

Portobello Grupo

**Sustainability**  
Report  
2025



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# Message from the chairman of the Board of Directors

GRI 2-22

We are pleased to present the 2025 Sustainability Report with the conviction that our strategy is becoming increasingly mature and integrated into our day-to-day operations. At Portobello Group, sustainability is not treated as an isolated topic, but rather as the way we choose to grow and build our future.

Over the past year, we faced significant challenges that reinforced the urgency of addressing climate issues with seriousness and responsibility. We made decisive progress on our decarbonization journey through the completion of our first Corporate Greenhouse Gas (GHG) Inventory, covering 100% of our operations. This initiative provided greater clarity for action and led to an important achievement: attaining a B- rating in the Carbon Disclosure Project (CDP).

Innovation also advanced across all our business units. In the United States, **Portobello America** achieved Green Squared certification and opened its doors to the academic community during its first Hackathon, demonstrating that it

was born with the Group's technological culture embedded in its DNA. In Brazil, we continued to lead sustainable retail through **Portobello Shop**, achieving LEED Zero Energy and Zero Carbon certifications in Curitiba — a tangible example of the standards we envision for our network.

On the social front, what makes us most proud is the progress of our people. We reached the milestone of 56% women in leadership positions at **Portobello Shop** and continue to pursue our inclusion goals, as we firmly believe that diversity strengthens our organization. Furthermore, joining the B3 Corporate Sustainability Index (ISE) for the first time reinforces our confidence in the path we have chosen.

None of these achievements would have been possible without the dedication of every employee, partner, and shareholder. I invite you to read this document, which reflects an entire year of work devoted to transforming our industry and caring for what truly matters.

Warm regards and enjoy the reading.



**Cesar Gomes Junior**  
Chairman of the Board of  
Directors – Fiscal Year 2025

# The Report

GRI 2-2, 2-3, 2-14

Covering the period from January 1 to December 31, 2025, this document demonstrates our genuine and strategic commitment to Sustainability — a topic that permeates not only our long-term planning, but also the operations of the entire Portobello Group.

This report was prepared using a consolidated methodology that gathered verified information from our four business units: **Ceramica Portobello** — referred to in previous reports simply as Portobello — **Portobello Shop, Pointer, and Portobello America**. The content reflects the maturity stage and distinct characteristics of each operation. The report presents a factual perspective based on operational data and interviews with leadership teams, respecting the specificities of each business while maintaining the strategic alignment of Portobello Group.

The development of the Portobello 2025 Sustainability Report follows the guidelines of the Global Reporting Initiative (GRI), under the “In Accordance” option, and the Sustainability Accounting Standards Board (SASB), specifically for the Building Materials sector. The adoption of these standards reflects our commitment to transparency and alignment with international best practices.

The active participation of the Board of Directors and the Sustainability Committee ensures that the ESG agenda remains embedded at the highest management level and fully integrated into the business strategy. This document was approved by the Sustainability Committee, led by the Chairman and Vice Chairman of the Board, as well as by the Group’s Executive Management. Material topics were approved by the Board of Directors.

The information is organized according to the guidelines of our ESG Plan, structured around the +Governance, +Eco-efficient, and +People pillars, highlighting the capitals leveraged by the business (Financial, Manufactured, Human, and Intellectual) and their relevance to long-term value creation.

Published annually, the report also includes details regarding our financial and operational performance in 2025. Additional information is available on the Investor Relations website:

→ [ri.portobello.com.br](https://ri.portobello.com.br)

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The **Sustainability Report** was published in May 2026, while the **Financial Report** was released in March 2026. Questions and suggestions may be sent to:

→ [sustentabilidade@portobello.com.br](mailto:sustentabilidade@portobello.com.br)  
→ [dri@portobello.com.br](mailto:dri@portobello.com.br)

# ESG Highlights



## +ECOEFFICIENT

### → Decarbonisation

· For the first time, the Greenhouse Gas (GHG) Inventory covered 100% of our operations, while climate-related risks and opportunities were comprehensively mapped.

### → Renewable energy

· At **Portobello Shop**, 17 company-owned stores and two franchised units are powered entirely by renewable energy sources, with 14 units migrated during 2025.

### → Climate recognition

· We achieved a B- rating in the Carbon Disclosure Project (CDP).  
 · We earned the Bronze Seal under the Brazilian GHG Protocol Programme, marking the first stage of our climate transparency journey.

### → Packaging circularity

· At **Ceramica Portobello**, 98% of cardboard packaging and 49.05% of plastic packaging originated from recycled sources.

### → Sustainability culture

· More than 220 Environmental Ambassadors, responsible for disseminating environmental best practices, operated across the **Ceramica Portobello** and **Pointer** production units.



· At the Alagoas operation, the 5S Environmental Rounds Programme engaged 24 ambassadors and more than 150 volunteers in auditing 12 company areas.

# +PEOPLE

## → Gender equity

• **Portobello Shop** continues to strengthen gender equity across its decision-making structures. In 2025, women occupied 56% of leadership positions.

## → Diversity and inclusion

• At **Portobello Shop**, we fully complied with the quota requirements for people with disabilities (PwD) and hired 14 professionals through the FUNAP programme, aimed at the social reintegration of formerly incarcerated individuals, at the Jundiaí (SP) Distribution Centre.

• We implemented the Profera Play learning platform, focused on diversity and inclusion education at **Ceramica Portobello**, and launched the first edition of Cine Diversidade.

## → Career acceleration

• Our retail business unit prepared 20 professionals for management positions through the Career Acceleration Programme, which promotes employee autonomy and protagonism.

• At **Pointer**, the year focused on foundational training through the Building the Journey Programme, designed for apprentices and interns; at **Portobello**

**America**, priority was given to leadership development through performance training for 100% of management teams; while at **Ceramica Portobello**, technical specialisation through Universidade Portobello ensures excellence aligned with industry demands.

## → Volunteering

• Throughout 2025, we carried out 24 initiatives that mobilised approximately 350 employees from our Brazilian operations in support of community development.



5<sup>th</sup> Sustainability Week – D-Day



IFRS S2 Workshop – Climate Risks and Opportunities



IFRS S2 Workshop – Climate Risks and Opportunities

## +GOVERNANCE

### → COP30

• We participated in the international event for the first time and demonstrated, through the Sururu Project, that circular economy practices are already a reality within our production process, combining high-value design with direct social impact.

### → Capital markets

• We became part of the B3 Corporate Sustainability Index (ISE).

### → Sustainability week

• The fifth edition of the event, which engages teams around the +Ecoefficient, +People and +Governance pillars, mobilised our four business units.

### → AI in practice

• For the first time, we held the Artificial Intelligence Hackathon at **Portobello America**, in partnership with Tennessee Tech University.

### → Open innovation

• Coletivo Criativo brought together Brazilian and North American architects in an immersive cultural experience.

### → Compliance

• We strengthened the dissemination of the Portobello Transparency integrity programme,

which encompasses the Code of Ethical Conduct and other internal policies, through training sessions led by the Compliance area, e-learning platforms, and internal and external communication channels. These initiatives are also addressed during the onboarding process for new employees.

### → Taxation

• We launched the New Tax Project, a strategic initiative designed to guide the company through the profound changes introduced by the Brazilian Tax Reform (Complementary Law 214/25), effective from 2026 onwards.



Activities carried out with Tennessee Tech during the hackathon celebrating the unit's second anniversary



Portobello Group Leadership Team



Presentation of the Portobello Jardim Social case study at the Greenbuild International Conference & Expo, held in October 2025 in Los Angeles

# Portobello Grupo





# Design, innovation and global leadership

GRI 2-1, 2-6

With a solid trajectory spanning more than 45 years, Portobello Grupo (PBG S.A.) has established itself as one of the leading global players in the ceramic tile industry and a benchmark for design and innovation in Latin America.

Listed on B3 (PTBL3), the Company operates a robust multichannel business model that combines industrial excellence, specialised and integrated retail operations, innovation as a strategic methodology, and growing international expansion, bringing the essence of Brazilian design to more than 70 countries.

Our operations are grounded in an integrated and autonomous ecosystem organised into four business units that together provide comprehensive solutions for diverse market profiles — ranging from democratic design to high-end architecture.

This model enables unique market reach, allowing us to serve end consumers, architecture professionals, the real estate sector and large-scale engineering projects with agility, both in Brazil and internationally.

Sustainability and transparency are non-negotiable pillars within our organisational culture. The maturity of our ESG management has also been recognised by the financial market, reflected in the Group's inclusion in the B3 Corporate Sustainability Index (ISE) in 2025.

Guided by Corporate Governance practices, the organisation maintains an active Sustainability Committee composed of senior leadership and shareholders, ensuring strategic alignment with global best practices.

In addition, as a signatory to the UN Global Compact since 2021 and the ODS SC Movement since 2017, Portobello Grupo directs its growth and innovation according to the Sustainable Development Goals (SDGs), reaffirming its commitment to generating shared value for investors, employees, suppliers, customers and society.\*

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\*Portobello Grupo's supply chain includes raw material suppliers (including mining companies supplying clay, crushed stone and other materials), providers of priority services and labour suppliers. Downstream entities within the value chain include franchisees, architects, designers and customers. GRI 2-6



## MANIFESTO

The environment in which we live is the essence of our business.

We believe that design is the capability that makes us unique and innovative, transforming people's lives and expressing itself through our products, spaces, and brand experiences.

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

Our culture, strategy, and management practices must enable the creation and distribution of Portobello design, generating value for all stakeholders through our integrated, demand-driven model and operational efficiency.

## **PURPOSE**

Living Design.  
Transforming spaces  
and inspiring people.

## **VISION**

To be the leading Brazilian  
company and a global  
benchmark in surface solutions  
for spaces through design and  
innovation.

## **BELIEF**

Life with design is smarter,  
more beautiful, and safer.

# Portobello around the world

GRI 2-6

We have consolidated Portobello Group’s international presence through a resilient and strategically distributed business ecosystem.

With operations ranging from manufacturing and technological capabilities in Brazil to industrial and logistics expansion in the United States, we integrate different cultures and markets under a unified vision of efficiency.

Discover how each of our business units contributes autonomously and synergistically to strengthening our brand on the global stage.



\*Portobello Group’s headquarters are located at BR-101 Highway, km 163, Tijucas, Santa Catarina, Brazil.





# CERAMICA PORTOBELLO

GRI 2-6

With its industrial complex located in Tijucas, Santa Catarina, **Ceramica Portobello** is a centre of innovation in high value-added ceramic products, particularly recognised for the production of large-format porcelain slabs.

Within the Engineering channel, the business unit focused on the construction market, Digital Transformation led to the launch of PlayObras, a proprietary commercial intelligence platform that enables agile, predictive, and consultative operations. Since its implementation, the solution has already delivered a 30% increase in business acquisition and projects 100% growth by the end of 2026.

In 2025, the unit further reinforced its pioneering role in the Brazilian construction

industry by leading the adoption of Ventilated Facades, a more sustainable system that generates less construction waste, reduces material loss, and contributes to lower energy consumption. A landmark achievement of this initiative is the Platina 220 building in São Paulo, the first large-scale project to adopt this solution entirely with Portobello porcelain surfaces, totalling approximately 60 thousand m<sup>2</sup> of coverings in a development that has already become an icon of urban innovation.

The technology creates an air chamber between the structure and the cladding, promoting natural ventilation through the chimney effect and significantly reducing thermal load, thereby extending the building's lifespan.

2,519  
EMPLOYEES

+60  
COUNTRIES  
SERVED  
ACROSS ALL  
CONTINENTS

27  
MILLION M<sup>2</sup>  
OF SURFACE  
COVERINGS  
PRODUCED IN 2025

# PORTOBELLO SHOP

GRI 2-6

**Portobello Shop** is the largest network of surface solution stores in Brazil, with 131 franchised stores and 30 company-owned stores. The value strategy of our retail business unit is centred on customer-centricity and brand experience.

Product launches, such as the Bossa on the Road Collection, which uses Super Touch technology to enhance the tactile and visual sensoriality of products, reflect this continuous pursuit of memorable experiences.

The Portobello+Architecture Community strengthens long-term relationships by acting as a strategic business partner. This direct dialogue channel with the market goes beyond commercial transactions, fostering a sense of belonging and encouraging co-creation with architects and designers to ensure sustained retail success.



975  
EMPLOYEES

+54  
THOUSAND M<sup>2</sup>  
OF SALES AREA (FRANCHISED  
AND COMPANY-OWNED  
STORES COMBINED)

8,270  
CUSTOMERS SERVED  
PER MONTH  
(AVERAGE)

+11  
THOUSAND  
ACTIVE ARCHITECTS  
IN THE +ARCHITECTURE  
RELATIONSHIP PROGRAMME

# POINTER

GRI 2-6

Based in Marechal Deodoro, Alagoas, **Pointer** celebrated its tenth anniversary in 2025, reinforcing its position as our democratic design business unit. Supported by its industrial complex, the brand serves the North and Northeast regions of Brazil through a tailored commercial approach.

Today, the operation stands as a pillar of socioeconomic development, generating more than 400 direct jobs and 900 indirect jobs, with products available in nearly 1,500 points of sale.

Throughout the year, the unit maintained full production capacity utilization, outperforming the industry average. This performance reflects a management model focused on operational efficiency and economies of scale, driven by logistics optimization and lower energy costs.

Beyond the production floor, the Ambassadors Program played a key role in 2025 by strengthening the connection between those who manufacture our products and those who bring them to market. This movement is further reinforced by our volunteer network, which now includes more than 170 engaged employees. In addition to promoting a positive workplace environment through regular activities across company facilities, volunteers also represent the company within communities throughout the state of Alagoas.



457  
EMPLOYEES

1  
DISTRIBUTION  
CENTER

1,500  
POINTS OF SALE ACROSS  
BRAZIL'S NORTH AND  
NORTHEAST REGIONS

15  
MILLION M<sup>2</sup>  
OF PRODUCTS  
MANUFACTURED  
IN 2025

# PORTOBELLO AMERICA

GRI 2-6

**Portobello America** brings our internationalization strategy to life in the world's largest market: the United States.

Following the ramp-up of the Baxter, Tennessee manufacturing facility, inaugurated in October 2023, PBA consolidated its operational turnaround in 2025. As a result, net revenue increased by 27.2%, reaching BRL 379.1 million. In U.S. dollar terms, revenue grew by 14.4% compared to the previous year.

This performance was driven by the expansion of the customer and distributor base, enhanced logistics efficiency, and a strengthened product portfolio, enabling closer alignment with local market demands through an optimized regional distribution model.

Beyond its commercial achievements, PBA also became an innovation hub for the Group in 2025. The facility hosted the final workshop of the Chicago Creative Collective, where approximately 25 Brazilian and American architects collaborated at the Baxter headquarters to transform cultural immersion experiences into new product concepts.



The strengthening of the brand's international presence reached a milestone during Coverings 2025, North America's leading industry trade show. At the event, **Portobello America** showcased collections that connect Brazilian design with local market needs, demonstrating the strength of a brand that truly "thinks globally and acts locally."

288  
EMPLOYEES

85%  
OF INSTALLED  
CAPACITY UTILIZED  
IN 2025

3  
MILLION M<sup>2</sup> OF  
SURFACE COVERINGS  
MANUFACTURED  
DURING THE YEAR

## BUSINESS MODEL AND VALUE CREATION

GRI 3-3

Portobello Grupo's multichannel strategy and value creation model are inseparable from the concepts of Branding as Legacy and Digital Transformation (DT).

For us, Branding is a fundamental pillar of business strategy. It acts as a cultural driver that guides decision-making, ensures portfolio consistency, and serves as a catalyst for innovation, safeguarding the long-term projection of the brand's value and essence.

We view Branding as a powerful alignment tool capable of guiding industrial innovation, enhancing the retail experience, and strengthening market positioning.

Digital Transformation, in turn, is the engine behind our multichannel strategy. It drives operational efficiency and commercial intelligence, ensuring that the Company continues evolving toward Industry 4.0 while strengthening its leadership position in the retail landscape of the future.

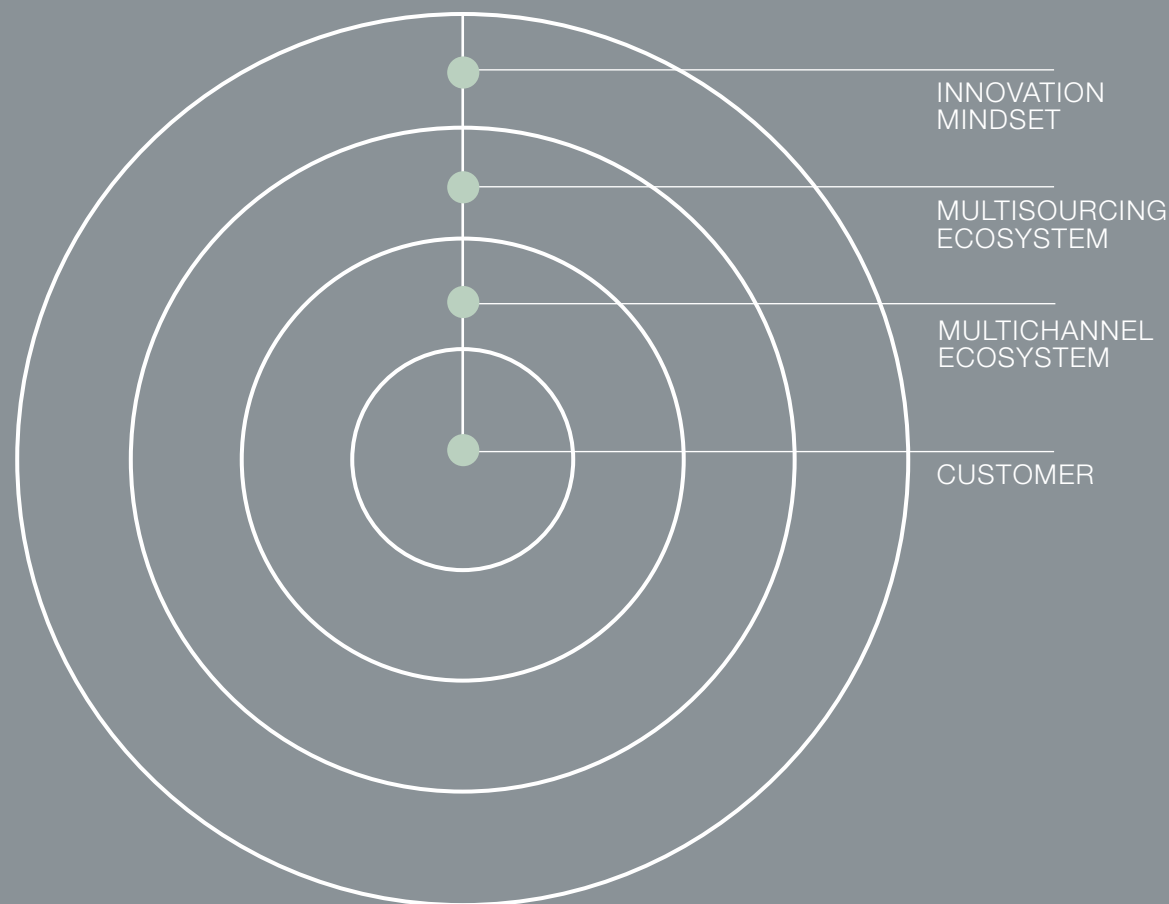


## INTEGRATED BUSINESS MODEL AS A STRATEGIC ENABLER

Our business model is built on an integrated, customer-centric, and data-driven foundation. This approach encompasses the entire value chain—from manufacturing to distribution and retail—allowing end-to-end supply chain management while ensuring operational efficiency and quality at every stage.

Digital Transformation is the force that drives this integration and plays a strategic role in optimizing internal processes and generating new business opportunities. The focus extends beyond technology. Our objective is to enhance the customer experience, creating a more seamless journey while strengthening relationships with business partners.

By integrating the Multisourcing Ecosystem (production operations) with the Multichannel Ecosystem (sales channels), this model enables the Group’s innovation strategy and supports sustainable growth in global markets.



### MULTISOURCING ECOSYSTEM

- Proprietary manufacturing facilities
- Outsourcing partners
- Specialized production plants
- End-to-end solutions

### LOGISTICS

- Distribution center network
- Last-mile delivery
- Order tracking

### MULTICHANNEL ECOSYSTEM

- **Portobello Shop** network
- Home centers and building materials retailers
- Engineering projects and large-scale developments in partnership with construction companies and real estate developers
- Exports

## DIGITAL TRANSFORMATION: CONNECTIVITY AND INTELLIGENCE FOR THE FUTURE

In 2025, Portobello Grupo's Digital Transformation journey was consolidated around two strategic pillars: Be Digital and Go Digital.

While the former focuses on the evolution of organizational culture, agile methodologies, and data literacy, the latter drives technological and infrastructure modernization, positioning the Company as a digital business centered on efficiency and customer experience.

To ensure the global scalability of our infrastructure, we continue advancing our Cloud Journey, an initiative that has been essential for integrating our business units. The program includes the migration of data centers and satellite applications across all operations to cloud-based environments.

Launched in 2025, the Portobello Grupo Data Academy was designed to transform theory into practice and has already trained more than 190 employees. Through a methodology focused on solving real business challenges, the program has delivered tangible results, including faster Customer Service response times, greater operational efficiency, and sustainability gains.

At **Portobello America**, for example, automation through Automatic IDI eliminated manual processes and generated significant productivity gains, including a 70% increase in credit analysis productivity and an 80% increase in local distribution efficiency, accelerating order processing directly from customer systems.

Digital convergence also accelerated the adoption of advanced solutions such as PlayObras, an application developed for the Engineering channel that increased sales force productivity at **Ceramica Portobello** by 30%. The year also marked the launch of V3RA, an internal generative AI platform that combines the power of artificial intelligence with robust corporate data security, ensuring full compliance with Brazil's General Data Protection Law (LGPD).

Data governance was further strengthened through advanced solutions such as Zscaler and continuous cybersecurity practices. Looking ahead, the Technology area is already preparing the Company for Industry 4.0, adapting the business to a future in which commercial interactions will increasingly be mediated by artificial intelligence agents.

+80%

INCREASE IN LOCAL DISTRIBUTION PRODUCTIVITY (PBA) THROUGH ORDER INTEGRATION

+70%

IMPROVEMENT IN CREDIT ANALYSIS PRODUCTIVITY THROUGH THE ELIMINATION OF MANUAL PROCESSES

+30%

INCREASE IN SALES FORCE PRODUCTIVITY (ENGINEERING CHANNEL) DRIVEN BY THE PLAYOBRAS APPLICATION

### OPEN INNOVATION: GLOBAL CONNECTIONS AND BORDERLESS DESIGN

In 2025, our Innovation Cycle, which embodies Portobello’s open innovation strategy, further strengthened a global ecosystem of multidisciplinary co-creation. Customer-centric and driven by collaboration, this methodology combines an “inside-out” perspective, built through active listening and Product Clinics, with an “outside-in” approach informed by desk research and collaborations with leading figures in architecture and design.

The Trendbook 2025, launched at the end of 2024, served as our creative compass throughout the year. Developed through extensive research conducted at major international fairs and events, the publication translated emerging behaviors and market signals into strategic directions for portfolio development.

The most significant milestone of the period was the Chicago Creative Collective, held in September 2025. This edition marked a historic moment by bringing together Brazilian and North American architectural communities in a cultural immersion experience that generated valuable insights for future collections.

At the same time, our internationalization strategy gained a physical co-creation platform with the inauguration of the Technical Office in Miami, United States. The space operates as a relationship-building and specification hub, enabling professionals from both Brazil and the United States to collaborate on projects while leveraging Portobello’s infrastructure to bring innovation to life.



## PORTOBELLO AMERICA'S 1<sup>ST</sup> HACKATHON

To celebrate the second anniversary of our international operation, **Portobello America** hosted its first Hackathon in 2025, reinforcing our innovation strategy and strengthening ties with the North American academic community.

Developed in partnership with Tennessee Technological University, the initiative aimed to foster the co-creation of technological solutions capable of addressing real industry challenges.

Under the theme “Design the Future with AI,” the 48-hour immersive experience took place at our manufacturing facility in Baxter, Tennessee, bringing together multidisciplinary teams composed of students from the university’s Department of Computer Science and its Center for Artificial Intelligence and Data Science.

Supported by mentors and technical workshops, participants developed projects focused on three strategic pillars essential to business competitiveness: Logistics,

Automation, and Sustainability.

The successful delivery of **Portobello America**'s first Hackathon reinforced our commitment to open innovation by connecting design, technology, and local talent. Through this initiative, participants developed artificial intelligence and automation solutions aimed at solving real operational challenges.

One of the projects focused on Raw Material Management through logistics palletization optimization. By increasing load efficiency, the solution reduces truck traffic and transportation requirements, directly contributing to lower atmospheric emissions across our operations.

As a practical outcome, we established a partnership with the local university to sponsor a Capstone Project that will further develop and support the implementation of two of these initiatives.

The success of the event also generated



positive internal momentum, leading to the launch of our first AI workshop for the sales team and expanding the integration of technology into commercial activities.

Through this initiative, **Portobello America** further strengthens its internationalization strategy, positioning itself as a technological development hub and reinforcing its leadership role within the North American market.



## STRATEGIC PORTFOLIO MANAGEMENT AND OUTSOURCING

To accelerate innovation and business growth, we adopted a model based on Strategic Portfolio Management and structured outsourcing partnerships.

This approach functions as a business intelligence capability dedicated to analyzing consumer data, monitoring competitors, and interpreting global behavioral trends. Fully integrated into our Innovation Cycle, Strategic Portfolio Management aligns design trends with market demands, ensuring that every product launch responds effectively to the expectations of customers and architects. Our annual portfolio renewal rate currently stands at 30%, significantly exceeding the industry average of 10%.

This strategy goes beyond determining which products enter the portfolio. The curation process focuses on performance, minimizing excess inventory and tied-up capital while balancing high-turnover products with premium offerings that reinforce brand value. Today, Portobello products are available through more than 600 home centers across Brazil.

Complementing this strategy, Structured Outsourcing enables portfolio expansion and faster product launches without requiring additional manufacturing

investments. This model facilitates entry into categories such as faucets and sanitary ware while preserving our premium positioning and responsiveness to market demand.

A significant milestone in this evolution is Portobello Kitchen & Bath (KB), a curated collection of exclusive fixtures designed to meet growing demand among architects and customers for increasingly comprehensive solutions capable of creating seamless harmony between finishes and surface coverings.

Through a rigorous selection of manufacturing partners across Asia and Europe, the KB collection delivered outstanding results in 2025, accounting for 18% of sales generated through complete-solution projects.

We believe this strategy reflects both the acceleration of design trends and a profound shift in consumer behavior, as customers increasingly seek integrated solutions rather than standalone products.

Beyond category expansion, the maturity of our Business Development area generated direct gains in profitability and operational efficiency.

More than launching products,  
we want our portfolio  
**to express our brand identity  
while directly responding to the  
needs and aspirations of  
our customers and the market.**

We implemented pricing policies that align sales channels and prevent product overlap, ensuring portfolio consistency. To support this approach, we also developed a real-time portfolio management dashboard that enables managers to monitor collection performance and optimize inventory composition at each store.

These initiatives demonstrate that innovation at Portobello extends beyond product design, encompassing data intelligence and strategic management practices that contribute to long-term business sustainability.

## PRODUCTS 2025: A GLOBAL IDENTITY

The past year was also marked by a significant evolution in our product portfolio. The year's flagship launch took place during Expo Revestir in São Paulo, initiating a global showcase cycle that also included Coverings (United States) and Cersaie (Italy), reinforcing our international positioning as a truly global brand.

Our product strategy was guided by the conscious replacement of natural raw materials through technological innovation, enabling the faithful reproduction of the aesthetics of natural stone and wood while delivering superior technical performance.

The Bossa On The Road collection represented the strategic synthesis of this movement, combining Brazilian creativity with the company's global vision. Under the theme Feels Like Home, the collection materialized a cultural dialogue between Brazil and the world. Mocaccino Torino, inspired by Italian breccias and the tones of French natural stones, was recognized as Best Porcelain Tile at the 10th edition of the Best in Show Awards.





### **HAPTIK**

Developed in collaboration with renowned visual artist Vik Muniz, Haptik incorporates innovative relief technologies and Super Touch surfaces. The collection delivers a highly tactile experience, featuring textures inspired by watercolor paper that reproduce organic surfaces with mathematical precision. The result elevates ceramic coverings to the status of artistic expression and signature design.

### **SAMBA ROCK**

Created in partnership with Brazilian designer Marcelo Rosenbaum, Samba Rock reinterprets traditional Italian terrazzo through a contemporary lens. By leveraging technology to recreate the appearance of fragments of Brazilian stone, the collection delivers a sophisticated mineral aesthetic without the need to extract rare marble resources, combining design innovation with a more sustainable approach to material sourcing.



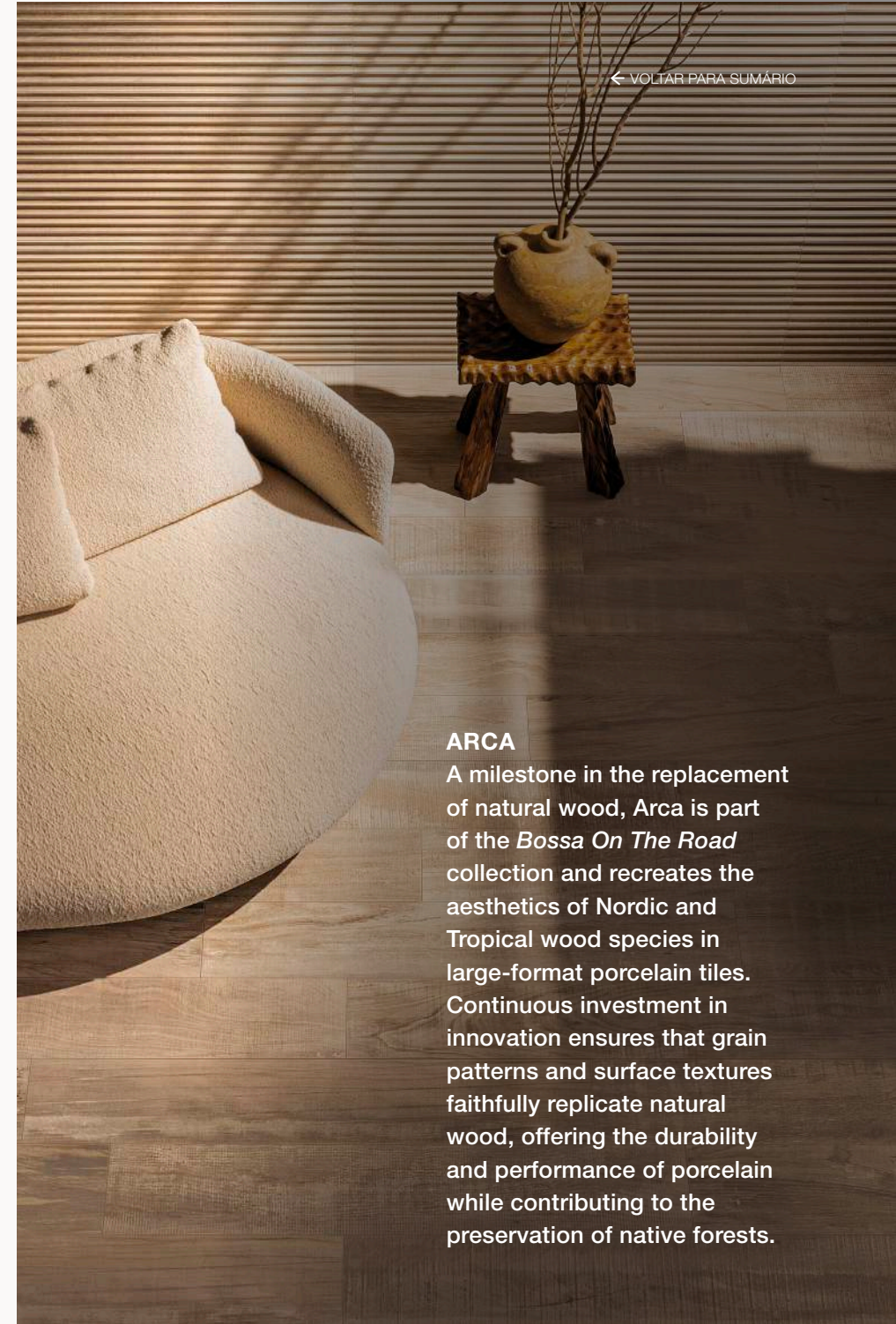
**BRECCIA, SYNTHESIS AND THE EDGE**

Collections developed for the North American market and unveiled at Coverings 2025. These product lines reinforce the role of the Baxter (USA) facility as a true one-stop shop, combining local manufacturing efficiency with the ability to deliver the authentic aesthetics of natural stone to international markets.



**TAJ MAHAL AND SCUBA**

The Taj Mahal collection and the Scuba mosaic push the boundaries of realism and technical sophistication, demonstrating how innovation can drive conscious, refined and responsible design.



**ARCA**

A milestone in the replacement of natural wood, Arca is part of the *Bossa On The Road* collection and recreates the aesthetics of Nordic and Tropical wood species in large-format porcelain tiles. Continuous investment in innovation ensures that grain patterns and surface textures faithfully replicate natural wood, offering the durability and performance of porcelain while contributing to the preservation of native forests.



**TACTILE REALISM**

Technological innovation across our product portfolio has been guided by the pursuit of tactile and sensory realism. To achieve this objective, we invested in advanced digital relief and printing technologies that allow the surface texture of each tile to be perfectly synchronized with its printed design. The result is a highly sophisticated matte-sync, or digital relief, effect.

This technological advancement enabled collections

such as Arca (wood-inspired surfaces) and Samba Rock (terrazzo-inspired surfaces) to achieve unprecedented fidelity to their original materials.

