engaged as follows:

- **Online questionnaire** - employees, customers, community, suppliers, franchisees and architecture professionals.
- **Workshop** - franchisees.

- **Interviews** - directors, class associations, customers, suppliers and business partners.

CUSTOMER CENTRICITY

MANAGING MATERIAL TOPIC

GRI 3-3

MATERIAL TOPIC: CUSTOMER CENTRICITY

IMPACT	MANAGEMENT
<div><div></div><div></div><div>+</div></div> <div>Quality of service and product</div>	Customer Chapter.
<div><div></div><div></div><div>+</div></div> <div>Product transparency</div>	Clients Chapter. Product packaging comes with technical and safety guidelines, including instructions on installation. The labeling meets the NBR ISO 130056 standards and INMETRO ordinance No. 484/2021. They also include a QR code for additional information on social and environmental impacts, such as the correct disposal of the end-of-life product.
<div><div></div><div></div><div>-</div></div> <div>Data privacy</div>	The company has a Privacy Policy, which follows the General Data Protection Law (GDPL), valid for all of the group units, which guarantees the protection of customer information. The document is easy to understand and is publicly available on the website. In addition, there is a contact channel by email (privacidade@portobello.com.br), which can be used to clarify any questions related to the topic. In 2024, there were no complaints related to the violation of privacy or leakage of customer data.

Caption:

RealPotential

+

Positive

-

Negative

REQUIREMENTS FOR INFORMATION AND LABELING OF PRODUCTS AND SERVICES

GRI 417-1

The labeling meets the standards of ISO 13006 and INMETRO ordinance No. 484/2021, containing the type of product and its manufacturing technique, including indication on whether the ceramic is enameled or not. Packages come with technical handling and safety guidelines, including detailed instructions on installation. The information is complemented by the QR code on the box with additional details about the products' social and environmental impacts, including their correct disposal at their life end. Portobello Grupo adopts the booklet "How to recycle ceramic tile waste at your construction," a material developed by Anfacer.

CASES OF NON-COMPLIANCE WITH INFORMATION AND LABELING OF PRODUCTS AND SERVICES

GRI 417-2

No case was registered in 2024.

CASES OF NON-COMPLIANCE IN RELATION TO MARKETING COMMUNICATION

GRI 417-3

No case was registered in 2024.

PROVEN COMPLAINTS REGARDING VIOLATION OF PRIVACY AND LOSS OF CUSTOMER DATA GRI

GRI 418-1

No complaints were registered in 2024.

CIRCULARITY

MANAGEMENT OF MATERIAL TOPIC

GRI 3-3

MATERIAL TOPIC: CIRCULARITY

IMPACTO	GESTÃO
<div><div></div><div></div><div>-</div></div> Waste generation in production	Chapter Circularity. The factories of Portobello in Tijucas (SC), Pointer in Marechal Deodoro (AL), and Portobello America in Baxter (Tennessee), have modern practices of circularity in production. Currently, 100% of the waste resulting from the production process returns to the cycle and is incorporated into the products. The other waste, for the most part, is sent for processing by third parties, such as cardboard. The recycling level of Portobello unit is 99.9% and Pointer's, 98.94%, giving Portobello the Zero Waste certification. Portobello America is in the stabilization phase, although it has already started the Green Certificate ² process, which validates products with a positive impact on the environment and the community. The exception is waste from cafeterias and bathrooms, which goes to landfill in all units.
<div><div></div><div></div><div>-</div></div> Products' ecological footprint	Chapter Circularity. In 2022, the results of the Life Cycle Analysis (LCA), carried out in the previous year with 60% of the plants' portfolio, were broken down into shares. LCA verified the environmental impacts from the extraction of raw material to the disposal by the customer, comparing the Grupo's materials with others used by the market. Portobello products had superior results in terms of water footprint and consumption of mineral resources. Four recommendations for impact reduction were mapped, three of which already have initiatives in progress, included in the Sustainability Plan, which has internal governance.

Caption:

Real

Potential

+

 Positive

-

 Negative

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-1

For **Pointer** and **Portobello**:

- Inputs: raw materials¹ (clays, feldspars), chemical inputs (paints, enamels, oils), packaging (paper, plastic, metal, wood).
- Activities: ceramic production (grinding, pressing, enameling, firing), industrial maintenance and administrative support.
- Outputs (waste generated):
 - **Class I (Hazardous)**: oils, solvents, paints, lamps, batteries, industrial and ambulatory waste.
 - **Class II A (Non-Inert)**: paper, plastic, organics, wood².
 - **Class II B (Inert)**: scrap metal, ceramic waste.
- Effluents: Industrial water used in the processes.
- Waste generated within the organization itself

or in the internal value chain: waste from ceramic production, packaging, contaminated materials and lubricating oil.

- Upstream (suppliers): packaging and inputs brought to the factory, which generate internal waste.
- Downstream (post-consumer): disposal of ceramic products in civil construction and reverse logistics of recyclable packaging.

For **Portobello Shop**: Most of the waste from Oficinas is made up of shards from the production process.

¹For Portobello also includes water.

²For Portobello also includes Styrofoam, uncontaminated tailings

MANAGEMENT OF SIGNIFICANT
IMPACTS RELATED TO WASTE

GRI 306-2

Portobello

• The unit works with some fronts of action on the theme of circularity. The first one consists of minimizing internal waste through an action plan with goals for reducing general and industrial waste with monthly monitoring. Another front is the design of new ceramic and packaging products, aiming to reduce the use of raw materials in their manufacture, consequently lowering the generation of downstream waste. In 2024, some advances were made in reducing the thickness of ceramic tiles in the 90x90 format and optimizing the use of 90x90-format packaging. Finally, the unit has a partnership with Portobello Shop, in which they promote the reverse logistics of wooden and metal packaging. In addition to this work, in 2024 two pilots were implemented in two construction works, aiming to expand the circularity of downstream waste in the engineering sales channel. For the selection of outsourced companies that work in waste management, the

unit evaluates an environmental operating license and an environmental transportation license. The unit also carries out an inspection of the company that receives the recycling waste. After the supplier selection process, Portobello monitors the waste management service through internal audits in its operation; controls the outputs through the Waste Transport Manifests (MTR); monitors the treatment and final destination through the Certificates of Final Destination (CDF). This monitoring is carried out in the Waste and Tailings Movement Control System - MTR (<http://mtr.ima.sc.gov.br/>) of the Santa Catarina Environment Institute (IMA/SC). Internally reused waste, on the other hand, is accompanied by weighing on internal scales and recorded in the Oracle system. Since such waste is used for the manufacture of new products, its data is recorded in the production inventories.

Pointer

• The organization adopts the policy of the 3Rs (reduce, reuse and recycle) to minimize waste generation. Internally, it optimizes production processes to reduce losses, reuses non-compliant materials, implements environmental training for employees, and performs segregation at source for selective collection. It also reuses ceramic shards and promotes the recycling of materials such as plastic and paper. In the upstream chain, the company establishes partnerships with suppliers to reduce disposable packaging, adopts returnable packaging and prioritizes recycled inputs. Downstream, it adopts reverse logistics for post-consumer packaging, encourages the recycling of ceramic waste and develops more durable products. It also maintains partnerships with recycling cooperatives. To manage significant impacts, it correctly disposes of its waste, including hazardous ones through specialized companies,

structuring adequate areas for safe storage and continuously monitoring the generation and destination. Identification and proper storage are carried out according to the classification of ABNT NBR 10004/2004. The selection of service providers considers the possession of valid environmental licenses and adherence to current legislation. Periodic audits and inspections are carried out to verify the correct handling, transport and disposal. Document monitoring includes the requirement of Waste Transport Manifests (MTR) and Final Destination Certificates (CDF), which are generated through the Online Solid Waste Management System (SGORS) of the Institute of the Environment of Alagoas (IMA/AL), ensuring traceability and transparency. The company uses this system to monitor all stages of waste management, ensuring compliance with regulations. The collected data are periodically analyzed to evaluate the strategies'

efficiency. In addition, it promotes internal training so that employees understand their responsibilities in the inspection of outsourced services. In case of non-compliance, corrective measures are applied, which may include warnings, contractual termination or notifications to the competent environmental agencies.

Portobello Shop

- Distribution Centers (DCs) track two circularity indicators, including the amount of waste returning to the factory for reuse and the amount of waste sent to third parties for recycling and reuse. A dashboard analyzes the amount of waste sent from the Tijucas DC to the other DCs and how much is returned. There is also an internal spreadsheet, which is fed from the collection of MTR data generated in the dispatch of materials and Final Destination Certificates (FDC). The waste generated by Oficinas

is sent to partner companies, usually to urban landfills in the case of shards and recycling in the case of plastics, cardboard and metals. Cardboard is reinserted in the manufacture of packaging for Portobello products. Other waste represents a very small portion of the total produced and is destined to duly licensed companies for treatment.

GENERATED WASTE

GRI 306-3, SASB EM-CM-150a.1

PORTOBELLO	
Type of waste	Weight in Metric Tons
Ceramic Shard ¹	52,095.55
Chamotte ¹	34,001.02
Industrial WWTP Cake (industrial effluent treatment waste) ¹	31,545.38
ETE Polishing Cake (residue from the treatment of polishing effluents) ¹	25,306.78
Refractory roller ¹	52.68
Metal scrap ²	281.82
Cardboard ²	482.8
Industrial oil ³	4.15
Wood ²	1,547.37
Plastic ²	310.99
Mixed ¹ (recyclable office waste) ²	48.41
Big bag (packaging) ²	48.71
Glass ²	1.31
Asbestos ⁴	18.32
Class I and Class II Waste ⁵	197.86
Abrasive ⁵	68.63
Construction debris ²	1,097.56
Organic (from cafeterias and toilets)	86.61
TOTAL	147,195.94

¹ Waste reused internally as raw material.
² Externally recycled waste.
³ Intended for energy recovery in outsourced companies.
⁴ Destination for landfill.
⁵ Destination for co-processing.

PORTOBELLO SHOP	
Type of waste	Weight in Metric Tons
Mixed scrap *	11
Porcelain Shards*	648
Wood	1,184
Metal	15.1
Plastic	84.7
Shards	460
TOTAL	2,402.8

* From the Oficinas. The others come from the CDS and CDR.

POINTER	
Type of waste	Weight in Metric Tons
Plastic (from packaging or office waste)*	33.57
Cardboard (packaging or office waste)*	122.5
Pallet (packaging)*	69.8
Big bags (packaging)*	9.72
Wood waste (from pallets or packaging)*	97.66
Iron scrap (broken or unused equipment)*	93.08
IBC (shipping container)*	8.08
Ceramic shards	24.13
Hydraulic oil (in liters)	1,885
Enamel residue	1,231.38
Chamotte (pottery broken before going to kiln)	4,179.38
Test enamel	30
Reused pallet	26.36
Angle grinder dust	2,564.52
Outpatient residue	0.03
Class 1 waste (grease, paint and oil-soiled waste)	8.06
Industrial waste	113.59
Organic waste (from cafeteria)	64.47
Glass scrap	540.41
TOTAL	11,101.74

* Sorted and sent for recycling in a third-party company.

CONSOLIDATED	2022	2023	2024
Portobello	181,967.18	147,704.80	147,195.94
Pointer	33,489.37	29,636.04	11,101.74
Portobello Shop	-	-	2,402.8
TOTAL	215,456.55	177,340.84	160,700.49

Note: Portobello Shop data for the years 2022 and 2023 are not available.

WASTE NOT DESTINED FOR FINAL DISPOSAL

GRI 306-4

PORTOBELLO		
Hazardous waste type	Recovery type *	Weight (metric tons)
Lubricating Oil	Energy recovery	4.15
Healthcare waste	Incineration	0.014
Class I Waste	Co-processing	114.60

POINTER		
Hazardous waste type	Recovery type *	Weight (metric tons)
Healthcare waste	Incineration	0.03
Waste Class	Co-processing	8.06

TOTAL CONSOLIDATED HAZARDOUS WASTE		
Recovery type	2023	2024
Recycling	4.86	-
Others	98.64	126.86
TOTAL	103.50	126.86

All the processing took place outside the organization.

WASTE NOT DESTINED FOR FINAL DISPOSAL

GRI 306-4

PORTOBELLO				
Non-hazardous waste type	Recovery type	Weight (metric tons)	Within the organization	Outside the organization
Ceramic shard	Internal recovery	52,095.55	52,095.55	0
Chamotte	Internal recovery	34,001.02	34,001.02	0
Industrial ETE Cake	Internal reuse	31,545.38	31,545.38	0
ETE Polishing Cake	Internal reuse and external recycling	25,306.78	22,822.26	2,484.52
Refractory roller	Internal recovery	52.68	52.68	0
Metal scrap	External recycling	281.82	0	281.82
Cardboard	External recycling	482.8	0	482.8
Plastic	External recycling	310.99	0	310.99
Wood	External recycling	1,547.37	0	1,547.37
Mixed 1	External recycling	48.41	0	48.41
Big bag	External recycling	48.71	0	48.71
Glass	External recycling	1.31	0	1.31
Class II Waste	Co-processing	83.26	0	83.26
Abrasive	Co-processing	68.63	0	68.63
Construction waste	Recycling	1,097.56	-	1,097.56

POINTER				
Non-hazardous waste type	Recovery type *	Weight (metric tons)	Within the organization	Outside the organization
Plastic	Recycling	33.57	-	33.57
Cardboard	Recycling	122.5	-	122.5
Pallet	Recycling	69.8	-	69.8
Big Bags	Recycling	9.72	-	9.72
Wood scrap	Recycling	97.66	-	97.66
IBCs	Recycling	8.08	-	8.08
Ceramic shards	Recovery	241,364.97	241,364.97	-
Chamotte	Reuse	4,179.37	4,179.37	-
Industrial cake ETE	Reuse	1,231.37	1,231.37	-
Angle grinder dust	Reuse	2,564.51	2,564.51	-
Glass	Recycling	5.5	-	5.5

PORTOBELLO SHOP				
Non-hazardous waste type	Recovery type *	Weight (metric tons)	Within the organization	Outside the organization
Mixed scrap	Recycling	11	0	11
Wood	External recycling and internal reuse	1,176.3	734.5	441.8
Metal	Reuse	15.1	15.1	0
Plastic	Recycling	84.7	0	84.7
Shreds	Recycling	460	0	460

PESO (TONELADAS MÉTRICAS)					
Non-hazardous waste type	Portobello	Pointer	Portobello Shop	Portobello Grupo 2023	Portobello Grupo 2024
Reuse	143,001.41	249,340.22	15.1	166,991.61	392,356.73
Recycling	3,818.97	346.83	1,732	9,538.37	5,897.80
Other	151.88	-	-	401.79	151.88
TOTAL	146,972.27	249,687.05	1,747.1	176,931.77	398,406.42

WASTE DESTINED FOR FINAL DISPOSAL

GRI 306-5

WEIGHT (METRIC TONS)		
Type of waste	Portobello	Pointer
Organic waste	86.61	64.47
Asbestos	18.32	-
Class I Waste	5.5	8.06
Healthcare Waste	0.014	0.03
TOTAL	110.44	72.56

Consolidated total: 183 tons

CONSOLIDATED	2022	2023	2024
Hazardous	38.43	5.87	34.89
Non-hazardous	254.07	299.94	264.97
TOTAL	292.5	305.81	299.86

PESO (TONELADAS MÉTRICAS)			
Hazardous Waste	Portobello	Pointer	TOTAL
Incineration without energy recovery	0.014	3	3.014
Grounding	23.82	8.06	31.88
TOTAL	23.834*	11.06*	34.89

*Outside the organization.

PESO (TONELADAS MÉTRICAS)			
Non-hazardous waste	Portobello	Pointer	TOTAL
Incineration without energy recovery	0	0.3	0.3
Grounding	86.61	178.06	264.67
TOTAL	86.61*	178.36*	264.97

Data is tracked by internal weighing, MTRs, and CDFs.

*Outside the organization



TEAM AND COMMUNITY DEVELOPMENT

MATERIAL TOPIC MANAGEMENT

GRI 3-3

MATERIAL TOPIC: TEAM AND COMMUNITY DEVELOPMENT

IMPACT	MANAGEMENT
<div><div></div><div></div><div>+</div></div> Employee update	Talent Development Chapter.
<div><div></div><div></div><div>+</div></div> Training of surrounding communities	Communities Chapter. Portobello Grupo promotes the Young Trainee Program, with recruitment in the surrounding communities. Apprentices undergo training carried out by Senai and get to know the company's operations. There is the possibility of being hired. Through the Volunteer Program, the units develop several training initiatives in the surrounding communities, as well as in Jardim Progresso and Sururu – Shells that Transform social projects, which involve the benefited families with lectures, courses and training in the communities of Tijucas (SC) and Maceió (AL), respectively.

Caption:

Real Potential + Positive - Negative

404-1 Average hours of training per year, per employee

	PORTOBELLO				POINTER				PORTOBELLO SHOP			
Functional category	Hours women	Average women	Hours men	Average men	Hours women	Average women	Hours men	Average men	Hours women	Average women	Hours men	Average men
Directors	-	-	104	14.86	-	-	-	-	95	47.5	16	8
Managers	180	15	400	14.81	-	-	-	-	21,084	780.89	2,350	106.82
Coordination	2,888	96.27	2,533	57.57	-	-	-	-	12,818	328.67	4,233	151.18
Operation	39,247	66.07	25,077	16.47	-	-	408	1.19	135,696	347.94	77,778	192.52
Apprentice	2,540	36.81	2,000	36.36	4,499	236.79	1,130	161.43	2,892	90.38	70	5.83
Trainee	380	20	192	24	-	-	19	4.75	639	319.5	75	37.5

Note: no training was registered in the Board of Directors category.

PORTOBELLO GRUPO – TRAINING			
Functional category	Average women	Average men	Average total
Board of	0	0	0
Directors	19	7.5	10.24
Directors	443	38.73	201.80
Managers	212.24	66.33	127.68
Coordination	151.47	42.58	77.71
Operation	82.76	43.24	67.69
Apprentice	39.19	20.43	32.63



Increase due to improvement of indicator measurement

EMPLOYEE UPSKILLING AND CAREER
TRANSITION ASSISTANCE PROGRAMS

GRI 404-2

Complementary content to the text Talent Development (internal link). Portobello and Pointer do not have structured career transition assistance programs. Portobello Shop offers specialized consulting in job placement for leadership positions (management and board of directors) in cases of involuntary dismissal.

Portobello

Development tracks:

- Women in Leadership – prepares women to occupy the leadership position in the industry with behavioral and technical development. Starting in 2023 and ending in 2024.
- Acceleration - prepares operators for leadership position in the industry, composed of 70% women. Starting in June 2024.
- Analysts - prepares administrative career analysts for leadership positions in the backoffice areas. Starting in November 2024
- Leaders - prepares leaders to occupy the

position of coordinator in the industry. It exists since 2021 with behavioral and technical development themes.

- Technicians and Specialists - aims to develop socio-emotional skills Starting in July 2024.
- Coordinators | Executives - prepares to occupy a Management position. It exists since 2021 with behavioral and technical development themes.
- Managers - works on topics related to the organization’s strategic drivers (diversity, culture, and well-being).
- Point of Sale (POS) Consultants - continuing education since 2020 that aims at behavioral and technical development.
- Young Talents - in 2024, it started using the Agile methodology for application in improvement projects in the areas.
- Young Apprentice - in 2024, it passed the Agile methodology for the execution of projects aimed at durable behavioral and technical development.
- Ceramic Technologist UNISENAI - educational

aid 70% subsidized by the company.

- Technical Qualification Courses - short and medium term. In 2024, we held the course on enameling, pressing, forklift operation, job leveling and others.
- +Education program, with maximum aid amount of BRL 400 per month for use in improvement courses in the digital area.
- Portobello University: behavioral and technical themes.

Pointer

- Lidera+: created following the guidelines of Portobello Grupo’s ESG Plan in order to reinforce the +Diversity pillar, expanding attention to all representative groups.
- . Women in Leadership Meeting: aims to strengthen a work environment where women feel included, find possibilities for development and be recognized for their talent.
- . Management Development Tracks: structured

program to train managers, addressing essential competencies for effective leadership.

- Building Journey (Apprentices and interns): initiative aimed at the professional development of apprentices and interns, preparing them for the challenges of the labor market.
- Partnerships with educational institutions (Anhanguera, Estácio, SENAI, FAN): discount on Undergraduate and Graduate courses.

Portobello Shop

- Management Tools Integration: monthly agenda on People and Management tools for leaders.
- Development Cycle: annual workshops based on the results of the People Cycle (Performance Evaluation).
- Leadership Development Program: actions to develop active leaders and successors mapped in the People Cycle.
- Assessment: structured assessment process

that helps develop talent, in addition to leveraging the potential of professionals, carried out on demand.

- Executive Coaching: aims to advise leadership in setting and developing goals, contributing to their development path and Portobello Shop's transformation journey. Held in six online meetings.
- Leaders' Meeting: Annual Occasion for alignment of strategy and culture.
- Internal Mentoring: a process in which a person, based on their experience, provides support and guidance to another who is less experienced in a given topic.
- Product and Sales Immersion: provides newly hired employees with a moment of immersive brand enchantment.
- Sales Summit: Annual Development Cycle Initiative. Based on the needs of the company, it addresses topics to boost sales.
- We Are All Salespeople: periodically provide

sales consultants with up-to-date content on sales techniques, negotiation, argumentation and others, in video pill format.

- Excellence in Focus Program: brings together individual and group development actions, presential and remote learning – based on the main gaps pointed out in the Excellence Program. Biannual.
- Good Dialogue: meeting with the CEO to discuss the present and the future. Monthly.
- Career Acceleration: developed to support employees with leadership potential. Annual.

PERCENTAGE OF EMPLOYEES WHO RECEIVE PERFORMANCE AND CAREER DEVELOPMENT REGULAR REVIEWS

404-3

No evaluations were made for the Council, Apprentice and Trainee audiences.

Portobello: 100% of the board, management and coordination were evaluated. The Operation will be evaluated in 2025.

Pointer: did not carry out evaluations during the year due to team transition and change in the platform used.

Portobello Shop: Employees who work in plants operation and do not have a corporate email do not participate in the evaluation. 100% of the board, management and coordination were evaluated. Regarding the operation, 85.39% of women and 52.73% of men were evaluated.

HUMAN RIGHTS

MATERIAL TOPIC MANAGEMENT

GRI 3-3

MATERIAL TOPIC: HUMAN RIGHTS

IMPACT	MANAGEMENT
<div><div></div><div>+</div><div>Promoting diversity and inclusion</div></div>	Chapter Inclusion and diversity.

Caption:

RealPotential

+

Positive

-

Negative

OBLIGATIONS OF THE DEFINED BENEFIT PLAN AND OTHER RETIREMENT PLANS

GRI 201-3

The benefit plan has sufficient guarantee resources to fund the liabilities with surplus. The fund value represents BRL 124,904,089 (as of September 30, 2024). The estimate of resources is based on the balance sheet.

As stated in the latest Actuarial Opinion on the Plans (2023), the contribution percentages are:

- **Portobello Unit** = 1.13% of the payroll (0.71% being on parity to participants and 0.42% to the general part of the plan).
- **Portobello Grupo** = 0.82% of the payroll (0.27% on parity to participants and 0.55% to the general part of the plan).