The ultimate expression of this innovation was the Haptic collection, developed in partnership with Vik Muniz. Leveraging Super Touch technology, the collection transforms ceramic surfaces into artistic experiences that invite interaction and touch, redefining standards of innovation in surface finishes across the industry.



## FINANCIAL PERFORMANCE

The year 2025 was characterized by operational resilience amid a challenging industry environment, with Portobello Grupo maintaining a strong focus on cash preservation and disciplined capital allocation.

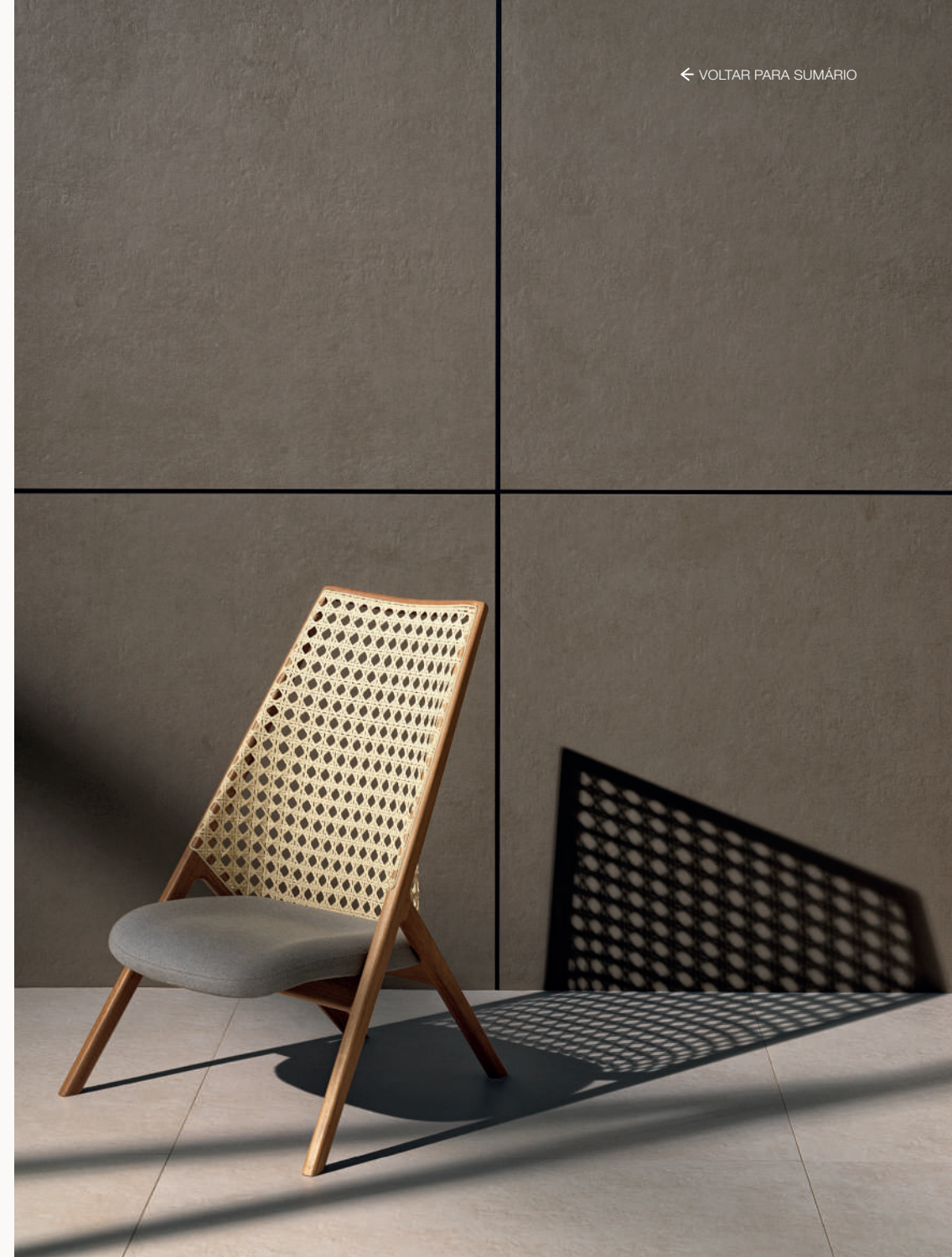
Consolidated Net Revenue reached BRL 2.6 billion, representing growth of 8.2% compared with 2024, primarily driven by the strong performance of international operations.

EBITDA totaled BRL 321.2 million in 2025, an increase of 2.4% year over year, resulting in an EBITDA margin of 12.3%. Despite operational progress, the Company reported a consolidated net loss of BRL 291.7 million for the

year, mainly reflecting higher financial expenses, increased depreciation charges and non-recurring accounting effects, within a more challenging macroeconomic environment marked by elevated interest rates.

From a financial strength perspective, the Group generated BRL 316 million in Free Cash Flow during 2025, one of the strongest performances recorded in recent years, reflecting efficient working capital management.

Financial Leverage (Net Debt/EBITDA) closed the year at 3.09x, improving from 3.27x at the end of 2024.





#### **CERAMICA PORTOBELLO**

Our first manufacturing facility closed the year with Net Revenue of BRL 1.05 billion (+5.5%), outperforming the domestic market while operating at full production capacity.

**Ceramica Portobello** generated Gross Profit of BRL 415 million, achieving a gross margin of 39.3%.

#### **PORTOBELLO SHOP**

The retail network further strengthened its position as a key value driver, generating BRL 1.04 billion in Net Revenue, an increase of 4.6% compared with the previous year.

The accumulated gross margin reached 44.0%, supported by network expansion and excellence in customer experience, reflected in an NPS score of 86.6.

#### **POINTER**

The Alagoas operation reported Net Revenue of BRL 258.2 million, representing growth of 3.8% compared with 2024 and outperforming the average growth rate of the dry-process ceramic tile segment.

The annual gross margin reached 9.7%.

#### **PORTOBELLO AMERICA (PBA)**

**Portobello America** delivered strong Net Revenue growth of 27.2%, reaching BRL 379.1 million. As a result, the international operation accounted for 15% of the Group's total revenue in 2025. The business also further consolidated its operating structure in the United States, achieving a gross margin of 10.0% for the year.

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**Additional information** regarding the Group's financial performance is available on the Investor **Relations website**:  
→ [ri.portobello.com.br](https://ri.portobello.com.br) .

## AWARDS AND RECOGNITIONS

### → Exame Best & Largest Companies Ranking:

· Recognized among the largest companies in the state in the 52nd edition of Exame magazine's Best & Largest Companies ranking, standing out for performance and innovation in the Building Materials and Finishes category.

### → Seven-Time Reclame Aqui Award Winner:

· For the seventh consecutive year, we were recognized as the winner of the Reclame Aqui Award in the category "Wall and Floor Coverings, Flooring and Ceramics – Large Operations".

### → Corporate citizenship:

· We received the ADVB/SC Corporate Citizen Certificate for the case study Smart Design for the Development of More Sustainable Packaging, as well as the ALESC Social Responsibility Certificate, which recognizes public-sector, private-sector and third-sector organizations that demonstrate commitment to social, environmental and governance (ESG) practices, evidenced through their social reporting.

### → Ser Humano SC Award:

· We received recognition for three initiatives in the latest edition of the Ser Humano Award (ABRH-SC), reinforcing our excellence in people management. The achievements included **Ceramica Portobello's** Lidera+ programme (ESG Category) and Development in Action, focused on equitable talent development, as well as **Portobello Shop's** Career Acceleration Programme.



ADVB/SC Corporate Citizen Award Ceremony

USGBC Leadership Awards

### → Recognized brand:

· We celebrated achieving Top of Mind recognition in the Flooring and Surface Coverings category in the state of Santa Catarina.

### → International certification

· Our international operation, **Portobello America**, obtained the prestigious Green Squared certification, the leading sustainability standard for the ceramic industry in the United States.

This recognition reflects responsible management throughout the entire value chain of the North American operation and applies directly to locally manufactured product lines, including the Thera collection and the Onyx Unique series.

With this certification, the operation further reinforces its position as a globally recognized player in the ceramic industry.



Days Unique | NAT | 115x  
 Deep Forest | POK | 115x  
 The ET | NAT  
 Stone | POK | 115x  
 Stone (Polished) | NAT | 115x  
 Chameleon | NAT | 115x  
 Moonlight Of White ST | NAT | 115x  
 Dawn | NAT | 115x

Meteorology | POK | 115x  
 Moonlight Of White | POK | 115x  
 Chien Di Venello | NAT | 115x  
 The Edge | POK | 115x  
 Aurora Di Marble | NAT | 115x  
 Aurora Bianco ST | NAT | 115x  
 Aurora Aurora ST | NAT | 115x

Bianco Covadonga | NAT | 115x  
 Oro Bianco  
 Gray Marble | POK | 115x  
 Mist Stone | NAT | 115x  
 Nero Venello | POK  
 Chien Di Venello | POK | 115x

# Carrara Icon

Carrara Marble remains between the past and the present. Now, in a new light, it resurfaces more precious, clean and current. Classic par excellence. Timeless by essence.



Carrara Icon   NAT	Carrara Icon   POK



# Portobello + Governance

# Sustainability: the strategy shaping our future

At Portobello Group, we believe that Sustainability is not a parallel agenda but the foundation of our strategic planning and governance. We are therefore convinced that design can only be truly innovative when it is responsible.

Since 2022, our actions have been guided by our ESG Plan, a strategic framework designed to consolidate our long-term vision. This plan is grounded in the Group Sustainability Statement, the Materiality Matrix—which identifies the issues most relevant to our business and stakeholders—and the United Nations Sustainable Development Goals (SDGs).

To ensure that Sustainability remains a key criterion in decision-making, we rely on the Sustainability Committee, a governance body linked to the Board

of Directors and chaired by the Chief Executive Officer. The Committee ensures that commitments associated with SDGs 5, 6, 7, 8, 12, 13 and 15 are fully integrated into the operations of each business unit.

Our ESG strategy is structured around three pillars—+Ecoefficient, +People and +Governance—which guide the initiatives and targets implemented across all operations in Brazil and internationally.

These pillars represent more than ethical commitments. They are strategic foundations that drive operational efficiency, market competitiveness, innovation and long-term business resilience.



# MATERIALITY

GRI 3-1, 3-2

The definition of our strategic priorities is rooted in a rigorous process of engagement and analysis. The Materiality Matrix reflects our ongoing dialogue with key stakeholders, including employees, customers, shareholders, suppliers and local communities. Through this process, we identify the environmental, social and governance topics that have the most significant impact on both our business and society.

Aligned with leading global standards, including GRI and SASB, the assessment reaffirmed the critical issues that shape our ESG Plan. More than a list of priorities, materiality serves as a strategic filter, ensuring that investments and innovation efforts are focused on areas where we can create the greatest shared value. This approach strengthens business resilience while enabling the delivery of solutions that respect planetary boundaries.

Conducted in October 2022, the materiality assessment included market context analyses, ESG indicator reviews, benchmarking against peer companies,



and consultations with key internal and external stakeholders. The process involved representatives from all Group business units.

As a result, seven material topics were identified and approved by the Board of Directors. These topics guided the selection of indicators disclosed in this report and are scheduled to be reviewed in 2026.

## ENGAGED STAKEHOLDERS

- Online survey: employees, customers, communities, suppliers, franchisees and architecture professionals;
- Workshop: franchisees;
- Interviews: executives, industry associations, customers, suppliers and business partners.

## MATERIAL TOPICS

- Customer centricity;
- Governance, transparency and ethics in the management of operations and the value chain;
- Circularity;
- Climate change;
- Sustainable products and manufacturing;
- Workforce and community development;
- Human rights.

## 5<sup>TH</sup> SUSTAINABILITY WEEK

In 2025, Portobello Group held the fifth edition of Sustainability Week, a strategic engagement initiative and a key expression of our organizational culture.

Under the theme “The climate crisis is collective; our response must be collective as well”, the event was aligned with our material priorities and the global climate agenda. It promoted employee awareness and capability-building while strengthening relationships with surrounding communities.

The opening event took place on June 10 at the Community Development Association of Ceramic Industry Employees of the Tijucas River Estuary (ADEC), in Tijucas, Santa Catarina, bringing together approximately 400 participants, including employees, leaders, municipal authorities and representatives of the Santa Catarina Civil Defense. The event was also broadcast live to audiences across Brazil and internationally.

A key highlight was the presentation of ESG case studies from each of our four business units. **Ceramica Portobello** showcased its Waste Circularity initiatives;



**Portobello Shop** presented advances in the Free Energy Market; **Portobello America** shared achievements related to Green Square Certification; and **Pointer** highlighted the work carried out by its Environmental Ambassadors.

The programme continued through June 17 with simultaneous activities across all business units, supported by leadership teams, the Sustainability Committee and Volunteer Groups, reinforcing the cross-functional integration of the ESG agenda throughout the organization.



Opening of the 5<sup>th</sup> Sustainability Week

## HIGHLIGHTS OF THE 5<sup>TH</sup> SUSTAINABILITY WEEK

- Educational initiatives focused on circular economy principles and waste management in public schools in Marechal Deodoro, Alagoas.
- The 1<sup>st</sup> Tijucas +Sustainable Road Race combined commitments to health promotion and social responsibility, with all proceeds directed toward strengthening local social assistance programmes.
- For the second consecutive year, we hosted the Cultural Diversity Fair, celebrating the richness of Brazil’s cultural heritage, as well as Cine Diversidade, at **Ceramica Portobello**.
- We held the IFRS S2 – Climate Risks and Opportunities Workshop, bringing together representatives from Compliance, Environment and Sustainability, as well as industrial, commercial, procurement and logistics teams from all four business units.
- **Pointer** hosted a lecture on Female Leadership, delivered by psychologist Dr. Cristiane Souza as part of the Lidera+ programme.

- In partnership with the Environmental Institute of the State of Alagoas (IMA/AL), we organised a cycling event in Marechal Deodoro to encourage healthy lifestyles, sustainable behaviours and stronger connections between communities and the environment.
- Volunteer initiatives also formed part of the programme, including the revitalisation of Fabrício de Amorim Square in Tijucas, Santa Catarina, and a community painting campaign at Amigos Leal in Marechal Deodoro, Alagoas, supporting the renovation of its sports court.
- Together with Natura and Fractal Interiores, we promoted a strategic discussion on the role of architecture within the ESG agenda and its practical application across **Portobello Shop** operations. The initiative connected environmental and social priorities to day-to-day business activities, extending engagement to back-office teams and distribution centres.
- Through the éPortobello ESG Programme and the Sururu campaign,



IFRS S2 Workshop – Climate Risks and Opportunities

we mobilised our network by recognising commercial performance linked to social impact projects and sustainable design. The initiative encouraged the sharing of numerous real-life stories across stores, reinforcing Sustainability as a value embraced throughout the organization.

Portobello Sustainability Week 2025 took place during a period of growing external recognition of our sustainability practices and commitments, coinciding with our inclusion in the ISE B3 portfolio (Corporate Sustainability Index). This achievement further highlights the continuous advancement of our environmental, social and governance framework.

## PORTOBELLO GROUP AT COP30 BRAZIL AMAZON

Our participation in the 30th United Nations Climate Change Conference (COP30), held in Belém in November 2025, marked an important milestone in the evolution of our ESG journey. It represented an opportunity to reaffirm that sustainability is not merely a corporate commitment, but a core driver of innovation and long-term growth across our business.

A key highlight of our participation was the Sururu Project, presented across three internationally recognized forums: the Blue Zone, the Agri Zone and Casa Futura. The initiative embodies the Portobello +Ecoefficient pillar by demonstrating circular economy principles in practice, transforming shellfish harvesting waste into a high-value raw material for design applications.

Developed through a multi-stakeholder partnership involving IABS (Brazilian Institute for Development and Sustainability), Instituto A Gente Transforma, founded by architect Marcelo Rosenbaum, public-sector organizations

and communities in Maceió, Alagoas, the project was showcased as an inspiring model of circular socio-economic development. Throughout the discussions, we highlighted how collaboration between private-sector expertise and local knowledge can generate measurable impact, improving quality of life within communities while promoting the preservation of natural resources through innovation in materials and processes.

Aligned with the Portobello +People pillar, we also participated in the panel “Women of the Waters: The Voice of Women Fishers and Aquaculture Workers in Climate Action” at the Agri Zone. The discussion underscored the critical role of women in climate resilience, particularly the shellfish gatherers of Vergel (Alagoas). By placing female leadership and community empowerment at the heart of the conversation, we reinforced our belief that a just climate transition can only be achieved when it drives social inclusion, income generation and territorial development.



Our participation in COP30 also reinforced our environmental governance framework and our commitment as a signatory of the UN Global Compact.

Under the guidance of our Sustainability Committee, the discussions held in Belém were directly connected to the objectives of our 2025–2030 ESG Plan, which prioritizes:

→ **Decarbonization**

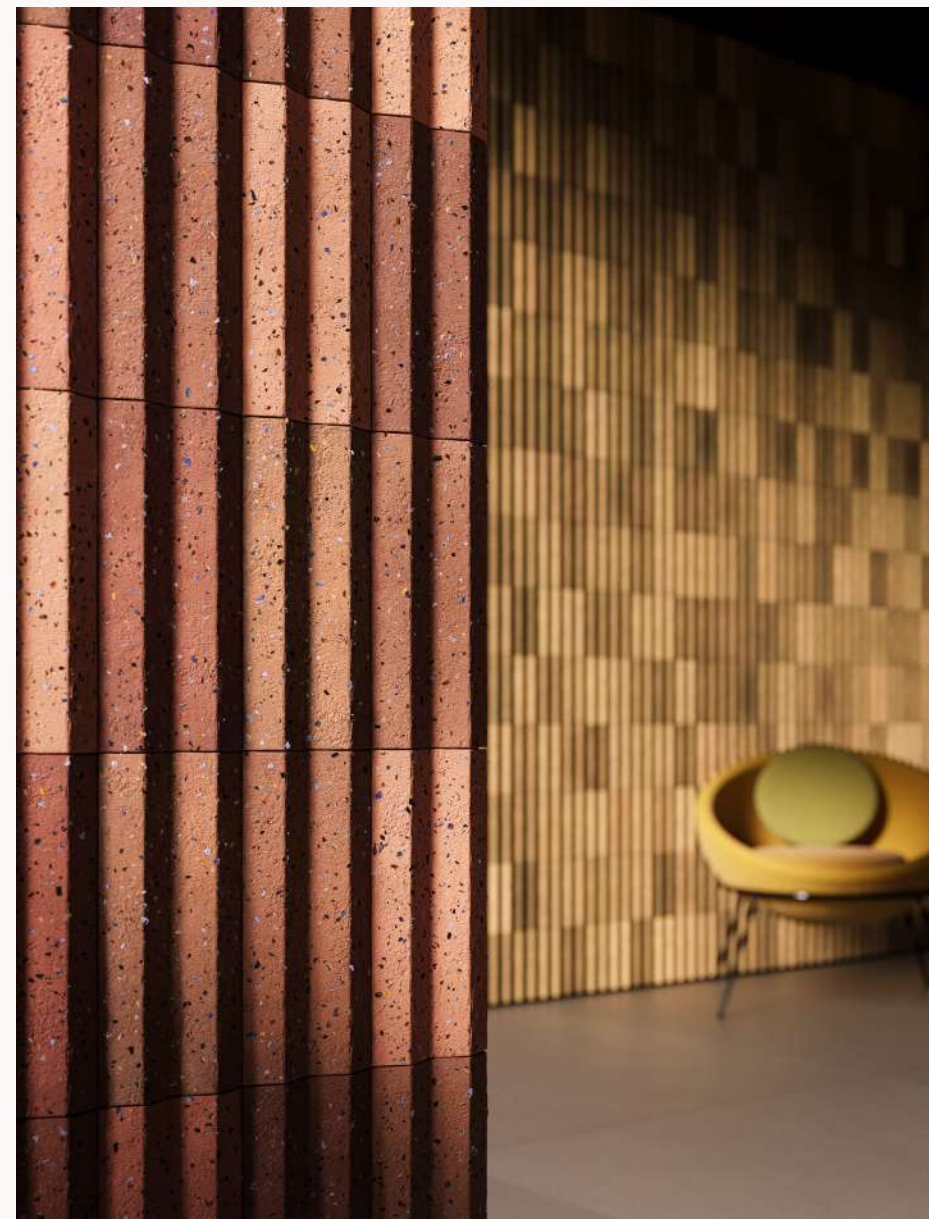
Alignment with global challenges related to emissions reduction and the energy transition.

→ **Circularity**

Continuous advancement in responsible resource and waste management practices.

→ **Value Chain Engagement**

Commitment across the entire value chain, ensuring that positive impact extends from suppliers through to customers and retail partners.



3

STRATEGIC VENUES:  
ACTIVE PARTICIPATION IN THE  
BLUE ZONE, AGRI ZONE  
AND CASA FUTURA

100%

ALIGNMENT: PARTICIPATION  
FULLY FOCUSED ON THE SDGS  
(SUSTAINABLE DEVELOPMENT GOALS)  
OF THE GLOBAL COMPACT

→ **SUCCESS STORY:**

INTERNATIONAL RECOGNITION OF  
THE SURURU PROJECT AS A BENCHMARK  
FOR SOCIO-ENVIRONMENTAL  
CIRCULAR ECONOMY



# Portobello +Transparency

GRI 3-3

Transparency, supported by strong ethical principles and values, forms the foundation of our business strategy and operating model. To reinforce this commitment, we consolidated the Portobello +Transparency Program, bringing together a robust framework of mechanisms, standards, policies and procedures designed to ensure compliance with applicable legislation and internal guidelines.

In 2025, we further strengthened stakeholder engagement through awareness and educational initiatives involving employees, business partners and other stakeholders. One important milestone was the publication of the guide “Integrity, Anti-Corruption and Relationships with the Public Sector.” This reference document provides clear guidance and practical examples for addressing complex situations, ensuring that individual conduct remains aligned with the highest standards of ethics and integrity.

Another significant step in our compliance and resilience journey was the launch of the New Tax Project, a strategic initiative designed to prepare the Company for the substantial changes introduced by Brazil’s Tax Reform (Complementary Law 214/25), effective from 2026 onward. The reform provides for the elimination of taxes such as ICMS, ISS, PIS and COFINS and their replacement by the IBS and CBS taxation models.

**ISE B3 STATUS:**  
COMPANY INCLUDED  
IN THE B3 CORPORATE  
SUSTAINABILITY INDEX

**60+**  
SUSTAINABILITY  
PROJECTS  
SUBMITTED TO THE  
ÉPORTOBELLO ESG  
PROGRAM



New Tax project presentation

We believe this initiative will have a cross-functional impact throughout the Company, affecting areas ranging from Tax and Legal to Logistics, Procurement and Digital Operations. By proactively preparing for these changes, we reinforce transparency and governance excellence, ensuring that cultural and process transformations take place efficiently and securely while mitigating risks and strengthening our market leadership position.

Our commitment to ethical and transparent management has also enabled valuable dialogue with key market stakeholders. In 2025, for example, we were invited to participate in the 2nd Leroy Merlin & Obramax Legal and Compliance Week, contributing to the panel “ESG That Delivers Evidence: From Planning to Real Transformation,” which also included participation from FecomercioSP. This invitation reaffirmed the strength of our governance framework and our ability to transform socio-environmental commitments into measurable and replicable practices, strengthening mutual trust and alignment across our distribution network.

Through **Portobello America**, we have assumed a leading role in supporting the evolution of the North American ceramic industry, recognizing institutional representation as a strategic pillar of governance. To this end, we strengthened our industry presence by joining the Sustainability Committee of the Tile Council of North America (TCNA) and the Board of Directors of the Cookeville–Putnam County Chamber of Commerce. These positions allow us

to actively contribute to regional business initiatives and industry discussions in Washington, D.C., on issues that are critical to the sector. Securing this level of representation and exercising this leadership role reflects our continuous pursuit of excellence, ensuring that Portobello Group’s vision and values contribute to best practices and the sustainable development of the global value chain.

During the second half of 2025, we launched the Fibra Project, a strategic initiative developed in close alignment with senior leadership and the Board of Directors. Supported by Integration Consulting, the project focuses on enhancing operational efficiency through structural and process optimization, promoting more disciplined management of costs, expenses, working capital and investments. This commitment to operational excellence will generate important developments throughout 2026, ensuring the strength and resilience required to sustain our long-term growth trajectory.

At Portobello Group, ESG management is overseen by a Sustainability Committee composed of shareholders and chaired by the Chairman of the Board of Directors, ensuring active engagement from senior leadership. We are signatories of the UN Global Compact and maintain targets aligned with the Sustainable Development Goals (SDGs).





## CODE OF ETHICAL CONDUCT

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

Our Code of Ethical Conduct guides the integrity and compliance of our operations and applies to employees, business partners, suppliers and franchisees.

Aligned with our ESG strategy and informed by the UN Global Compact and the UN Guiding Principles on Business and Human Rights, the document adopts the precautionary principle and reinforces respect for human rights, including decent work and fair remuneration,

prohibition of forced, child and slave labour, equality and non-discrimination, privacy and personal integrity, freedom of expression and association, employment and professional development, respect for traditional communities.

We devote particular attention to groups that may be more vulnerable to discrimination or exclusion due to factors such as origin, gender, race, educational background, religion, age, personal beliefs, sexual orientation or other characteristics. We also reinforce our commitment to inclusion, accessibility and respect for persons with disabilities. Complementing these commitments, the

Third-Party Management Policy establishes ESG requirements throughout the supply chain, formalized through contractual clauses and supplier requirements, supported by risk-based due diligence procedures. These include annual questionnaires for low-risk suppliers, semi-annual assessments for high-risk suppliers and annual on-site audits for raw-material suppliers.

The Code of Ethical Conduct is approved by the Board of Directors, while the Policy is approved by the Executive Board. Both documents are communicated internally and externally and reinforced through onboarding processes and recurring training programs. Responsibility for implementing these

commitments rests with Senior Management and executive leadership, who define the Company's vision and values and ensure that organizational culture remains aligned with these principles. Dissemination, implementation and monitoring are supported by the Human Resources, Compliance, Sustainability and Communications/Marketing functions, while managers and middle leadership play a critical role in translating commitments into day-to-day practices within their teams. In addition, the Ethics Committee oversees and safeguards these commitments, assessing and addressing any instances of non-compliance and ensuring continuous adherence to the Company's ethical standards.

## ETHICS HOTLINE

GRI 2-25, 2-26

As a key mechanism for stakeholder engagement and the protection of our corporate values, the Ethics Hotline receives reports through an independent third-party provider and forwards them to the Compliance department, which is responsible for classifying, investigating, and ensuring the appropriate handling of each case. Lower-severity matters, such as interpersonal conflicts, are supported by the Human Resources department and reported to the Ethics Committee upon resolution. More serious allegations, including harassment, discrimination, fraud, or corruption, are submitted directly to the Committee, which reports to Corporate Management.

Portobello Group maintains a Good-Faith Reporter Protection and Security Policy, ensuring confidentiality and prohibiting retaliation, as well as a User Guide outlining the operation of the Ethics Hotline. These resources are available to employees, franchisees, customers, and the broader community. The effectiveness of the Ethics Hotline is periodically reviewed and monitored through Compliance reports submitted to Executive Management and the Board of Directors via the Audit Committee.



To address questions regarding the implementation of the Company's policies and practices, Portobello Group publicly discloses the contact details of the Compliance department (→ [compliance@portobello.com.br](mailto:compliance@portobello.com.br)) and the Ethics Hotline on its Investor Relations website.

### Ethics Hotline Contacts

Toll-free hotline (Brazil)

→ **0800 580 2831**

Online reporting platform (all regions):

→ [canalintegro.com.br/Portobello](https://canalintegro.com.br/Portobello)

# Our governance structure

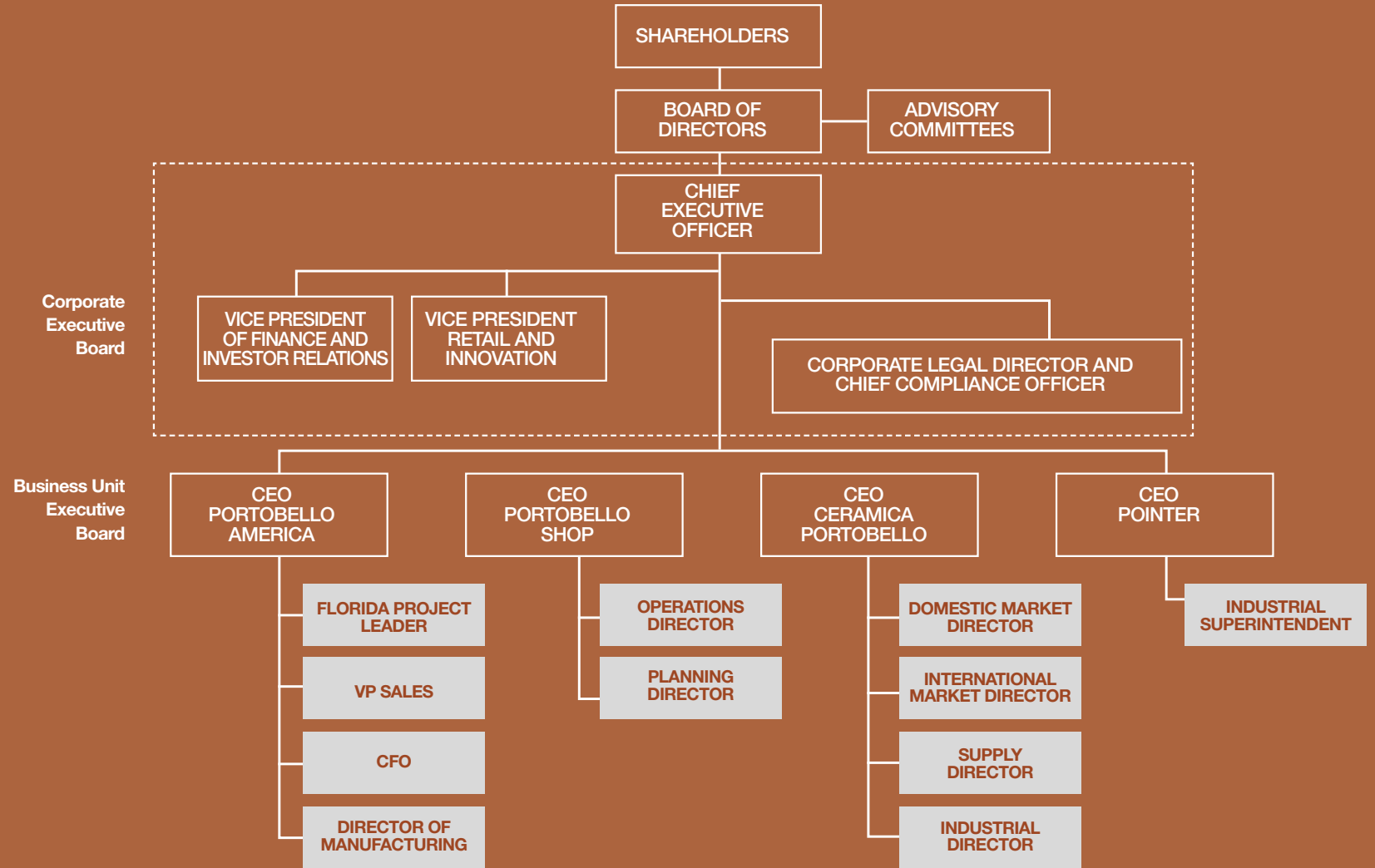
Fiscal year 2025

GRI 2-9, 2-10

Our governance framework follows leading market practices and reflects the profile of Portobello Group as a company listed on B3, the Brazilian stock exchange.

## → General Assembly

Responsible for electing members of the Board of Directors, Fiscal Council, and advisory committees, taking into account technical expertise, industry and company knowledge, independence, and, since 2023, gender diversity;



As of December 31<sup>st</sup>, 2025

→ **Board of Directors**

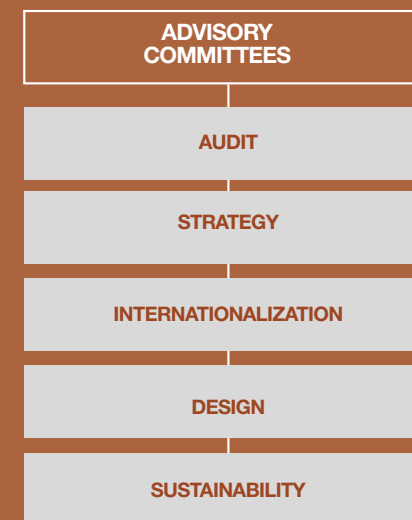
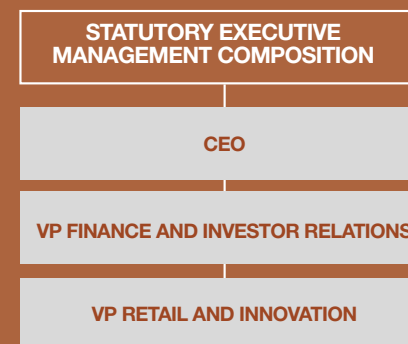
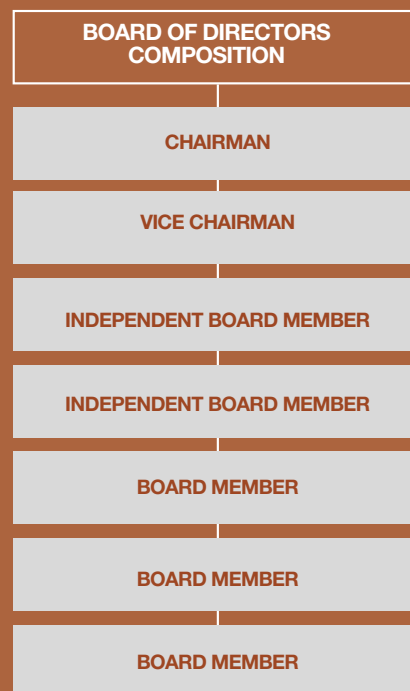
The Board of Directors is the Company's highest governance body, responsible for defining strategic direction and overseeing corporate performance and results. Members are elected by the General Shareholders' Meeting for a two-year term, with re-election permitted;

→ **Statutory Executive Board**

Responsible for managing the Company's operations and implementing the strategy approved by the Board of Directors. Members are elected by the Board for a one-year term, with re-election permitted. Each business unit within the Group also maintains its own Executive Management structure;

→ **Fiscal Council**

The Fiscal Council is responsible for strengthening transparency and integrity across the Company's operations. Established upon shareholders' request, as provided for in the Company's Bylaws, the Fiscal Council was formally dissolved during the final Extraordinary Shareholders' Meeting (EGM) of 2025, pursuant to Article 35 of the Bylaws.