In addition, in view of the regulatory change, the general part of the plan was settled. The sponsor has equal participation with the participants in the plan's optional portion.

RATIO BETWEEN LOWEST WAGE AND LOCAL MINIMUM WAGE,
WITH GENDER BREAKDOWN

GRI 202-1

UNIT	2023		2024		Currency used in calculation
	Women (%)	Men (%)	Women (%)	Men (%)	
Portobello + corporativo	145.63	145.63	140.53	140.53	BRL
Pointer	104.51	104.51	101.84	101.84	BRL
Portobello Shop	136.36	136.44	132.18	140.62	BRL
Portobello America	220.69	220.69	220.69	220.69	USD

Calculation used: lowest wage by gender/minimum wage.
Results in percentage. It considers the minimum wage defined by law.
Employees are not paid following the minimum wage rule.

PROPORTION OF BOARD MEMBERS
HIRED IN THE LOCAL COMMUNITY

GRI 202-2

Portobello +Corporate: 41% of the members of the Board of Directors (Board, CEO and directors) are hired in the local community (state of Santa Catarina).

Portobello Shop: 25% of the Board members (CEO and directors) are hired in the local community (state of Santa Catarina).

Pointer: there is no hiring in the local community (state of Alagoas). The CEO and superintendent of the unit were considered as directors.

INVESTMENTS IN INFRASTRUCTURE
AND SUPPORT FOR SERVICES

GRI 203-1

In addition to the projects mentioned in the **Communities** chapter, Portobello Grupo promotes the Young Apprentice Program with recruitment in the surrounding communities. Apprentices undergo training carried out by SENAI and get to know the company's operations. There is the possibility of being hired.

In 2024, the young apprentices from Tijucas participated in a hackathon, with the objective of developing an environmental education project aimed at the correct disposal of solid waste in the municipality. More than eight groups were formed, developing models, research, articulations with the city hall and companies for six months to analyze the feasibility of the ideas.

The projects for the communities described in the report are free of charge for the beneficiaries.

SIGNIFICANT INDIRECT
ECONOMIC IMPACTS

GRI 203-2

The company promotes impact projects for the development and empowerment of communities near the manufacturing units through education, culture and income generation, integrating actions that improve local life quality. Some projects with indirect economic impacts include:

- Job creation through the Young Apprentice Program.
- Job creation through the stabilization of Portobello America.
- Income generation through the Sururu – Shells that Transform Project (Maceió/AL).
- Investment for the construction of Jardim Progresso Culture Center (Tijucas/SC).
- Ceramic Technologist: higher education course with a discount for employees and their families.

NEW HIRES AND EMPLOYEE TURNOVER

GRI 401-1

REGION	SUM OF HIRING AND FIRING BY GENDER								
	Total women	Hired women	Fired women	Total men	Hired men	Fired men	Total other genders	Other genders hired	Other genders fired
Portobello + Corporativo	731	223	183	1,672	398	464	0	0	0
Pointer	93	21	47	368	67	119	0	0	0
Portobello Shop	458	138	173	458	128	183	0	0	0
Portobello America	92	54	58	190	131	106	0*	2	6
TOTAL	1,374	436	461	2,688	724	872	0	2	6

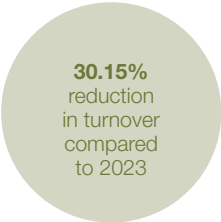
*In 2024, there were two admissions and six dismissals of people classified as “unspecified gender.” However, on 12/31/2024 those people were no longer with the company.

REGION	SUM OF HIRING AND FIRING BY AGE								
	Total up to 30 y.-old	Hired up to 30 y.-old	Fired up to 30 y.-old	Total 30 to 50 y.-old	Hired 30 to 50 y.-old	Fired 30 to 50 y.-old	Total above 50 y.-old	Hired above 50 y.-old	Fired above 50 y.-old
Portobello + Corporativo	668	369	277	1,458	235	309	277	17	61
Pointer	201	60	65	235	25	49	25	3	5
Portobello Shop	265	112	96	605	145	246	46	9	14
Portobello America	50	56	47	166	93	82	66	38	41
TOTAL	1,184	597	485	2,464	498	686	414	67	121

REGION	TURNOVER BY DIVERSITY CATEGORY					
	Women	Men	Other genders	Up to 30 y.-old	30 to 50 y.-old	Above 50 y.-old
Portobello + Corporativo	27.77	25.78	0	48.35	18.66	14.08
Pointer	36.56	25.27	0	31.09	15.74	16
Portobello Shop	33.95	33.95	0	39.25	32.31	25
Portobello America	60.87	62.37	0	103	52.71	59.85
TOTAL	32.64	29.69	0	45.69	24.03	22.71

TOTAL TURNOVER: 30.79

Region considered by business unit: Portobello +Corporate and Portobello Shop (Santa Catarina), Pointer (Alagoas), and Portobello America (United States).



BENEFITS OFFERED TO FULL-TIME EMPLOYEES THAT ARE NOT OFFERED TO TEMPORARY OR PART-TIME EMPLOYEES

GRI 401-2

Portobello and Corporate

• Life and health insurance, disability and disability assistance, maternity leave, private pension, cafeteria or meal vouchers, transportation vouchers, dental plan, gym assistance, Respiratory Protection Program, purchase of Portobello products, daycare assistance, special-needs dependent assistance, home office assistance for the technology area, payroll loan.

Pointer

• Life insurance, health plan, disability and disability assistance, maternity leave, private pension, cafeteria or meal vouchers, transportation vouchers, dental plan, maternity kit, attendance bonus, Gympass,

Respiratory Protection Program, Pointer products purchase, payroll loan.

Portobello Shop

• Life insurance, health plan, disability and disability assistance, maternity leave, private pension, cafeteria or meal vouchers, transportation vouchers, dental plan, Gympass, savings plan, Portobello products purchase, daycare assistance, special-needs dependent assistance, home office assistance for the technology area, payroll loan.

Portobello America

• Life insurance, health plan, disability and disability assistance, maternity leave, health plan, Health

Savings Account, Flexible Spending Account, dental plan, life insurance (Life & Accidental Death and Dismemberment), disability insurance, accident insurance.

MATERNITY/PATERNITY LEAVE

GRI 401-3

TYPE OF LICENCE	People who took it	People who returned	People who should have returned	People who remained employed after 12 months	People who should be employed after 12 months
Maternity leave	44	38	44	23	35
Paternity leave	62	62	62	62	75

TYPE OF LICENCE	Return rate (%)	Retention rate (%)
Maternity leave	86.36	65.71
Paternity leave	100	82.67

MINIMUM NOTICE PERIOD FOR OPERATIONAL CHANGES

GRI 402-1

There is none.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

The company does not have an Occupational Health and Safety Management System certified following recognized standards, such as ISO 45001. However, Portobello, Pointer and Portobello Shop units adopt a health and safety management system based on the best practices of leading companies on the subject, with a focus on compliance with Brazilian legislation. The approach is in line with the Regulatory Standards (NRs) of the Ministry of Labor. Portobello Shop has also implemented occupational risk control measures based on NRs. The tools used by the units are not directly based on meeting ISO/OHSAS audit scopes, although Pointer meets customer audit requirements based on NRs. The management systems scope includes:

Portobello and Pointer

- All employees in the administrative and industrial areas, as well as employees of outsourced companies, are covered by the health and safety management system.

Portobello Shop

- All organic employees or third parties are covered by NRs, both in administrative and operational environments.

GOOD PRACTICES AT THE UNITS:

Portobello (Tijucas)

- Safety Performance Index (SPI): continuous monitoring of safety indicators.
- Behavioral approach: encouraging a culture of

- safety on a daily basis.
- SOL Inspection Rounds (Security - Organization - Cleaning): periodic checks to ensure a safe and organized environment.
- Security Policy for Service Providers: security requirements for partners and suppliers.
- CIPAA (Internal Commission for the Prevention of Accidents and Harassment): first composition with four PwDs, expanding diversity in occupational safety.
- Workplace Gymnastics: incentive to well-being and injury prevention.
- Health and Wellness Campaigns: awareness about life quality and safety.
- Safe Behavior Program conducted by a psychologist, to reinforce preventive attitudes.
- SIPAT: Internal Week for the Prevention of

Occupational Accidents.

- Fire Brigade composed of approximately 140 volunteer firefighters.
- Safety Highlights Program recognizes employees engaged in the safety culture.
- Emergency Evacuation Training and Drills.
- Governance Structure, with Security Committees and Subcommittees for efficient management.
- Supply of Isotonic Serum in the summer, helping to hydrate employees in periods of intense heat.

Pointer

In 2024, the unit underwent a restructuring of legal documentation, including: PGR (Risk Management Program); PCMSO (Occupational Health Medical Control Program); LTCAT (Technical Report on Environmental Working Conditions); LIP (Report of Unhealthy and Hazardous Conditions); preparation of the first

PCA (Hearing Conservation Program) and PPR (Respiratory Protection Program).

Besides these updates, several training actions were promoted for employees:

- Green April: focus on occupational health awareness, with emphasis on workplace gymnastics and its implementation in the unit.
- Yellow May: approaches to safe behavior in traffic and prevention of commuting accidents.
- SIPAT: lectures focused on PCA, Diversity & Inclusion, mental health and safety in the workplace.

The unit also maintained continuous safety and well-being actions:

- Behavioral approach.
- Security Policy for Service Providers.
- Health and Wellness Campaigns.
- Breast and Prostate Cancer Prevention Campaign (3rd edition – October/November).

- Fire Brigade, with approximately 40 volunteer firefighters.
- Emergency Evacuation Training and Drills.
- Supply of Isotonic Serum in the summer, to assist in the hydration of employees.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

GRI 403-2

All units are based on NR-1 regulatory standard for occupational risk control. The control hierarchy adopted includes risk anticipation, hazard recognition with collection of quantitative and qualitative data, risk elimination, implementation of control and management measures, and the continuous data evaluation and analysis.

The quality of the processes is guaranteed through the hiring of specialized professionals, continuous guidance and training, and regular monitoring. Risk analyses are used to foster continuous improvements.

Anyone can report incidents, dangerous conditions or risk situations accessing a QR Code or a link. In the work orders issued to employees, the right of refusal is mentioned, which guarantees the possibility of withdrawing from activities that they consider dangerous.

The investigation of incidents and accidents is carried out through interviews, observation of evidence, collection of data and documents, seeking to identify the main causes and contributors to the event. The methodology used is the Tree of Causes, which structures the accident factors in a systematic way, allowing the visualization of all elements involved. Based

on this, corrective and preventive actions are defined to eliminate risks and avoid recurrences, prioritizing prevention measures.

OCCUPATIONAL
HEALTH SERVICES

GRI 403-3

Portobello (Tijucas/SC) and Pointer

• Occupational health services identify and control risks, in addition to ensuring that preventive measures are continuously evaluated and improved, ensuring a safe and healthy environment for all. The units carry out periodic occupational examinations and complementary examinations. Employees with hazardous activities undergo annual clinical evaluations. The risk assessment is based on PGR (Risk Management Program). The company has its own outpatient clinic composed of Occupational Physicians and Nurses.

Portobello Shop

• The unit has a contract with a company specialized in risk assessment and controls. In accordance with legal deadlines, risk surveys and effectiveness control examinations are carried out.

WORKER PARTICIPATION, CONSULTATION AND
COMMUNICATION TO WORKERS REGARDING
OCCUPATIONAL HEALTH AND SAFETY

GRI 403-4

The process of worker participation commonly used by the units is CIPAA - Internal Commission for the Prevention of Accidents and Harassment, established by Regulatory Standard NR 5. The elected employee representatives, together with formally appointed employer representatives, meet monthly in accordance with the established calendar or, when necessary, in extraordinary meetings to bring health and safety demands from their respective areas or present implemented improvements. All hierarchical levels participate in CIPAA. In Tijucas, only third-party companies do not have representatives on the commission, since they work on a one-off basis with short-term contracts.

TRAINING OF WORKERS IN OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Portobello

• The scope of training in Occupational Health and Safety (OHS) is divided into mandatory training included in the NRs; behavioral, conducted by an organizational psychologist; and complementary ones, such as integrations (aimed at new hires), Daily Safety Dialogues (DSD) and other topics related to OHS. The contents covered and the necessary periodicity are specific to each training, and can be annual, biannual or carried out in smaller intervals due to specific demands. Other training, such as DSD for example, are applied daily. Professionals with proficiency in the subject or by reference institutions such as SESI/SENAI are designated to provide the training, always using

easy-to-understand language and with the help of audiovisual resources. The training is given during normal working hours. The evaluation of training effectiveness is mainly directed to mandatory training, with theoretical and practical tests (when required).

Pointer and Portobello Shop:

• OHS training includes general and specific training focused on occupational risks, activities and dangerous situations. These trainings range from the basics of accident prevention and health care, to content focused on each function. Employees receive guidance on the correct use of Personal Protective Equipment (PPE), risks identification and

control, as well as procedures to be followed in emergencies. The training is carried out periodically, ensuring that everyone is up to date and prepared to act safely in their respective functions.

WORKERS' HEALTH PROMOTION

GRI 403-6

Portobello:

• The unit has its own outpatient clinic with two occupational physicians for occupational and assistance care, in addition to a Unimed office with two physicians for the care of employees and dependents. The unit offers corporate health plans, which include consultations with specialists, routine exams, hospitalization and treatment for acute or chronic conditions of employees and dependents. The company carries out a free flu vaccination campaign for employees and has partnerships and agreements with clinics.

Pointer:

• The unit facilitates workers' access to non-work-related medical and health services through partnerships with affiliated clinics and hospitals, offering general and specialized medical care, as needed. In addition, the company provides support through its own outpatient clinic, which offers basic health services, such as consultations, first aid and medical guidance. The organization also provides wellness programs, such as vaccination campaigns and incentives for the practice of physical activities, aiming to promote the employees' health and quality of life. The unit offers periodic medical examinations to monitor health conditions such as blood pressure, blood glucose, cholesterol,

and other health indicators. There are nutritional counseling programs.

Portobello Shop:

• It has a contract with Mednet, a company specialized in occupational medicine in the national territory. It also offers two options for corporate agreements, where each employee can choose according to their region. It follows all the campaigns carried out by Portobello Grupo, such as the flu campaign with free voluntary vaccination and SIPAT.

PREVENTION AND MITIGATION OF
OCCUPATIONAL HEALTH AND SAFETY
IMPACTS DIRECTLY LINKED TO BUSINESS
RELATIONSHIPS

GRI 403-7

The organization uses risk management tools such as the Preliminary Risk Analysis (PRA) to identify the inherent hazards of operations, taking into account the probability of exposure to risk and the severity of the consequences to the health and safety of workers in possible occurrences. From the analyses, the required control measures are established to eliminate or reduce the risk. PRA is made with risk matrices established by national or international methodologies, depending on the risk to be assessed.

WORKERS COVERED BY AN
OCCUPATIONAL HEALTH AND SAFETY
MANAGEMENT SYSTEM

403-8

- **Portobello:** 2,403 employees and 279 outsourced. 100% of workers.
 - **Pointer:** 495 employees and 76 outsourced. 100% of workers.
 - **Portobello Shop:** 964 employees and 39 outsourced. 100% of workers.
- The systems are not audited or certified.

ACCIDENTS AT WORK

GRI 403-9

	PORTOBELLO		POINTER		PORTOBELLO SHOP		PORTOBELLO GRUPO 2023		PORTOBELLO GRUPO 2024	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Deaths	0	0	0	0	0	0	0	0	0	0
Major accidents	11	1.54	7	6.7	1	0.49	15	1.75	19	1.86
Accidents with mandatory reporting	40	5.62	7	6.7	15	7.37	111	12.98	62	6.07
Number of hours worked	7,122,368		1,045,440		2,035,968		8,553,220.10		10,203,776	

Note: calculation basis of one million hours worked. The company does not control the rate of workers who are not employees.

- Total Recordable Incident Rate (TRIR) for direct employees: 8.96 - SAME (Simple Medical Care).
- Near Miss Frequency Rate (NMFR) for Contract Employees: Not calculated.
- Near-Miss Frequency Rate (NMFR) for direct employees: Not controlled. **SASB EM-CM-320a.1**
- No cases of silicosis were recorded. **SASB EM-CM-320a.2**

- Risks identified by the risk matrix of the **Portobello** unit and measures taken to minimize them:
- **Lack of organization (very low)** - keeping the work within the delimited and identified areas.
 - **Entry into confined space without authorization (high)** - only employees with the due requirements can perform activities in silicate tanks.
 - **Dropping parts (high)** – handling brackets and equipment.
 - **Fall of people (high)** - collective and individual

- protective equipment.
- **Electric shock (high)** - NR-10 clothing, identification of energized panels, training and work instructions.
 - **Accidental contact with moving parts, crushes and pressings (too high)** – install physical barrier against accidental contact and safety devices.

Risks identified by the **Pointer** unit's risk matrix and measures to minimize them:

- **Dust (high)** – adequate ventilation, dust collection systems, mandatory use of respirator masks, continuous air quality monitoring.
- **Heavy machinery and equipment (entrapment, crushing or burns) (high)** - implementation of safety devices, preventive maintenance and frequent inspection of equipment, training of operators on correct use and emergencies, use of PPE.
- **Handling of chemicals (enamels, dyes and solvents) (medium)** - use of PPE, correct storage, training on safe handling and first aid.
- **Excessive noise (medium)** - installation of acoustic barriers in critical areas, use of

PPE, periodic monitoring of noise level and audiometric examinations.

- **Ergonomics and manual handling of loads (low)** - implementation of ergonomic equipment, training on correct handling techniques, rotation of activities to avoid repetitive fatigue.
- **Risks of falls and displacement (slippery floors) (medium)** - installation of non-slip flooring and constant maintenance of cleanliness, use of signage of wet or dangerous areas, safety shoes with non-slip soles.
- **Fires and explosions (medium)** – correct storage of flammable chemicals, regular inspection of electrical installations, installation of suitable fire extinguishers and fire brigade training.

Risks identified by the risk matrix of the **Portobello Shop** unit and measures to minimize them:

- **Falling parts (high)** - brackets and separation processes.
- **Skin cuts in parts' handling (high)** - PPE, gloves and hoses.

OCCUPATIONAL DISEASES

GRI 403-10

There was no death due to occupational disease nor employee who presented disease of mandatory communication in the Portobello and Pointer operations.

Hazards that present risks of occupational diseases: noise in the Portobello and Pointer industrial units. They were identified in the safety assessments, but did not generate disease in the period. As a measure to mitigate risks, workers must wear appropriate PPE, with plug and earmuff earplugs.

DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

	MEMBERS OF GOVERNANCE BODIES								
	Total	Women	% women	Men	% men	30 to 50 y.-old	% of 30 to 50 y.-old	Above 50 y.-old	% above 50 y.-old
Portobello	22	7	31.82	15	68.18	7	31.82	15	68.18
Pointer	2	0	0	2	100	1	50	1	50
Portobello Shop	4	2	50	2	50	4	100	0	0

*There are no records of other genders or members under 30 years old. Portobello: Board of Directors and Executive Board. Pointer and Portobello Shop: Board of Directors.

CONSOLIDATED NUMBER OF EMPLOYEES BY FUNCTIONAL CATEGORY		
	Total	Percentage (%)
Board of Directors	14	0.34
Directors	21	0.51
Managers	119	2.87
Coordination	176	4.25
Operation	3,580	86.39
Apprentice	194	4.68
Trainee	40	0.97

	CONSOLIDATED NUMBER OF EMPLOYEES BY DIVERSITY CATEGORY						Total
	Women	Men	Other	Below 30 to	30 to 50 y.-old	Above 50 y.-old	
TOTAL	1,432	2,712	0	1,238	2,493	412	4,144
%	34.56	65.44	0	29.87	60.16	9.94	100

PORTOBELLO	Women	Men	Below 30 to	30 to 50 y.-old	Above 50 y.-old	Total	Percentage
Board of Directors	4	8	0	2	10	12	0.5
Directors	3	7	0	5	5	10	0.42
Managers	12	27	0	29	10	39	1.62
Coordination	30	44	1	62	11	74	3.08
Operation	594	1,523	516	1,360	241	2,117	88.1
Apprentice	69	55	124	0	0	124	5.16
Trainee	19	8	27	0	0	27	1.12
TOTAL	731	1,672	668	1,458	277	2,403	
TOTAL in %	30.42	69.58	27.8	60.67	11.53	100	

In the previous reporting period (2023), the Portobello unit recorded 2,476 employees.

POINTER	Women	Men	Below 30 to	30 to 50 y.-old	Above 50 y.-old	Total	Percentage
Directors	0	2	0	1	1	2	0.4
Managers	0	5	0	3	2	5	1.01
Coordination	3	17	0	16	4	20	4.04
Operation	90	343	172	244	17	433	87.47
Apprentice	19	7	26	0	0	26	5.25
Trainee	5	4	9	0	0	9	1.82
TOTAL	117	378	207	264	24	495	
TOTAL in %	23.64	76.36	41.82	53.33	4.85	100	

In the previous reporting period (2023), the Pointer unit recorded 398 employees.

PORTOBELLO SHOP	Women	Men	Below 30 to	30 to 50 y.-old	Above 50 y.-old	Total	Percentage
Board of Directors	0	2	0	0	2	2	0.21
Directors	2	2	0	4	0	4	0.41
Managers	27	22	0	47	2	49	5.08
Coordination	39	28	4	61	2	67	6.95
Operation	390	404	261	493	40	794	82.37
Apprentice	32	12	44	0	0	44	4.56
Trainee	2	2	4	0	0	4	0.41
TOTAL	492	472	313	605	46	964	
TOTAL in %	51.04	48.96	32.47	62.76	4.77	100	

In the previous reporting period (2023), the Portobello Shop unit recorded 963 employees.

PORTOBELLO AMERICA	Women	Men	Below 30 to	30 to 50 y.-old	Above 50 y.-old	Total	Percentage
Coordination	2	13	0	9	6	15	5.32
Directors	0	5	0	3	1	5	1.77
Managers	9	17	1	16	9	26	9.22
Operation	81	155	49	138	49	236	83.69
TOTAL	92	190	50	166	65	282	
TOTAL in %	32.62	67.38	17.73	58.87	23.05	100	

RATIO OF BASE SALARY TO REMUNERATION RECEIVED BY WOMEN AND RECEIVED BY MEN

GRI 405-2

FUNCTIONAL CATEGORY	PORTOBELLO + CORPORATE	POINTER	PORTOBELLO SHOP	PORTOBELLO AMERICA
Board of Directors	39.16	-	-	-
Directors	72.76	-	61.44	-
Managers	91.66	-	52.28	95.12
Coordination	89.95	78	84.27	98.09
Operation	111.29	91	132	97.23
Apprentice	100	100	92.05	-
Trainee	100	100	100	-

CASES OF DISCRIMINATION AND
REMEDIAL MEASURES ADOPTED

GRI 406-1

In 2024, the company received three complaints of discrimination and prejudice. All cases were dealt with and closed. The referrals given were: one dismissal and one warning in the first case; repair plans with analysis of results in the second; and, finally, dismissal for compliance reasons.

OPERATIONS AND SUPPLIERS WHERE THE RIGHT TO FREEDOM
OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

GRI 407-1

No operation or supplier is at risk of having its union rights violated. Across the Grupo, we guarantee freedom of association and employee rights through a structured and participatory collective bargaining model.