Structure as of December 31, 2025.

## ADVISORY COMMITTEES TO THE BOARD OF DIRECTORS

### → Audit Committee

Since 2026, the Audit Committee has operated as a statutory body, supporting oversight of financial reporting, internal controls, risk management, and compliance activities.

### → Strategy Committee

Responsible for developing and monitoring the Company's strategic priorities, governance practices, and business performance.

### → Internationalization Committee

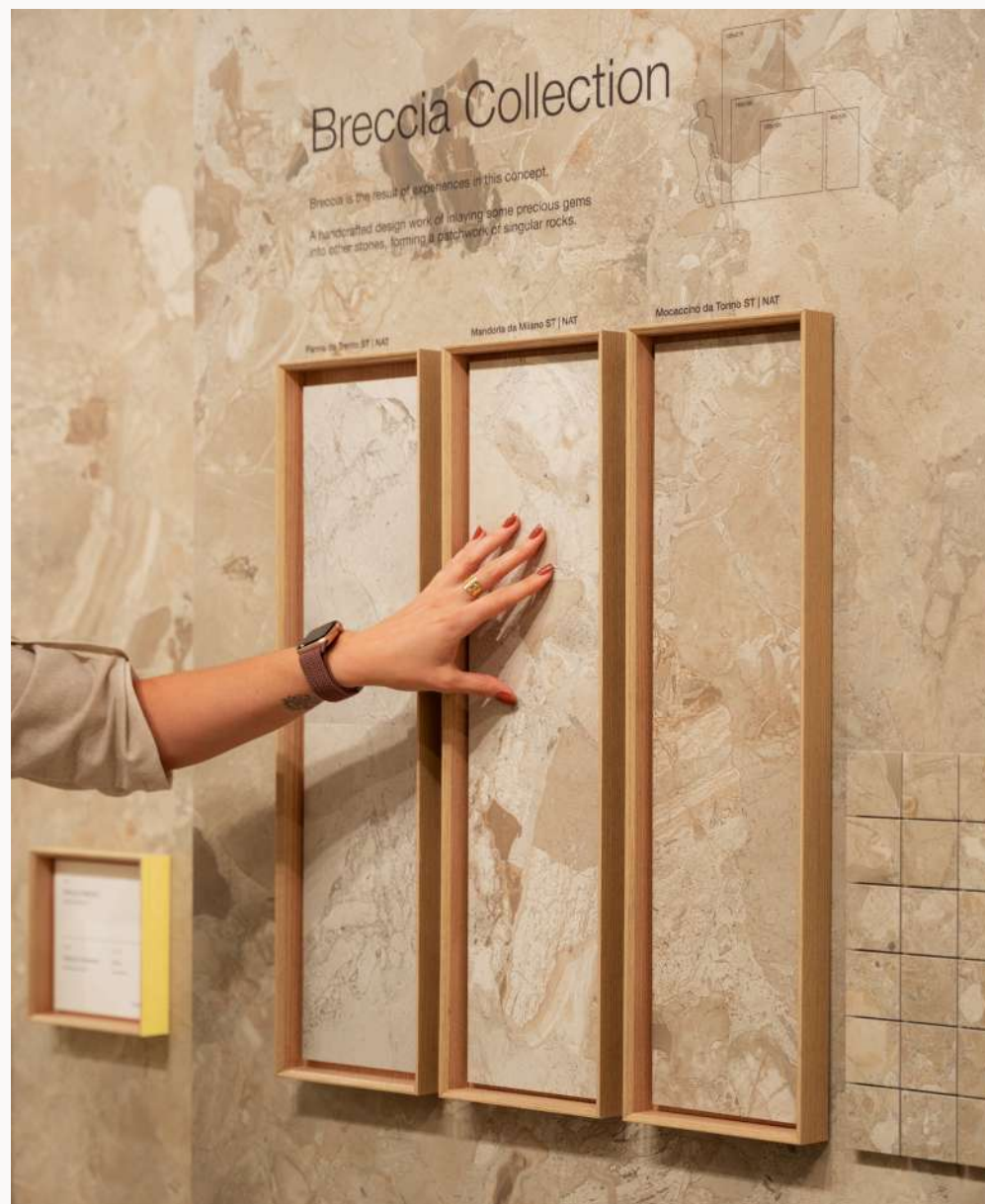
Defines strategic guidelines for international expansion, evaluates growth and investment opportunities, and contributes to the development of strategic partnerships.

### → Design Committee

Approves brand style, design, and visual identity guidelines.

### → Sustainability Committee

Defines strategic ESG guidelines and oversees the management of the Company's impacts on the economy, the environment, and society.



The Board of Directors establishes the rules governing the composition, term of office, remuneration, and operation of its Advisory Committees. In addition, executive-level committees support Statutory Executive Management, including the Executive Committee, Ethics Committee, People Committee, Risk Committee, Tax Committee, and Digital Committee.

## Risks and opportunities

Our risk management framework is based on leading national and international practices and guided by the Corporate Risk Management Policy approved by the Board of Directors.

Risks are identified through a collaborative process that considers both external factors—such as macroeconomic, regulatory, and cybersecurity developments—and internal factors, including governance structures and capital allocation.

Building on the detailed assessments conducted in previous cycles, we continue to prioritize the mitigation of key risks, including political and economic volatility, cost fluctuations, and supply chain disruptions.

In 2025, we advanced our alignment with the International Sustainability Standards Board (ISSB) standards by initiating the mapping of climate-related risks and opportunities across all Group operating units. This foundational assessment, aligned with IFRS S1 and IFRS S2 requirements, is approaching completion and will serve as the basis for future disclosures regarding sustainability- and climate-related impacts, risks, opportunities, and associated financial effects.

Portobello Group has already completed an initial assessment of positive and negative sustainability impacts, with a primary focus on externalities, as presented in the following section:



## IDENTIFIED EXTERNALITIES IN THE MATERIALITY ASSESSMENT PROCESS

● POTENTIAL IMPACTS

● ACTUAL IMPACTS

IMPACTS	AFFECTED STAKEHOLDERS	IMPACTS	AFFECTED STAKEHOLDERS
Adverse climate change impacts on operations (energy management and logistics)	Communities, customers, suppliers, employees, investors	Democratization of architecture and design	Communities, customers, architects, investors
Waste generation and the promotion of a circular economy	Communities, suppliers, customers, franchisees, employees, architects	Workplace and operational accidents in manufacturing facilities, offices, transportation activities and franchise operations	Employees, suppliers, franchisees, investors
Sustainability considerations related to raw materials and ingredients	Communities, suppliers, customers, franchisees, architects	Workforce development for the construction sector	Communities
Water consumption and wastewater management	Communities, suppliers, customers, franchisees	Capacity building and development of employees, franchisees and suppliers	Employees, suppliers, franchisees
Use of natural resources and biodiversity impacts	Communities, suppliers, customers, franchisees	Promotion of diversity across operations	Employees, suppliers, franchisees, investors
Natural resource depletion	Communities, suppliers, customers, franchisees, architects, investors	Promotion of human rights throughout operations	Employees, suppliers, franchisees
Growing demand for sustainable products that support sustainable architectural solutions	Communities, suppliers, customers, franchisees, architects, investors	Economic development of local communities	Communities, suppliers, employees

IMPACTS	AFFECTED STAKEHOLDERS	IMPACTS	AFFECTED STAKEHOLDERS
Support for the basic needs of local communities	→ Communities, employees	Diversification of the business portfolio	→ Employees, suppliers, customers, franchisees, architects
Meeting customer needs and expectations	→ Customers, franchisees, architects, employees, investors	Loss of customer privacy and data protection failures	Customers, franchisees
Inappropriate practices within the supply chain	→ Suppliers, investors	Ineffective management of the legal and regulatory environment	Employees, public authorities, business partners
Fair and responsible labor practices	→ Employees, franchisees, investors	Business model resilience	Employees, communities, franchisees, suppliers, customers, architects, business partners, competitors and public authorities
Ethical and responsible business conduct	→ Employees, communities, franchisees, suppliers, customers, architects, business partners, competitors, public authorities and investors	Brand and reputation management failures	Employees, communities, franchisees, suppliers, customers, architects, business partners, competitors and public authorities
Corporate governance structure that promotes transparency, sustainability and long-term growth	→ Employees, communities, franchisees, suppliers, customers, architects, business partners, competitors, public authorities and investors	Industry weakening and reduced sector competitiveness	Employees, communities, franchisees, suppliers, competitors and investors
Innovation focused on customer value and sustainability	→ Employees, suppliers, customers, franchisees, architects, investors	Decline in market valuation and shareholder value	Investors

# Portobello + Ecoefficient



Our environmental management approach is guided by the +Ecoefficient pillar, which promotes operational resilience and the responsible stewardship of natural resources.

In 2025, we further consolidated our long-term strategy, strengthening our focus on circularity, decarbonization, and water and energy efficiency across all business units.

Our 2025–2030 ESG Plan established even more ambitious targets and performance indicators to mitigate environmental impacts and accelerate sustainable value creation.

17

**PORTOBELLO SHOP**  
COMPANY-OWNED STORES  
SUPPLIED EXCLUSIVELY WITH  
100% RENEWABLE ENERGY

7.9

HECTARES OF  
RESTORED  
AREAS

83

CLIMATE-  
RELATED RISKS  
IDENTIFIED AND  
MAPPED

→ **GREEN SQUARED®:**

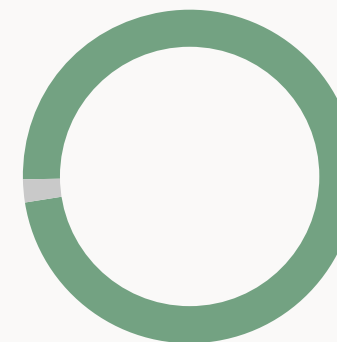
**Portobello America** achieved certification under Green Squared®, the only certification specifically designed for the ceramic industry in North America, recognizing the efficient use of resources throughout the product lifecycle.



Opening Session of the 5<sup>th</sup> Sustainability Week

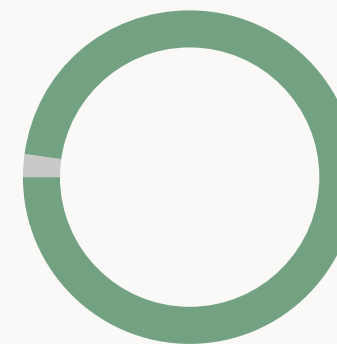
2.2  
MILLION  
KILOGRAMS

OF WOOD AND METAL PACKAGING  
RECOVERED OVER THE PAST THREE  
YEARS THROUGH THE PARTNERSHIP  
BETWEEN **CERAMICA PORTOBELLO**  
AND **PORTOBELLO SHOP**



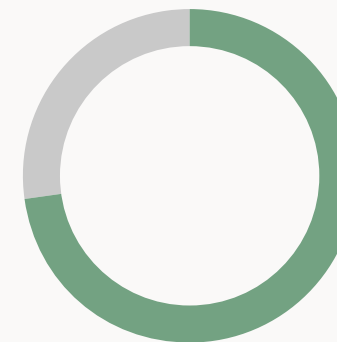
98%

of all **Ceramica Portobello**  
packaging is produced  
from recycled cardboard



99.97%

of waste generated by  
**Ceramica Portobello**  
is recovered and reused.  
At **Pointer**, the recovery  
rate reached 98.29%



73.5%

of **Ceramica Portobello's**  
electricity consumption  
is supplied through self-  
generated wind energy



# Climate change

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

## CLIMATE MITIGATION AND RESILIENCE

In 2025, climate-related issues advanced significantly within Portobello Group's ESG agenda. Our long-term commitment to decarbonization remained one of the Group's strategic priorities, supported by emissions reduction initiatives and investments in cleaner technologies.

Key strategic initiatives implemented during 2025 included:

→ Launch of the development of a comprehensive Climate Strategy and further strengthening of the Energy and Climate Change Committees, ensuring effective governance and management oversight of climate-related matters across the organization;

→ For the first time, the corporate greenhouse gas inventory incorporated emissions from all business units, including **Ceramica Portobello, Portobello Shop, Pointer** and **Portobello America**, providing a more comprehensive view of the Group's climate footprint.



## ENERGY INVESTMENTS TO REDUCE EMISSIONS

We remain committed to identifying and implementing solutions to reduce greenhouse gas emissions through continuous improvement initiatives and investments in cleaner technologies. In 2025, we launched a series of studies and assessments that will guide our climate-related actions and strategic decisions in 2026.

**Ceramica Portobello** entered into a self-generation wind energy agreement that currently supplies, on average, 73.5% of the manufacturing facility’s electricity demand. In 2025, the operation reached a significant milestone with its migration to Brazil’s Free Natural Gas Market, successfully completing the transition from the regulated supply environment (SCGás) to direct procurement from Petrobras. This pioneering initiative within the ceramic industry increases supply flexibility and strengthens our long-term energy planning strategy.

### TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) GRI 302-1, SASB EM-CM-130A.1

	2025
RENEWABLE ENERGY	437,519.98
NON-RENEWABLE ENERGY	230,839.22
<b>TOTAL ENERGY CONSUMPTION</b>	<b>668,359.18</b>

At **Pointer** (Alagoas), solar energy generation exceeded the annual target, further reinforcing the unit’s clean energy matrix. The facility achieved an average generation of 1,371 kWh, surpassing the original target of 1,240 kWh.

Our commitment to energy efficiency also extends to our retail operations. Currently, 17 company-owned stores (15 supplied through off-site generation and 2 through on-site generation), 2 Distribution Centers, and 4 franchised units operate using 100% renewable electricity. A notable example is the **Portobello Shop Jardim Social**, located in Curitiba (Paraná), which achieved both LEED Zero Carbon and LEED Zero Energy certifications through on-site photovoltaic generation. The store also holds LEED Platinum O&M v5: Existing Buildings certification—the first building in the world to earn this distinction—as well as LEED Platinum ID+C v4: Retail certification.

### CONSOLIDATED ENERGY INTENSITY

#### CONSOLIDATED ENERGY INTENSITY RATE (GJ/m²)

2023	2024	2025
0,12	0,09	0.12

Looking ahead to 2026, additional initiatives are planned, including the development of a climate strategy and further assessments regarding the adoption of transition fuels.



## INTERNAL AWARENESS AND CAPABILITY BUILDING

In 2025, three dedicated events were held to enhance employee understanding of decarbonization. The first focused on explaining climate change and the importance of developing initiatives aimed at reducing emissions. The second presented the results of the greenhouse gas (GHG) inventory for the Group’s domestic manufacturing facilities. The third brought together representatives from Engie, Tupy, and Whirlpool for a panel discussion on climate-related topics.

During the year, Sustainability Week—our main internal engagement initiative—focused on climate change. The event, entitled “The climate crisis is collective; our response must be collective too,” took place over an entire week in June and featured an extensive program conducted simultaneously across all business units.



Sustainable Products Workshop

## Sustainable products and production

GRI 3-3

In 2025, **Ceramica Portobello** held its Sustainable Products Workshop, bringing together multidisciplinary expertise and creative intelligence to shape the future of our product portfolio. The workshop generated a series of priority projects that reflect our ambition to continuously advance sustainable innovation. These initiatives reinforce our conviction that sustainability and innovation are inseparable drivers of long-term value creation.

In the United States, **Portobello America** achieved Green Squared® certification, an internationally recognized standard audited by the Tile Council of North America (TCNA). Green Squared® is the only certification specifically developed for the ceramic industry in North America that evaluates the complete product life cycle. The certification confirms that our operations comply with rigorous criteria related to waste management, energy efficiency, and water reuse, ensuring full alignment with sustainable building programs such as LEED and WELL.

In addition to state regulatory requirements, the certification incorporates and references a range of internationally recognized standards, including: ANSI A138.1 – foundational technical standard for the certification; ISO 14024 – Type I environmental labeling; ISO 14001 – environmental management systems; ISO 26000 – social responsibility.

## BIODIVERSITY

GRI 101-1, 101-2

At **Ceramica Portobello**, our biodiversity strategy focuses on anticipating and reducing pressures on ecosystems. Environmental aspects such as resource consumption, emissions from ceramic manufacturing processes, and logistics-related impacts are managed through a structured Environmental Management System. Through continuous monitoring and initiatives aimed at improving energy and water efficiency, we mitigate potential adverse impacts and ensure that regional industrial development occurs alongside the protection of surrounding ecosystems.

To minimize impacts on ecosystem services, operational pollutants are monitored through our Environmental Aspects and Impacts Matrix. Noise levels, NOx emissions, SOx emissions, and particulate matter are maintained within regulatory limits, ensuring harmonious coexistence between industrial activities and local ecosystems.

This culture of environmental stewardship extends to **Pointer**, where voluntary initiatives further strengthen natural resource conservation. The Alagoas facility is located within a consolidated industrial zone, reducing direct exposure of residential communities to operational activities. Through efficient water management, waste recovery, and continuous energy-efficiency improvements, sustainability is embedded throughout production processes.



Cancinhas mining site (fully rehabilitated in 2019)

Combined with environmental education programs, these initiatives reinforce a responsible operating model that aligns industrial development with biodiversity conservation across all areas of operation.

At **Portobello America**, operations were established incorporating the best practices developed throughout decades of experience across the Group's manufacturing facilities. We have implemented efficient systems for reusing

industrial waste directly in ceramic body formulations and maintain full recirculation of industrial effluents, ensuring that water is continuously returned to the production cycle. In addition to responsible management of water and solid resources, we maintain strict control of atmospheric emissions. Each stage of the process is monitored and managed in compliance with United States regulatory requirements, ensuring that our manufacturing operations remain aligned with our global commitment to environmental stewardship.

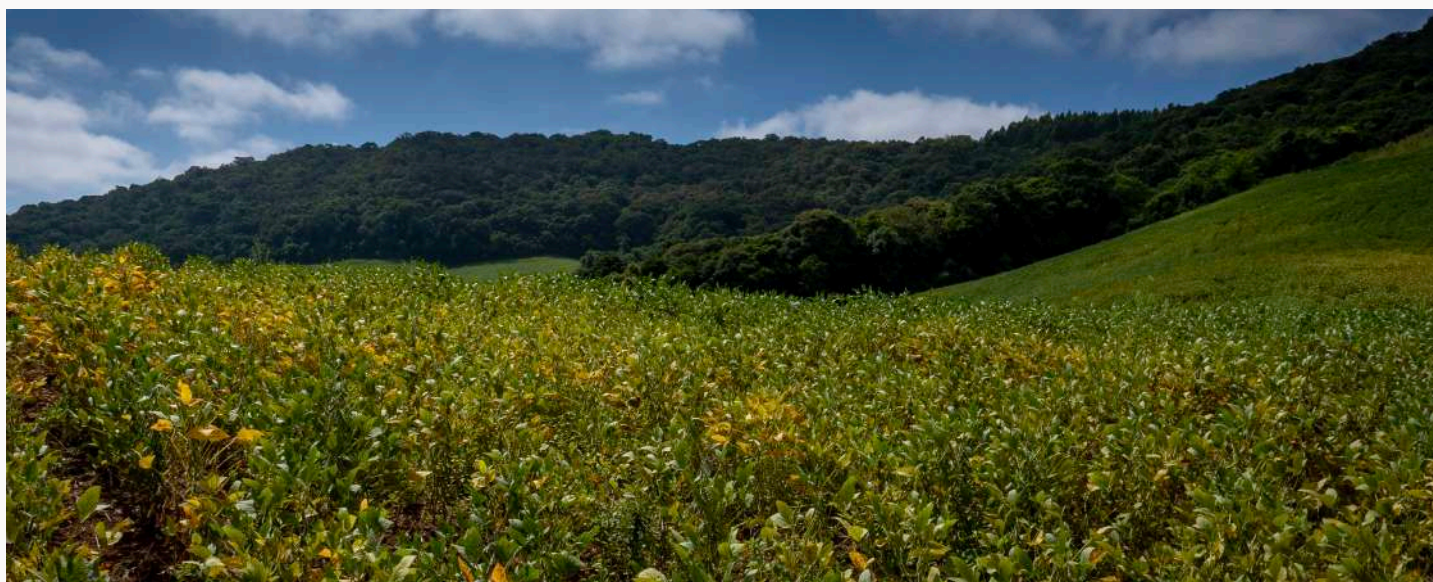
## MINING SITES

Ceramic manufacturing depends on essential raw materials such as Clay, Kaolin, and Bentonite. Mining activities take place in both company-owned deposits and deposits managed by third parties, generally small landowners located near our industrial facilities.

We prioritize interventions exclusively within previously disturbed areas, avoiding the occupation of new natural environments and the removal of native vegetation. A rigorous mitigation hierarchy is applied to prevent and minimize adverse impacts. Preventive measures include mine planning designed to avoid Permanent Preservation Areas (APPs) and Legal Reserve Areas, as well as the physical isolation of environmentally sensitive locations to protect native fauna and flora.

To mitigate unavoidable impacts, we operate advanced drainage systems incorporating sedimentation basins and energy dissipation structures that prevent the silting of water bodies. Particular attention is also given to topsoil preservation. The organic surface layer is carefully removed and stored to preserve microorganisms and seed banks essential for future restoration efforts.

Mine closure activities focus on topographical and ecological rehabilitation, reshaping slopes to facilitate the return of agricultural activities or grazing, as agreed with local landowners. In addition to



Canoinhas mining site (fully rehabilitated in 2019)

physical and chemical soil restoration measures, we implement regenerative solutions designed to accelerate natural recovery, including nucleation techniques and the installation of artificial perches to attract seed-dispersing birds.

Our commitment to biodiversity also extends to environmental compensation initiatives through riparian forest enhancement and the reforestation of Legal Reserve Areas using a high diversity of native species, ensuring the restoration of ecosystem services and the landscape integration of mined areas.

### IN 2025, PORTOBELLO MINERAÇÃO CARRIED OUT RESTORATION ACTIVITIES IN THREE AREAS:

UNIT	AREA RESTORED OR REHABILITATED IN 2025	AREA PENDING RESTORATION OR REHABILITATION
Teotônio Vilela Mine (AL)	6.0 hectares	8.0 hectares
Leoberto Leal Mine	4.3 hectares	0.9 hectares
Campo Alegre Mine (Barth)	3.4 hectares	1.0 hectare

As operations are conducted exclusively within previously disturbed areas and under strict environmental controls, no significant impacts on biodiversity were identified. However, the Company has not yet established a formal biodiversity policy or specific commitments aligned with the Kunming-Montreal Global Biodiversity Framework.

# WATER

## WATER MANAGEMENT: EFFICIENT USE AND REUSE

GRI 303-1

At Portobello Group, water management is approached through a technically robust and responsible framework tailored to the characteristics of each business operation. At **Ceramica Portobello**, located in Tijucas (Santa Catarina), we operate a fully closed-loop system. All water used during production is treated and reused internally, with no industrial effluent discharged into the environment.

In addition, we actively participate in the Tijucas and Biguaçu River Basin Committee, engaging with local stakeholders to promote the sustainable management of water resources. Although the region is classified as having low water stress, we continuously monitor water consumption to ensure compliance with authorized withdrawal limits and alignment with local ecosystem conditions.

**Pointer** follows an even more resource-efficient model through its dry-process manufacturing technology, which does not require water to be added to the ceramic body. As in Tijucas, the facility operates a closed-loop recirculation system, requiring only the replacement of water naturally lost through evaporation. At **Portobello Shop**, water management efforts focus on monitoring consumption across retail stores, administrative offices, and distribution centers.



### CONSOLIDATED WATER WITHDRAWAL BY SOURCE (Megaliters)

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

	2025
SURFACE WATER	113.32
GROUNDWATER	296.62
THIRD-PARTY WATER SUPPLY	149.62
SEAWATER	0
PRODUCED WATER	0
<b>TOTAL</b>	<b>559.57</b>

### CONSOLIDATED WATER WITHDRAWAL BY CATEGORY (Megaliters)

	2025
FRESHWATER (TOTAL DISSOLVED SOLIDS ≤ 1,000 MG/L)	559.57
OTHER WATER TYPES (TOTAL DISSOLVED SOLIDS > 1,000 MG/L)	0

Our approach is grounded in the continuous analysis of utility bills and the historical performance of each facility, enabling us to identify trends and support the definition of future targets. We are committed to managing resources from a holistic perspective, pursuing greater consumption efficiency and evaluating alternative sources whenever feasible, in alignment with the overarching guidelines of our ESG Plan.

Regarding wastewater management, we maintain rigorous standards across all operations. As our manufacturing facilities operate under closed-loop systems, no industrial liquid effluents are discharged.

The only effluent generated is sanitary wastewater (from restrooms and cafeterias), which undergoes complete treatment before being released into the environment.

At the **Ceramica Portobello** facility in Tijucas, Santa Catarina, stringent controls are applied to optimise wet-process operations, ensuring that treatment technologies effectively support the recirculation system. Water efficiency at the facility is not only an environmental guideline but also a key performance indicator (KPI) directly linked to leadership targets across the manufacturing operation, from Industrial Management to departmental coordination teams.

In 2025, **Ceramica Portobello** set the challenge of achieving overall potable water consumption of 11.00 L/m<sup>2</sup>. Although

the cumulative result through December (12.16 L/m<sup>2</sup>) reflects the strategic postponement of certain efficiency projects during the year, a positive month-on-month downward trend was observed.

The performance of individual facilities demonstrates the robustness of our management model. Of the seven factories with specific targets, four facilities in Tijucas are already operating within the established limits, confirming that the pathway toward achieving the Group's 2027 target is firmly established.

Our commitment to water stewardship extends beyond manufacturing operations. Among our commercial units, **Portobello Shop Jardim Social** (Curitiba) stands out as a benchmark. Certified LEED Platinum, the store has become a global reference by reducing potable water consumption by 76% through advanced rainwater harvesting and reuse systems, demonstrating that responsible water management is embedded throughout our value chain, from building design to the point of sale.

Following the Group's operational excellence model, **Portobello America** (PBA) commenced operations incorporating the most efficient technologies developed by **Ceramica Portobello** and **Pointer**. The facility operates with full water recirculation systems, ensuring water reuse throughout the production cycle and eliminating industrial effluent discharge.

### DISCHARGE BY DESTINATION

GRI 303-4

133.81

MEGALITRES

#### TOTAL CONSOLIDATED FRESHWATER DISCHARGE (megalitres)

	2025
SURFACE WATER	116.10
PRODUCED WATER	0
GROUNDWATER	0
THIRD-PARTY WATER	17.71
SEAWATER	0

# Circularity

GRI 3-3, 306-1

## WASTE MANAGEMENT

We remain committed to reducing the volume of waste sent to landfill, prioritising circularity at every stage of our operations

### NON-HAZARDOUS WASTE RECOVERY BY TYPE (metric tonnes)

GRI 306-4

	2025
REUSE	221,320.27
RECYCLING	4,257.39
OTHER RECOVERY METHODS	141.72

At **Ceramica Portobello**, approximately 13,219 tonnes of waste are generated each month. However, our operational processes ensure that only a minimal fraction is sent to landfill—approximately 4.65 tonnes per month. As a result, 99.97% of all waste generated at the facility is either recycled or reused.

At **Pointer**, 98.29% of internally generated waste is recovered and returned to the production process as input material. This approach reduces reliance on virgin raw materials and prevents waste from being landfilled. The small proportion that cannot be reused is managed by specialised operators and recycling cooperatives, while only 0.43% is sent to landfill or incineration.



### TOTAL WASTE GENERATED BY BUSINESS UNIT (metric tonnes)

GRI 306-3

	2025
POINTER	52,339.28
PORTOBELLO SHOP	2,563.60
CERAMICA PORTOBELLO	158,632.12
PORTOBELLO AMERICA	16,705.12
<b>TOTAL</b>	<b>230,240.12</b>

Beyond improving recycling performance, we have also focused on reducing consumption. Between 2024 and 2025, **Ceramica Portobello** reduced total packaging volumes by 5.88%, demonstrating that operational efficiency and sustainability go hand in hand. In addition, packaging design improvements were implemented, contributing to lower waste generation both during production and throughout the post-consumer phase.

## CIRCULAR ECONOMY

We view circularity as a virtuous cycle that connects intelligent design, manufacturing, distribution and recycling.

Accordingly, our practices are designed to optimise the use and reuse of by-products, transforming what would otherwise be waste into valuable resources for the company.

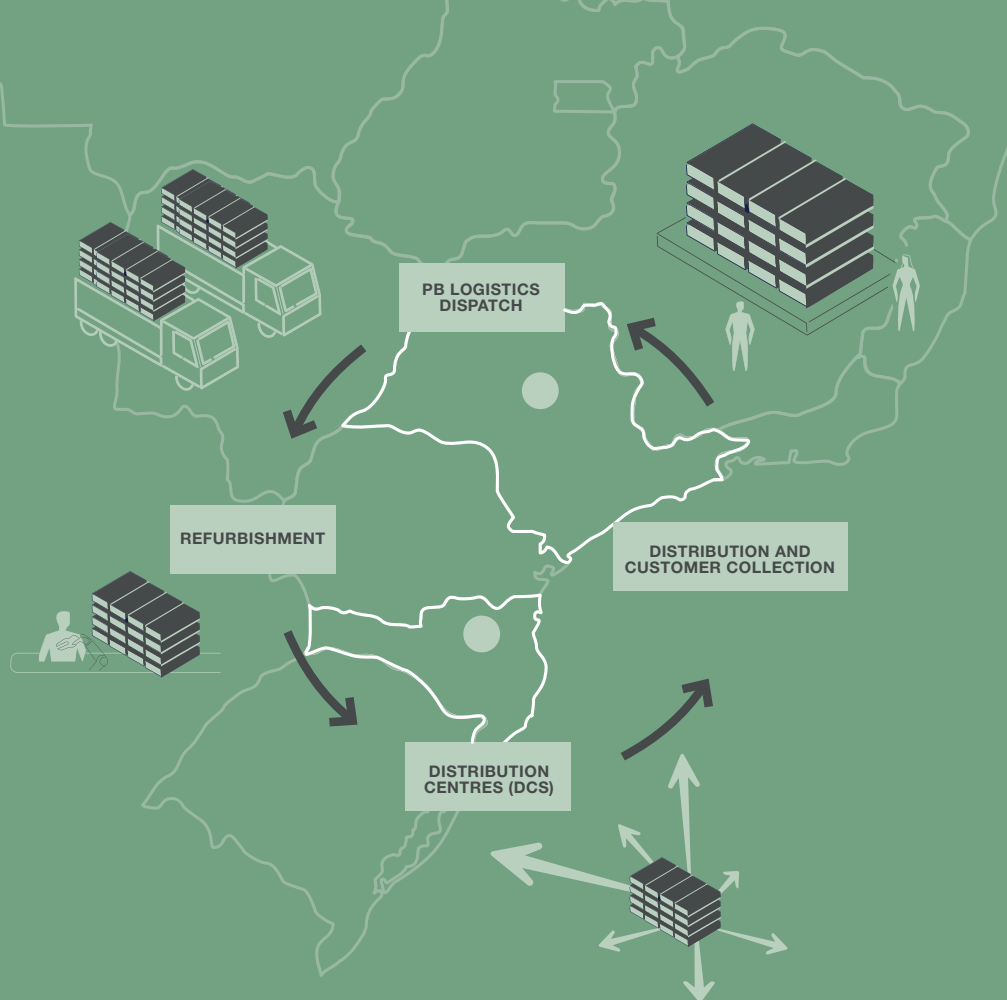
During the year, we intensified efforts to enhance the efficiency of this process, focusing on packaging optimisation and the implementation of robust reverse logistics initiatives. The results achieved in 2025 reinforce the effectiveness of this strategy:

### → Sustainable Cardboard Cycle

We implemented a circular economy initiative that recycles cardboard waste generated at the Tijuca (SC) facility and by partner companies to produce exclusive packaging for our products. This initiative enabled the incorporation of 98.08 tonnes of recycled cardboard into the production process, directly contributing to carbon footprint reduction and the conservation of natural resources.

### → Reverse Logistics

Our integrated reverse logistics strategy, developed jointly by **Ceramica Portobello** and **Portobello Shop**, recovered 2.2 million kilograms of wooden and metal packaging over the past three years. By enabling the return of these materials from our Distribution Centres



to the manufacturing facility, we ensure their reuse while reducing the amount of waste sent to landfill. This management approach increased the circularity indicator for our Distribution Centres to 33.3% in 2025, strengthening the closure of material loops throughout our logistics chain.

### → Recycled Inputs

We further advanced the sustainable composition of our packaging, reaching 98.14% recycled cardboard content and 49.05% recycled plastic content at **Ceramica Portobello**.

The maturity of this model, which integrates technological innovation with environmental responsibility, allows us to generate benefits that extend well beyond operational efficiency.

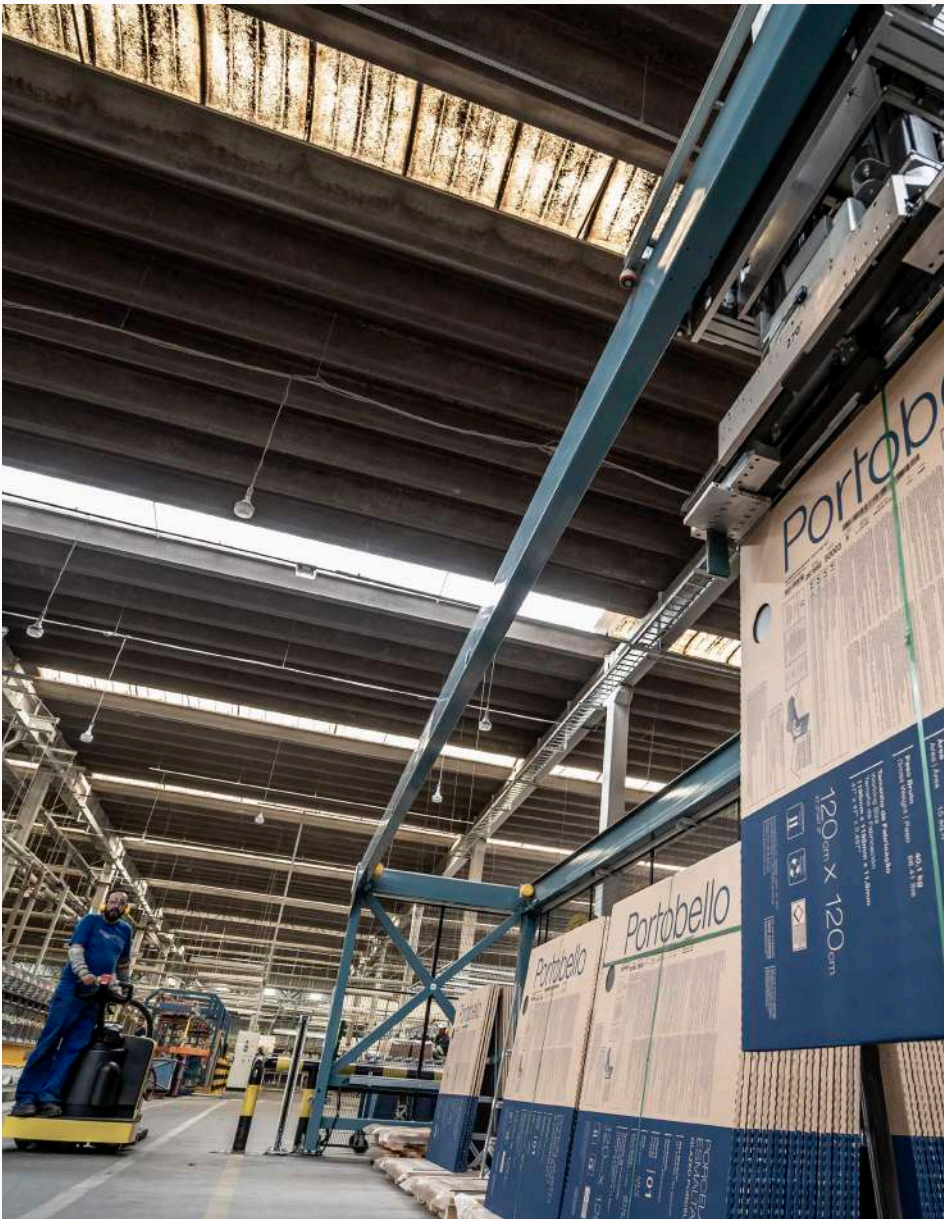
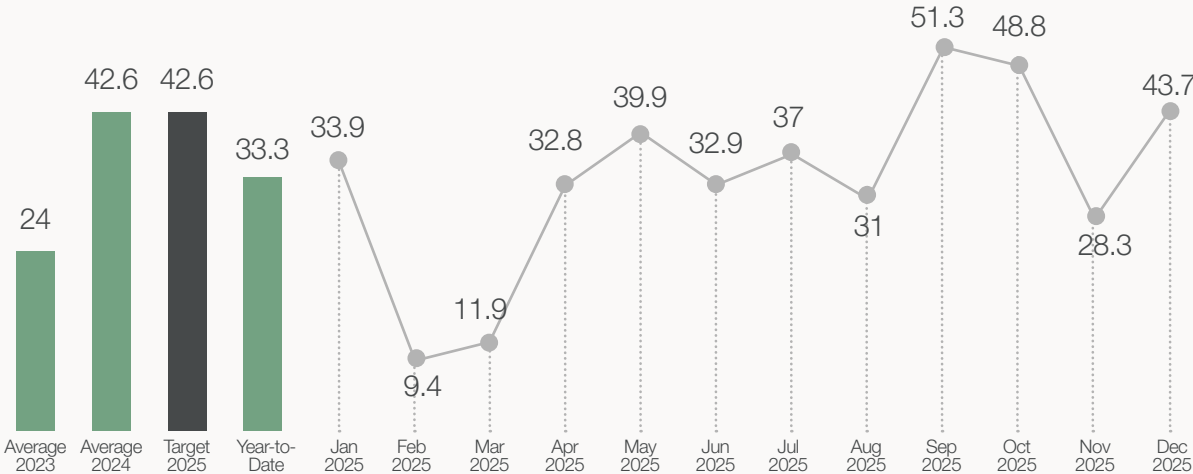
In recognition of these efforts, we received the 2025 Citizen Company Award (ADVB/SC) for the case study “Smart Design in the Development of More Sustainable Packaging.”

This award validates our strategy of creating solutions that facilitate the return and reintegration of materials, demonstrating that innovation in packaging design is a key enabler of best-in-class reverse logistics.

We recognise that results of this magnitude are only possible through the integration and engagement of our entire value chain. For this reason, in May we held the Waste Circularity Workshop, bringing together representatives from **Portobello Shop** Distribution Centres, our Architecture team, and the Logistics and Packaging Development teams from **Ceramica Portobello**.

By bringing together those responsible for product design and those responsible for distribution, we were able to identify bottlenecks and co-create solutions that optimise material use from origin through final delivery to customers, reinforcing our zero-waste culture.

**WOOD AND METAL PACKAGING CIRCULARITY**  
**CERAMICA PORTOBELLO AND PORTOBELLO SHOP (%)**



# ENGAGEMENT

## ENVIRONMENTAL AMBASSADORS

We fundamentally view environmental management as a collective effort across the organisation. Accordingly, the Environmental Ambassadors Programme continues to consolidate its position as our primary employee engagement platform and a key driver of sustainability culture throughout the Group.

The programme is composed of dedicated volunteers from all business units whose mission is to disseminate best practices and develop solutions that minimise the environmental impacts of our day-to-day operations.

The leadership demonstrated by these ambassadors is reflected in both measurable results and operational efficiency. In 2025, 20 innovative projects developed by **Ceramica Portobello** employees were implemented, generating significant progress across critical pillars of our ESG Plan:

### → Energy efficiency and resource management

Projects focused on the automation



5<sup>th</sup> Sustainability Week

of electrical equipment and lighting systems reduced energy waste, while new operational practices optimised potable water and natural gas consumption across manufacturing facilities.

### → Waste management and circularity

The ambassadors played a key role in

developing solutions aimed at reducing waste generation and advancing reverse logistics initiatives.

### → Ecodesign

Their contributions also extended to the development of more sustainable products and packaging solutions,

aligning design excellence with our commitment to environmental stewardship.

Meanwhile, at **Pointer**, we elevated the role of our ambassadors through a structured recognition framework: the 5S Best Practices Award. More than an

organizational methodology, 5S serves as a key driver of sustainability and operational excellence at our Alagoas facility.

Our network includes 24 lead ambassadors acting as technical evaluators, supported by more than 150 volunteer ambassadors who promote these practices throughout daily operations. This team conducts monthly assessments across 12 critical areas, rigorously evaluating criteria related to utilization, workplace organization, cleanliness, and standardization, while maintaining a strong focus on Environmental Management and Occupational Health and Safety (OHS).

To ensure fairness and technical consistency, we established an Ambassadors Committee composed of eight members responsible for validating performance scores that culminate in our quarterly recognition program. This merit-based system has delivered tangible results, including reduced waste generation, improved workplace conditions, and strengthened OHS prevention practices.



Environmental Ambassadors – Pointer



# Portobello + People

We believe that Sustainability is built through people. For this reason, the Portobello +People pillar guides our talent management, engagement, diversity, and human rights strategy, shaping our relationships with all stakeholders.

Our objective is to foster a resilient ecosystem that prioritizes the holistic development of the people who make our business possible, promoting a workplace that is safe, inclusive, and genuinely empowering.

We believe that Portobello Group's growth is intrinsically linked to our ability to educate, include, and engage. This commitment begins within our own organization. Therefore, we seek not only to attract top talent, but also to provide career development pathways that encourage ownership, innovation, and continuous growth.

While this movement begins internally, we recognize that its impact extends far beyond the boundaries of our operations, creating value for the communities in which we operate. Accordingly, we embrace our responsibility to ensure that our actions positively impact lives and contribute directly to building a legacy that is both human-centered and sustainable.



MORE THAN  
350  
ACTIVE VOLUNTEERS  
ENGAGED IN COMMUNITY  
INITIATIVES ACROSS **CERAMICA**  
**PORTOBELLO, POINTER AND**  
**PORTOBELLO SHOP**

3  
RECOGNITIONS AT THE  
2025 SER HUMANO  
SC AWARDS

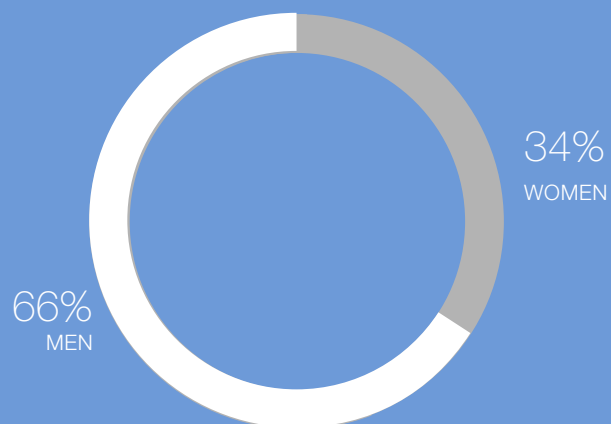


# EMPLOYEES

Building one of the best workplaces in our industry is a daily commitment reflected in our high-performance culture and in our respect for the unique characteristics of each business unit, ensuring that every employee finds a safe, inclusive, and stimulating environment in which to grow and thrive.

4,239  
EMPLOYEES

As of December 31, 2025, Portobello Group employed 4,239 people across its four business units located in Brazil and the United States.



5ª Semana da Sustentabilidade - Cine Diversidade

## TALENT DEVELOPMENT

GRI 3-3, 404-1, 404-2

We promote initiatives aimed at attracting and retaining talent while fostering the continuous development of professionals across all four business units. To reinforce and sustain this commitment, we expanded our internal development initiatives throughout the year.

Talent development at **Ceramica Portobello** is driven by programs that combine innovation and equity, such as Development in Action and Lidera+. These initiatives focus on preparing leaders to address industry, sustainability, and management challenges, ensuring that the growth of our industrial operations evolves alongside the empowerment of our people. A notable example is the acceleration pathway, which strengthens female representation in strategic positions and reinforces an inclusive culture throughout the manufacturing environment.

Beyond leadership development, **Ceramica Portobello** continues to invest in technical and digital capability-building, modernizing frontline operations. Through partnerships within the FIESC ecosystem and specialized

training on platforms such as PlayObras, more than 120 professionals were equipped to adopt a more consultative and data-driven approach.

This initiative ensures that the unit's technical excellence remains aligned with evolving market demands, transforming knowledge into practical business outcomes.

Another important initiative is Portobello University, focused on the **Ceramica Portobello** workforce. It serves as the Group's center of excellence for professional and technical development, aligned with the evolving needs of both industry and the marketplace.

At **Portobello Shop**, we invest in the continuous development of our network through Aprende Shop, our learning platform that offers comprehensive development journeys covering technical training, ESG practices, product storytelling, and soft skills. To ensure cultural integration and technical proficiency from day one, we deliver immersive



IFRS S2 Workshop – Climate Risks and Opportunities

179.3  
thousand  
TRAINING HOURS\*

45.89  
TRAINING HOURS  
PER EMPLOYEE\*

\*Ceramica Portobello, Pointer and Portobello Shop.

initiatives such as Experience Day and the Product & Sales Immersion Program connect new employees with our manufacturing operations and the Shop Experience customer service model. In addition, we foster continuous learning through dynamic day-to-day initiatives such as the “We Are All Salespeople” web series.

The development of our capabilities is driven by knowledge-sharing methodologies and personalized support. To this end, we maintain a structured Internal Mentorship Program, through which trained mentors support the growth of our talent, alongside executive coaching processes focused on strengthening behavioural competencies and achieving strategic objectives. This development ecosystem ensures that our teams are equipped to navigate the challenges of a constantly evolving market, combining technical expertise with a consultative and people-centred approach.

Within our retail operations, we also place a strong emphasis on developing inspiring leaders who are fully aligned with our strategy. Initiatives such as the First-Time Leaders Club support newly

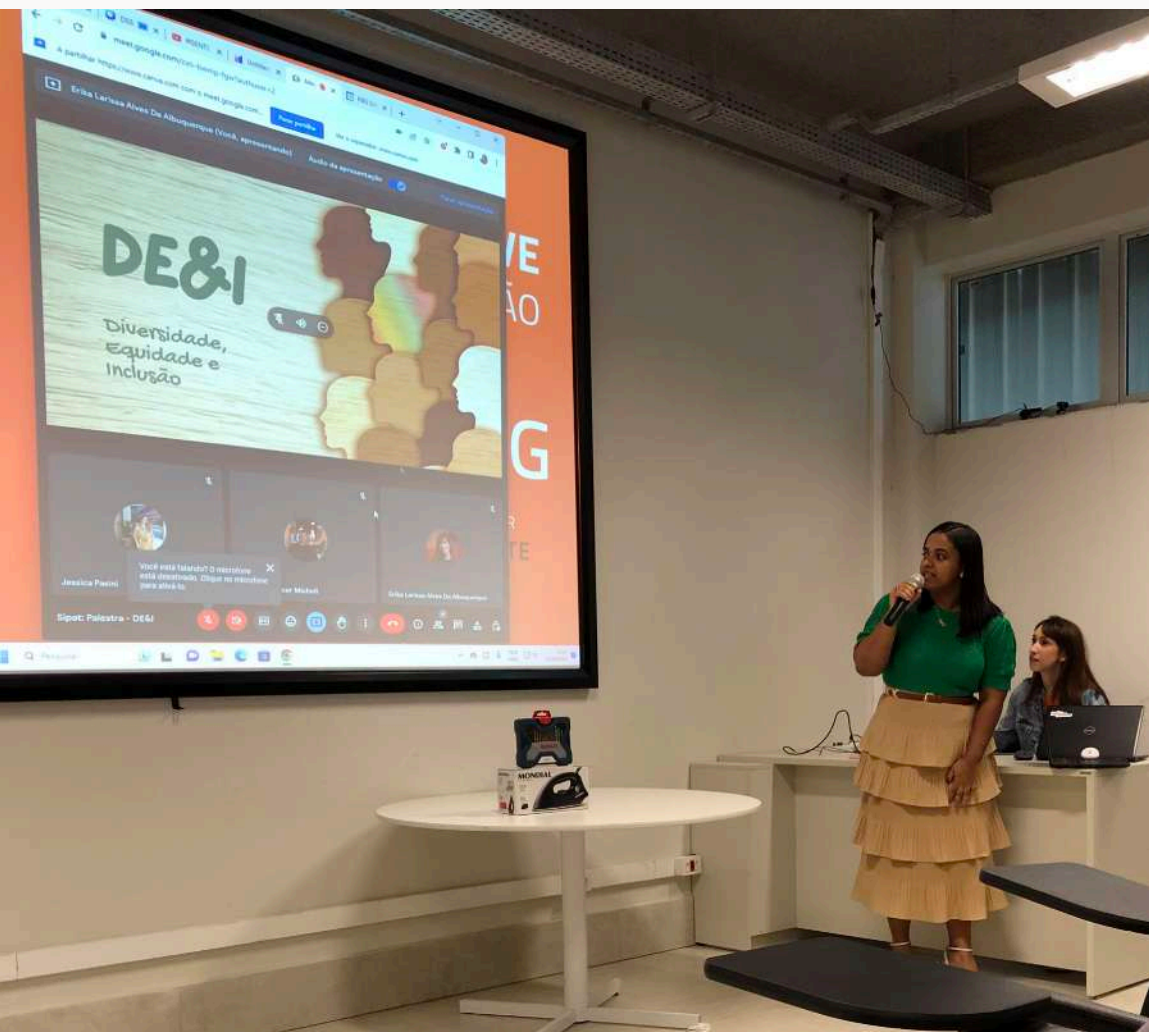


Purple August

appointed managers during their career transitions, while the Career Acceleration Program combines assessments and applied projects with direct engagement with senior leadership. Each year, the Leadership Summit further reinforces this cycle by promoting the cultural and strategic alignment required for our leaders to continue driving innovation and value creation across the network.

In 2025, the **Portobello Shop** Career Acceleration Program received certification through the Ser Humano Award (ABRH-SC). The initiative is designed to identify and develop internal talent through an intensive development journey. One of its key differentiators is the direct exchange of experiences through mentorships led by seasoned leaders, who share practical insights on management, team cohesion and cultural transformation in a dynamic and inspiring manner.

The Program also leverages market intelligence and data-driven insights to teach innovation within the surfacing industry, ensuring that future leaders are prepared to uphold our brand’s standards of excellence.



DE&I Presentation

At **Pointer**, we took an important step towards democratising knowledge in 2025 by integrating our internal teams into the e-learning format of Portobello University. This initiative expands access to daily learning opportunities and empowers employees to drive their own professional development. To support academic advancement, we maintain partnerships with institutions such as SENAI, Estácio, Anhanguera and FAN, offering discounts on undergraduate and postgraduate programmes that contribute to career progression within the business unit.

Our leadership model is also closely linked to respect for and promotion of diversity. Through the Lidera+ project, we reinforce the inclusion pillar of our ESG Plan, while the Women in Leadership initiative focuses on creating a more balanced workplace by developing competencies and recognising the contribution of women to leadership. In addition, our Leadership Development Tracks ensure that managers receive practical training through modules focused on the core competencies required for operational excellence.

The consolidation journey of **Portobello America** is reflected in the increasing maturity of its people management practices, which continue to evolve. In 2025, the business unit introduced Compensation, Vacation and Expatriate Policies, among others. It also designed its first Leadership Development Program, covering 100% of leaders and focusing on performance management and feedback, with implementation scheduled for 2026. The results of these efforts are already becoming evident, including the stabilisation of turnover at 13.5%, a level considered healthy by the business unit and indicative of effective talent retention in a highly dynamic market.

**DIVERSITY AND INCLUSION (D&I)**

At Portobello Group, we view diversity as a fundamental pillar of innovation and sustainability, and we are proud to affirm that several initiatives implemented over the past year already reflect the growing maturity of this culture across our operations.

At **Ceramica Portobello**, we invested significantly in awareness-building initiatives through dynamic engagement activities. We held the 1st Neurodiversity Talk and the 2nd Black Awareness Talk, which brought together more than 100 participants.

During Sustainability Week, an annual event held each June, we organised the Cultural Diversity Fair for the second consecutive year and, for the first time, the Diversity Cinema Program, addressing topics such as racism, ageism and LGBTQIA+ issues.

To ensure the continuity of this learning journey, we launched ProferaPlay,



5th Sustainability Week – Diversity Cinema Program



Lidera+ Pointer



2nd Black Awareness Talk



1st Neurodiversity Talk

a learning platform dedicated exclusively to Diversity and Inclusion topics.

Gender equity is already a reality, particularly at **Portobello Shop**, where women represent 56% of leadership positions. In addition to advancing female representation, the business unit achieved full compliance with disability employment quotas through targeted recruitment strategies.

Another milestone in social inclusion was the partnership established with FUNAP, which enabled the hiring of 14 formerly incarcerated individuals to work at the Jundiaí Distribution Centre (São Paulo). Furthermore, to ensure accessibility for both customers and employees, we conducted an accessibility assessment across **Portobello Shop**-owned stores.

At **Ceramica Portobello**, the Lidera+ Program continues to be our primary strategic initiative for accelerating female representation in management positions. In 2024, Lidera+ received the Empresa



5<sup>th</sup> Sustainability Week – Cultural Diversity Fair

Cidadã Award (ADVB/SC) in the Social category, and in 2025 it was recognised through certification in the ESG category of the Ser Humano Award (ABRH-SC).

Another initiative recognised through certification in the Ser Humano Award (ABRH-SC) in 2025 was Development in Action: Empowering Talent Through Equity.

This initiative was designed to identify and prepare operational employees aspiring to management positions. It functions as a competency accelerator, combining technical training with the development of the soft skills required for industrial supervision and coordination. By ensuring equitable access to development pathways, the initiative translates our commitment to internal social justice into tangible action.

## HEALTH AND SAFETY

We ensure that health and safety are embedded in the daily activities of our teams and stakeholders through a robust risk management framework and an increasing focus on holistic well-being.

Our manufacturing facilities operate under a health and safety management system based on occupational health and safety best practices and strict compliance with Brazilian regulatory requirements. At both **Pointer** and **Ceramica Portobello**, this framework covers 100% of employees, from administrative to industrial functions, and includes continuous monitoring of contractors. The model ensures that all levels of the organisation operate under technical controls and ongoing oversight, reinforcing a culture of prevention across all work environments.

In Santa Catarina, our focus is on Occupational Risk Management based on NR-01, supported by a dedicated team that applies the PDCA cycle to drive continuous improvement. In Alagoas, management is

fully integrated into production processes, centralising everything from CIPA records and internal standards to service checklists and accountability documentation.

In 2025, we celebrated a historic milestone in our prevention journey: the 25th edition of SIPAT (Internal Week for the Prevention of Occupational Accidents). Under the theme “Attitude, Mental Health and Safety: Taking Care of Yourself Is the First Step”, the event reinforced that safety extends far beyond the use of PPE and compliance with regulations; it begins with self-care and is strengthened through caring for others.

The official opening ceremony, held in Tijucas (Santa Catarina) and broadcast live to all our operations across Brazil, symbolised our integration and senior leadership’s unwavering commitment to employee well-being. The programme was designed to be practical and comprehensive, addressing key topics such as mental health, nutrition, emotional self-management and ergonomics.

To ensure these reflections resonated with different professional profiles, **Portobello**



SIPAT Run – Pointer

**Shop** developed tailored activities for Back Office teams, Distribution Centres, Workshops and Company-Owned Stores.

One of the highlights of the 2025 edition was the SIPAT Run, held at the **Pointer** unit in Alagoas. This institutional engagement initiative transformed awareness into a powerful social and sporting event, mobilising

not only employees and contractors, but also their families. By opening our doors to families through an accessible physical activity, we reinforced the belief that a preventive culture and collective well-being are values that should extend beyond factory walls. This initiative further strengthened our commitment to promoting sport as a tool for inclusion, health and quality of life.

# COMMUNITY

GRI 203-1, 3-3

Our presence in Tijucas (SC), Marechal Deodoro (AL), across the 161 locations where our stores operate throughout Brazil, and even in Cookeville (Baxter), is defined by active engagement and a commitment to creating positive and lasting impact.

Among the initiatives that exemplify this commitment are the Coral Anjos Luz, Hapkido para Todos, and Programa Crescer projects in Tijucas (SC). In 2025, these three programs benefited approximately 260 children and young people.

With more than two decades of history, Coral Anjos Luz offers far more than music education. Supported by Portobello Grupo through tax incentive mechanisms, the initiative uses choral singing as a tool for social inclusion, discipline, personal development, and self-esteem enhancement.

We also recognize sport as a powerful catalyst for social transformation. Through the Hapkido para Todos project, developed in partnership with companies such as Gerdau and Koch under incentive programs, we provide free classes to approximately 50 children and adolescents from Jardim Progresso, the community neighboring our Tijucas manufacturing facility. The initiative promotes discipline, respect, physical

development, and positive social engagement.

Likewise, Programa Crescer has been advancing our social responsibility agenda for more than 15 years. Focused on after-school activities for children and adolescents aged 6 to 13, the program encourages sports participation, environmental awareness, and social inclusion, contributing to the holistic development of its participants.

Another important example of our community engagement is the Young Apprentice Program, through which we recruit local talent and support the beginning of their professional journeys. Through technical training delivered in partnership with SENAI, participants gain hands-on exposure to our operations and, most importantly, a meaningful opportunity for long-term employment, transforming a first job experience into a sustainable career path within the Company.

Our commitment also extends to strengthening social infrastructure and fostering community empowerment. In 2025, we advanced the Cultural Center project in the Jardim Progresso neighborhood, a strategic initiative designed to generate lasting social value through the development of a dedicated community space.



Young Apprentice program – Pointer



Coral Anjos Luz performance

The Cultural Center project in Jardim Progresso represents a strategic investment in community development through the construction of a multifunctional community hub designed to improve residents' quality of life.

The center will serve as a focal point for educational, cultural, and income-generation initiatives, creating opportunities for skills development and strengthening local social ties. Activities such as Hapkido and capoeira classes are already being delivered within the community and will continue to benefit from the project's infrastructure.

In addition, we believe our products can contribute directly to positive social transformation. For this reason, we maintain a long-standing ceramic surface donation program through which high-quality products are provided to non-profit organizations, supporting the construction, renovation, and improvement of facilities serving local communities.

These initiatives reinforce our belief that we do not simply operate within these territories; we are committed to being active participants in building a more inclusive, resilient, and welcoming future.



The **Sururu Project**, developed by **Pointer** in partnership with IABS in the state of Alagoas, embodies our commitment to circular economy principles and the appreciation of local communities. The initiative originated from the reuse of sururu shells, a mollusk recognized as part of Alagoas' cultural heritage, whose extraction generates significant volumes of waste that are often improperly discarded along the shores of Lagoa Mundaú.

By transforming these shells into raw materials for exclusive product development, the project closes a sustainable production loop, removing environmental liabilities from nature and converting them into award-winning surfaces distinguished by Brazilian identity and innovative design.

Beyond its environmental benefits, the project delivers meaningful social impact by generating income for shellfish-harvesting communities



in Maceió. Through partnerships involving local leadership, the initiative promotes dignity, visibility, and economic opportunities for families whose livelihoods depend on mollusk harvesting.

## VOLUNTEERING

Our culture of collaboration extends beyond our operations through a structured corporate volunteering program. In 2025, our people dedicated their time, expertise, and energy to strengthening the communities in which we operate, reinforcing social responsibility as a shared value throughout the organization.

### → Ceramica Portobello

With record participation, 226 volunteers engaged in 11 initiatives throughout the year, resulting in 381 volunteer engagements. Beneficiary organizations included local institutions supported through activities such as the Toll Campaign, the Walk for the Friends of Autism Association (AMA), and a charity bingo event at Lar Santa Maria da Paz. Additional initiatives included the renovation of a public square during Sustainability Day (Dia D), blood donation campaigns, and a computer literacy course delivered to local residents in partnership with SENAI.

### → Portobello Shop

The retail network generated 170 volunteer engagements across 12 initiatives, driven

by the éPortobello ESG program, which highlights and encourages social initiatives across our stores. The breadth of these actions was a key differentiator, ranging from public-space clean-up initiatives in Florianópolis and Goiânia and recycling workshops to impactful community partnerships, including toy donations in Rocinha (RJ), pet food donations to NGOs in Itu (SP), and ceramic surface donations to CAPS and ABID in Indaiatuba (SP).

### → Pointer

In Alagoas, volunteering focused on education and community revitalization. Through the Ecogênio Project, Environmental Ambassadors supported 40 students from Altina Ribeiro Toledo Municipal School in Marechal Deodoro in transforming waste into art, organizing educational events, and promoting environmental awareness through creative learning experiences. As part of the social agenda, Sustainability Day (Dia D) included a community painting initiative and the renovation of the sports



5th Sustainability Week – Dia D

court at Amigos Leal, combining donated materials with the volunteer efforts of our employees. A total of 26 volunteers participated in these initiatives.

### → Portobello America

Although the unit is still developing a formal corporate volunteering structure, it has already established strong

connections with the local community through a variety of initiatives.

In 2025, key highlights included participation in the Cookeville Career Fair, promoting education and access to employment opportunities, as well as employee engagement in recurring blood donation campaigns.

**PARTNERSHIPS FOR GOOD**

Developed in partnership with ENGIE and more than 70 partner companies, this initiative has significantly expanded the reach and effectiveness of our social investment efforts. The program is structured around two core pillars. The first focuses on cultural development through support for the Cultural Center in Quedas do Iguaçu (PR), fostering local talent, cultural participation, and social inclusion. The second pillar focuses on rights advocacy through initiatives such as Agosto Lilás and Women in Our Community, which seek to empower women living in communities surrounding the Company’s operations and those of its partners by promoting income generation and reducing gender inequalities.

In 2025, the Women in Our Community Program reached its sixth edition, continuing to strengthen female leadership and entrepreneurship across local communities. Participants submit projects through an annual public call and compete for BRL 10,000 in financial support, combined with

THE PROGRAM'S INITIATIVES HAVE REACHED

75,000 BENEFICIARIES

entrepreneurial management training. Since its inception, the program has allocated more than BRL 4 million and positively impacted over 4,000 lives, including that of Joziene Silva Souza, from Tijucas (SC), who established a circular glass-reuse business that combines sustainability with social purpose.

During the latest cycle, 1,544 applications were received and 115 projects from 63 Brazilian cities were selected. In Tijucas, home to the **Ceramica Portobello** manufacturing facility, the selected entrepreneur was Celeni Plack, founder of Delícias da Celeni, a business established during the pandemic and specializing in the production and delivery of artisanal breads and cakes.



Recognition – Joziene Silva Souza



Celeni Plack

## SHAREHOLDERS

GRI 2-6

Our relationship with shareholders is guided by ethical conduct, transparency, and a commitment to long-term value creation. Beyond delivering financial performance, we demonstrate that sustainability is a strategic competitive advantage by integrating ESG metrics and principles into our business strategy. The consistency of this approach led Portobello Grupo to join B3's Corporate Sustainability Index (ISE) in 2025.

To ensure the highest standards of transparency, we maintain a dedicated Investor Relations (IR) platform through which detailed information on governance practices, financial performance, and strategic developments is made available to stakeholders.

In addition, we reinforce our commitment to engagement and accessibility through our regular quarterly earnings calls and live presentations. These forums provide a transparent and comprehensive overview of results, strategic priorities, and business performance, enabling investors to closely monitor the Group's evolution and long-term value creation strategy in the global marketplace.



Portobello Grupo Shareholders

# CUSTOMERS

GRI 2-6

Customers are at the heart of our Live Experience strategy. One of the key annual initiatives designed to continuously enhance the customer journey at Portobello is CX Day. In 2025, we held the fourth edition of the event, engaging our entire operation—including stores, distribution centers and back-office teams—under the manifesto: “The most powerful change comes from within.”

The initiative reinforced a culture centered on placing customers at the core of every decision through a hybrid program that included practical mentoring sessions, knowledge-sharing exchanges and the recognition of inspiring stories through the éPortobello Program.

With contributions from industry experts and a strong emphasis on continuous learning, CX Day reaffirmed that memorable customer experiences are built from the inside out. By combining data, technology and the passion of our people, we anticipate customer needs and deliver solutions that unite cutting-edge design with the trust, quality and reliability that define Portobello Grupo.

In 2025, Portobello Grupo also secured its seventh consecutive victory at the Reclame

AQUI Award, reinforcing our leadership position in the large-scale ceramic and surface solutions category. The award, determined through public voting, reflects our unwavering commitment to conducting business with a customer-centric approach. This recognition further strengthens trust in our brand and underscores our dedication to delivering excellence and meaningful engagement across every customer touchpoint.

This commitment to customer proximity also guided our 2025 Sales Convention, held in Tijucas, Santa Catarina, bringing together teams from all sales channels to celebrate achievements and strengthen collaboration across the organization. The event provided an opportunity to explore the strategy behind the global collection Bossa on the Road while highlighting ESG topics as key competitive differentiators that support business growth.

This capability-building journey continued throughout the year through a comprehensive series of in-person training programs for sales representatives and commercial executives. Participants took part in immersive experiences within our Trend Room, laboratories and showroom, complemented by detailed technical visits to our manufacturing facilities.



CX Day



2025 Sales Convention – Ceramica Portobello

# ARCHITECTS AND SPECIFIERS

GRI 2-6

Architecture and design professionals are strategic partners in shaping the future of contemporary living. One of the most important initiatives dedicated to this audience is Portobello +Architecture, an exclusive relationship program offered through **Portobello Shop** stores for architecture and design professionals.

The flagship initiative within the Portobello +Architecture Program is the Creative Collective. This platform brings together professionals from our community to co-create products inspired by diverse cultures, transforming experiences and references into exclusive collections that become part of our portfolio.

In 2025, the group explored cultural diversity and the dynamic contemporary art scene of Miami during Art Basel Miami Beach, while also embarking on a journey through Chicago and Nashville. Chicago revealed itself as an open-air gallery, spanning the legacy of Frank Lloyd Wright and Mies van der Rohe to its contemporary architectural landmarks, while Nashville contributed the richness of its culture, craftsmanship and creative identity.



Creative collective – Chicago



This cycle of immersive experiences culminated in Baxter, at the heart of **Portobello America**, where approximately 25 Brazilian and North American professionals participated in the first collaborative workshop dedicated to bringing new collections to life.

In April 2025, the Portobello +Architecture Community attended the 63rd edition of Salone del Mobile Milano in Milan, Italy. A group of five partner professionals participated in an immersive experience that included visits to renowned destinations such as the Brera Design District and Zona Tortona.

Participants had the opportunity to explore a universe of more than 2,000 exhibiting brands across 170,000 square metres at the Fiera Milano Rho exhibition complex.

The mission of this delegation was to identify references and insights capable of inspiring our Innovation Cycle, while also capturing trends that contribute to the development of Portobello's traditional Trend Report.