Portobello has a formally constituted union and Portobello Shop also adopts local retail unions. Pointer does not have a formally constituted union, but adopts a Collective Bargaining Agreement (ACT) negotiated in a transparent and democratic manner.

We also have a Committee of Employee Representatives, elected to act in the dialogue

between the company and employees. This commission participates actively in discussions on working conditions, benefits and other aspects that impact the work environment.

For our suppliers, we adopt the percentages and standards of their respective unions.

**OPERATIONS AND SUPPLIERS WITH
SIGNIFICANT RISK OF CHILD LABOR CASES**

GRI 408-1

There is no record of child labor at the units. For the supply chain, there are contract clauses guaranteeing the non-violation of the fundamental rights of children and adolescents.

**OPERATIONS AND SUPPLIERS WITH
SIGNIFICANT RISK OF FORCED OR
COMPULSORY LABOR**

GRI 409-1

There is no record in the operations. Every contract with suppliers has a clause to guarantee labor rights; there is also auditing and accountability of those who work in the units.

**SECURITY PERSONNEL TRAINED IN
HUMAN RIGHTS POLICIES OR PROCEDURES**

GRI 410-1

All employees in the administrative area, including security, who have access to the distance learning platform have completed the human rights training developed by the Compliance area. For units that do not yet have the platform (such as Pointer), the training was given online. Currently, human rights training is aimed only at own employees. However, service contracts have specific clauses addressing the subject.

**CASES OF VIOLATION OF THE
RIGHTS OF INDIGENOUS PEOPLES**

GRI 411-1

Not applicable, as operations are not located in indigenous areas.

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT,
IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMS

GRI 413-1

100% of operations implement development programs aimed at the local community. In addition to the projects described in the **Communities** chapter, Portobello Grupo carries out the Young Apprentice Program. Evaluations that include the number of families involved, income generation and community participation are disclosed in sustainability reports, through the press and social networks. There are no Committees and consultation processes, being structured on demand. There are complaint mechanisms (SAC and Ethics Channel), but no records were made in 2024. Stakeholder engagement is carried out through meetings and lectures with the benefited

families and the local community; partnership with companies in the region to enhance the initiatives; partnership with entities responsible for managing projects with the community; public policies and partnerships with municipal and state governments.

OPERATIONS WITH SIGNIFICANT NEGATIVE
IMPACTS – ACTUAL AND POTENTIAL –
ON LOCAL COMMUNITIES

GRI 413-2

No significant negative impacts were recorded.

GOVERNANCE, TRANSPARENCY AND ETHICS IN MANAGEMENT OF OPERATIONS AND OF THE VALUE CHAIN

MATERIAL TOPIC MANAGEMENT

GRI 3-3

MATERIAL TOPIC: GOVERNANCE, TRANSPARENCY AND ETHICS IN THE MANAGEMENT OF OPERATIONS AND OF THE VALUE CHAIN

IMPACT	MANAGEMENT
<div><div></div><div>+</div></div> Ethical conduct of business	Chapters Governance bodies and Portobello +Transparency.
<div><div></div><div>-</div></div> Risks related to suppliers	Suppliers Chapter. The relevance of suppliers to the company and the incidence of legal deviations in their sector of operation are used as criteria of severity in the risk classification. According to the level, due diligence procedures and their frequency are defined: the low-risk ones answer to an annual questionnaire; high-risk, biannual questionnaire. In the case of suppliers of basic raw materials for production, there is an annual on-site visit to the mining area. After analysis, if deviations by the supplier are identified, Compliance writes an opinion suggesting treatment actions.

Caption:

Real

Potential

+

 Positive

-

 Negative

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

GENERATED VALUE	
Revenues	BRL 2.4 billion
DISTRIBUTED VALUE	
Operational costs	BRL 1.5 billion
Salaries and benefits	BRL 638.3 million
Governments	BRL 39 million

FINANCIAL SUPPORT RECEIVED FROM THE GOVERNMENT

GRI 201-4

In financial incentives: BRL 21,432,609.41 in Brazil.
No government participates in the organization’s corporate structure.

PROPORÇÃO DE GASTOS COM FORNECEDORES LOCAIS

GRI 204-1

OPERATION	PORTOBELLO	POINTER	TOTAL
Total spending	BRL 1.080 billion	BRL 233.575 million	BRL 1.313 billion
Spending with local suppliers	BRL 636 million	BRL 88.283 million	BRL 724.283 million
Percentage	58.89%	37.8%	55.14%

Location = States of Santa Catarina and Alagoas, where the Portobello and Pointer units are headquartered.

OPERATIONS ASSESSED FOR CORRUPTION-RELATED RISKS

GRI 205-1

All units and operations maintained in Brazil were evaluated. In the United States, the distribution operation was assessed. The newly opened manufacturing operation in the U.S. is being monitored and will be subject to a full evaluation following the implementation of processes, policies and procedures.

All the risks raised were fed into the risk management platform used by the company. The company does not have significant interaction with public agents in its core activity (bidding, public works), but rather in administrative activities, such as obtaining or renewing licenses, permits in inspections, export and import processes and judicial activity. In addition, the

company hires third parties who interact with public agents, for example, to support in obtaining licenses and permits, law firms, customs brokers, carriers, among others. Actions to mitigate these risks include controls in processes and situations in which employees are exposed to public agents, contractual protection, evaluation of third parties representing the company, and employee awareness and training.

**COMMUNICATION AND CAPACITY
BUILDING ON ANTI-CORRUPTION POLICIES
AND PROCEDURES**

GRI 205-2

A total of 2,353 employees were notified and trained in anti-corruption policies and procedures, representing 57.39% of the total. In addition, 134 partners were communicated, representing 100% of the franchised units and their employees.

**CONFIRMED CASES OF CORRUPTION
AND MEASURES TAKEN**

GRI 205-3

No lawsuits or complaints related to corruption were filed against the organization or its employees in the 2024 fiscal year.

**LAWSUITS FOR UNFAIR COMPETITION,
TRUST AND MONOPOLY PRACTICES**

GRI 206-1, SASB EM-CM-520a.1

There was none.

FISCAL APPROACH

GRI 207-1

The topic is managed by the Tax Committee, composed of executives with experience in the subject. Portobello has the support of the Internal Controls area and specialized consulting for the definition of policies and procedures. The company seeks to ensure compliance with regulatory standards and optimize the tax burden, following ethical behavior.

GOVERNANCE, CONTROL AND MANAGEMENT OF FISCAL RISK

GRI 207-2

The Tax Committee is an advisory body to the Executive Board, which monitors the compliance of the tax strategy. In 2024, the company continued to improve procedures and policies to mitigate risks and protect the business with the consolidation of the Risk Management, Internal Controls, and Audit Committee areas.

Information on risk management procedures is described in the chapter **Risks and Opportunities**. The **Ethics Channel** is a safe tool for reporting any deviations related to Portobello Grupo's Code of Ethics, including integrity in relation to taxes. More information at the **Ethics Channel**.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF THEIR TAX CONCERNS

GRI 207-3

Portobello Grupo leads discussions with authorities that benefit the communities located in the vicinity of its operations. As of 2023, it supported the Brazilian Institute for Development and Sustainability (IABS) in forwarding to the State Secretariat for Development, Industry, Commerce and Services of Alagoas a request for exemption from the tax burden – the ICMS levied was 19%. The social enterprise contributes to the sustainable development of the community of Vergel do Lago, in Maceió (AL), which lives from the extraction of sururu, an activity that produces 100 tons of shell waste per month. This social enterprise began to use shells in the manufacture of cobogó, hollow elements used as a decorative partition in Brazilian architecture, with the support of Pointer, a company that is part of the Portobello Grupo, located in Maceió. After a meeting with the governor and sending letters, in 2024 the request was approved with the formalization after the publication of a state decree that exempts of tax payment social assistance and education institutions with revenues of up to BRL 1.5 million per year.

COUNTRY-BY-COUNTRY REPORTING

GRI 207-4

Jurisdiction: PBG SA
Period: 01/01/2024 – 12/31/2024
Entity name: PBG SA
Primary activity: Construction and Retail
Number of employees: 3,937
Revenues from sales by third parties: 0
Revenues from intra-group transactions: BRL 85,944,238
Profit/loss before taxes:
- BRL 10,9572,074
Tangible assets: BRL 3,125,390,000
IR on cash basis: 0
IR on profit/loss: - BRL 54,754,721.78
Reasons for difference: NA
Compensation of employees: BRL 3,937
Employees tax: BRL 23,628,713.36
Customers tax: BRL 386,323,142
Sectorial taxes: BRL 138,761,624.8
Uncertain tax positions: 0
Debt balance: BRL 5,782,000

NEW SUPPLIERS SELECTED
BY ENVIRONMENTAL CRITERIA

GRI 308-1

All raw material suppliers are evaluated based on environmental criteria by Portobello (Tijucas/ SC), representing 13% of the unit's expenses. In 2024, other categories were not included in this evaluation, but the company intends to expand it.

In 2024, Pointer initiated an action plan focused on environmental practices and criteria related to critical and key suppliers. The start of ESG assessment for new suppliers was set for 2025.

NEGATIVE ENVIRONMENTAL IMPACTS FROM
THE SUPPLY CHAIN AND MEASURES TAKEN

GRI 308-2

Eighteen suppliers of raw materials to Portobello and one to Pointer were evaluated. No cases of negative environmental impacts were identified. There is no history of suppliers with negative impacts on the units.

NEW SUPPLIERS SELECTED ON THE BASIS OF SOCIAL CRITERIA

GRI 414-1

Currently, social criteria are not used for the selection of new suppliers. However, there are projects to expand ESG criteria in hiring.

NEGATIVE SOCIAL IMPACTS OF THE SUPPLY CHAIN AND MEASURES

GRI 414-2

There was no identification of actual or potential negative impacts caused by the company’s suppliers. Currently, Portobello verifies environmental licensing documents and declarations of technical capacity of raw material suppliers and priority services, which represent 16% of the total. Mining companies (6% of the total) are evaluated in loco, through technical visits. Pointer evaluates critical suppliers annually based on administrative criteria, such as certifications and licenses, and semiannually based on technical criteria through checklists and reports. There is also an ESG assessment, which includes socio-environmental, diversity, and data protection aspects.

POLITICAL CONTRIBUTIONS

GRI 415-1

The company does not contribute to parties or candidates.

CLIMATE CHANGE

MATERIAL TOPIC MANAGEMENT

GRI 3-3

MATERIAL TOPIC: CLIMATE CHANGE

IMPACT	MANAGEMENT
<div><div></div><div></div><div>Greenhouse gas (GHG) emissions</div></div>	Chapters Energy and Climate Change.