More than simply professional visits, these journeys represent valuable knowledge

experiences that expand the repertoire of architects and specifiers while reinforcing the international relevance of Brazilian design.

Additionally, **Portobello America** transformed its Factory Tour into a CEU Accredited educational program, including a dedicated Sustainability module, with the objective of strengthening relationships with the local architecture market. This initiative enables architects to earn continuing education credits while gaining deeper knowledge of our sustainable manufacturing processes. By educating the market on the technical criteria underpinning the Green Square certification, we not only strengthen the value proposition of our products but also contribute to raising sustainability standards for major projects throughout the United States.

Complementing this educational and technical approach, Archtrends continues to consolidate its role as a strategic and long-term platform for engagement with architects and specifiers. Beyond serving as a source of inspiration, the portal has established itself as a leading visibility hub for professional talent, functioning as a digital extension of the Portobello ecosystem.



## FRANCHISEES

GRI 2-6

Our franchise network is the entrepreneurial force that brings the essence of **Portobello Shop** to communities throughout Brazil. Comprising 131 franchisees, this network operates under rigorous compliance standards and is guided by our Code of Ethics and Compliance Policies.

In 2025, we strengthened this partnership through the launch of the éPortobello ESG Program, a strategic initiative designed to document, structure and showcase the social and environmental responsibility actions developed by our stores within their local communities.

Network engagement became even more evident during Sustainability Week in June, when stores were encouraged to share their impact stories. The initiative resulted in the submission of 18 inspiring cases that demonstrate the reach and strength of our commitment.

The stories ranged from environmental initiatives—such as tree planting, community gardens and the creative



2025 Franchise Convention

reuse of damaged porcelain tiles—to social awareness actions, including dialogue circles focused on diversity and inclusion.

Throughout 2025, we also strengthened this relationship through robust governance, ongoing management support and professional development initiatives. We expanded the use of the Aprende Shop platform across franchise

teams and reinforced alignment with our sustainability commitments, including the goal of supplying 100% renewable energy to franchised units by 2030.

This spirit of collaboration was at the heart of the 2025 Franchise Convention, held in São Paulo and attended by more than 300 participants under the theme “Belong Together, Grow Together!” The event marked the conclusion of a historic

cycle for the network, which achieved 19 consecutive months of growth. During the convention, leaders and franchisees discussed the strategic roadmap for 2026, focusing on: data-driven decision-making, simplicity and disciplined execution, portfolio innovation.

The result is a connected and engaged network committed to delivering an outstanding customer experience. Portobello Grupo believes that sustainable growth is the direct outcome of a brand that places culture, customer delight and education at the center of its market strategy.

Another important factor in strengthening integration across our franchise network was the significant investment in infrastructure. Key highlights include the modernization of Distribution Centers in Brazil and the United States, the launch of the new São Paulo Flagship Store in 2026 and the digitalization of processes dedicated exclusively to supporting the **Portobello Shop** network.



Rio de Janeiro Distribution Center (RDC)

A total of BRL 400,000 was invested to double the capacity of the Rio de Janeiro Distribution Center (RDC), expanding its footprint to 60,000 m<sup>2</sup>. This logistics enhancement reflects the Group's commitment to ensuring franchisee competitiveness and operational excellence through:

→ **Regional service expansion**

The RDC expanded its support network to 23 stores across the states of Rio de Janeiro, Espírito Santo and Minas Gerais, while also assuming responsibility for servicing six franchised stores located in Minas Gerais.

→ **Reliability and sustainable quality**

For franchisees, operational efficiency translates directly into confidence and security. Despite a doubling of shipping volumes, the damage rate remained below 2%, ensuring product integrity upon delivery to end customers while reducing logistics costs associated with replacement shipments.

→ **Excellence at the point of delivery (NPS 86.6)**

The integrated logistics model enabled the achievement of an NPS score of 86.6, demonstrating that effective franchisee support contributes directly to a superior delivery experience, strengthening brand reputation and fostering loyalty among customers, architects and specifiers.

## SUPPLIERS

GRI 2-6

Our supply chain and outsourcing partners are essential extensions of our commitment to excellence. In 2025, we strengthened the governance of this network through the self-assessment of 13 critical suppliers conducted by **Ceramica Portobello**, ensuring that ESG principles and ethical compliance standards are embedded throughout the value chain. The process also included eight on-site audits at third-party mining operations and three remote audits.

Quality is non-negotiable for us. We apply the same technical specifications and rigorous quality controls adopted at our Tijucas facility to both domestic and international partners (in Italy and China).

This monitoring process includes on-site inspectors, process audits, and certifications (ISO 9001 and Inmetro), ensuring that every product, regardless of origin, reflects the innovation and durability associated with our brand.



Meeting with Transportation Providers

Strong alignment with key market partners also extended to the operational logistics efficiency of our business. In August 2025, a strategic committee was established with our main transportation providers to enhance delivery standards, focusing on the rigorous analysis of performance indicators and the elimination of critical causes of product damage, such as packaging deficiencies and inadequate cargo securing practices.

Monitoring is reinforced through monthly verification rounds, ensuring that action plans are implemented with maximum effectiveness. As a result of this logistics governance approach, a more standardized and reliable operation has been established, reducing product damage while directly improving service levels and overall customer and franchisee satisfaction.

# GRI and SASB Indicators Appendix

## GENERAL DISCLOSURES

### Restatements of information

GRI 2-4

No information restatements were made.

### External assurance

GRI 2-5

This report was reviewed and approved by the Executive Management Team and the Sustainability Committee, chaired by the Chairman of the Board of Directors. The report was not subject to external assurance.

## Employees

GRI 2-7

REGION	2024			2025			
	Women	Men	Total	Women	Men	Other	Total
<b>Ceramica Portobello + Corporate</b>	731	1.672	<b>2,403</b>	744	1.745	0	<b>2,489</b>
<b>Pointer</b>	117	378	<b>495</b>	113	344	0	<b>457</b>
<b>Portobello Shop (Owned Stores)</b>	224	111	<b>335</b>	225	102	0	<b>327</b>
<b>Portobello Shop (Back Office)</b>	171	99	<b>270</b>	173	102	0	<b>275</b>
<b>Portobello Shop (Logistics/Officina)</b>	97	262	<b>359</b>	93	266	0	<b>359</b>
<b>Portobello America</b>	92	190	<b>282</b>	76	203	1	<b>280</b>
<b>TOTAL</b>	<b>1,432</b>	<b>2,712</b>	<b>4,144</b>	<b>1,424</b>	<b>2,762</b>	<b>1</b>	<b>4,187</b>

Employee locations: Santa Catarina (**Ceramica Portobello**, Corporate, **Portobello Shop** Back Office and Logistics), Alagoas (**Pointer**), São Paulo, Pernambuco, Goiás and Rio de Janeiro (**Portobello Shop** Logistics/Officina and Back Office), Tennessee (**Portobello America**), and throughout the five Brazilian regions through 30 owned stores (**Portobello Shop**).

Data as of December 31, 2025 and December 31, 2024.

Unlike indicator GRI 405-1, which does not include **Portobello America** data, indicator GRI 2-7 consolidates information from this unit.

The Company does not employ workers without defined working hours.

At **Pointer**, apprentices and interns are hired on a part-time basis (29 women and 12 men), while all other employees (both permanent and temporary) are hired on a full-time basis.

## Temporary employees

REGION	2024				2025		
	Women	Men	Other	Total	Women	Men	Total
<b>Ceramica Portobello + Corporate</b>	30	49	0	<b>79</b>	8	22	<b>30</b>
<b>Portobello Shop – Owned Stores</b>	0	2	0	<b>2</b>	1	0	<b>1</b>
<b>Portobello Shop – Back Office</b>	12	5	0	<b>17</b>	3	0	<b>3</b>
<b>Portobello Shop – Logistics/Officina</b>	3	17	0	<b>20</b>	0	10	<b>10</b>
<b>Portobello America</b>	0	9	1	<b>10</b>	3	5	<b>8</b>
<b>TOTAL</b>	<b>45</b>	<b>82</b>	<b>1</b>	<b>128</b>	<b>15</b>	<b>37</b>	<b>52</b>

**Pointer** does not employ temporary workers.

EMPLOYEES BY EMPLOYMENT TYPE						
	2023		2024		2025	
	Women	Men	Women	Men	Women	Men
<b>Permanent</b>	1,340	2,735	1,432	2,712	1,424	2,762
<b>Temporary</b>	36	115	45	82	15	37
<b>TOTAL</b>	<b>1,376</b>	<b>2,850</b>	<b>1,477</b>	<b>2,794</b>	<b>1,439</b>	<b>2,799</b>

## Workers who are not employees

GRI 2-8

TOTAL NUMBER OF NON-EMPLOYEE WORKERS WHOSE WORK IS CONTROLLED BY THE ORGANIZATION			
UNIT	POSITION	2024	2025
<b>Ceramica Portobello and corporate office</b>	Administrative and Industrial Support	79	30
	Cleaning, Security, Electricians, Mechanics and Drivers	200	75
<b>Pointer</b>	Administrative and Industrial Support	76	76
<b>Portobello Shop</b>	Back Office Analyst	6	-
	Administrative and Financial Assistant	7	3
	Owned Store Consultant	1	1
	Owned Store Designer	1	-
	IT Developer	1	-
	IT Specialist	3	-
	Logistics Assistant	2	-
	Logistics Support Assistant	16	10
<b>Portobello America</b>	Logistics Operator	2	-
	Administrative and Industrial Support	10	8
<b>TOTAL PORTOBELLO GRUPO</b>		<b>204</b>	<b>203</b>

Note: Number of workers as of December 31, 2025.

## Chair of the highest governance body

GRI 2-11

The Chair of the Board of Directors does not hold an executive position.

## 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 direction and overseeing corporate actions, decisions and business performance, meeting on a quarterly basis. Through its reporting committees, the Board monitors impacts, concerns and opportunities relevant to the Company's operations. For matters related to sustainable development, the Board is advised by the Sustainability

Committee, chaired by the Chair and Vice-Chair of the Board, Cesar Gomes Junior and Cláudio Ávila da Silva, respectively. The Executive Board is responsible for implementing the strategy established by the Board of Directors.

## Delegation of responsibility for impact management

GRI 2-13

Risk management activities consider both the external environment—including financial, economic, regulatory and stakeholder-related factors—and the internal environment, such as the governance model, organizational structure, strategic objectives and capital structure. Risks are identified through a collaborative process involving leaders and managers across the organization. In addition to the formal risk management process, any employee may identify a risk at any time and submit it to the Risk Management function for assessment.

The Company's risk governance structure comprises:

- The Board of Directors, responsible for approving the corporate risk matrix, corporate policies and guidelines, among other responsibilities.
- The Audit Committee, which supports the Board in overseeing audit activities,

internal controls, risk management and compliance matters.

- The Ethics Committee, which ensures the effectiveness of the Company's compliance framework.
- The Corporate Executive Board, responsible for establishing, monitoring and supporting the Risk Management and Internal Controls function.
- The Risk Management and Internal Controls, Internal Audit and Compliance functions, which are responsible for risk management and control activities from an executive perspective.

The Company was unable to report risks to the highest governance body on a regular basis during 2025. Accordingly, it plans to restructure its Risk Management function in 2026.

## Conflict of interest

GRI 2-15

Conflict-of-interest management is governed by a set of policies and control mechanisms, including the Related Party Transactions Policy, the Conflict of Interest Prevention Policy, the Code of Ethical Conduct and the Whistleblowing Channel.

Under the Related Party Transactions Policy, conflicts of interest involving senior management and governance bodies are overseen by the Audit Committee. In addition to establishing general preventive guidelines, the policy requires individuals to abstain from participating in discussions and voting whenever a direct or indirect personal interest exists. The policy also establishes specific approval protocols when conflicts involve members of the Executive Board, the Board of Directors or statutory committees.

Cases involving non-statutory executives and employees are addressed in accordance with the procedures set out in the Conflict of Interest Prevention Policy, under the direct oversight of the Compliance, Risk

Management and Internal Controls function. Preventive measures include background checks, due diligence procedures, self-declaration forms for potential conflicts of interest and the Whistleblowing Channel, which enables confidential and independent reporting of suspected situations.

Related party transactions are transparently disclosed in the Company's financial statements and Reference Form. Conflicts of lower materiality involving middle management and lower organizational levels that do not materially affect operations or business continuity are managed internally by the Compliance, Risk Management and Internal Controls function and are not publicly disclosed.

## Communication of critical concerns

GRI 2-16

Critical concerns reported through the Whistleblowing Channel are communicated quarterly to the Audit Committee, which advises the Board of Directors.

Strategic risks classified as critical, together with the progress of associated action plans, are reported annually to the Board of

Directors and semi-annually to the Corporate Executive Board and the Executive Risk Committee.

During 2025, no critical concerns requiring escalation to the Board of Directors due to their materiality were reported.

## Collective knowledge of the highest governance body

GRI 2-17

In 2025, ten meetings were held with members of the Sustainability Committee, which reports directly to the Board of Directors. The Committee's activities focused primarily on climate change-related topics, including a climate literacy programme comprising five sessions involving not only Committee members but also senior leadership and technical teams from all Portobello Group business units.

Sustainability Week, an annual event promoted by the Sustainability Committee, also played an important role in strengthening the Board's understanding of sustainability-related matters. In addition, with the support of specialised consultants, meetings were held to enhance understanding of CVM Resolution No. 193, which requires sustainability reporting aligned with the International Sustainability Standards Board (ISSB) standards, IFRS S1 and IFRS S2.

## Evaluation of the performance of the highest governance body

GRI 2-18

No formal performance evaluation process for the highest governance body is currently in place.

## Remuneration policies

GRI 2-19

Portobello Group's remuneration policy aims to align the Company's interests with market competitiveness in the short term while supporting the sustainable generation of results over the medium and long term. Remuneration is reviewed annually based on market benchmarking studies conducted by the Human Resources function and submitted for approval by the General Assembly.

comprises fixed compensation based on market benchmarks, individual performance and factors such as executive potential, specialised skills, role experience and retention risk. Compensation also includes benefits and variable remuneration, consisting of short-term incentives linked to strategic planning and annual budget targets, as well as long-term incentive programmes.

Remuneration by governance body:

- Board of Directors – monthly fees consistent with the responsibilities of the position, plus reimbursement of travel and accommodation expenses incurred in the performance of duties.
- Fiscal Council – remuneration established annually by the General Shareholders' Meeting and not lower than 10% of the average remuneration paid to each Statutory Director.
- Executive Board – remuneration

The Company does not grant signing bonuses, recruitment incentives, severance payments beyond those required by applicable legislation, or compensation clawback arrangements related to unmet targets or other circumstances.

The Company contributes up to 6% of remuneration to private pension plans for senior management, senior executives and other employees.

## Process for determining remuneration

GRI 2-20

The Portobello Group job classification and remuneration policy, approved by the Board of Directors for executive positions and by the Executive Board for all other employee groups, establishes the criteria for salary progression and promotion. Compensation levels are determined based on market surveys and collective bargaining agreements negotiated with the labour unions representing the Company's workforce, covering all employees except interns and apprentices. Accordingly, the Company maintains salary band structures by job level and position. Collective Bargaining Agreements cover all employees except Statutory Directors, apprentices and interns.

Salary adjustment negotiations are conducted according to each union's bargaining calendar and take place throughout the year. For the Group's largest

business unit, the salary review reference date is May and adjustments are based on the National Consumer Price Index (INPC). Following negotiations, proposals are presented by the union during employee assemblies convened and communicated in advance, in accordance with quorum requirements established under applicable regulations. Once approved, salary adjustments are communicated through internal channels such as the intranet and notice boards.

At **Pointer**, although there is no specific labour union representing the ceramic industry in the State of Alagoas, the Company follows a collective bargaining agreement and remuneration-setting process similar to those adopted throughout the Group.

## Annual Total Compensation Ratio

GRI 2-21

Business units	Ratio between the annual total compensation of the highest-paid individual and the average annual total compensation of all employees <sup>1</sup>	Annual percentage increase in total compensation of the highest-paid individual	Average annual percentage increase in total compensation of all employees (excluding the highest-paid individual)
<b>Ceramica Portobello + corporate</b>	31.1x	5.53%	5.53%
<b>Portobello Shop</b>	11.5x	0.00%	5.80%
<b>Pointer</b>	18.0x	3.59%	3.71%
<b>Portobello America</b>	5.0x	4.00%	4.00%

<sup>1</sup> Calculation based on the average annual salary of all employees (excluding the highest-paid individual) compared with the average annual salary of the highest-paid employee.

## Compliance with laws and regulations

GRI 2-27

No significant cases of non-compliance with laws and regulations were identified during 2025. Significant cases of non-compliance are assessed according

to their nature and potential impacts, considering financial, legal, reputational and operational dimensions.

## Participation in Associations

GRI 2-28

The Company actively participates in the National Association of Ceramic Tile, Sanitary Ware and Related Manufacturers (ANFACER), engaging in governance bodies and industry forums and contributing to the development of the sector.

The Company is also a signatory to the United Nations Global Compact and is committed to incorporating principles related to Environment, Labour, Human Rights and Anti-Corruption into its business practices.

## Approach to stakeholder engagement

GRI 2-29

The primary stakeholder engagement mechanisms are the materiality assessment process and Sustainability Week, which involve stakeholder groups including suppliers, franchisees, local communities, public authorities, employees and customers.

## Collective agreements

GRI 2-30

Collective Bargaining Agreements cover 99% of employees, excluding members of the Statutory Executive Board.

Stakeholder Group	Purpose of engagement	Engagement activities
<b>Employees</b>	Establish management targets and monitor performance indicators to address internal needs	Training programmes; feedback processes; cultural initiatives; employee engagement surveys; e-learning platform; diversity and inclusion discussion forums
<b>Suppliers</b>	Align governance strategy and engage the value chain in sustainable (ESG) practices	ESG-based assessments; first ESG engagement meeting with priority suppliers
<b>Customers</b>	Ensure product quality and customer experience, measure satisfaction, customise products, ensure labelling transparency and protect data privacy	Standardised customer service ( <b>Portobello Shop</b> ); Reclame Aqui Award 2024 (sixth consecutive year); Product Launch Preview events; ESG presentations (Jan/Feb); <b>Pointer</b> Perfect Store Programme (logistical and digital benefits for more than 1,000 retailers)
<b>Franchisees Investors/</b>	Ensure customer experience and service quality throughout the network, supported by compliance, transparency and ethical conduct (160 locations)	Good Practices Manual; guidance on the Code of Ethics; Excellence Programme (including ESG requirements since 2023); conventions, events and live sessions
<b>Shareholders</b>	Maintain engagement guided by disclosure policies and related-party transaction policies; respond to Sustainability Index questionnaires (second participation)	Regular Investor Relations communications; IR website with financial, governance and sustainability information; quarterly earnings webcasts (since 2023); quarterly and annual communications through email, website, WhatsApp and live events; annual Sustainability Report
<b>Communities</b>	Integrate the Company into local communities, support local needs, encourage volunteering and establish a foundation for impactful social initiatives	Income generation and community development projects (e.g. Sururu – Shells that Transform and Garden in Progress); Donation Policy; Volunteer Handbook and Programme; training initiatives; donations of materials and ceramic products; campaigns; projects supported through incentive legislation
<b>Architects</b>	Promote open innovation by connecting teams in Brazil and the United States with designers, architects and market references to translate trends into strategy and product development	Participation in product development; events in Brazil and abroad; Archtrends platform; Portobello Experience and Creative Labs (weekly listening sessions); Portobello +Architecture Programme (more than 11,000 registered participants) with rewards based on purchases and check-ins

# MATERIAL TOPICS

## Management of material topics

GRI 3-3

Material topic	Related chapters	Additional information
<b>Customer centricity</b>	Customers (page 76)	<ul style="list-style-type: none"> <li>• Service Quality: Customers are placed at the centre of the organisation’s business model. The Company applies a comprehensive Net Promoter Score (NPS) methodology that assesses not only the purchasing experience but all interactions between customers and the brand. At <b>Portobello Shop</b>, NPS performance is incorporated into variable compensation schemes.</li> <li>• Product Quality: The quality management system at Portobello’s manufacturing facility in Tijucas, Santa Catarina, is certified to ISO 9001:2015. Product quality is monitored through advanced inspection technology that scans 100% of manufactured pieces for dimensional and surface compliance, complemented by human visual inspection processes. Portobello also participates in the Sectoral Quality Programme (PSQ), which requires quarterly independent assessments conducted by INMETRO-accredited laboratories. <b>Pointer</b> follows the same product testing and inspection protocols and likewise holds PSQ certification. <b>Portobello America</b> maintains quality assurance practices aligned with the requirements of the U.S. market.</li> <li>• Data Privacy: The Company maintains a Privacy Policy aligned with Brazil’s General Data Protection Law (LGPD), applicable across all Group operations and designed to safeguard customer information. The policy is publicly available on the corporate website and written in accessible language. Customers may also contact the dedicated privacy channel at <b>privacidade@portobello.com.br</b> for enquiries relating to data protection.</li> </ul>
<b>Governance, transparency and ethics in the management of operations and the value chain</b>	Code of Conduct and Ethics (page 40) Suppliers (page 81)	
<b>Circularity</b>	Circularity (page 57)	<ul style="list-style-type: none"> <li>• Portobello’s manufacturing facilities in Tijucas (SC), <b>Pointer</b> in Marechal Deodoro (AL), and <b>Portobello America</b> in Baxter, Tennessee, adopt advanced circular production practices. Currently, 100% of waste generated during the production process is reintegrated into the manufacturing cycle and incorporated into products. Most remaining waste streams are sent to third-party processors for recycling or recovery, such as cardboard recyclers. The recycling rate reaches 99.9% at Portobello and approximately 99% at <b>Pointer</b>. <b>Portobello America</b> remains in a stabilisation phase, although it has already achieved Green Squared Certification, which recognises products demonstrating environmental, economic and social responsibility.</li> </ul>

Material topic	Related chapters	Additional information
<b>Climate change</b>	Climate change (page 50)	<ul style="list-style-type: none"> <li>Portobello and <b>Pointer</b> have prepared greenhouse gas (GHG) inventories since 2019 and 2022, respectively, covering Scope 1, Scope 2 and Scope 3 emissions. During the reporting period, progress was made in strengthening transparency practices and expanding emissions measurement across additional Group operations. Since 2023, both companies have participated in the Brazilian GHG Protocol Programme. Portobello Group also responded to the Carbon Disclosure Project (CDP) questionnaire, which assesses climate governance, transparency, risks, opportunities and emissions reduction targets, achieving a score of B-. With regard to retail operations, a pilot project was conducted in 2023 covering two company-owned stores, two distribution centres and two <b>Portobello Shop</b> workshops. In 2024, the Company prepared its first Corporate Greenhouse Gas Inventory encompassing all business units. Across the Group, initiatives are being implemented to reduce emissions, particularly through operational improvements, continuous improvement programmes and production process optimisation.</li> </ul>
<b>Sustainable products and production</b>	Sustainable Products and Production (page 52)	
<b>Development of teams and communities</b>	Talent development (page 65) Community (page 71)	
<b>Human Rights</b>	Diversity and inclusion (page 68)	

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

### Direct economic value generated and distributed

GRI 201-1

CONSOLIDATED OPERATIONS (BRAZIL AND UNITED STATES)	
Economic value generated	
Revenue	BRL 3,223,868,000
Economic value	
Operating costs	BRL 1,833,687,000
Salaries and Benefits	BRL 524,739,000
Governments	BRL 710,554,000
Payments to providers of capital	BRL 154,888,000

### Financial assistance received from government

GRI 201-4

Country	Type	Value (BRL)
Consolidated (Brazil and United States)	Tax benefits and credits	30,029,295.21
	Subsidies	10,830,855.91
	Tax Incentives	21,432,609.41

No government entity holds an ownership interest in the organisation.

### Proportion of spending on local suppliers

GRI 204-1

	2024	2025
Business Unit	% of spending on local suppliers	% of spending on local suppliers
Ceramica Portobello	58.89%	52.29%
Pointer	37.80%	44.85%
<b>TOTAL</b>	<b>55.14%</b>	<b>50.87%</b>

Local suppliers are defined as suppliers located in the states of Santa Catarina and Alagoas, where **Portobello** and **Pointer** operate.

## Operations assessed for risks related to corruption

GRI 205-1

Portobello Group maintained the assessment conducted in the previous reporting period and identified no indicators of corruption risk during 2025.

The Group has limited interaction with public officials in the course of its core business activities. Such interactions occur primarily in administrative matters, including obtaining and renewing licences and permits, inspections and audits, import and export procedures, and judicial proceedings conducted on behalf of the Company. The Company also engages third parties to support licensing and permitting activities, including law firms, customs brokers, logistics providers and other service providers that may interact with public authorities.

To mitigate corruption-related risks, the Company implements:

- Internal controls over financial procedures and payments, including a prohibition on cash payments and restrictions on the use of corporate cards;
- Monitoring of situations involving employee interaction with public officials;
- Contractual safeguards;
- Due diligence procedures for third parties acting on behalf of the Company;
- Employee awareness and training initiatives.

## Communication and training on anti-corruption policies and procedures

GRI 205-2

A total of 1,166 employees received communications regarding anti-corruption policies and procedures, while 85 employees participated in anti-corruption training programmes.

The Company provides clear anti-corruption guidance through its Code of Ethical Conduct, which is publicly available on its website. The document is presented to all Group employees, and acknowledgement of its content is incorporated into employment contracts.

At present, however, the Company does not have a mechanism to measure how many employees have read the Code.

All business partners operating under formally executed contracts are likewise informed of the Company's anti-corruption requirements, as these provisions are expressly included in contractual agreements.

### Confirmed cases of corruption and actions taken

GRI 205-3

No reports or legal proceedings relating to corruption involving the organisation or its employees were recorded during fiscal year 2025.

### Legal actions for anti-competitive behaviour, antitrust and monopoly practices

GRI 206-1

None.

### Tax approach

GRI 207-1

Portobello Group seeks to ensure compliance with applicable regulatory requirements while optimising its tax burden in accordance with ethical business practices. The topic is overseen by the Tax

Committee, composed of experienced executives. The Company is supported by the Internal Controls and Compliance function in defining policies and procedures.

### Tax governance, control and risk management

GRI 207-2

Portobello Group is supported by an independent external audit function that periodically reviews company operations to ensure compliance with tax regulations and mitigate fiscal risks. The topic is overseen by the Tax Committee, composed of executives with extensive expertise in tax matters. The Company is also supported by the Internal Controls and Compliance function in establishing policies and procedures.

The Group's Tax Management team continuously monitors legislative developments, evaluates their applicability to the business, coordinates implementation

across relevant areas and oversees execution. The team also reviews and monitors operations through tax assessment routines and compliance obligations.

Any identified tax risks requiring action are reported to the Tax Committee. Significant matters are also submitted to the Board of Directors for decision-making. In addition, Portobello Group maintains a Whistleblowing Channel through which any irregularities may be reported.

### Stakeholder engagement and management of tax-related concerns

GRI 207-3

Portobello Group engages with tax authorities through its Tax Committee. The Group also seeks to remain up to date with transfer pricing developments, ensuring compliance with both national and international regulations through the support of specialised advisors. Any identified risks are reported to the Tax Committee and the Chief Financial Officer (CFO).

Portobello Group regularly conducts benchmarking exercises with regional companies as part of its decision-making process, and the results are shared with the governing bodies of its business units. With regard to public policy engagement on tax matters, the Tax Committee is responsible for representing the Group's interests either directly or through industry associations.

## Country-by-country reporting

GRI 207-4

COUNTRY-BY-COUNTRY REPORTING							
Entity name	PBG S.A. (consolidated group)	PBTECH Comércio e Serviços de Revestimentos Cerâmicos Ltda.	PBG S/A	Cia Brasileira de Ceramica S.A.	Portobello Shop S.A.	Mineração Portobello Ltda.	Portobello America Inc.
<b>Jurisdiction</b>	Brazil	Brazil	Brazil	Brazil	Brazil	Brazil	United States
<b>Primary activity</b>	Manufacture of ceramic tiles and surfaces	Retail sale of construction materials	Manufacture of ceramic tiles and surfaces	Manufacture of ceramic tiles and surfaces	Other business support services	Clay extraction and processing	Manufacture of ceramic tiles and surfaces
<b>Number of employees</b>	3,932	336	2,940	362	287	7	–
<b>Revenue from third-party sales</b>	BRL 2,606,148,000	*	*	*	*	*	*
<b>Revenue from intra-group transactions</b>	0	*	*	*	*	*	*
<b>Profit/(loss) before income tax</b>	BRL (238,915,000)	*	*	*	*	*	*
<b>Tangible assets</b>	BRL 1,058,232,000	*	*	*	*	*	*
<b>Corporate income tax paid (cash basis)</b>	BRL 21,168,709**	BRL 15,648,289	–	BRL 300,916	BRL 5,017,711	BRL 201,793	USD 37,758
<b>Corporate income tax accrued on profit/(loss)</b>	BRL 16,875,146**	BRL 14,536,991	–	–	BRL 2,338,156	–	USD 37,758
<b>Reason for differences</b>	Monthly advance payments based on estimated annual taxable income**	Monthly advance payments based on estimated annual taxable income	–	Monthly advance payments based on estimated annual taxable income	Monthly advance payments based on estimated annual taxable income	Monthly advance payments based on estimated annual taxable income	–
<b>Employee remuneration</b>	BRL 515,758,690**	BRL 70,102,623	BRL 362,619,859	BRL 24,805,528	BRL 53,743,751	BRL 4,486,929	–
<b>Employee taxes</b>	BRL 46,249,276**	BRL 9,004,067	BRL 29,342,092	BRL 1,494,179	BRL 6,107,856	BRL 301,082	–
<b>Customer taxes</b>	BRL 256,045,153**	BRL 43,025,784	BRL 130,491,280	BRL 71,630,274	BRL 8,983,202	BRL 1,914,613	USD 185,751

Note: The reporting period covers January to December 2025. For all entities, sector-specific taxes, uncertain tax positions and outstanding tax liabilities amounted to zero.

\* The Company has elected to disclose this information only at the consolidated level.

\*\* Includes the consolidated results of the Brazilian operations.

## New suppliers screened using environmental criteria

GRI 308-1

**Ceramica Portobello** does not currently apply environmental criteria in the selection of suppliers. At present, the Company requires the submission of mandatory documentation, which may include, for example, an Environmental Operating Licence.

## Negative environmental impacts in the supply chain and actions taken

GRI 308-2

During the raw material extraction stage, the main environmental impacts are associated with the consumption of mineral resources and changes to natural areas resulting from mining activities.

At the manufacturing stage, the most significant impacts are concentrated in greenhouse gas (GHG) emissions, in addition to the high levels of energy consumption required for industrial processes.

Transportation-related impacts arise primarily from emissions associated with the movement of raw materials to manufacturing facilities and finished products to distribution centres and customers.

During the use phase, environmental impacts tend to be lower due to the durability of ceramic coverings, which reduces the need for frequent replacement. At end of life, opportunities exist for

recycling and reuse, contributing to a reduction in the environmental burden associated with disposal.

Currently, **Ceramica Portobello** has 26 suppliers engaged in raw material extraction from mineral deposits and therefore considered more directly associated with potential environmental impacts. The Company has not yet developed assessments covering suppliers in other categories.

In 2025, **Pointer** assessed 45 suppliers regarding environmental impacts. Only suppliers classified as critical or key suppliers, in accordance with the organisation's internal supplier assessment and classification criteria, were included in the evaluation. No significant negative environmental impacts were identified.

No supplier contracts were terminated in 2025 due to environmental impacts.

## New suppliers screened using social criteria

GRI 414-1

At present, **Ceramica Portobello** and **Pointer** do not apply social criteria in the selection of new suppliers. However,

both companies intend to further develop their supplier selection and qualification processes.

## Negative social impacts in the supply chain and actions taken

GRI 414-2

At **Ceramica Portobello**, 24 suppliers were assessed in 2025, including 10 suppliers audited through mining operations and 14 suppliers that completed the ESG self-assessment questionnaire.

The assessment identified four suppliers without formal contracts requiring compliance with applicable legislation aimed at preventing child labour, abuse, discrimination and any form of harassment. In addition, two suppliers did not have programmes in place to ensure employee health and safety, including accident prevention measures and regular training.

At **Pointer**, critical suppliers are assessed

annually against administrative criteria, such as certifications and licences, and semi-annually against technical criteria through checklists and technical reports.

In addition, critical suppliers undergo an ESG assessment covering socio-environmental aspects, diversity and data protection. Assessment results are communicated by email, and corrective actions may be required even from approved suppliers.

No suppliers were identified as causing actual or potential negative impacts.

## Political contributions

GRI 415-1

The Company does not make contributions to political parties or political candidates.

## Total monetary losses resulting from legal proceedings associated with cartel practices, price-fixing and anti-competitive behaviour

SASB EM-CM-520a.1

No monetary losses resulting from legal proceedings related to cartel practices, price-fixing or anti-competitive conduct were recorded.

## CUSTOMER CENTRICITY

### Requirements for product and service information and labelling

GRI 417-1

Product labelling complies with ISO 13006 and INMETRO Ordinance No. 484/2021. Labels include information regarding product type and manufacturing technology, including whether the ceramic product is glazed or unglazed.

Packaging contains technical handling and safety guidance, including detailed installation instructions. The information is supplemented through a QR code printed on the packaging, providing additional details on the social and environmental

impacts of products, including guidance on appropriate end-of-life disposal.

Portobello Group adopts the publication “How to recycle ceramic tile waste from your construction project!”, developed by Anfacer.

All products comply with applicable regulatory requirements.

### Substantiated complaints concerning breaches of customer privacy and losses of customer data

GRI 418-1

Following the implementation of the data management tool in February 2025, Portobello Group began receiving requests from customers to update registration information, including email addresses, telephone numbers and other personal data.

In 2025, 231 complaints were recorded, including several requests from architects

registered with Archtrend seeking corrections to their registration details.

To date, no incidents involving personal data breaches or data leaks associated with the tool have been recorded.

### Cases of non-compliance concerning product and service information and labelling

GRI 417-2

No cases were recorded in 2025.

### Cases of non-compliance concerning marketing communications

GRI 417-3

No cases were recorded.

# CIRCULARITY

## Waste generation and significant waste-related impacts

GRI 306-1

### For Pointer and Ceramica Portobello:

- Inputs: raw materials<sup>1</sup> (clays and feldspars), chemical inputs (inks, glazes and oils), packaging materials (paper, plastic, metal and wood), and energy inputs (electricity and natural gas).
- Activities: ceramic manufacturing (milling, pressing, glazing and firing), industrial maintenance and administrative support.
- Outputs (waste generated):
  - Class I (Hazardous): oils, solvents, paints, lamps, batteries, industrial waste and healthcare waste.
  - Class II A (Non-inert): paper, plastic, organic waste and wood<sup>2</sup>.
  - Class II B (Inert): metal scrap and ceramic waste.
- Effluents: industrial water used in manufacturing processes.
- Waste generated within the organisation and its internal value chain: ceramic production waste, packaging, contaminated materials and lubricating oil.

- Upstream (suppliers): packaging materials and inputs delivered to manufacturing facilities that generate internal waste.
- Downstream (post-consumer): disposal of ceramic products in construction activities and reverse logistics systems for recyclable packaging.

### For Portobello Shop:

Significant waste-related impacts are concentrated primarily in Distribution Centre (DC) operations and, to a lesser extent, in **Portobello Shop** stores.

At the DCs, impacts arise from the receipt, storage and redistribution of products, generating packaging waste (primarily wood, metal, cardboard and plastic), as well as broken and damaged products. Part of this waste is returned to manufacturing facilities through reverse logistics programmes or directed to recycling, reducing landfill disposal.

In stores, impacts are associated with operational and administrative activities, generating ordinary waste such as paper, plastic, organic waste and general refuse. Volumes are relatively low due to the absence of inventory storage and manufacturing activities.

Display materials also generate waste, although their impact is limited. These materials may be directed to donation programmes, eco-collection points or landfill disposal when appropriate.

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<sup>1</sup> For Portobello, this category also includes water.

<sup>2</sup> For Portobello, this category also includes expanded polystyrene (EPS) and non-contaminated refuse.

## Management of significant waste-related impacts

GRI 306-2

· **Ceramica Portobello:** adopts a comprehensive set of measures to prevent, reduce and manage waste across its operations and value chain. Internally, the company maintains a structured waste management programme supported by an annual action plan and targets, monthly performance monitoring, management objectives linked to performance assessments, and initiatives focused on process optimisation, waste reuse and segregation.

Across the value chain, ecodesign principles are applied to reduce raw material consumption and product weight, optimise packaging solutions (including improvements implemented in 2025), and promote packaging reverse logistics through **Portobello Shop**. These initiatives prioritise reuse and recycling while minimising landfill disposal. Waste management is supported through the selection and auditing of licensed service providers and robust traceability mechanisms. Reused waste is weighed and recorded in the Oracle management system, while waste sent to third parties is monitored through the IMA/SC MTR system (MTR, CDF and DMR), supported by audits and ongoing monitoring activities.

· **Pointer:** adopts a preventive waste management approach aligned with circular economy principles. Internally, the company prioritises waste reduction at source, process improvements, loss control and material recovery. As a result, 98.29% of waste is reused internally, 1.28% is sent for external recycling (including support for recycling cooperatives), and only 0.43% is directed to final disposal (landfill or incineration), in accordance with the waste hierarchy.

Throughout the value chain, suppliers are encouraged to improve material efficiency and packaging design. Downstream, environmental compensation for packaging is carried out through the Eu Reciclo programme, exceeding the requirements established by Brazil's National Solid Waste Policy (PNRS). During the reporting period, the initiative benefited nine cooperatives and recycling operators across six Brazilian states and enabled the recycling of 48.86 equivalent tonnes of material. Compensation calculations consider equivalency criteria and material-specific compensation rates (aluminium, paper and plastic), reducing pressure on landfill disposal and the consumption of virgin raw materials.

Compliance and traceability are ensured through licensed contractors, audits and inspections, employee training and document controls (MTR and CDF) issued through the SGORS platform (IMA/AL). Collection and monitoring activities include source segregation in accordance with ABNT NBR 10004/2004, internal recordkeeping, periodic verification procedures, data analysis and implementation of corrective actions whenever non-conformities are identified.

· **Portobello Shop:** Distribution Centres (DCs) operate reverse logistics processes for wood and metal waste, which are returned to manufacturing facilities for reuse. A portion of recyclable materials is also sent to specialised recycling companies, reducing landfill disposal. In 2025, these initiatives resulted in a waste circularity rate of 33.3% across Distribution Centres. Waste generation in retail stores is comparatively lower and circularity indicators are not yet monitored. General waste is segregated for appropriate disposal, while showroom materials may be donated or directed to eco-points or landfill sites. A dedicated disposal policy is currently being developed to further encourage donations and reuse.

Control and traceability are maintained through volume records managed in dedicated software systems (for wood and metal waste) and through the sharing of MTR and CDF documentation by Distribution Centre teams. The ESG team consolidates this information to calculate the waste circularity indicator.

## Generated waste

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

CERAMICA PORTOBELLO		
Type of waste	Wight (metric tonnes)	
	2024	2025
Ceramic scrap <sup>1</sup>	52,095.55	52,095.55
Chamotte <sup>1</sup>	34,001.02	34,001.02
Industrial WWTP sludge (industrial effluent treatment waste) <sup>1</sup>	31,545.38	31,545.38
Polishing WWTP sludge (polishing effluent treatment waste) <sup>1</sup>	25,306.78	25,306.78
Refractory roller <sup>1</sup>	52.68	52.68
Metal scrap <sup>2</sup>	281.82	281.82
Cardboard <sup>2</sup>	482.80	482.80
Industrial oil <sup>3</sup>	4.15	4.15
Wood <sup>2</sup>	1,547.37	1,547.37
Plastic <sup>2</sup>	310.99	310.99
Mixed waste 1 (office recyclables) <sup>2</sup>	48.41	48.41
Big bag packaging <sup>2</sup>	48.71	48.71
Glass <sup>2</sup>	1.31	1.31
Electronic waste	–	–
Batteries	–	–
Asbestos <sup>4</sup>	18.32	18.32
Class I and Class II waste <sup>5</sup>	197.86	197.86
Abrasive waste <sup>5</sup>	68.63	68.63
Construction waste <sup>2</sup>	1,097.56	1,097.56
Organic waste (cafeterias and restrooms)	86.61	86.61
<b>TOTAL</b>	<b>147,195.94</b>	<b>147,195.94</b>

<sup>1</sup> Waste reused internally as raw material.

<sup>2</sup> Waste recycled externally.

<sup>3</sup> Sent for energy recovery by third-party companies.

<sup>4</sup> Sent to landfill.

<sup>5</sup> Sent for co-processing.

POINTER		
Type of waste	Weight (metric tonnes)	
	2024	2025
Plastic (packaging or administrative waste)*	33.57	20.81
Cardboard (packaging or administrative waste)*	122.50	124.57
Pallets (packaging)*	69.80	71.81
Big bags (packaging)*	9.72	11.60
Wood scrap (pallets or packaging)*	97.66	89.18
Iron scrap (broken or unused equipment)*	93.08	–
IBCs (transport containers)*	8.08	12.08
Ceramic scrap	24.13	37,852.29
Hydraulic oil (litres)	1,885	1,360
Glaze waste	1,231.38	–
Chamotte (ceramics broken before firing)	4,179.38	8,346.45
Test glaze	30	30
Reused pallets	26.36	20.84
Grinding dust	2,564.52	2,919.32
Medical waste	0.03	0.03
Class I waste (waste contaminated with grease, paint and oil)	8.06	9.85
Industrial waste	113.59	93.91
Organic waste (cafeteria)	64.47	59.10
Glass scrap	540.41	–
WWTP waste	–	1,317.44
<b>TOTAL</b>	<b>11,101.74</b>	<b>52,339.28</b>

\* Separated and sent for recycling by a third-party company.

PORTOBELLO SHOP		
Type of waste	Weight (metric tonnes)	
	2024	2025
Mixed scrap*	11	-
Porcelain scrap*	648	-
Wood	1.184	2.234,7
Metal	15,1	187,3
Plastic	84,7	97
Ceramic scrap	460	-
Cardboard	-	44,6
<b>TOTAL</b>	<b>2.402,8</b>	<b>2.563,6</b>

\* From Oficinas. All other waste originates from DCs and RDCs.

PORTOBELLO AMERICA	
Type of waste	Weight (metric tonnes)
	2025
General waste (cardboard, plastic, wood, etc.) sent to landfill	1,173
Production waste (chamotte and ceramic scrap)	15,532.12
<b>TOTAL</b>	<b>16,705.12</b>

**CONSOLIDATED TOTAL**  
**230,240.12 metric tonnes of waste generated.**

### Waste diverted from disposal

GRI 306-4, SASB EM-CM-150a.1

HAZARDOUS WASTE – CERAMICA PORTOBELLO			
Type of waste	Recovery method*	Weight (metric tonnes)	
		2024	2025
Lubricating oil	Energy recovery	4.15	6.00
Healthcare waste	Incineration	0.014	-
Class I waste	Co-processing	114.60	117.58
<b>TOTAL</b>		<b>118.76</b>	<b>123.58</b>

\* Recovery carried out outside the company.

HAZARDOUS WASTE – POINTER			
Type of waste	Recovery method*	Weight (metric tonnes)	
		2024	2025
Healthcare waste	Incineration	0.03	-
Class I waste	Co-processing	8.06	9.85
Oil	Energy recovery	-	1.22
<b>TOTAL</b>		<b>8.09</b>	<b>11.07</b>

\* Recovery carried out outside the company.

CONSOLIDATED HAZARDOUS WASTE		
Type of waste	Weight (metric tonnes)	
	2024	2025
Recycling	-	-
Other	126.86	134.65
<b>TOTAL</b>	<b>126.86</b>	<b>134.65</b>

\* Recovery carried out outside the company.

NON-HAZARDOUS WASTE – CERAMICA PORTOBELLO							
		2024			2025		
Type of waste	Recovery method	Weight (metric tonnes)	Within organisation	Outside organisation	Weight (metric tonnes)	Within organisation	Outside organisation
<b>Ceramic scrap</b>	Internal recovery	52,095.55	52,095.55	0	52,436.31	52,436.31	0
<b>Chamotte</b>	Internal recovery	34,001.02	34,001.02	0	38,301.62	38,301.62	0
<b>Industrial WWTP sludge</b>	Internal reuse	31,545.38	31,545.38	0	45,412.50	45,412.50	0
<b>Polishing WWTP sludge</b>	Internal reuse and external recycling	25,306.78	22,822.26	2,484.52	18,600.62	16,566.33	2,034.29
<b>Refractory roller</b>	Internal recovery	52.68	52.68	0	47.10	47.10	0
<b>Metal scrap</b>	External recycling	281.82	0	281.82	240.14	0	240.14
<b>Cardboard</b>	External recycling	482.80	0	482.80	520.08	0	520.08
<b>Plastic</b>	External recycling	310.99	0	310.99	321.06	0	321.06
<b>Wood</b>	External recycling	1,547.37	0	1,547.37	1,492.21	0	1,492.21
<b>Mixed waste 1</b>	External recycling	48.41	0	48.41	46.82	0	46.82
<b>Big bag</b>	External recycling	48.71	0	48.71	49.30	0	49.30
<b>Glass</b>	External recycling	1.31	0	1.31	1.89	0	1.89
<b>Class II waste</b>	Co-processing	83.25	0	83.25	63.97	0	63.97
<b>Abrasive waste</b>	Co-processing	68.63	0	68.63	77.75	0	77.75
<b>IT scrap</b>	External recycling	–	–	–	0.62	0	0.62
<b>Construction waste</b>	External recycling	–	–	–	840.68	0	840.68

NON-HAZARDOUS WASTE – POINTER							
		2024			2025		
Type of waste	Recovery method	Weight (metric tonnes)	Within organisation	Outside organisation	Weight (metric tonnes)	Within organisation	Outside organisation
<b>Plastic</b>	Recycling	33.57	0	33.57	20.81	0	20.81
<b>Cardboard</b>	Recycling	122.50	0	122.50	124.57	0	124.57
<b>Pallets</b>	Recycling	69.80	0	69.80	71.81	0	71.81
<b>Reused pallets</b>	Internal recycling	–	–	–	20.84	20.84	0
<b>Big bags</b>	Recycling	9.72	0	9.72	11.60	0	11.60
<b>Wood scrap</b>	Recycling	97.66	0	97.66	89.18	0	89.18
<b>IBCs</b>	Recycling	8.08	0	8.08	12.08	0	12.08
<b>Ceramic scrap</b>	Recovery / Reuse	241,364.97	241,364.97	0	37,852.29	25,908.28	11,944.01
<b>Chamotte</b>	Reuse	4,179.37	4,179.37	0	8,346.45	8,346.45	0
<b>Industrial WWTP sludge</b>	Reuse	1,231.37	1,231.37	0	1,317.44	1,317.44	0
<b>Grinding dust</b>	Reuse	2,564.51	2,564.51	0	2,919.32	2,919.32	0
<b>Glass</b>	Recycling	5.50	0	5.50	–	–	–

NON-HAZARDOUS WASTE – PORTOBELLO SHOP							
		2024			2025		
Type of waste	Recovery method	Weight (metric tonnes)	Within organisation	Outside organisation	Weight (metric tonnes)	Within organisation	Outside organisation
Mixed scrap	Recycling	11.0	0	11.0	0	0	0
Wood	External recycling and internal reuse	1,176.3	734.5	441.8	784.5	532.4	252.1
Metal	Reuse	15.1	15.1	0	22.1	22.1	0
Plastic	Recycling	84.7	0	84.7	97.0	0	97.0
Ceramic shards	Recycling	460.0	0	460.0	–	–	–
Cardboard	Recycling	–	–	–	44.6	0	44.6

NON-HAZARDOUS WASTE – PORTOBELLO AMERICA				
Non-hazardous waste type	Recovery method	2025		
		Weight (metric tons)	Within the organization	Outside the organization
Chamotte and ceramic shards	Reuse	15,532.12	15,532.12	0

NON-HAZARDOUS WASTE RECOVERY METHODS					
Weight (metric tons)					
	Ceramica Portobello	Portobello America	Pointer	Portobello Shop	Consolidated
Reuse	154,797.19	15,532.12	50,435.50	554.5	221,320.27
Recycling	3,514.06	0	350.89	393.7	4,257.39
Other	141.72	0	–	–	141.72
<b>TOTAL</b>	<b>158,452.97</b>	<b>15,532.12</b>	<b>50,786.38</b>	<b>948.2</b>	<b>225,719.68</b>

## Waste directed to final disposal

GRI 306-5, SASB EM-CM-150a.1

WASTE DIRECTED TO FINAL DISPOSAL (METRIC TONS)						
	2024		2025			
	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Portobello Shop	Portobello America
Organic waste	86.61	64.47	55.79	59.10	–	–
Asbestos	18.32	–	–	–	–	–
Class I	5.50	8.06	–	9.85	–	–
Healthcare waste	0.014	0.03	0.02	0.03	–	–
Industrial waste	–	–	–	93.91	–	–
Wood	–	–	–	–	1,450.2	–
Metal	–	–	–	–	165.2	–
General waste	–	–	–	–	–	1,173.0
<b>TOTAL</b>	<b>110.44</b>	<b>72.56</b>	<b>55.81</b>	<b>162.89</b>	<b>1,615.40</b>	<b>1,173.0</b>

### CONSOLIDATED TOTAL

3,007.1 metric tons

HAZARDOUS WASTE (METRIC TONS)								
2024			2025					
	Ceramica Portobello	Pointer	TOTAL	Ceramica Portobello	Pointer	Portobello Shop	Portobello America	TOTAL
Incineration without energy recovery	0.014	3.00	3.014	0.02	0.03	-	-	0.052
Landfilling	23.82	8.06	31.88	-	9.85	-	-	9.85
<b>TOTAL</b>	<b>23.834</b>	<b>11.06</b>	<b>34.89</b>	<b>0.022</b>	<b>9.88</b>	<b>-</b>	<b>-</b>	<b>9.902</b>

Note: disposed of outside the organization.

NON-HAZARDOUS WASTE (METRIC TONS)								
2024			2025					
	Ceramica Portobello	Pointer	TOTAL	Ceramica Portobello	Pointer	Portobello Shop	Portobello America	TOTAL
Incineration without energy recovery	0	0.3	0.3	-	-	-	-	-
Landfilling	86.61	178.06	264.67	55.79	153.01	1,615.4	1,173.0	2,997.2
<b>TOTAL</b>	<b>86.61</b>	<b>178.36</b>	<b>264.97</b>	<b>55.79</b>	<b>153.01</b>	<b>1,615.4</b>	<b>1,173.0</b>	<b>2,997.2</b>

Note: disposed of outside the organization.

### Percentage of hazardous waste

SASB EM-CM-150a.1

0.08%

### Percentage of recycled waste

SASB EM-CM-150a.1

1.85%

# CLIMATE CHANGE

## Financial implications and other risks and opportunities arising from climate change

GRI 201-2

In 2025, the Company initiated the assessment of climate-related risks and opportunities across all operational units of the Group. This process has not yet been completed; therefore, additional

information regarding impacts, financial implications, risk and opportunity management methodologies, and the costs of mitigation and adaptation measures is not yet available.

## Energy consumption within the organization

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

TOTAL CONSUMPTION OF INTERNALLY GENERATED FUELS FROM NON-RENEWABLE SOURCES (GJ)								
	2023		2024		2025			
	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Portobello Shop	Portobello America
Natural gas	3,156,717.13	710,134.26	2,816,100.11	0.75	2,948,462.75	809,934.22	-	455,478.40
Diesel oil	12,928.80	1,896.23	12,630.19	1,553.06	12,610.70	1,862.15	-	-
LPG	48,490.78	7,177.74	82,968.17	1,293.12	509,323.75	1,567,355.67	1,404.65	-
Acetylene	1,296.00	8.64	0.89	6.15	2.69	8.07	-	-
<b>TOTAL</b>	<b>3,219,432.71</b>	<b>727,848.23</b>	<b>2,911,699.37</b>	<b>2,853.09</b>	<b>3,470,399.89</b>	<b>2,379,160.11</b>	<b>1,404.65</b>	<b>455,478.40</b>
<b>TOTAL CONSOLIDATED</b>	<b>3,947,280.94</b>		<b>2,914,552.46</b>		<b>6,306,443.05</b>			

Ceramica Portobello: 1 m<sup>3</sup> equals 2.4 kg of LPG; acetylene conversion factor = 0.0499 GJ/kg.  
 Pointer: for LPG conversion from tonnes to m<sup>3</sup>, a density of 2.2 kg/m<sup>3</sup> was applied; for acetylene, 1.1 kg/m<sup>3</sup>.

TOTAL CONSUMPTION OF FUELS FROM RENEWABLE SOURCES WITHIN THE ORGANIZATION (GJ)			
	2023		2024
	Pointer	Portobello Shop	Pointer
Electricity (solar panels)	67.20	192.96	46.73
<b>TOTAL</b>	<b>260.16</b>		<b>46.73</b>

TOTAL PURCHASED FOR CONSUMPTION (GJ)									
	2023		2024			2025			
	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Portobello Shop	Ceramica Portobello	Pointer	Portobello Shop	Portobello America
<b>Electricity from renewable sources</b>	390,997.46	110,690.50	106,385.71	–	225.06	102,685.70	–	4,587.13	14,887.15
<b>Electricity from non-renewable sources</b>	28,978.33	8,203.69	12,880.78	123,266.75	10,912.34	13,737.99	127,008.69	5,732.00	84,360.52
<b>Self-generated renewable electricity</b>	–	–	316,224.00	–	–	315,360.00	–	–	–
<b>Total electricity purchased</b>	<b>419,975.79</b>	<b>118,894.19</b>	<b>435,490.48</b>	<b>123,266.75</b>	<b>11,137.41</b>	<b>431,783.69</b>	<b>127,008.69</b>	<b>10,319.13</b>	<b>99,247.67</b>

National Energy Balance (BEN 2025): the Energy Research Office (EPE) reported that Brazil's electricity mix reached 88.2% renewable generation in 2024.

**Percentage of renewable energy:**

**Ceramica Portobello:** 96.8%

**Portobello America:** 17.6%

**Pointer:** 0%

**Portobello Shop:** 44.5%

CONSOLIDATED TOTAL PURCHASED FOR CONSUMPTION (GJ) – ELECTRICITY	
<b>Renewable</b>	437,519.98
<b>Non-renewable</b>	230,839.22
<b>TOTAL</b>	<b>668,359.18</b>

Note: No energy was generated and left unconsumed, nor was any energy sold.

For calculation purposes, the share of renewable sources in Brazil's electricity matrix was considered.

Conversion factors used:

1,000 Nm<sup>3</sup> = 41.58 GJ

1,000 litres of diesel oil = 35.51 GJ

1 MWh = 3.60082 GJ

1 kg of acetylene = 48 GJ

## Percentage of grid electricity and alternative energy

SASB EM-CM-130a.1

### Grid electricity

**Ceramica Portobello and Portobello America:** 27%

**Pointer:** 19.73%

**Portobello Shop:** 98.2% (all stores and distribution centers, except Jardim Social)

### Alternative and renewable energy

Across all units, alternative energy represented 0% of total energy consumption.

Regarding the share of renewable energy, **Ceramica Portobello** recorded 8.91%,

**Pointer** 0.0044%, and **Portobello Shop** 39.10%.

## Energy consumption outside the organization

GRI 302-2

Energy consumption outside the organization is not currently measured.

## Energy intensity

GRI 302-3

### ENERGY INTENSITY RATE FOR THE ORGANIZATION (2025)

	Energy consumption	Metric	Rate
<b>Ceramica Portobello</b>	3,855,635.57	27,112,322 m <sup>2</sup> produced	0.14
<b>Pointer</b>	1,052,752.35	15,481,470 m <sup>2</sup> produced	0.07
<b>Portobello Shop (distribution centers)</b>	2,795.25	28,568.63 m <sup>2</sup> built area	0.10
<b>Portobello Shop (stores)</b>	7,523.88	19,463.39 m <sup>2</sup> built area (LP stores)	0.39
<b>Portobello America</b>	554,726.08	3,315,000 units produced	0.17

### ENERGY INTENSITY RATE FOR THE ORGANIZATION – HISTORICAL

	2023	2024	2025
<b>Ceramica Portobello</b>	0.1385	0.12	0.14
<b>Pointer</b>	0.074	0.01	0.07
<b>Portobello Shop (distribution centers)</b>	N/A	N/A	0.10
<b>Portobello Shop (stores)</b>	N/A	N/A	0.39
<b>Portobello America</b>	N/A	N/A	0.17

## Reduction in energy consumption

GRI 302-4

· **Ceramica Portobello:** Total energy consumption (fuel and electricity) increased by 508,445.71 GJ in 2025. This increase was primarily driven by the intensified use of LPG-powered forklifts. The reported data are based exclusively on direct consumption measurements, with no estimates or modelling applied, ensuring the reliability and traceability of the information disclosed.

· **Pointer:** No reduction in energy consumption was recorded in 2025. The assessment was based on a direct comparison of annual consumption figures between reporting periods.

· **Portobello Shop:** In 2025, **Portobello Shop's distribution centers (DCs)** reduced electricity consumption by 388.66 GJ compared with 2024. Regarding LPG consumption, only the Goiânia DC reported a reduction, while the São Paulo and Rio de Janeiro DCs recorded increases. As no LPG data are available for the CDP in 2024, only comparable facilities were considered. Based on these comparable data, the net reduction in LPG

consumption was 14.76 GJ. At store level, no reduction in electricity consumption was observed in 2025. Average consumption per store increased from 21.17 GJ in 2024 to 21.62 GJ in 2025, indicating a slight increase in energy use.

The calculation of energy consumption reductions was based on a comparison between 2024 and 2025, using electricity invoices from distribution centers and available electricity invoices from stores. Distribution center data are complete. For stores, the calculation was based on average consumption per store, considering the 24 locations for which data were available. LPG consumption at distribution centers is monitored through fiscal invoices. The reductions in electricity consumption recorded at the CDG and CDP were primarily associated with a one-hour reduction in daily operating time, while reductions in other distribution centers were linked to strengthened practices for switching off lighting and air-conditioning systems throughout 2025.

## Reductions in energy requirements of products and services

GRI 302-5

No assessment has been conducted regarding energy savings generated by products.

## Direct (Scope 1) greenhouse gas (GHG) emissions

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

	2022		2023		2024	
	Scope 1 emissions	Biogenic emissions	Scope 1 emissions	Biogenic emissions	Scope 1 emissions	Biogenic emissions
<b>Ceramica Portobello</b>	198,430.34	70.75	178,444.70	102.41	170,080.60	166.35
<b>Pointer</b>	41,521.63	7.93	36,928.24	15.04	48,502.20	14.76
<b>Portobello Shop</b>	–	–	–	–	55.90	0
<b>Portobello America</b>	–	–	–	–	20,800.60	0
<b>TOTAL</b>	<b>239,951.97</b>	<b>78.68</b>	<b>215,372.94</b>	<b>117.45</b>	<b>239,439.30</b>	<b>181.11</b>

In tonnes of CO<sub>2</sub>e.

Base year: 2021, the first year in which a GHG inventory was prepared for **Ceramica Portobello** and **Pointer**.

Base-year emissions:

- **Ceramica Portobello:** 203,264.32 tCO<sub>2</sub>e
- **Pointer:** 47,099.02 tCO<sub>2</sub>e
- **Total:** 250,363.34 tCO<sub>2</sub>e

No recalculations of base-year emissions were carried out.

All greenhouse gases were included.

Emission factors and Global Warming Potential (GWP) values were sourced from the Brazilian GHG Protocol Program tool, which is methodologically aligned with the GHG Protocol Corporate Accounting and Reporting Standard and the guidelines of the Intergovernmental Panel on Climate Change (IPCC).

The GWP values adopted follow the recommendations applicable to the version of the tool used, ensuring alignment with internationally recognized greenhouse gas accounting standards.

Methodological assumptions included:

- Operational control approach for defining organizational boundaries.
- Use of primary consumption data (fuel and electricity) obtained from internal measurements and corporate records.
- Application of emission factors and GWP values provided by the tool.
- Automated conversion of activities into CO<sub>2</sub>e emissions by the platform in accordance with GHG Protocol and IPCC methodologies.

## Percentage covered by emissions-limitation regulations

SASB EM-CM-110a.1

0%

All company operations are subject to atmospheric emissions control regulations in accordance with legal requirements and environmental permits applicable in each operating jurisdiction.

This includes:

- **Ceramica Portobello** (Tijucas, Santa Catarina): industrial operations licensed by IMA/SC, complying with regulatory limits applicable to atmospheric pollutants emitted by fixed sources such as kilns and thermal equipment.
- **Pointer** (Marechal Deodoro, Alagoas): industrial operations licensed by IMA/AL and subject to atmospheric emissions regulations.
- **Portobello America** (Tennessee, USA): industrial operations subject to applicable US environmental regulations governing atmospheric emissions from industrial sources.
- **Portobello Shop** (Brazil): retail operations subject to applicable environmental and municipal regulations, despite not operating significant industrial emission sources.

Although several operations are covered by atmospheric emissions control regulations, these regulations currently do not establish specific limits for greenhouse gas emissions, focusing instead on conventional atmospheric pollutants.

## Discussion of short- and long-term plans or strategies to manage Scope 1 emissions

SASB EM-CM-110a.1

Portobello Group has adopted both short- and long-term strategies to manage Scope 1 greenhouse gas emissions, aligned with strengthening climate governance, improving data quality, and progressively implementing decarbonization initiatives.

In the short term, the strategy focuses on governance enhancement, data structuring, and internal capacity building, including:

- Establishment of the Climate Change Working Committee, responsible for coordinating corporate actions related to emissions management and climate risks.
- Preparation of the first Corporate GHG Inventory, covering all operations: **Ceramica Portobello** (Tijucas/SC), **Pointer** (Marechal Deodoro/AL), **Portobello Shop** (Brazil), and **Portobello America** (Tennessee, USA).
- Participation in CDP Climate Change,

achieving a B- score.

- Achievement of the Bronze Seal under the Brazilian GHG Protocol Program.
- Implementation of the internal panel “Decarbonization Strategies”, with participation from specialists from other companies.
- Delivery of a climate risks and opportunities workshop, resulting in the identification of 83 climate-related risks and opportunities.

These initiatives are intended to establish a robust technical and institutional foundation to support decision-making and the prioritization of emissions-reduction projects.

For the long term, the company is still in the process of defining its key strategic priorities.

### Indirect (Scope 2) greenhouse gas (GHG) emissions from purchased energy

GRI 305-2

	2022	2023	2024
	Scope 2 emissions	Scope 2 emissions	Scope 2 emissions
<b>Ceramica Portobello*</b>	5,467.35	4,526.37	976.55
<b>Ceramica Portobello (Oficina and Mineração)*</b>	-	-	62.02
<b>Pointer</b>	1,450.30	1,273.77	1,654.55
<b>Portobello Shop</b>	-	-	223.29
<b>Portobello America</b>	-	-	849.42
<b>TOTAL</b>	<b>6,917.65</b>	<b>5,800.14</b>	<b>3,765.83</b>

In tonnes of CO<sub>2</sub>e.

Calculation basis: location-based approach.

Using the market-based approach, emissions amounted to 976.55 tCO<sub>2</sub>e.

Base year: 2021, the first year in which a GHG inventory was prepared for **Ceramica Portobello** and **Pointer**.

Base-year emissions:

- **Ceramica Portobello**: 16,186.32 tCO<sub>2</sub>e
- **Pointer**: 4,518.23 tCO<sub>2</sub>e
- Total: 20,704.55 tCO<sub>2</sub>e

No recalculations of base-year emissions were carried out.

All greenhouse gases were included.

Emission factors and Global Warming Potential (GWP) indices provided by the Brazilian GHG Protocol Program tool were used, which is methodologically based on the GHG Protocol Corporate Accounting and Reporting Standard and the guidelines of the Intergovernmental Panel on Climate Change (IPCC). The adopted GWP values follow the IPCC recommendations current in the version of the tool used, ensuring alignment with international greenhouse gas emissions accounting standards.

Methodological assumptions:

- Operational control approach for defining organizational boundaries.
- Use of primary electricity consumption data obtained from utility invoices and internal systems.
- Application of emission factors for the Brazilian electricity grid provided by the GHG Protocol tool.
- Adoption of both location-based and contractual purchase approaches in accordance with GHG Protocol guidance.
- Automated conversion of activities into CO<sub>2</sub>e emissions by the platform.

### Other indirect (Scope 3) greenhouse gas (GHG) emissions

GRI 305-3

	2022	2023	2024			
	Scope 3 emissions	Biogenic emissions	Scope 3 emissions	Biogenic emissions	Scope 3 emissions	Biogenic emissions
<b>Ceramica Portobello</b>	7,803.60	735.78	298,089.75	17,818.95	325,442	-
<b>Pointer</b>	1,783.18	184.04	471.93	49.72	105,596	-
<b>Portobello Shop</b>	-	-	-	-	7,278	-
<b>Portobello America</b>	-	-	-	-	46,057	-
<b>TOTAL</b>	<b>9,586.78</b>	<b>919.82</b>	<b>298,561.68</b>	<b>17,868.67</b>	<b>484,373</b>	-

In tonnes of CO<sub>2</sub>e.

Unless otherwise stated, calculations follow the location-based approach.

Base year: 2021, the first year in which a GHG inventory was prepared for **Ceramica Portobello** and **Pointer**.

Base-year emissions: **Ceramica Portobello**: 5,926.27 - **Pointer**: 2,337.44 - Total: 8,263.71

No recalculations of base-year emissions were carried out.

All greenhouse gases were included.

### Greenhouse gas (GHG) emissions intensity

GRI 305-4

	Emissions in tonnes	Production in m <sup>2</sup>	Revenue in BRL	Intensity	
				kCO <sub>2</sub> /m <sup>2</sup>	tCO <sub>2</sub> /BRL million
<b>Portobello Grupo</b>	243,205.25	44,450,323.50	2,407,800,000	5.38	101.007

Based on the combined Scope 1 and Scope 2 emissions reported for 2024. All greenhouse gases are included.

## Reduction of greenhouse gas (GHG) emissions

GRI 305-5

The reduction in greenhouse gas (GHG) emissions was calculated by comparing the base year of 2021 with 2024, considering Scope 1 and Scope 2 emissions:

- In 2021, combined Scope 1 and Scope 2 emissions from **Ceramica Portobello** and **Pointer** operations totaled 271,067.89 tCO<sub>2</sub>e.
- In 2024, combined Scope 1 and Scope 2 emissions from **Ceramica Portobello**, **Pointer**, **Portobello America** and **Portobello Shop** operations totaled 243,205.25 tCO<sub>2</sub>e.

As a result, an absolute reduction of 27,862.64 tCO<sub>2</sub>e was achieved over the period.

This reduction is primarily attributable to the following initiatives:

## Emissions of ozone-depleting substances (ODS)

GRI 305-6

This indicator is not applicable to Portobello Grupo, as the organization neither produces, imports nor exports

- Procurement of certified renewable electricity by **Ceramica Portobello** from a wind farm, supplying approximately 72% of the operation's total electricity consumption in 2024.
- Operational efficiency projects, including reductions in ceramic tile thickness and technical improvements to the slip preparation process, increasing density and reducing the demand for natural gas firing.
- Continuous optimization of industrial processes focused on reducing specific energy consumption per square meter produced.