Caption:

RealPotentialPositiveNegative

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES ARISING FROM CLIMATE CHANGE

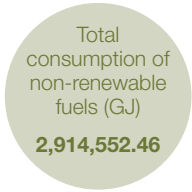
GRI 201-2

Survey not carried out. Scheduled for 2025.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

GRI 302-1, SASB EM-CM-130a.1

TOTAL CONSUMPTION OF DOMESTICALLY GENERATED FUELS FROM NON-RENEWABLE SOURCES (IN GIGAJOULES)						
	Portobello			Pointer		
	2022	2023	2024	2022	2023	2024
Natural gas	3,505,770.71	3,156,717.13	2,816,100.11	800,235.36	710,134.26	0.75
Diesel	15,294.78	12,928.80	12,630.19	538.45	1,896.23	1,553.06
LPG gas	557,290.70	48,490.78	82,968.17	-	7,177.74	1,293.12
Acetylene	3,024	1,296	0.89	9,360	8,640	6.15
TOTAL	4,081,380.19	3,219,432.71	2,911,699.37	810,133.81	727,848.23	2,853.09



TOTAL CONSUMPTION OF INTERNALLY GENERATED FUELS FROM RENEWABLE SOURCES WITHIN THE ORGANIZATION (IN GIGAJOULES)		
	Pointer	Portobello Shop
	2024	2024
Electricity (solar panels)	67.20	192.96
TOTAL	260.16	

TOTAL PURCHASED FOR CONSUMPTION (IN GIGAJOULES)									
	Portobello			Pointer			Portobello Shop		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Electricity from renewable sources	378,730.71	390,997.46	106,385.71	101,239.44	110,690.5	-	-	-	225.06**
Electricity from non-renewable sources	78,121.77	28,978.33	12,880.78	20,882.92	8,203.69	123,266.75*	-	-	10,912.34
Self-produced renewable electricity	-	-	316,224	-	-	-	-	-	-
Total electricity purchased	456,852.48	419,975.79	435,490.48	122,122.36	118,894.19	985,404.34			11,137.41

*Purchase on the free market for use at the factory.
 ** Purchase on the free market.
 27.4% of the energy consumed by Portobello is purchased in the Free Energy Market, being conventional energy. 72.6% is renewable from the wind energy self-production contract, in partnership with Enel.
 At Pointer, the representativeness of renewable energy is 65.43%. Electricity from the grid represents 12.54% - purchased on the Free Energy Market and produced by conventional sources. There is no use of other alternative energy sources.

Notes:
 There was no unconsumed energy production or energy sale.
 For the calculations of consumption in the Free Market, the participation of renewables in the electricity matrix was considered at 89.2% and non-renewables at 10.8%.
 Natural gas: 0.037 GJ/Nm³
 Diesel oil: 35.5 GJ/m³
 Acetylene: 0.0548 GJ/m³
 LPG: 25.58 GJ/m³

Total energy consumption within the organization (GJ)
3,484,707.29

Non-renewable
147,059 GJ
 Renewable:
422,834 GJ

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

GRI 302-2 This survey is not carried out.

ENERGY INTENSITY

GRI 302-3

	POWER CONSUMPTION	M² PRODUCED	TAXA
Portobello	3,347,189.58	26,991,534	0.12
Pointer	126,187.05	11,400,000	0.01

Note: All consumption was carried out within the organization.
Consumption considers electricity and fuels.

	2022	2023	2024
Portobello	0.1622	0.1385	0.12
Pointer	0.0084	0.074	0.01

CONSOLIDATED RATE IN THE ORGANIZATION
0.09

**REDUCTION IN ENERGY
CONSUMPTION**

GRI 302-4

No reductions were recorded in the total volume of energy consumed in 2024 compared to 2023. Regarding the energy intensity at Portobello unit, there was a reduction in the electricity and natural gas consumption, due to higher efficiency in the processes, with the automation of machines and the reduction in the tiles’ thickness. At the Pointer unit, energy intensity was reduced by 11% (electricity and natural gas) due to the installation of more modern burners and the reduction in the parts’ thickness, which reduced the need for energy use.

**REDUCTIONS IN ENERGY REQUIREMENTS
FOR PRODUCTS AND SERVICES**

GRI 302-5

It does not apply.

DIRECT (SCOPE 1) GREENHOUSE GAS (GHG) EMISSIONS

GRI 305-1, SASB EM-CM-110a.1

2022				2023		
	Portobello	Pointer	Total	Portobello	Pointer	Total
Scope 1 emissions	198,430.34	41,521.63	239,951.97	178,444.70	36,928.24	215,372.94
Biogenic emissions	70.75	7.93	78.68	102.41	15.04	117.45

Base year: 2022.
Operational control approach. The tool of the Brazilian GHG Protocol Program was used, which uses the GHG Protocol and the IPCC as a reference.
Gases included in the calculation: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3.
There is no percentage covered by emission limitation regulations.
Corporate: the company started a literacy track and construction of a climate strategy in February 2025.
Pointer: 2024 was a year of study for the development of new production processes that are less carbon-intensive.
SASB EM-CM-110a.2

INDIRECT (SCOPE 2) GREENHOUSE GAS (GHG) EMISSIONS FROM ENERGY PURCHASES

GRI 305-2

2022				2023		
	Portobello	Pointer	Total	Portobello	Pointer	Total
Scope 2 emissions	5,467.35	1,450.30	6,917.65	4,526.37	1,273.77	5,800.14

The tool of the Brazilian GHG Protocol Program was used, which has the GHG Protocol and the IPCC as references.
Calculation basis: location. Consolidation Approach: Operational Control.

OTHER INDIRECT (SCOPE 3) GREENHOUSE GAS (GHG) EMISSIONS

GRI 305-3

2022				2023		
	Portobello	Pointer	Total	Portobello*	Pointer**	Total
Scope 3 emissions	7,803.60	1,783.18	9,586.78	298,089.75	471.93	298,561.68
Biogenic emissions	735.78	184.04	919.82	17,818.95	49.72	17,868.67

The tool of the Brazilian GHG Protocol Program was used, which has the GHG Protocol and the IPCC as references. All gases were included.

*Categories included: goods and services purchased, fuel and energy-related activities not included in Scopes 1 and 2, transportation and distribution (upstream), waste generated in operations, business travel, employee emissions (home-work), transportation and distribution (downstream), use of goods and services sold, and end-of-life treatment of products sold. Significant increase in emissions compared to the base year as a result of the expansion of data collection.

**Waste generated in operations, business travel, employee emissions in transit. The reduction in emissions in 2023 occurred due to the non-accounting of the upstream transportation and distribution category, measured in the base year.

GREENHOUSE GAS (GHG) EMISSIONS INTENSITY

GRI 305-4

	EMISSION IN TONS	PRODUCTION IN M²	INTENSITY
Portobello	182,971.08	26,280,000	0.01
Pointer	38,202.01	11,400,000	0

Considers scopes 1 and 2. All gases included.

GREENHOUSE GAS (GHG)
EMISSIONS REDUCTION

GRI 305-5

For Portobello and Pointer, scope 1 and 2 emissions were reduced by 25,696.54 tCO₂e in 2023. The main cause is the lower consumption of natural gas, a fuel used for the preparation of the ceramic mass, drying and sintering of the pieces, and is also consumed in auxiliary activities, such as packaging and handling with forklifts. Natural gas accounts for about 95% of scope 1 emissions.

The lower consumption of natural gas can be explained by a decrease in the production of ceramic tiles, since the company invested in the production of a higher value-added portfolio. Production was 8.74% lower in 2023, compared to 2022. In 2022, total scope 1 and 2 emissions were 246,869.62 tCO₂e.

In total, the reduction in emissions by 25,696.54 tCO₂e represented 11.40% of annual emissions.

1.22% of the reduction was due to improvements that were made in the production processes at Portobello unit, detailed below:

- Changes in the production process that modified the intensity of the evaporation process.
- Reduction in the thickness of the 1.20X1.20 m porcelain tile from 9 mm to 7 mm, while in the 0.90X1.80 m and 0.30X0.60 m porcelain tiles the reduction was from 8.4 mm millimeters to 7 mm.

Finally, 0.44% of the reduction was due to the decrease in the emission intensity of the National Interconnected System. Location-based scope 2

emissions are calculated based on the grid emission factor, which considers all fuels consumed in the generation of distributed energy. There is a decrease of 1,117.51 tCO₂e in scope 2 emissions, compared to 2022. The decrease in the emission factor of the distribution network is a consequence of the year-to-year rainfall regime, implying the balance of energy demand through hydroelectric and thermoelectric plants. In 2022, total scope 1 and 2 emissions were 246,869.62 tCO₂e.

All gases were included in the calculation, considering scopes 1 and 2 and the base year 2022. The tool of the Brazilian GHG Protocol Program was used, which has the GHG Protocol and the IPCC as references.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

GRI 305-6

Portobello Grupo does not import, export and trade ODS. The group hired outsourced companies to supply the gases in its operations, when necessary. In 2023, 138.606 tCO₂e were recharged in equipment that uses HCFC-22 and HCFC-141b refrigerant.

EMISSIONS OF NOX, SOX AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS

GRI 305-7, SASB EM-CM-120a.1

(IN TONS)	PORTOBELLO	POINTER	TOTAL
NOX	84.01	4	88.01
SOX	48.73	-	48.73
MP	538.97	955.29	1,494.26

TOTAL: 1,631 TONS

There are no emissions of persistent organic pollutants (POPs), volatile organic compounds (VOCs), hazardous air pollutants (PAHs), and other standard categories of air emissions identified in relevant laws and regulations.
Fixed sources of emission factors.
Standards, methodologies, assumptions and tools:

Portobello: CETESB L9.221:1990 – Pipelines and Chimneys of Stationary Sources - Determination of Sampling Points: Procedure; ABNT NBR 11966:1989 - Gaseous Effluents in Pipelines and Chimneys of Stationary Sources - Determination of Speed and Flow; CETESB L9.223:1992 - Pipelines and Chimneys of Stationary Sources - Determination of Dry Base Molecular Mass and Excess Air of the Gaseous Flow: Test Method; ABNT NBR 11967:1989 - Gaseous Effluents in Pipelines and Chimneys

of Stationary Sources - Determination of Humidity; US. EPA Method 3A:2014 - Determination of Oxygen and Carbon Dioxide Concentrations in Emissions from Stationary Sources (Instrumental Analyzer Procedure); ABNT NBR 12019:1990 - Gaseous Effluents in Pipelines and Chimneys of Stationary Sources - Determination of Particulate Matter - Test Method.

Pointer: CETESB L9.225 MAR/95: Gaseous Effluents in Pipelines and Chimneys of Stationary Sources - Determination of Particulate Matter - Test Method; USEPA Method 3A: Gas analysis for the determination of dry molecular weight; USEPA Method 10 - DETERMINATION OF CARBON MONOXIDE EMISSIONS FROM STATIONARY SOURCES (INSTRUMENTAL ANALYZER PROCEDURE); USEPA Method 7E: Determination of Nitrogen Oxide Emissions from Stationary Sources (Instrumental Analyzer Procedure).

SUSTAINABLE PRODUCTS AND PRODUCTION

MATERIAL TOPIC MANAGEMENT

GRI 3-3

MATERIAL TOPIC: SUSTAINABLE PRODUCTS AND PRODUCTION

<div><div></div><div>+</div><div>Environmental recovery of deposits</div></div>	Chapter Sustainable products and production.
<div><div></div><div>+</div><div>Reduced consumption and increased water efficiency</div></div>	Water management.

Caption:

Real

Potential

+

 Positive

-

 Negative

MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME

GRI 301-1

NON-RENEWABLE	WEIGHT (IN TONS)	
	Portobello	Pointer
Ceramic clay	689,325.13	264,901
Enamels	-	2,092
Granilla	-	168
Engobe	-	5,413
Fried	-	2,123
Film	-	117
Glue	-	7
Paint	-	51
Tape	-	398
Plastic	1,517.51	-
Metal	506.25	-
Additives	6,342.22	-
Dyes	343.69	-
RENEWABLE	Portobello	Pointer
Cardboard	6,134.5	1,176
Wood	9,206.42	1,982
Angles	-	800

TOTAL USED FOR PACKAGING OR PRODUCING			
	Portobello	Pointer	TOTAL
Non-renewable	727,134.9	275,270	1,002,404.91
Renewable	15,340.92	3,958	19,298.92
TOTAL	742,475.82	279,228	1,021,703.83



RECYCLED MATERIALS USED

GRI 301-2

Portobello			
	TOTAL WEIGHT (TONS)	WEIGHT OF RECYCLED MATERIALS (TONS)	PERCENTAGE
Ceramic dough	689,315.13	140,646	20.4%
Cardboard packaging	6,134.5	5,548.37	90.4%
Plastic packaging	1,517.51	590.84	38.9%
Recycling percentage	21.06		

Pointer			
	TOTAL WEIGHT (TONS)	WEIGHT OF RECYCLED MATERIALS (TONS)	PERCENTAGE
Ceramic clay	264.90	76.74	28.96%
Cardboard packaging	526.53	122.50	23.26%
Plastic packaging	117.35	33.57	28.60%
Recycling percentage	25.62		

TOTAL		
USED MATERIALS	RECYCLED MATERIALS	PERCENTAGE
697,875.92	147,018.02	21.07

PERCENTAGE OF RECYCLED MATERIALS		
	2023	2024
Portobello	20.6%	21.06%
Pointer	11.5%	25.62%

REUSED PRODUCTS AND THEIR PACKAGING

GRI 301-3

(IN TONS)	Portobello			Pointer		
	TOTAL WEIGHT	REUSED WEIGHT	PERCENTAGE	TOTAL WEIGHT	REUSED WEIGHT	PERCENTAGE
Pallet	-	-	-	69.8	27.6	39.54%
Wooden packaging	9,206.42	734.5	7.98%	-	-	-
Metal packaging	506.25	15.1	2.98%	-	-	-

Portobello: the amount of wood and metal packaging distributed in all Brazilian states is calculated, in tons, according to the area of ceramic tiles sold and the weight of the packages per m². To calculate the return, the weights of the loads that return with packaging for reuse at the Tijucas/SC plant are used.

Pointer: the calculation is based on the number of pallets and on the weight of a pallet for the estimate, that considers the amount of sold and reused material.

(IN TONS)	Products and packaging sold	Products and packaging reused	Percentage
Portobello	9,712.67	749.6	7.72%
Pointer	69.8	27.6	39.54%
TOTAL	9,782.47	777.2	7.94%

PERCENTAGE OF PRODUCTS AND PACKAGING REUSED		
	2023	2024
Portobello	6.3%	7.72%
Pointer	46.8%	39.54%

INTERACTIONS WITH WATER AS A SHARED RESOURCE

GRI 303-1

Portobello:

• Consumption is in line with the authorized volume of freshwater abstraction and with the guidelines of the Tijucas River Basin (SC), where the unit is located. The area is considered to have low water stress according to the Aqueduct platform, developed by the World Resources Institute (WRI) to report on water-related risks. Only effluents from bathrooms and cafeterias are disposed of, as described below in response GRI 303-2. The Portobello unit is part of the Management Committee of the Tijucas River, Biguaçu River and Contiguous Basins (Tijucas and Biguaçu Committee) and, together with other stakeholders in the region, discusses the sustainable use of water.

Pointer:

• The plant operates with a totally closed system, replacing only the volume of water lost through evaporation. Water abstraction is carried out through three artesian wells in the Barreiras Aquifer, located at Rodovia Divaldo Suruagy, Km 12, s/n, Area B, Polo Multifábrica Industrial José Aprício Vilela, in the municipality of Marechal Deodoro, Alagoas. The purpose of this catchment is human and industrial supply, according to the volume granted by the State Secretariat for the Environment and Water Resources (SEMARH). Water use follows the guidelines established by state legislation, including Law No. 5,965/1997, Delegated Laws No. 32/2003 and No. 47/2015, in addition to State Decrees No. 06/2001, No. 49,419/2016, No. 54,766/2017

and No. 20,029/2012. The authorization is also supported by SEMARH Ordinances No. 197/2017 and No. 532/2018, as well as by SRH/SEMARH Normative Instruction No. 01/2016. Pointer adopts a systematic approach to identify and monitor the impacts related to the use of water in its production process. Evaluations range from the capture of water resources to the treatment and disposal of effluents, ensuring compliance with environmental regulations and minimizing impacts on the environment. The unit participates in environmental forums, shares good practices and supports initiatives aimed at preserving water sources. Moreover, it maintains partnerships with environmental and academic entities for the development of innovative solutions that optimize water efficiency.

Portobello Shop:

- Water that supplies the shops and Oficinas comes from the supply network of the municipalities where they are located. At the CDG, the supply is made through an artesian well.

Portobello Grupo has the ESG Plan, which includes in the +Ecoefficient pillar the ambition “to ensure the management of water resources.” In this context, Portobello unit has targets for reducing the overall consumption of drinking water, as well as sector-specific targets and performance targets for some industrial managers and coordinators. In turn, Pointer has a project for the year 2025 aimed at the construction of a Water Treatment Plant (WTP). With this initiative, the unit

seeks to improve the water flow with adequate quality for human consumption, in addition to reducing operating costs, especially in chlorine consumption and water treatment.

More information in chapter **Water Management**.

MANAGEMENT OF IMPACTS RELATED
TO WATER DISCHARGE

GRI 303-2

Portobello

• Since the production system is closed, only effluents from bathrooms and cafeterias are eliminated, after treatment, following standards established by federal and state legislation (CONAMA No. 430/2011, CONSEMA Resolution No. 181/2021 and State Law No. 14,675/2009). To date, in the State of Santa Catarina, the only hydrographic basin with an approved classification of surface water bodies is the Itajaí River Basin. While the framework for surface water bodies in other hydrographic basins is not approved, CERH Resolution No. 001/2008 adopts the classification of CONAMA Resolution No. 357/2005, Art. 42: “While the respective frameworks are not approved, fresh waters will be considered

class 2, saline and brackish water class 1, except if the current quality conditions are better, which will determine the application of the corresponding stricter class.”

Pointer

• The unit adopts strict control for effluents disposal, ensuring that all liquid waste undergoes treatment before disposal, in accordance with federal and state environmental regulations. The only effluents discarded are those from bathrooms and cafeterias, which undergo appropriate treatment before disposal, ensuring that they meet standards established by legislation. This treatment follows the guidelines of CONAMA Resolution No. 430/2011,

which provides for conditions and standards for the discharge of effluents, and State Law No. 5,965, from November 10, 1997, which establishes the State Water Resources Policy covering the control of liquid effluents.

Portobello Shop

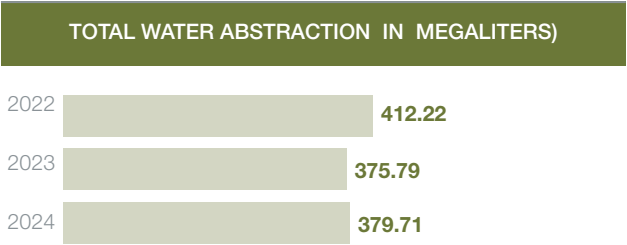
• Disposal follows regulatory standards.

WATER ABSTRACTION

GRI 303-3, SASB EM-CM-140a.1

VOLUME IN MEGALITERS	Portobello	Pointer	Portobello Shop	TOTAL
Surface water	115.04			115.04
Groundwater	188.62	61.51		250.13
Third-party water			14.53*	14.53
TOTAL	303.67	61.51	14.53	379.71

Note: zero volume of seawater and water produced.
*For Portobello Shop, 5.13 correspond to Oficinas, 2.57 to CDS and CDR and 6.82 to stores.
There is no water abstraction in areas of water stress.
The three units were collected in fresh water.



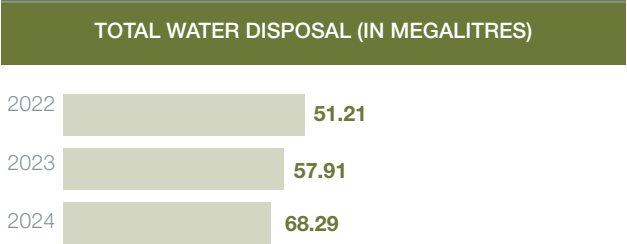
Note: 2022 and 2023 data do not include Portobello Shop.

WATER DISPOSAL

GRI 303-4

VOLUME IN MEGALITERS	Portobello	Pointer	Portobello Shop	TOTAL
Surface water	47.29	15.86		63.15
Groundwater				
Third-party water			5.13	5.13
TOTAL	47.29	15.86	5.13	68.29

Note: for Portobello Shop, the limits of substances in disposal were defined by article 15 of Conama 357, verified through laboratory essay: sulfate - limit of up to 250 mg/L; aluminum - limit of up to 0.1 mg/L; iron - limit of up to 0.3 mg/L. Non-standard items: sulfate (317.22 mg/L), aluminum (3.115 mg/L) and iron (0.714 mg/L). The total disposal from the three units was into fresh water.



Note: 2022 and 2023 data do not include Portobello Shop.

WATER CONSUMPTION

GRI 303-5, SASB EM-CM-140a.1

- Total water consumption in megaliters: 311.42. There was a reduction of 2.04% in consumption compared to 2023. There is no water consumption in water-stressed regions.
- Total fresh water withdrawn (in cubic meters): 379,710
- Total fresh water consumed (in cubic meters): 311,420
- There was a reduction in storage of 46.65 megaliters at Pointer.

OWNED, LEASED OR MANAGED OPERATIONAL UNITS IN OR ADJACENT TO ENVIRONMENTAL PROTECTION AREAS AND AREAS OF HIGH BIODIVERSITY VALUE LOCATED OUTSIDE ENVIRONMENTAL PROTECTION AREAS

GRI 304-1, SASB EM-CM-160a.2

Portobello

- It has mining extractive activity in Lages (SC), Campo Alegre (SC), Cedro de São João (SE), Teotônio Vilela (AL), and Rio Largo (AL). The operation is positioned in the vicinity of terrestrial ecosystem. The unit does not carry out any type of extractive operation in EPAs, PPAs or in areas of high biodiversity value. Portobello always prioritizes the opening of deposits in areas where there have been anthropized actions.

Pointer

- The factory is close to the Environmental Protection Area (EPA) of Santa Rita, which covers more than 10,000 hectares and incorporates

several municipalities.

Established by Law No. 4,6074/1984, this EPA aims to conserve the natural characteristics of the Mundaú and Manguaba channels and lagoons, regulating the use of the soil in mangroves, forested slopes, sandbanks, reefs, islands and estuaries. The land occupied by the unit does not face geographical or locational restrictions, as established in Article 11 of IMA Normative Instruction No. 03/2016. The impacted area is about 0.1 km².

MEANINGFUL IMPACTS OF ACTIVITIES,
PRODUCTS AND SERVICES ON BIODIVERSITY

GRI 304-2

Mining operation can generate direct impacts on biodiversity, such as soil compaction, noise pollution, topography alteration, atmospheric pollution and the generation of solid waste. Besides, the change in natural drainage directly affects local ecosystems, impacting fauna and flora and requiring effective mitigation measures.

There is no introduction of substances in our operations that do not occur naturally in the habitat. We have adopted control and monitoring measures to avoid any type of pollution. There is also no introduction of invasive species, pests or pathogens. All plants used in environmental recovery projects are exclusively native trees of the regions, ensuring

the preservation of local biodiversity and the non-introduction of elements that could unbalance the ecosystem.

There is no evidence of species reduction because of the operations, as the activities are carried out in previously anthropized locations. The only intervention carried out is the creation of settling basins for the cleaning of water from rainwater drainage, an essential procedure to protect adjacent hydric ecosystems. We prioritize the maintenance and recovery of impacted areas, using exclusively native species to ensure the restoration of original ecosystems and the preservation of local biodiversity.

There are no changes in ecological processes outside the natural range of variation, such as salinity or groundwater level changes, in our operations.

There are currently no studies on the impacts of the supply chain.

**PROTECTED OR
RESTORED HABITATS**

GRI 304-3, SASB EM-CM-160a.2

Ceramics is produced from minerals extracted from surface layers. Approximately 12% of the deposits that supply Portobello are owned by the company, while the rest is managed by third parties, mainly small landowners, located in the municipalities close to the factories. Deposits are not located in Environmental Preservation Areas (EPA), Permanent Preservation Areas (PPA) or legal reserves, and are regularly inspected by public agencies.