It is important to note that, although physical production decreased slightly during the period (from 45,666,047 m<sup>2</sup> in 2021 to 44,450,323.50 m<sup>2</sup> in 2024), the majority of the emissions reduction resulted from structural energy transition initiatives and operational efficiency improvements.

ozone-depleting substances (ODS). Therefore, no substances are included in this calculation.

## Emissions of NOX, SOX and other significant air emissions (tonnes)

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

	2024			2025			
	NOX	SOX	MP	NOX	SOX	MP	Other categories
<b>Ceramica Portobello<sup>1</sup></b>	84.01	48.73	538.97	82.93	44.81	187.96	230.26
<b>Pointer<sup>2</sup></b>	4.00	–	955.29	27.29	–	27.99	–
<b>Portobello America<sup>3</sup></b>	–	–	–	–	20.68	2.90	19.50
<b>TOTAL</b>	<b>88.01</b>	<b>48.73</b>	<b>1,494.26</b>	<b>110.22</b>	<b>65.49</b>	<b>218.85</b>	<b>249.76</b>

### TOTAL EMISSIONS

**644.32 tonnes**

No emissions of dioxins/furans, polycyclic aromatic hydrocarbons (PAHs) or heavy metals were recorded.

1 - Sources of fixed-source emission factors (kilns, spray dryers and dust collection systems). Standards: ABNT NBR 17163:2024; ABNT NBR 11966:1989; CETESB L9.223:1992; ABNT NBR 11967:1989; IT 25; ABNT NBR 12019:1990; CETESB L9.213:1995.

2 - Values were obtained through direct isokinetic stack sampling, including flow rate, concentration and emission rate measurements. Estimated emission factors were not used; instead, field measurements were conducted by a specialized laboratory. Monitoring methodologies applied: ABNT NBR 10.700, 10.701, 10.702, 11.966, 11.967 and 12.019; US EPA Methods 3A, 7B and 13; isokinetic sampling of stationary sources. Legal reference: CONAMA Resolution No. 382/2006.

3 - Sources of fixed-source emission factors (kilns and atmospheric emissions treatment systems). Standards: US EPA Reference Test Methods 1 and 2 – Sampling/Traverse Points and Volumetric Flow Rate; US EPA Reference Test Method 3A – Oxygen/Carbon Dioxide; US EPA Reference Test Method 4 – Moisture Content; US EPA Reference Test Method 5 – Particulate Matter; US EPA Reference Test Method 6C – Sulfur Dioxide; US EPA Reference Test Method 9 – Visible Emissions Evaluations; US EPA Reference Test Method 26A – HCl and HF; US EPA Reference Test Method 205 – Gas Dilution System Certification.

## SUSTAINABLE PRODUCTS AND PRODUCTION

### Production by main product line

SASB EM-CM-000.A

In square meters of ceramic tiles: 27,112,322 (**Ceramica Portobello**), 15,481,470 (**Pointer**) and 3,315,000 (PBA). Total: 4,590,892.

### Materials used, by weight or volume

GRI 301-1

Materials used by weight (tonnes)					
	2024		2025		
Non-renewable materials	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Portobello America
<b>Ceramic body</b>	689,325.13	264,901	733,528.28	291,652	87,844.62
<b>Glazes</b>	–	2,092	28,052.73	2,572.50	–
<b>Granilla</b>	–	168	–	155.60	–
<b>Engobe</b>	–	5,413	–	5,825.83	–
<b>Frit</b>	–	2,123	–	2,513.57	–
<b>Film</b>	–	117	–	63.50	–
<b>Adhesive</b>	–	7	–	6.64	–
<b>Ink</b>	–	51	–	45.73	–
<b>Tape</b>	–	398	–	61.20	–
<b>Plastic</b>	1,517.51	–	1,253.87	–	–
<b>Metal</b>	506.25	–	281.06	–	–
<b>Additives</b>	6,342.22	–	6,071.88	–	–
<b>Colorants</b>	343.69	–	315.65	–	–
Renewable materials	Ceramica Portobello	Pointer	Ceramica Portobello	Pointer	Portobello America
<b>Cardboard</b>	6,134.50	1,176.50	5,487.08	1,162.66	–
<b>Wood</b>	9,206.42	1,982	9,998.32	1,862.29	–
<b>Corner</b>	–	800	–	99.69	–

Total materials used for packaging or production						
	2024			2025		
	Ceramica Portobello	Pointer	TOTAL	Ceramica Portobello + Portobello America	Pointer	TOTAL
<b>Non-renewable</b>	727,134.90	275,270	1,002,404.91	857,348.09	302,896.57	1,160,244.66
<b>Renewable</b>	15,340.92	3,958	19,298.92	15,485.40	3,124.64	18,610.04
<b>TOTAL</b>	<b>742,475.82</b>	<b>279,228</b>	<b>1,021,703.83</b>	<b>872,833.49</b>	<b>306,021.21</b>	<b>1,178,854.70</b>

## Recycled materials used

GRI 301-2

RECYCLED MATERIALS					
		2024		2025	
		Total weight (tonnes)	Recycled weight (tonnes)	Total weight (tonnes)	Recycled weight (tonnes)
<b>Ceramica Portobello</b>	Ceramic body	689,315.13	140,646	733,528.28	154,491.31
	Cardboard packaging	6,134.50	5,548.37	5,487.08	5,384.81
	Plastic packaging	1,517.51	590.84	1,253.87	614.97
<b>Pointer</b>	Reused waste in ceramic body	264.90	76.74	291,652	37,174
	Cardboard packaging	526.53	122.50	1,162.66	124.57
	Plastic packaging	117.35	33.57	63.50	20.81
<b>Portobello America</b>	Ceramic body	–	–	87,844.62	15,532.12
<b>TOTAL</b>	<b>MATERIALS</b>	<b>697,875.92</b>	<b>147,018.02</b>	<b>1,120,992.01</b>	<b>213,342.59</b>

Percentage of recycled raw materials or recycled materials used in the manufacture of key products and services (GRI 301-2.a):

**Ceramica Portobello:** 21.06%

**Portobello America:** 17.68%

**Pointer:** 12.74%

**Consolidated Ceramica Portobello, Portobello America and Pointer:** 19.03%

## Products and packaging reclaimed

GRI 301-3

WEIGHT (IN TONNES) AND PERCENTAGE OF RECOVERED PACKAGING												
	2024						2025					
	Ceramica Portobello			Pointer			Ceramica Portobello			Pointer		
	Total	Reclaimed	Percentage	Total	Reclaimed	Percentage	Total	Reclaimed	Percentage	Total	Reclaimed	Percentage
<b>Pallets</b>	-	-	-	69.8	27.6	39.54%	-	-	-	71.81	20.84	29%
<b>Wood packaging</b>	9,206.42	734.5	7.98%	-	-	-	11,066.56	532.4	4.81%	-	-	-
<b>Metal packaging</b>	506.25	15.1	2.98%	-	-	-	466.42	22.1	4.74%	-	-	-

**Ceramica Portobello:** packaging dispatched to domestic and international markets was compared with packaging returned through reverse logistics programmes.

**Pointer:** the volume of pallets sold for recycling was compared with the volume of pallets recovered and reused in the manufacturing process.

PRODUCTS AND PACKAGING SOLD VS RECLAIMED (IN TONNES)						
	2024			2025		
	Sold	Reclaimed	Percentage	Sold	Reclaimed	Percentage
<b>Ceramica Portobello</b>	9,712.67	749.6	7.72%	11,532.98	554.5	4.81%
<b>Pointer</b>	69.8	27.6	39.54%	71.81	20.84	29.02%
<b>Consolidado</b>	9,782.47	777.2	7.94%	11,604.79	575.34	4.96%

**Ceramica Portobello:** data were obtained from operational records and internal logistics controls. The total quantity of wood and metal packaging is calculated based on the volume of ceramic tiles sold (m<sup>2</sup>) multiplied by the average packaging weight per square metre, allowing conversion of the commercialised volume into material mass (tonnes). For the calculation of recovered packaging, the weight of loads returning to the Tijucas (SC) facility containing packaging intended for reuse is considered, based on receiving records and internal controls. Data are consolidated annually, enabling comparison between the volume of packaging placed on the market and the volume recovered.

**Pointer:** the average weight of a pallet was determined through direct weighing. Based on this value, the total weight was calculated according to the quantity of pallets sold for recycling and the quantity of pallets recovered, repaired and returned to the production process.

## Interactions with water as a shared resource

GRI 303-1

· **Ceramica Portobello:** the Tijucas (SC) facilities operate under a 100% closed-loop system that ensures water treatment and reuse. Water is sourced from groundwater and river sources located on company-owned land, together with a small proportion supplied by third parties. Water consumption is aligned with authorised freshwater abstraction volumes and with the guidelines established for the Tijucas River Basin (SC), where the facility is located.

According to the Aqueduct platform developed by the World Resources Institute (WRI), the region is classified as a low water-stress area. Nevertheless, continuous monitoring is carried out to prevent risks to both ecosystems and business operations. As the production system operates in a closed loop, only wastewater generated by restrooms and cafeterias is discharged after appropriate treatment.

**Ceramica Portobello** is a member of the Tijucas River Basin, Biguaçu River Basin and Adjacent Basins Management Committee (Tijucas and Biguaçu Committee) and, together with other

regional stakeholders, participates in discussions on water consumption and the protection of water resources to ensure sustainable use.

The **Ceramica Portobello** facility follows the guidelines established in the Portobello Grupo ESG Plan, under which responsible water resource management is included as one of the six ambitions of the +Ecoefficient pillar, reflecting the commitment to responsible stewardship of water resources.

Water consumption is monitored through water meters installed throughout the facility, enabling the tracking of consumption volumes and the assessment of performance against established targets, while supporting decision-making related to corrective actions and continuous improvement initiatives.

In addition, the company has conducted a Life Cycle Assessment (LCA) of its products in order to evaluate environmental impacts associated with the production, distribution, use and end-of-life disposal of ceramic tiles. One of the indicators assessed was the water footprint.

· **Pointer:** the facility adopts a dry-process manufacturing system, with no addition of water to the ceramic body. The plant operates a closed-loop recirculation system, requiring only replacement of the volume of water lost through evaporation.

Water supply is provided through three artesian wells drawing from the Barreiras Aquifer, located in the municipality of Marechal Deodoro (AL).

Water abstraction is carried out under permits issued by the State Secretariat for Environment and Water Resources (SEMARH) for human consumption and industrial use.

Water use complies with the legal requirements of the State of Alagoas, based on Law No. 5,965/1997, Delegated Laws No. 32/2003 and No. 47/2015, State Decrees No. 06/2001, No. 49,419/2016, No. 54,766/2017 and No. 20,029/2012, as well as SEMARH Ordinances No. 197/2017 and No. 532/2018 and SRH/SEMARH Normative Instruction No. 01/2016.

Impact identification is carried out continuously through routine operational

monitoring and periodic data consolidation, enabling monthly reviews of indicators and annual assessments through management critical analysis, as well as extraordinary reviews whenever process changes occur.

To ensure technical consistency and traceability, **Pointer** uses integrated environmental and risk management tools. When improvement opportunities or performance deviations are identified, structured action plans are developed based on continuous improvement methodologies.

The organization establishes its water-related objectives and targets based on the continuous monitoring of specific water consumption per unit of production (L/m<sup>2</sup>). Based on historical performance analysis and process efficiency, annual reduction targets are defined and monitored through monthly measurements and performance assessments.

· **Portobello Shop:** Stores and Distribution Centers (DCs) are predominantly supplied through the public water network. As an exception, the Goiás Distribution Center (CDG) is supplied by an artesian well.

Water consumption across operations occurs primarily in restrooms (sanitary uses), pantry and support kitchen areas, and the cleaning of facilities in both stores and DCs.

The approach used to identify water-related impacts is based on the continuous monitoring of operational water consumption through monthly utility bill analysis and comparisons with historical consumption records for each unit. This monitoring enables the identification of atypical variations, such as potential leaks, and supports the implementation of corrective actions that contribute to reducing water consumption and associated impacts. As a result of these efforts, average monthly water consumption per store decreased from 29.30 m<sup>3</sup> in 2024 to 28.36 m<sup>3</sup> in 2025.

**Portobello Shop** addresses water-related impacts as part of its broader sustainability strategy, particularly through targeted investments in infrastructure and environmental efficiency solutions at specific locations. One example is the Jardim Social Store (Curitiba, PR), which has achieved LEED certification and incorporates design strategies that contribute to reduced water consumption and rainwater harvesting. In 2026, the

company plans to inaugurate the Gabriel Flagship Store in São Paulo, which is also expected to pursue LEED certification.

**Portobello Shop** follows the ESG Plan as the guiding framework for its water resource management objectives. Monitoring is conducted at the unit level through utility bill analysis and comparisons with historical consumption records, supporting trend assessments and the future establishment of targets aligned with local operating conditions.

## Management of impacts related to water discharge

GRI 303-2

• **Ceramica Portobello:** As the production system operates in a closed-loop configuration, only wastewater generated from restrooms and cafeterias is discharged after treatment. Minimum standards for effluent quality control are established based on the physical, chemical, and biological parameters defined by applicable environmental legislation, including CONAMA Resolution No. 430/2011, CONSEMA Resolution No. 181/2021, and State Law No. 14,675/2009.

In assessing the receiving water bodies in the region where the **Ceramica Portobello** facility operates, consideration was given to the hydrological and water-quality characteristics of the Tijucas-Biguaçu Watershed, which represents the relevant drainage basin for the operation. The Water Resources Plan for this watershed includes a classification process for surface and groundwater bodies, establishing use categories and minimum water-quality standards to be maintained or achieved over time.

• **Pointer:** The facility maintains strict

controls over effluent disposal, ensuring that all liquid waste undergoes treatment prior to discharge, in compliance with federal and state environmental regulations. The only effluents discharged originate from restrooms and cafeterias and are treated appropriately before disposal, ensuring compliance with applicable legal standards. Treatment procedures follow the requirements established by CONAMA Resolution No. 430/2011 and State Law No. 5,965 of November 10, 1997, which instituted the State Water Resources Policy, including provisions related to liquid effluent management.

• **Portobello Shop:** No on-site wastewater treatment is carried out, as all wastewater generated by operations is discharged into the public sewage network, with treatment performed by the competent public utility.

## Water withdrawal

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

	2024				2025				
	Ceramica Portobello	Pointer	Portobello Shop	TOTAL	Ceramica Portobello	Pointer	Portobello Shop	Portobello America	TOTAL
Surface water	115.04	-	-	<b>115.04</b>	113.32	-	-	-	<b>113.32</b>
Groundwater	188.62	61.51	-	<b>250.13</b>	215.81	80.81	-	-	<b>296.62</b>
Third-party water	-	-	14.53	<b>14.53</b>	1.19	-	12.88	135.55	<b>149.62</b>
<b>TOTAL</b>	<b>303.67</b>	<b>61.51</b>	<b>14.53</b>	<b>379.71</b>	<b>330.34</b>	<b>80.81</b>	<b>12.88</b>	<b>135.55</b>	<b>559.57</b>

All reported volumes correspond to freshwater. No water is withdrawn from areas classified as having high or extremely high water stress.

## Water discharge

GRI 303-4

	2024				2025				
	Ceramica Portobello	Pointer	Portobello Shop	TOTAL	Ceramica Portobello	Pointer	Portobello Shop	Portobello America	TOTAL
Surface water	47.29	-	15.86	<b>63.15</b>	39.07	-	-	-	<b>116.10</b>
Third-party water	-	5.13	-	<b>5.13</b>	-	12.88	77.03	4.83	<b>17.71</b>
<b>TOTAL</b>	<b>47.29</b>	<b>5.13</b>	<b>15.86</b>	<b>68.29</b>	<b>39.07</b>	<b>12.88</b>	<b>-</b>	<b>4.83</b>	<b>133.81</b>

All reported volumes correspond to freshwater. No water is withdrawn from areas classified as having high or extremely high water stress.

## Water consumption

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

Total water consumption across all operations: 425.77 megalitres.

No water consumption occurred in areas subject to water stress.

Neither **Pointer** nor **Ceramica Portobello** recorded changes in water storage volumes.

**Portobello Shop** does not store water, as all facilities are supplied by the public utility network.

## Policies to halt and reverse biodiversity loss

GRI 101-1, SASB EM-CM-160a.1

**Ceramica Portobello** maintains a Health, Safety and Environment Policy that establishes corporate commitments related to environmental protection, pollution prevention, the responsible use of natural resources, and compliance with applicable environmental legislation. These commitments indirectly support biodiversity conservation by promoting the reduction of environmental impacts, the sustainable use of natural resources, and adherence to legal requirements related to environmental protection.

As these are broad environmental commitments rather than a dedicated biodiversity policy, their application is not systematically extended throughout the value chain (suppliers and customers). In addition, they do not apply to the

other business units: **Portobello Shop**, **Pointer**, and **Portobello America**.

The organization does not yet have a policy or formal commitments aligned with the 2050 Goals and 2030 Targets of the Kunming-Montreal Global Biodiversity Framework. The company recognizes the increasing relevance of biodiversity within the ESG agenda and intends, in the medium term, to assess the alignment of its environmental policies with the Global Biodiversity Framework, incorporating more specific guidelines related to conservation, sustainable use, and the mitigation of ecosystem impacts.

## Management of biodiversity impacts

GRI 101-2

### I - Measures to avoid negative impacts on biodiversity

· **Mineração:** delimitation and isolation of operational areas, preservation of protected areas, and diversion of stormwater flows.

· **Ceramica Portobello:** Use of the Environmental Aspects and Impacts Matrix (AIA) as a preventive tool to identify potential impacts associated with industrial activities in advance. Based on this assessment, planning measures and operational criteria are established to prevent negative impacts, prioritizing the avoidance of interference with sensitive areas, natural resources, and ecosystems.

These decisions are aligned with environmental licensing guidelines, ensuring that activities are designed and conducted to prevent impacts on biodiversity.

· **Pointer:** Operations are conducted in licensed and previously disturbed areas, supported by prior environmental planning.

### II - Measures to minimize negative impacts that have occurred

· **Mineração:** erosion and sediment control measures to prevent river siltation, as well as the removal of invasive species..

· **Ceramica Portobello:** Implementation of mitigation measures defined in the Environmental Aspects and Impacts Matrix, including operational controls related to natural resource depletion, soil, water, air and noise pollution. These controls include treatment systems, environmental monitoring programmes, operational procedures, and compliance with environmental licensing requirements, with the objective of reducing both the magnitude and frequency of impacts on biodiversity.

· **Pointer:** Adoption of mitigation measures such as dust control, preventive maintenance to avoid leaks, appropriate waste management, environmental monitoring, and training for environmental emergency prevention and response.

### III - Measures to restore and rehabilitate

· **Mineração:** restoration of soil conditions to enable the resumption of agricultural

activities and grazing, while integrating mining pits into the surrounding landscape. This includes topographical recontouring, soil management, and fertilization to support the establishment of new vegetation cover. Future land use is defined through agreements between the mining operator and landowners, ensuring that rehabilitation projects meet the needs of future land users following mining activities.

· **Ceramica Portobello:** No degraded areas or affected ecosystems requiring formal restoration or rehabilitation measures were identified. Industrial activities and facility expansions are carried out exclusively in previously disturbed areas and do not involve the use or removal of vegetated areas, permanent preservation areas, or other natural ecosystems.

· **Pointer:** Restoration activities are implemented in altered areas, including erosion control and revegetation where applicable, in accordance with environmental authority requirements. Environmental awareness initiatives are also conducted with employees.

**IV - Compensation measures**

· **Mineração:** planting seedlings or seeds of non-pioneer native species in degraded forest fragments within the region, as well

as planting in Legal Reserve Areas with high native species diversity.

· **Ceramica Portobello:** Industrial activities and facility expansions occur exclusively in previously disturbed areas. Consequently, following the implementation of operational controls and full compliance with environmental licensing requirements, no significant residual impacts remain that would justify additional environmental compensation measures.

· **Pointer:** The company complies with environmental licensing requirements and legally mandated compensation measures, where applicable, to offset impacts that cannot be fully mitigated.

**V - Transformative measures**

· **Mineração:** application of nucleation techniques to facilitate natural ecological succession and reduce large-scale planting costs; creation of fauna-attraction features, including artificial perches for seed-dispersing species and the accumulation of branches and leaf litter to provide shelter for small animals and stimulate soil biological activity.

· **Ceramica Portobello:** Adoption of measures aimed at preventing biodiversity impacts and reducing pressure on

natural resources. These measures include prioritizing interventions and facility expansions exclusively within previously disturbed areas, thereby avoiding the occupation of natural habitats and the removal of native vegetation. Additional initiatives include maintaining continuous environmental controls and monitoring, promoting employee training in environmental best practices, and pursuing the continuous improvement of production processes,

with a focus on the efficient use of natural resources, proper waste management, and the control of emissions and effluents.

· **Pointer:** Voluntary practices are implemented, including efficient water use, waste recovery and reuse, improvements in energy efficiency, and environmental education programmes, thereby strengthening natural resource conservation and fostering a culture of sustainability.

**Units with the most significant biodiversity impacts**

GRI 101-2.b

Unit	Area under restoration or rehabilitation (hectares)	Restored or rehabilitated area (hectares)
Mina Teotônio Vilela (AL)	6.0	8.0
Mina Leoberto Leal	4.3	0.9
Mina Campo Alegre (Barth)	3.4	1.0

GRI 101-2.c

The **Mineração** operation carried out ecological restoration activities and established riparian vegetation around a disturbed spring in Leoberto Leal (SC), with the objectives of restoring the Permanent Preservation Area (APP) surrounding the spring, compensating for negative impacts, and attracting seed-dispersing fauna. As a best practice, a mixed planting approach was adopted using a broad diversity of native species from the region, respecting the original floristic composition of Santa Catarina. Pioneer species (selected for their rapid growth and initial shading capacity) were interspersed with secondary and climax species (non-pioneer species), ensuring

the structural stability and functional integrity of the restored ecosystem. Annual monitoring campaigns are conducted over a five-year period to assess seedling survival rates and natural regeneration indices. These assessments are supported by technical reports prepared and duly signed by qualified professionals.

For **Ceramica Portobello** and **Pointer**, no biodiversity compensation measures were implemented during the reporting period, as no new residual impacts were identified that would require environmental compensation beyond existing licensing obligations.

GRI 101-2.d

• **Mineração:** Synergies are enhanced through carbon sequestration initiatives involving highly diverse native species planting and the reintroduction of native seedlings; soil quality improvements through the application and transposition of organic matter; and the restoration of Permanent Preservation Areas (APPs).

Trade-offs are reduced through slope regrading and terracing designed to restore agricultural or natural productivity, the removal of invasive species, and agreements between mining operators and landowners regarding future land use (grazing or conservation), thereby reducing socioeconomic trade-offs.

• **Ceramica Portobello:** The unit promotes integration between biodiversity and climate management through its ESG Plan, which guides planning and operational decisions by jointly considering natural resource use, associated emissions, and potential environmental impacts.

• **Pointer:** Operations prioritize previously disturbed areas and compliance with environmental licensing requirements, thereby avoiding impacts on sensitive natural environments. Potential conflicts between measures are evaluated during environmental planning processes, with the objective of identifying solutions that balance operational efficiency, impact reduction, and environmental conservation.

GRI 101-2.e:

• **Mineração:** Each mineral deposit is supported by a specific Degraded Area Recovery Plan (PRAD), which serves as the primary biodiversity management instrument for these operations. In accordance with applicable regulations, these plans are developed by multidisciplinary technical teams and submitted to the competent state environmental authority for review and approval as a prerequisite for the licensing and operation of mining activities.

• **Ceramica Portobello:** The operational unit does not generate significant biodiversity impacts that would justify the development of a dedicated biodiversity management plan.

• **Pointer:** The facility with the greatest potential environmental impact is the ceramic tile manufacturing plant. Although no specific biodiversity management plan is in place, fauna and flora protection measures are integrated into the Environmental Management System and environmental licensing requirements, which include prevention, mitigation, control, and environmental monitoring measures. The organization also contributes to biodiversity conservation through alignment with SDG 14 and SDG 15.

GRI 101-2.f:

**Mineração:** Negative impacts are avoided and positive impacts maximized through the Degraded Areas Recovery Plan (PRAD) established for each mining site. These plans include measures to ensure the future use of the area, periodic monitoring with the submission of technical reports and assessments to environmental authorities, restoration of Permanent Preservation Areas (APPs), establishment of riparian vegetation corridors with fruit-bearing species, topographical recontouring, and terracing activities.

**Ceramica Portobello:** The company ensures the effectiveness of biodiversity impact management measures through the systematic identification of environmental aspects and impacts, implementation of operational controls, continuous environmental monitoring, and compliance with environmental licensing requirements.

In addition, positive impacts are generated for stakeholders through employee training and the continuous improvement of environmental management processes.

**Pointer:** Biodiversity management is integrated into the Environmental Management System and environmental licensing processes through emissions control, waste management, water treatment and recirculation, and contamination prevention measures. These actions reduce impacts on natural resources shared with local communities. Engagement with stakeholders takes place through environmental licensing procedures and environmental awareness initiatives, promoting the efficient use of natural resources, improved local environmental quality, and a stronger culture of sustainability.

## Access and fair and equitable benefit-sharing

GRI 101-3

**Pointer** actively contributes to the Sururu Project, supporting the strengthening of the socio-environmental value chain through the provision of materials and inputs used in the manufacture of shell-derived products, technical support, and the sharing of knowledge on environmental and production best practices. The

company also encourages equipment modernization and process improvements, while implementing environmental education initiatives that reinforce the importance of preserving coastal ecosystems. **Portobello Shop** also participates in the project.

## Identification of biodiversity impacts

GRI 101-4

In 2022, **Ceramica Portobello** conducted a Life Cycle Assessment (LCA) of its ceramic tile products, identifying the main impacts throughout the value chain and direct operations. Of the 18 indicators assessed, 12 have direct implications for biodiversity: climate change, stratospheric ozone depletion, photochemical ozone formation in terrestrial ecosystems, photochemical ozone formation affecting human health, terrestrial acidification, marine eutrophication, freshwater eutrophication, freshwater ecotoxicity, marine ecotoxicity, terrestrial ecotoxicity, water use, and land use.

For porcelain tiles, the primary drivers of biodiversity impacts include land use and mineral extraction (clays, feldspars, kaolin, and quartz); ecotoxicity associated with glazes, pigments, and mining processes; eutrophication and acidification resulting from atmospheric emissions (NOx, SOx, and NHx) and effluents; water consumption in industrial processes; and climate change associated with thermal and electrical energy consumption.

The operational units with the most significant biodiversity impacts were identified as mining and ceramic raw material processing operations (land use, ecotoxicity, acidification, and eutrophication); the **Ceramica Portobello** manufacturing plant (water consumption, atmospheric emissions, liquid effluents, and climate change); and Distribution and Logistics Centers (GHG emissions, tropospheric ozone formation, and acidification).

The supplier categories with the greatest biodiversity impacts were mining suppliers of clay, feldspar, quartz, and kaolin (land use, habitat loss, and ecotoxicity); suppliers of glazes, frits, and pigments (aquatic and terrestrial ecotoxicity); fuel and energy suppliers (climate change, acidification, and tropospheric ozone formation); and suppliers of packaging and chemical inputs (ecotoxicity and resource consumption).

## Locations with biodiversity impacts

GRI 101-5, SASB EM-CM-160a.2

### and changes in biodiversity status

GRI 101-7

Operation	Location	Activity	Size (hectares)
<b>Mineração</b>	Mina Campo Alegre (SC)	Open-pit mining by excavation	3.4
	Mina Lages (SC)	Open-pit mining with blasting and comminution (processing)	7 (mine + waste disposal area + processing)
	Mina Teotônio Vilela (AL)	Open-pit mining by excavation	6
	Mina Cedro de São João (SE)	Open-pit mining with blasting	11 (mine + yard + waste disposal area)
	Mina Rio Largo (AL)	Open-pit mining by excavation	3.5 (mine + yard)
<b>Ceramica Portobello</b>	Tijucas (SC)	Manufacture and processing of glazed ceramic materials	128
<b>Pointer</b>	Marechal Deodoro (AL)	Ceramic tile manufacturing	120

Note: The **Pointer** manufacturing facility in Marechal Deodoro (AL) is located 40 meters from a protected environmental area. The remaining operations are not located within or adjacent to environmentally sensitive areas. Products and services with biodiversity impacts include mining and mineral processing operations (SC, AL, and SE), ceramic tile production (SC and AL), and logistics activities throughout Brazil. The Campo Alegre (SC) and Teotônio Vilela (AL) mines are currently undergoing environmental rehabilitation. The Lages (SC), Cedro de São João (SE), and Rio Largo (AL) mines remain in active operation.

## Percentage of impacted area restored

SASB EM-CM-160a.2

9.9%

## Direct drivers of biodiversity loss

GRI 101-6

CONVERTED ECOSYSTEMS		
Mineração operation	Natural ecosystems converted	Intensively used or modified ecosystems
<b>Mina Cedro de São João (SE)</b>	Pastureland (prior to mining) will be converted into a water lagoon (post-mining). Given the region's limited water availability during drought periods, this represents a positive outcome for the local community.	Approximately 2 hectares of a future lagoon.
<b>Mina Campo Alegre</b>	Historically used for pasture and cattle raising and currently undergoing environmental rehabilitation aimed at restoring its original agricultural and livestock-use potential.	The disturbed area that was mined and restored covers 3.4 hectares.
<b>Mina Lages (SC)</b>	Historically used for pasture and cattle raising and currently under active mining operations.	No ecosystem conversion occurred.
<b>Mina Teotônio Vilela (AL)</b>	Historically used for sugarcane cultivation and cattle raising prior to mining activities. It is currently undergoing environmental rehabilitation to restore its original productive capacity.	The disturbed area that was mined and restored covers 6 hectares.
<b>Mina Rio Largo(AL)</b>	Historically used for sugarcane cultivation prior to mining activities.	The area will be rehabilitated in the future to resume sugarcane cultivation.

Note: In all cases, impacts are direct.

For supplier-related impacts associated with **Ceramica Portobello**, including raw materials, manufacturing operations, and logistics activities, no risks to species were identified. GRI 101-6.b.i

**Ceramica Portobello** abstracted 330.34 megalitres of water and consumed 307.93 megalitres, being directly responsible for this impact. GRI 101-6.b.ii

**Ceramica Portobello** evaluates pollutants generated by its activities through its Environmental Aspects and Impacts Matrix, based on environmental monitoring conducted in accordance with environmental licensing requirements. No pollutants were identified in quantities or under conditions capable of generating significant biodiversity impacts. Likewise, no relevant emissions of NOx, SOx, particulate matter, or other atmospheric pollutants were identified that could pose a significant risk to biodiversity. Liquid effluents and solid waste generated by operations are properly managed and treated. Regarding noise pollution, no instances of non-compliance with applicable legal limits were identified. GRI 101-6.c

ON INVASIVE SPECIES	
Mineração operation	How invasive alien species are or may be introduced
<b>Mina Campo Alegre (SC) e Mina Teotônio Vilela (AL)</b>	To ensure rapid surface protection and sediment control, Brachiaria grass was introduced. This exotic species exhibits substantial biomass development and an aggressive root system. In addition to mitigating environmental impacts such as erosion and nutrient leaching, it is strategically used because of its suitability for pasture management, aligning environmental rehabilitation efforts with the area's established agricultural and livestock profile.
<b>Mina Lages (SC) e Mina Teotônio Vilela (AL)</b>	Eucalyptus belts are maintained within the direct area of influence as a multifunctional mitigation measure. In addition to acting as a physical barrier to control atmospheric emissions (fugitive dust) and noise pollution, these vegetation belts serve as visual screens, minimizing landscape impacts associated with mining activities and promoting improved integration with the surrounding environment.

Legal and regulatory framework: Brazilian Forest Code (Law No. 12,651/2012), CONAMA regulations, and State Terms of Reference.

Data collection involved both primary surveys and secondary literature reviews. Recovery plans are structured around assumptions that ensure the feasibility of future land use, following mitigation hierarchy principles and supported by qualified technical responsibility.

## Ecosystem services

GRI 101-8

Ecosystem services represent nature's contributions to human well-being and, within mining activities, require mitigation and restoration measures.

Among provisioning services, the economic use of mineral raw materials is particularly significant. Within regulating services, vegetation removal may increase erosion and alter soil hydrology; however, these effects are mitigated through drainage systems, stable slopes, and other control measures. Surrounding vegetation also contributes to particulate retention and functions as both an acoustic and visual barrier.

Regarding supporting services, extraction activities may cause temporary habitat loss and disrupt natural nutrient cycling. These impacts are reduced through operations in previously disturbed areas and by returning organic soil layers during environmental rehabilitation.

In terms of cultural services, mining activities alter the landscape. This effect is addressed through PRADs by means of topographical recontouring and vegetative screening measures.

The impacts affect different stakeholder groups, generating both positive and negative outcomes. Landowners receive financial compensation and rehabilitated areas suitable for the resumption of productive activities such as grazing or agriculture. Local communities benefit from job creation, increased demand for goods and services, and higher municipal tax revenues. The ceramics industry also benefits from the supply of raw materials required for production.

Conversely, neighbouring communities may experience temporary impacts related to noise, dust, and traffic changes, while populations dependent on water resources may be affected if drainage and sedimentation controls are not adequately managed. Accordingly, water quality monitoring both upstream and downstream of operations is an essential measure for assessing the effectiveness of implemented management systems.

## Assessment of health and safety impacts of product and service categories

GRI 416-1

All products within the **Ceramica Portobello** portfolio are supported by a Safety Data Sheet (SDS), in compliance with NBR 147:2023. The document includes product identification, hazard identification, composition and ingredient information, first-aid measures, firefighting measures, spill and leak response

procedures, exposure controls and personal protection requirements, physical and chemical properties, stability and reactivity information, toxicological information, ecological information, disposal considerations, transport information, regulatory information, and other relevant information.