In 2024, approximately 1 hectare was recovered in the municipality of Doutor Pedrinho (SC) referring to of a deposit closure, 2 hectares in the municipality of Teotônio Vilela (AL), referring to the closure of a mining front, and 2 hectares in the municipality

of Leoberto Leal (SC) referring to the closure of a deposit and storage yard. In addition, in 2024, 49.41 ha were used in mining activities and for stockyards. This means that proportionally the level of restoration was 10%.

Recovery activities developed: terrain smoothing or topographic recomposition; plan for the restoration of physical, chemical and biological conditions of the soil; replacement of the topsoil layer; soil decompaction; correction of soil acidity and fertility; slope digging for planting seedlings; control of erosive processes.

**SPECIES INCLUDED IN THE IUCN RED LIST
AND NATIONAL CONSERVATION LISTS
WITH HABITATS IN AREAS AFFECTED BY IUCN
OPERATIONS**

GRI 304-4

There are no specific sampling campaigns to identify such species.

DESCRIPTION OF ENVIRONMENTAL MANAGEMENT,
POLICIES AND PRACTICES EMPLOYED AT ACTIVE

SASB EM-CM-160a.1

Portobello Grupo focuses its efforts on the responsible use of natural resources, mitigating the impacts arising from its operations and contributing to society with more sustainable products, of lesser environmental impact, such as thinner ceramic tiles that use less raw materials in their manufacture. The company adopts several practices that strengthen its commitment to the environment and sustainability in the extraction of natural resources:

- Efficiency in the use of resources: production systems that reduce water consumption and treat the input internally.
- Renewable energy sources: increase in the use of clean energy, reducing carbon emissions.

- Innovation in recycled materials: development of solutions that expand the use of recycled materials in production.
- Technologies with lesser environmental impact: investment in technologies that make ceramic production less dependent on natural resources and promote greater efficiency.
- Modern infrastructure: construction of sustainable factories in line with the best environmental practices.

The operating units (Portobello, Pointer, Portobello America and Portobello Shop) are regularly evaluated using recognized indicators, such

as those of GRI, SASB, CDP and the Brazilian GHG Protocol Program. These monitoring allow for the identification, management, and mitigation of environmental impacts in a consistent manner, promoting more responsible action in line with sustainability demands.

ASSESSMENT OF HEALTH AND SAFETY
IMPACTS BY CATEGORIES OF PRODUCTS
AND SERVICES (ON CONSUMERS)

GRI 416-1

All products are evaluated with health and safety criteria.

CASES OF NON-COMPLIANCE REGARDING
HEALTH AND SAFETY IMPACTS OF PRODUCTS
AND SERVICES (ON CONSUMERS)

GRI 416-2

No cases of non-compliance were recorded.

PRODUCTION BY LINE OF
MAIN PRODUCT

SASB EM-CM-000.A

42 million square meters of ceramic tiles, equivalent to 995,400 tons.

PRODUCT INNOVATION

SASB EM-CM-410a.1, EM-CM-410a.2

All products (100%) qualify for credits in sustainable building design and construction certifications. Production is supported by research, technology and innovation, which enable the company to keep up with and anticipate changes in society, preserve biodiversity, use water rationally and find ways to use sustainable ingredients and waste generated during the products' life cycle. This action can also occur sectorially, in the search for more sustainable products. There is no information on potential revenue or market share of products that reduce energy, water, and/or material impacts during use and/or production.

GRI and SASB Content Index

Portobello Grupo has reported in accordance with Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) for the period 01/01/2024 a 12/31/2024.

GRI 1: FOUNDATION 2021

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
DIVULGAÇÕES GERAIS				
GRI 2: General Disclosures 2021	2-1 Organizational details	10, 11		
	2-2 Entities included in the organization's sustainability reporting	83		
	2-3 Reporting period, frequency and contact point	5,6		
	2-4 Restatements of information	83		No restatements were made
	2-5 External assurance	83		It was not externally verified
	2-6 Activities, value chain and other business relationships	10 a 31, 66, 84		
	2-7 Employees	85		
	2-8 Workers who are not employees	86		
	2-9 Governance structure and composition	75, 87		
	2-10 Nomination and selection of the highest governance body	88		
	2-11 Chair of the highest governance body	75		
	2-12 Role of the highest governance body in overseeing the management of impacts	88		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	79, 89		
	2-14 Role of the highest governance body in sustainability reporting	5, 34		
	2-15 Conflicts of interest	90		
	2-16 Communication of critical concerns	91		
	2-17 Collective knowledge of the highest governance body	91		
	2-18 Evaluation of the performance of the highest governance body	91		There is no process implemented
	2-19 Remuneration policies	92, 93		
	2-20 Process to determine remuneration	94		
	2-21 Annual total compensation ratio	95		
	2-22 Statement on sustainable development strategy	2, 3		
	2-23 Policy commitments	66, 76, 77, 96		
	2-24 Embedding policy commitments	76, 77, 97		
	2-25 Processes to remediate negative impacts	78, 98		
	2-26 Mechanisms for seeking advice and raising concerns	78, 99		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	100		
	2-28 Membership associations	11		
	2-29 Approach to stakeholder engagement	52 a 73		
	2-30 Collective bargaining agreements	99		
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	101		
	3-2 List of material topics	34 a 36		
Governance, transparency and ethics in the management of operations and the value chain				
GRI 3: Material Topics 2021	3-3 Management of material topics	148		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	149		
	201-4 Financial assistance received from government	149		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	149		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	150		
	205-2 Communication and training about anti-corruption policies and procedures	77, 151		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	151		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	151		
GRI 207: Tax 2019	207-1 Approach to tax	152		
	207-2 Tax governance, control, and risk management	152		
	207-3 Stakeholder engagement and management of concerns related to tax	152		
	207-4 Country-by-country reporting	153		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	153		
	308-2 Negative environmental impacts in the supply chain and actions taken	153		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	154		
	414-2 Negative social impacts in the supply chain and actions taken	154		
GRI 415: Public Policy 2016	415-1 Political contributions	154		
Customer orientation				
GRI 3: Material Topics 2021	3-3 Management of material topics	103		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	104		
	417-2 Incidents of non-compliance concerning product and service information and labeling	104		
	417-3 Incidents of non-compliance concerning marketing communications	104		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	104		
Circularity				
GRI 3: Material Topics 2021	3-3 Management of material topics	106		
GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste-related impacts	44, 45, 107		
	306-2 Management of significant waste-related impacts	44, 45, 108, 109		
	306-3 Waste generated	110, 111		
	306-4 Waste diverted from disposal	112, 113, 114		
	306-5 Waste directed to disposal	115		
Climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	156		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	156		Survey not conducted in 2024 and scheduled to take place in 2025

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 302: Energy 2016	302-1 Energy consumption within the organization	157, 158		
	302-2 Energy consumption outside of the organization	158		This survey is not carried out
	302-3 Energy intensity	159		
	302-4 Reduction of energy consumption	160		
	302-5 Reductions in energy requirements of products and services	160		Not applicable given the characteristics of the products
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	161		
	305-2 Energy indirect (Scope 2) GHG emissions	161		
	305-3 Other indirect (Scope 3) GHG emissions	162		
	305-4 GHG emissions intensity	162		
	305-5 Reduction of GHG emissions	163		
	305-6 Emissions of ozone-depleting substances (ODS)	164		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	165		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
Sustainable products and production				
GRI 3: Material Topics 2021	3-3 Management of material topics	167		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	168		
	301-2 Recycled input materials used	169		
	301-3 Reclaimed products and their packaging materials	170		
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
303-2 Management of water discharge-related impacts		173		
303-3 Water withdrawal		174		
303-4 Water discharge		174		
303-5 Water consumption		175		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	175		
	304-2 Significant impacts of activities, products and services on biodiversity	176		
	304-3 Habitats protected or restored	41, 177		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	177	No specific sampling campaigns were conducted to identify these species	

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	179		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	179		
Team and community development				
GRI 3: Material Topics 2021	3-3 Management of material topics	117		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	118		
	404-2 Programs for upgrading employee skills and transition assistance programs	55, 56, 119, 120		
	404-3 Percentage of employees receiving regular performance and career development reviews	121		
Human rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	123		
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	124		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	125		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	126		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	69, 70, 126		
	203-2 Significant indirect economic impacts	68, 71, 72, 73, 126		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	127		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	128		
	401-3 Parental leave	129		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	129		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59, 130, 131		
	403-2 Hazard identification, risk assessment, and incident investigation	132		
	403-3 Occupational health services	133		
	403-4 Worker participation, consultation, and communication on occupational health and safety	133		
	403-5 Worker training on occupational health and safety	134		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	135		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	136		
	403-8 Workers covered by an occupational health and safety management system	136		
	403-9 Work-related injuries	137, 138		
	403-10 Work-related ill health	139		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	140, 141, 142		
	405-2 Ratio of basic salary and remuneration of women to men	143		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	144		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	144		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	145		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	145		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	145		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	145		Not applicable, as operations are not located in indigenous areas
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	67 a 73, 146		
	413-2 Operations with significant actual and potential negative impacts on local communities	146		

SASB - CONSTRUCTION MATERIALS

TOPIC	ACCOUNTING METRIC	CODE	GRI CONNECTION	LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emissions	EM-CM-110a.1	305-1 Direct (Scope 1) GHG emissions	161
	Percentage covered under emissions-limiting regulations			161
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-CM-110a.2		48, 49, 161
Air Quality	Air emissions: NOx (excluding N ₂ O)	EM-CM-120a.1	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	165
	Air emissions: SOx		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
	Air emissions: particulate matter (PM10)		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
	Air emissions: dioxins/furans			
	Air emissions: volatile organic compounds (VOCs)			
	Air emissions: polycyclic aromatic hydrocarbons (PAHs)			
	Air emissions: heavy metals			
Energy Management	(1) Total energy consumed	EM-CM-130a.1	302-1 Energy consumption within the organization	157, 158
	(2) Percentage grid electricity			158
	(3) Percentage alternative			158
	(4) Percentage renewable			158
Water Management	(1) Total fresh water withdrawn	EM-CM-140a.1	303-3 Water withdrawal	174
	(2) Percentage recycled		303-5 Water consumption	175
	(3) Percentage in regions with High or Extremely High Baseline Water Stress		303-3 e 303-5	174

TOPIC	ACCOUNTING METRIC	CODE	GRI CONNECTION	LOCATION
Waste Management	Amount of waste generated	EM-CM-150a.1	306-3 Waste generated	110, 111
	Percentage hazardous, percentage recycled		306-4 Waste diverted from disposal 306-5 Waste directed to disposal	115
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-CM-160a.1		178
	Terrestrial acreage disturbed	EM-CM-160a.2	304-3 Habitats protected or restored	41, 175
	Percentage of impacted area restored		304-3 Habitats protected or restored	177
Workforce Health & Safety	(1) Total recordable incident rate (TRIR)	EM-CM-320a.1		137
	(2) Near miss frequency rate (NMFR) for (a) fulltime employees and (b) contract employees			
	Number of reported cases of silicosis	EM-CM-320a.2		137
Product Innovation	Percentage of products that qualify for credits in sustainable building design and construction certifications	EM-CM-410a.1		179
	Total addressable market for products that reduce energy, water or material impacts during usage or production	EM-CM-410a.2		179
	Total addressable share of market for products that reduce energy, water or material impacts during usage or production			
Pricing Integrity & Transparency	Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities	EM-CM-520a.1		151
Production by major product line		EM-CM-000.A		179

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General Coordination

Sustainability division - Portobello Grupo

Technical and Editorial Coordination

Presence Comunicação e Sustentabilidade

Text

Yoyo Marketing Digital

Text editing, GRI and SASB consultancy

Presence Comunicação e Sustentabilidade

Graphic Design and Layout

Comparsita Design