## Cases of non-compliance regarding health and safety impacts caused by products and services

GRI 416-2

None.

### **Percentage of products qualifying for credits in sustainable building design and construction certifications**

SASB EM-CM-410a.1

100%. Production is supported by research, technology, and innovation, enabling the company to anticipate and respond to societal changes, preserve biodiversity, use water responsibly, and identify opportunities to incorporate sustainable ingredients and

waste generated throughout product life cycles. This approach may also extend to industry-wide initiatives aimed at promoting more sustainable products.

### **Total market (potential revenue) of products that reduce energy, water and/or material impacts during use and/or production**

SASB EM-CM-410a.2

0

### **Market share of products that reduce energy, water and/or material impacts during use and/or production**

SASB EM-CM-410a.2

0

## TEAM AND COMMUNITY DEVELOPMENT

### Average training hours per employee per year

GRI 404-1

Employee category	Ceramica Portobello				Pointer				Portobello Shop			
	Women		Men		Women		Men		Women		Men	
	Total	Average	Total	Average	Total	Average	Total	Average	Total	Average	Total	Average
Executive board	0	0	48	4.8	0	0	0	0	0	0	0	0
Management	80	6.7	160	6.2	0	0	0	0	555	46.3	582	48.5
Coordination	720	26.7	920	18.8	0	0	0	0	389	6.8	305	7.4
Operations	4,200	6.5	4,800	3.1	21,628	267.0	140,373	449.9	1,341	3.4	993	2.5
Intern	350	58.3	200	33.3	58	8.3	58	9.7	0	0	66	66.3
Apprentice	620	12.7	400	4.9	65	2.8	34	5.7	200	8.0	98	7.5

Employee category	2024				2025			
	Average hours women	Average hours men	Total hours	Total average	Average hours women	Average hours men	Total hours	Total average
Board of directors	0	0	0	0	0	0	0	0
Executive board	19	7.57	215	10.24	0	3.70	91	3.43
Management	443	38.73	24,014	201.8	26.47	17.67	1,377.46	20.87
Coordination	212.24	66.33	22,472	127.68	12.9	11.78	2,334.78	12.29
Operations	151.47	42.58	278,206	77.71	24.19	64.14	173,335.8	50.95
Apprentice	82.76	43.24	13,131	67.69	9.13	5.32	1,416.8	7.19
Intern	39.19	20.43	1,305	32.63	31.41	24.97	732.87	28.19

### Employees receiving regular performance and career development reviews

GRI 404-3

Employee category	Ceramica Portobello + Corporativo		Portobello Shop	
	Women reviewed	Men reviewed	Women reviewed	Men reviewed
Executive board	0	4	0	1
Management	10	19	12	12
Coordination	57	79	58	41
Operations	229	315	396	402

Portobello America did not conduct performance reviews in 2025.

For Pointer, the performance and career development reviews related to the 2025 cycle were completed in 2026. Therefore, no reviews were finalized within the 2025 reporting period.

## HUMAN RIGHTS

### Defined benefit plan obligations and other retirement plans

GRI 201-3

The liability is funded by the assets of the benefit plan itself, without direct funding from the organization. The estimate of available resources is based on the accounting trial balance as of September 30, 2024. The benefit plan has sufficient guaranteed assets to meet its liabilities, with a surplus position.

According to the latest Actuarial Opinion for the Plans (2023), contribution rates are as follows:

- **Ceramica Portobello** and Corporate: 1.13% of payroll, comprising 0.71% in matching contributions to participants and 0.42% allocated to the plan's general

component.

- Portobello Grupo: 0.82% of payroll, comprising 0.27% in matching contributions to participants and 0.55% allocated to the plan's general component.

In addition, following a regulatory amendment, the plan's general component was frozen.

The sponsoring entity contributes on a matching basis to participants in the optional component of the plan and previously fully funded the plan's general component, which relates to minimum risk benefits.

### Ratio of the lowest wage to the local minimum wage, by gender

GRI 202-1

Unit	Women (%)	Men (%)	Currency used in the calculation
<b>Ceramica Portobello + Corporativo</b>	144.92	144.92	BRL
<b>Pointer</b>	137.00	137.00	BRL
<b>Portobello Shop</b>	111.99	128.48	BRL

Calculation methodology: lowest wage by gender divided by the minimum wage, excluding apprentices and interns. Results are expressed as percentages and are based on the statutory minimum wage. Although Portobello Grupo reports this indicator, employees are not compensated according to the minimum wage framework.

### Proportion of senior management hired from the local community

GRI 202-2

**Portobello + Corporate:** 55% of senior management members are hired from the local community.

**Pointer and Portobello Shop:** senior management members are not hired from the local community.

**Definition of local community:** the state in which the operating units are located.

## SIGNIFICANT INDIRECT ECONOMIC IMPACTS

GRI 203-2

The Company identifies significant indirect economic impacts, primarily positive in nature, arising from its operations and investments, including:

- Job creation through the Young Apprentice Program and the consolidation of **Portobello America's** operations, contributing to the strengthening of local economies;
- Income generation in local communities through the Sururu | Conchas que Transformam Project in Maceió, Alagoas;
- Investments in infrastructure and socio-cultural development through the construction of the Jardim Progresso

Cultural Center in Tijucas, Santa Catarina;

- Human capital development through the Higher Education Program in Ceramic Technology, offered under differentiated conditions for employees and their family members.

The initiatives developed, focused on education, culture and productive inclusion in communities surrounding Portobello Grupo's manufacturing facilities, contribute to sustainable local development and are aligned with international commitments, including the United Nations Sustainable Development Goals (SDGs).

## NEW HIRES AND EMPLOYEE TURNOVER

GRI 401-1

TOTAL HIRES AND TERMINATIONS BY GENDER																		
Region	2024									2025								
	Women			Men			Other			Women			Men			Other		
	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr
<b>Portobello + Corporativo</b>	731	223	183	1,672	398	464	0	0	0	745	217	219	1,750	505	438	0	0	0
<b>Pointer</b>	93	21	47	368	67	119	0	0	0	104	30	36	336	70	109	0	0	0
<b>Portobello Shop</b>	458	138	173	458	128	183	0	0	0	491	142	172	470	133	197	0	0	0
<b>Portobello America</b>	92	54	58	190	131	106	0	2	6	123	30	43	317	114	109	2	2	2
<b>TOTAL</b>	<b>1,374</b>	<b>436</b>	<b>461</b>	<b>2,688</b>	<b>724</b>	<b>872</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>1,463</b>	<b>419</b>	<b>470</b>	<b>2,873</b>	<b>822</b>	<b>853</b>	<b>2</b>	<b>2</b>	<b>2</b>

T: total employees H: hires Tr: terminations

TOTAL HIRES AND TERMINATIONS BY AGE																		
Region	2024									2025								
	Up to 30 years old			30-50 years old			Over 50 years old			Up to 30 years old			30-50 years old			Over 50 years old		
	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr	T	H	Tr
<b>Portobello + Corporativo</b>	668	369	277	1,458	235	309	277	17	61	746	435	369	1,434	253	251	315	34	37
<b>Pointer</b>	201	60	65	235	25	49	25	3	5	184	53	65	224	43	72	32	4	4
<b>Portobello Shop</b>	265	112	96	605	145	246	46	9	14	374	133	132	547	135	226	40	7	11
<b>Portobello America</b>	50	56	47	166	93	82	66	38	41	99	51	39	238	78	80	105	17	35
<b>TOTAL</b>	<b>1,184</b>	<b>597</b>	<b>485</b>	<b>2,464</b>	<b>498</b>	<b>686</b>	<b>414</b>	<b>67</b>	<b>121</b>	<b>1,403</b>	<b>672</b>	<b>605</b>	<b>2,443</b>	<b>509</b>	<b>629</b>	<b>492</b>	<b>62</b>	<b>87</b>

T: total employees H: hires Tr: terminations

TURNOVER BY DIVERSITY CATEGORY (%)											
Region	2024					2025					
	Women	Men	Up to 30 years old	30–50 years old	Over 50 years old	Women	Men	Other genders	Up to 30 years old	30–50 years old	Over 50 years old
<b>Portobello + Corporativo</b>	27.77	25.78	48.35	18.66	14.08	29.26	26.94	0	53.89	17.57	11.27
<b>Pointer</b>	36.56	25.27	31.09	15.74	16.00	31.73	26.64	0	32.07	25.67	12.50
<b>Portobello Shop</b>	33.95	33.95	39.25	32.31	25.00	31.98	35.11	0	35.43	33.00	22.50
<b>Portobello America</b>	60.87	62.37	103.00	52.71	59.85	29.67	35.17	100	45.45	33.19	24.76
<b>TOTAL</b>	<b>32.64</b>	<b>29.69</b>	<b>45.69</b>	<b>24.03</b>	<b>22.71</b>	<b>30.38</b>	<b>29.15</b>	<b>100</b>	<b>45.51</b>	<b>23.29</b>	<b>15.14</b>

The “Other genders” column is zero for 2024.

Total consolidated turnover in 2024: 30.79%.

Total consolidated turnover in 2025: 29.6%.

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

## Benefits provided to full-time employees that are not provided to temporary employees

GRI 401-2

### BENEFITS PROVIDED TO EMPLOYEES, EXCLUDING TEMPORARY EMPLOYEES

· **Portobello e corporativo:** life insurance, health insurance, disability and incapacity assistance, maternity leave, private pension plan, cafeteria or meal vouchers, transportation vouchers, dental insurance, gym allowance, profit-sharing program (PPR), Portobello product purchase program, childcare assistance, assistance for dependents with disabilities, home-office

allowance for technology employees, and payroll-deducted loans.

· **Pointer:** life insurance, health insurance, disability and incapacity assistance, maternity leave, private pension plan, cafeteria or meal vouchers, transportation vouchers, dental insurance, maternity kit, attendance bonus, gym allowance, profit-sharing program (PPR), **Pointer** product purchase program, and payroll-deducted loans.

· **Portobello Shop:** life insurance, health insurance, disability and incapacity assistance, maternity leave, private pension plan, cafeteria or meal vouchers, transportation vouchers, dental insurance, gym allowance, profit-sharing program (PPR), Portobello product purchase program, childcare assistance, assistance for dependents with disabilities, home-office allowance for technology employees, and payroll-deducted loans.

· **Portobello America:** life insurance, health insurance, disability and incapacity assistance, maternity leave, employee stock purchase plan, Health Savings Account (HSA), Flexible Spending Account (FSA), dental insurance, Life & Accidental Death and Dismemberment insurance, disability insurance, and accident insurance.

## Maternity/paternity leave

GRI 401-3

TOTAL HIRES AND TERMINATIONS BY GENDER							
Unit	Type of leave	Total entitled	Employees who took leave	Employees who returned	Employees expected to return	Employees retained after 12 months	Employees expected to remain employed after 12 months
<b>Ceramica Portobello + Corporate</b>	Maternity leave	752	21	20	23	19	24
	Paternity leave	2,090	42	42	42	5	5
<b>Pointer</b>	Maternity leave	103	4	4	4	3	3
	Paternity leave	333	11	11	11	9	11
<b>Portobello Shop</b>	Maternity leave	465	13	16	16	4	8
	Paternity leave	457	8	8	8	6	11
<b>Portobello America</b>	Maternity leave	76	1	0	0	0	1
	Paternity leave	203	3	3	3	0	2

The number of employees who returned to work from maternity and paternity leave in 2025 may exceed the number of employees who commenced leave during the year, as it also includes employees who started their leave in 2024 and returned only in 2025.

Unit	Type of leave	Return rate (%)	Retention rate (%)
<b>Ceramica Portobello + Corporate</b>	Maternity leave	86.96	79.17
	Paternity leave	100	100
<b>Pointer</b>	Maternity leave	100	100
	Paternity leave	100	81.82
<b>Portobello Shop</b>	Maternity leave	100	50
	Paternity leave	100	54.55
<b>Portobello America</b>	Maternity leave	0	0
	Paternity leave	100	0

In 2024, consolidated rates were as follows: maternity leave return rate of 86.36% and retention rate of 65.71%; paternity leave return rate of 100% and retention rate of 82.67%.

## Minimum notice period regarding operational changes

GRI 402-1

None.

## Occupational health and safety management system

GRI 403-1

The Company does not maintain an Occupational Health and Safety Management System certified under recognised standards such as ISO 45001. However, the Portobello, **Pointer** and **Portobello Shop** business units operate a structured health and safety management framework based on best practices adopted by leading organisations in this field, with a strong focus on compliance with Brazilian legislation.

· **Ceramica Portobello:** adopts an approach based on the Regulatory Standards issued by the Ministry of Labour. Occupational Risk Management is conducted in accordance with Regulatory Standard No. 1, which promotes continuous improvement in health and safety processes through the PDCA (Plan-Do-Check-Act) cycle. The specialised occupational health and safety structure

is composed of employees qualified in occupational safety, occupational nursing, occupational safety engineering and occupational medicine.

Both administrative and industrial operations, as well as third-party contractors, are covered by the health and safety management framework. Administrative functions include assistants, analysts, administrative support staff, coordinators, managers, directors, apprentices, technicians and specialists. Industrial functions include Level I, II and III operators, production leaders, specialists, technicians, production coordinators, production managers and industrial directors. Contracted companies operating across different sectors are likewise monitored under the OHS management structure.

· **Pointer:** uses the SoftExpert platform and the outsourced S+ system provided by SESI to manage occupational health and safety. The initiatives developed comply with the Regulatory Standards established by the Ministry of Labour. The system was implemented to support all production processes across the organisation and is integrated into all health and safety activities, including forms, internal standards, minutes of Internal Commission for Accident Prevention and Harassment (CIPAA) meetings, liability statements, Personal Protective Equipment (PPE) records, work instructions, service checklists, medical certificate policies and related documentation.

Occupational Health and Safety management covers both administrative and industrial functions, as well as third-party contractors. Administrative functions

include assistants, administrative support staff, analysts, coordinators, managers, directors, apprentices, interns, technicians and specialists. Industrial functions include Level I, II and III operators, production leaders, technicians, specialists, production coordinators, production managers and industrial directors. Contracted companies operating in different business segments are also monitored and controlled through the OHS management framework.

## Hazard identification, risk assessment and incident investigation

GRI 403-2

All business units rely on NR-1 as the basis for occupational risk management. A hierarchy of controls is adopted, encompassing risk anticipation, hazard identification through quantitative and qualitative data collection, risk elimination, implementation of control and management measures, and continuous monitoring and data analysis.

Any individual may report incidents, hazardous conditions or risk situations through access to a QR code or dedicated link. Through the Service Orders provided to employees, the Right to Refuse is guaranteed in accordance with Regulatory Standard No. 1, allowing workers to cease activities whenever a serious and imminent risk to health and safety is identified.

Incident and accident investigations are conducted through interviews, evidence assessment, data collection and document review, with the objective of identifying both root and contributing causes. The methodology adopted is the Cause Tree Analysis, which systematically structures accident factors and enables

comprehensive visualisation of all contributing elements.

- **Ceramica Portobello:** may conduct structured analytical techniques, consequence assessments and other complementary studies for non-routine and/or highly specific activities. The team responsible for preparing risk assessments must include an occupational safety or occupational medicine professional, together with employees from different hierarchical levels within the area under evaluation. The team leader must be appropriately trained in risk analysis methodologies. The outcomes of these studies support emergency response plans, operational procedures, refresher training programmes and facility and process specifications, fostering continuous improvement.

- **Pointer:** ensures the effectiveness of Occupational Health and Safety processes through ongoing training, employee development initiatives, routine inspections and compliance with applicable standards. Professional competence is periodically

assessed. Activities such as hazard identification and risk assessment are regularly reviewed and monitored to ensure effectiveness. All processes are conducted by legally qualified and duly certified professionals.

The results of Occupational Health and Safety assessments are used to identify non-conformities, establish corrective and preventive actions, review procedures and targets, and drive continuous improvement. These results also support compliance with applicable regulations, identification of critical risk areas and implementation of training initiatives or adjustments to the safety management system.

## Occupational health services

GRI 403-3

Through periodic occupational medical examinations and complementary testing, employees engaged in hazardous activities undergo annual clinical assessments. Risk identification is based on the Risk Management Program (PGR), the

Occupational Health Medical Control Program (PCMSO) and the Health Services Waste Management Plan (PGRSS). **Ceramica Portobello** and **Pointer** maintain on-site medical facilities.

## Worker participation, consultation and communication regarding occupational health and safety

GRI 403-4

· **Ceramica Portobello:** employee participation is ensured through representatives elected by secret ballot as part of the CIPAA process and formally recognised by senior management. Access to relevant occupational health and safety information is provided through the governance structure established by the Safety Committees and Subcommittees.

CIPAA is established under Regulatory Standard No. 5. Employee representatives elected by the workforce, together with formally appointed employer representatives, meet monthly according to a predefined schedule or, when necessary, in extraordinary meetings. All

hierarchical levels are represented within CIPAA. Third-party contractors do not have representatives on the commission, as they generally operate under short-term contractual arrangements. Safety Committee and Subcommittee meetings are held monthly across all hierarchical levels.

· **Pointer:** engages employees in the development, implementation and evaluation of its Occupational Health and Safety (OHS) Management System through committees such as CIPAA, regular meetings, participatory training programmes, 5S rounds, emergency brigade meetings and continuous feedback mechanisms. Audits and inspections are

conducted with employee participation to ensure system effectiveness. The Company provides transparent communication, accessible documentation and direct communication channels to ensure access to relevant OHS information. Educational campaigns and engagement programmes further encourage active employee participation in OHS initiatives.

Formal Occupational Health and Safety committees, composed of employee representatives through CIPAA, are responsible for identifying hazards, recommending preventive measures, monitoring safety policies, promoting training and investigating accidents. CIPAA

meetings are held monthly, although their frequency may be adjusted when necessary. The commission has authority to deliberate on safety measures, while more complex matters may be escalated to senior management. In specific situations where workers are not represented, the Company evaluates their inclusion in future committee structures.

## Occupational health and safety training

GRI 403-5

· **Ceramica Portobello:** the OHS training framework is divided into mandatory training required under the Regulatory Standards, behavioural training delivered by an organisational psychologist, and complementary programmes such as Induction, Daily Safety Dialogues (DDS) and other OHS-related topics.

Certain programmes are mandatory for all employees, such as Induction training, which is conducted before newly hired employees commence their activities. Regulatory Standard training is provided to employees performing high-risk activities, including working at height, confined-space operations, load handling and electrical work.

Training content and frequency vary according to programme type and may be annual, biennial or conducted more frequently based on specific operational needs. DDS sessions are delivered daily, typically lasting 10 to 15 minutes, and focus on operational topics through simple, practical and accessible communication.

Training is conducted during normal working hours by professionals with recognised expertise or by leading institutions such as SESI and SENAI. Training effectiveness is primarily

evaluated within mandatory programmes through theoretical and practical assessments, where applicable, to verify understanding and retention of the content delivered.

· **Pointer:** Occupational Health and Safety training encompasses both general and role-specific programmes aligned with occupational risks, work activities and hazards present in the workplace. These initiatives cover topics ranging from accident prevention and health promotion to technical content specific to each role, with a strong focus on safe working practices. Employees receive guidance on the proper use of Personal Protective Equipment (PPE), risk identification, assessment and control, as well as emergency response procedures. Training is conducted periodically to ensure continuous knowledge updates and adequate preparation for the safe performance of duties.

## Promotion of worker health

GRI 403-6

· **Ceramica Portobello:** Maintains an on-site medical facility staffed by two occupational physicians providing occupational and healthcare services, as well as a Unimed clinic with two physicians serving employees and their dependants. The unit also offers a corporate health plan covering specialist consultations, routine examinations, hospitalisation and treatment of acute and chronic conditions, in addition to partnerships and agreements with clinics and pharmacies. Health promotion initiatives include a free influenza vaccination campaign for employees.

· **Pointer:** Facilitates employee access to non-work-related healthcare services through partnerships with accredited clinics and hospitals, offering general and specialist medical consultations,

psychological counselling and referrals as required. In addition, the unit maintains an on-site medical facility providing basic healthcare services, including consultations, first aid and medical guidance.

These services include preventive care, periodic medical examinations, monitoring of chronic conditions and initiatives aimed at promoting health and quality of life. Such initiatives include vaccination campaigns, rapid testing, wellbeing activities, workplace exercise programmes, encouragement of physical activity, awareness campaigns on healthy lifestyles and nutritional guidance.

## Prevention and mitigation of occupational health and safety impacts directly linked to business relationships

GRI 403-7

· **Ceramica Portobello:** The facility applies risk management tools, including Preliminary Risk Analysis (PRA), to identify hazards inherent to its operations, taking into account the likelihood of exposure and the severity of potential impacts on workers' health and safety. Based on these assessments, control measures are established to eliminate or reduce identified risks. PRA is developed using risk matrices structured in accordance with national or international methodologies, depending on the nature of the risk being assessed.

· **Pointer:** The facility uses the Work Permit (WP) system to identify operational hazards, considering both the likelihood of occurrence and the severity of potential impacts on workers' health and safety. The company also manages occupational health and safety (OHS) indicators through management dashboards that generate statistical information to support preventive actions. Based on these analyses, control measures are implemented to mitigate or eliminate risks, supported by risk matrices and methodologies appropriate to the nature of each assessed risk.

## Workers covered by an occupational health and safety management system

GRI 403-8

The occupational health and safety management systems are neither audited nor certified.

- **Ceramica Portobello:** 2,519 employees and 105 contractors covered.
- **Pointer:** 454 employees and 78 contractors covered.

## Occupational accidents

403-9

	2025				2024	
	Ceramica Portobello		Pointer		Portobello Grupo	
	Number	Rate	Number	Rate	Number	Rate
<b>Fatalities</b>	0	0	0	0	0	0
<b>High-consequence injuries</b>	11	1.57	0	0	19	1.86
<b>Recordable work-related injuries</b>	38	5.41	0	0	62	6.07
<b>Hours worked</b>	7,028,384	–	1,045,440	–	10,203,776	–

Based on 1,000,000 hours worked.

No accidents involving outsourced workers or service providers requiring mandatory reporting were recorded.

Hazards identified through **Ceramica Portobello's** risk assessment matrix include confined spaces, falling objects, falls from height, electric shock, accidental contact with moving machinery components, crushing and pinching hazards, ergonomic risks associated with manual handling, and unsafe behaviours. Risk mitigation measures include process and product substitution, installation of collective protection systems, revision and implementation of operating procedures, workforce training, and the adoption of collective protective equipment.

Hazards identified through **Pointer's** risk assessment matrix include dust exposure, cutting, shearing and puncture hazards, falling objects and materials, heavy machinery and equipment (entrapment, crushing and burn risks), ergonomic risks associated with manual handling, fire and explosion hazards, excessive noise exposure, and handling of chemical substances such as glazes, pigments and solvents. Risk reduction measures include the substitution of hazardous materials, process automation and equipment reorganisation. Engineering controls include ventilation systems, machine guarding and anti-slip flooring. Training programmes, inspections and emergency response plans further strengthen workplace safety. The use of personal protective equipment (PPE), including respiratory masks, safety glasses, gloves and safety footwear, complements these measures and contributes to a safer working environment.

Total Recordable Incident Rate (TRIR) – outsourced workers: zero.

Total Recordable Incident Rate (TRIR) – direct employees: **Pointer**: 33; Portobello: 26.41.

Near Miss Frequency Rate (NMFR) – outsourced workers: zero.

Near Miss Frequency Rate (NMFR) – direct employees: **Pointer**: not monitored; Portobello: 16.08.

Simple Medical Assistance Frequency Rate (SAME) – SASB EM-CM-320a.1

Number of reported silicosis cases: zero – SASB EM-CM-320a.2

## Occupational diseases

GRI 403-10

No fatalities or occupational diseases subject to mandatory reporting were recorded.

Unit	Hazard	Identification method	Contribution to occupational disease	Measures implemented
<b>Ceramica Portobello</b>	Dust	PCMSO/PGR	Medium	Use of respiratory protection masks.
	Noise	PCMSO/PGR	Medium	Use of hearing protection devices and, where applicable, physical barriers.
	Heat	PCMSO/PGR	Medium	Collective measures such as fans, air-conditioning where feasible, and natural ventilation. During periods of intense heat, isotonic hydration supplements are provided to employees.
	Ergonomic risks	PCMSO/PGR	Medium	Implementation of ergonomic equipment and training on proper material-handling techniques.
<b>Pointer</b>	Noise	Through the adoption and implementation of mitigation measures for identified risks.	No	Distribution and mandatory use of appropriate PPE (earplugs and earmuff-type hearing protectors), guidance on proper use, cleaning and maintenance, periodic monitoring of noise levels, and audiometric examinations in accordance with NR-07.

Note: Non-employee workers operating at sites controlled by **Ceramica Portobello** (contractors) were excluded from the calculations. The high turnover among contractor companies and the significant variation in service duration make it impracticable to comprehensively include these workers across all aspects of the occupational health and safety management system, particularly in accident indicator calculations due to fluctuations in hours worked.

## Diversity in governance bodies and employees

GRI 405-1.a

MEMBERS OF GOVERNANCE BODIES									
2024									
Company	Total	Women	% Women	Men	% Men	Aged 30–50	% Aged 30–50	Over 50	% Over 50
<b>Ceramica Portobello + Corporate</b>	<b>23</b>	5	21.7	18	78.3	9	39.1	14	60.9
<b>Pointer</b>	<b>2</b>	0	0	2	100	0	0	2	100
<b>Portobello Shop</b>	<b>1</b>	0	0	1	100	1	100	0	0

## Employee diversity (by operational unit)

GRI 405-1

CERAMICA PORTOBELLO												
Job category	2024						2025					
	Women	Men	Under 30	30–50	Over 50	TOTAL	Women	Men	Under 30	30–50	Over 50	TOTAL
<b>Board of Directors</b>	4	8	0	2	10	12	4	8	0	2	10	12
<b>Executive Officers</b>	3	7	0	5	5	10	1	10	0	7	4	11
<b>Managers</b>	12	27	0	29	10	39	12	26	0	25	13	38
<b>Coordinators</b>	30	44	1	62	11	74	27	49	4	62	10	76
<b>Operations</b>	594	1,523	516	1,360	241	2,117	645	1,565	593	1,336	281	2,210
<b>Interns</b>	19	8	27	0	0	27	6	6	12	0	0	12
<b>Apprentices</b>	69	55	124	0	0	124	49	81	130	0	0	130
<b>TOTAL</b>	<b>731</b>	<b>1,672</b>	<b>668</b>	<b>1,458</b>	<b>277</b>	<b>2,403</b>	<b>744</b>	<b>1,745</b>	<b>739</b>	<b>1,432</b>	<b>318</b>	<b>2,489</b>
<b>% of total</b>	<b>30.4</b>	<b>69.6</b>	<b>27.8</b>	<b>60.7</b>	<b>11.5</b>	<b>100</b>	<b>29.9</b>	<b>70.1</b>	<b>29.7</b>	<b>57.5</b>	<b>12.8</b>	<b>100.0</b>

As of 31/12/24 and 31/12/25.

POINTER												
2024							2025					
Job category	Women	Men	Under 30	30-50	Over 50	TOTAL	Women	Men	Under 30	30-50	Over 50	TOTAL
Board of Directors	0	0	0	0	0	0	0	0	0	0	0	0
Executive Officers	0	2	0	1	1	2	0	2	0	0	2	2
Managers	0	5	0	3	2	5	0	4	0	2	2	4
Coordinators	3	17	0	16	4	20	2	14	0	10	6	16
Operations	90	343	172	244	17	433	81	312	146	221	26	393
Interns	5	4	9	0	0	9	7	6	10	3	0	13
Apprentices	19	7	26	0	0	26	23	6	29	0	0	29
<b>TOTAL</b>	<b>117</b>	<b>378</b>	<b>207</b>	<b>264</b>	<b>24</b>	<b>495</b>	<b>113</b>	<b>344</b>	<b>185</b>	<b>236</b>	<b>36</b>	<b>457</b>
<b>% of total</b>	<b>23.6</b>	<b>76.4</b>	<b>41.8</b>	<b>53.3</b>	<b>4.8</b>	<b>100</b>	<b>24.7</b>	<b>75.3</b>	<b>40.5</b>	<b>51.6</b>	<b>7.9</b>	<b>100.0</b>

As of 31/12/24 and 31/12/25.

PORTOBELLO SHOP												
2024							2025					
Job category	Women	Men	Under 30	30-50	Over 50	TOTAL	Women	Men	Under 30	30-50	Over 50	TOTAL
Board of Directors	0	2	0	0	2	2	0	0	0	0	0	0
Executive Officers	2	2	0	4	0	4	0	1	0	1	0	1
Managers	27	22	0	47	2	49	12	12	0	24	0	24
Coordinators	39	28	4	61	2	67	57	41	11	85	2	98
Operations	390	404	261	493	40	794	397	402	324	437	38	799
Interns	2	2	4	0	0	4	0	1	1	0	0	1
Apprentices	32	12	44	0	0	44	25	13	38	0	0	38
<b>TOTAL</b>	<b>492</b>	<b>472</b>	<b>313</b>	<b>605</b>	<b>46</b>	<b>964</b>	<b>491</b>	<b>470</b>	<b>374</b>	<b>547</b>	<b>40</b>	<b>961</b>
<b>% of total</b>	<b>51.0</b>	<b>49.0</b>	<b>32.5</b>	<b>62.8</b>	<b>4.8</b>	<b>100</b>	<b>51.1</b>	<b>48.9</b>	<b>38.9</b>	<b>56.9</b>	<b>4.2</b>	<b>100.0</b>

As of 31/12/24 and 31/12/25.

## Diversity among employees (Portobello Group)\*

GRI 405-1

### By gender

PORTOBELLO GRUPO						
Employee category	2024			2024		
	Women	Men	TOTAL	Women	Men	TOTAL
Board of Directors	4	10	14	4	8	12
Executive Officers	5	11	16	1	13	14
Management	39	54	93	24	42	66
Coordination	72	89	161	86	104	190
Operations	1,074	2,270	3,344	1,123	2,279	3,402
Interns	26	14	40	13	13	26
Apprentices	120	74	194	97	100	197
<b>TOTAL</b>	<b>1,348</b>	<b>2,522</b>	<b>3,862</b>	<b>1,348</b>	<b>2,559</b>	<b>3,907</b>

As of 31/12/24 and 31/12/25.

### By age group

PORTOBELLO GRUPO						
Employee category	2024			2024		
	Under 30 years old	30 to 50 years old	Over 50 years old	Under 30 years old	30 to 50 years old	Over 50 years old
Board of Directors	0	2	12	0	2	10
Executive Officers	0	10	6	0	8	6
Management	0	79	14	0	51	15
Coordination	5	139	17	15	157	18
Operations	949	2,097	298	1,063	1,994	345
Interns	40	0	0	23	3	0
Apprentices	194	0	0	197	0	0
<b>TOTAL</b>	<b>1,188</b>	<b>2,327</b>	<b>347</b>	<b>1,298</b>	<b>2,215</b>	<b>394</b>

As of 31/12/24 and 31/12/25.

\* The consolidated figure does not include **Portobello America**, as that operation did not classify employees by position. Indicator 2-7 presents the total number of employees, including **Portobello America**.

## Ratio between women's and men's base salary and total remuneration

GRI 405-2

Position	Ceramica Portobello + Corporate	Pointer	Portobello Shop
Board of Directors	61.38	-	-
Executive Officers	50.5	-	-
Management	81.01	-	102.19
Coordination	98.12	67.58	76.66
Operations	96.79	97.36	97.52
Apprentices	100	100	96.08
Interns	96.77	109.09	0

Note: For **Pointer**, the calculation is not applicable to Executive Officer and Management positions, as these categories are composed exclusively of male employees.

## Cases of discrimination and corrective measures taken

GRI 406-1

In 2025, the company received two reports involving discrimination and prejudice. One case was deemed inconclusive due to insufficient evidence, while the other was substantiated. The organization investigated the matter and implemented a remediation plan, including internal communications and ongoing monitoring.

## Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

GRI 407-1

No operations or suppliers were identified as posing a risk to freedom of association or collective bargaining rights. Across the Group, these rights are safeguarded through a structured and participatory collective bargaining framework.

### Operations and suppliers with significant risk of incidents of child labour

GRI 408-1

No incidents of child labour were identified. All internal hiring practices comply with the requirements established by the Consolidation of Labour Laws (CLT). All supplier agreements contain clauses requiring compliance with applicable legislation in order to prevent child labour.

### Operations and suppliers with significant risk of forced labour or labour analogous to slavery

GRI 409-1

No cases of forced labour or labour analogous to slavery were identified. The organization maintains policies, contractual clauses, training initiatives, reporting channels and internal monitoring mechanisms designed to prevent forced labour and ensure legal compliance and respect for human rights.

### Security personnel trained in human rights policies or procedures

GRI 410-1

The company does not provide specific human rights training to its property security personnel; however, all professionals have access to the Code of Conduct. Service agreements executed with third parties include specific clauses addressing human rights, anti-corruption and related matters.

### Cases of violations of indigenous peoples' rights

GRI 411-1

Not applicable, as the company's operations are not located near indigenous territories.

### Operations with local community engagement, impact assessments and development programmes

GRI 413-1

74% (excluding the **Portobello America** community).  
 • **Social assessments:** families engaged, income generation and community participation.  
 • **Environmental assessments:** focused on the Sururu Project, including the volume of shells repurposed from waste into raw material.  
 Information is disclosed through the Sustainability Report, press coverage and social media channels. Further information is available in the Community chapter (page 71).

### Operations with significant actual and potential negative impacts on local communities

GRI 413-2

The company identifies potable water abstraction in neighbouring communities and environmental noise as potential environmental impacts. Regarding water use, abstraction volumes remain within the authorised limits. However, there is a potential future impact associated with possible conflicts over water use. With respect to noise, the company conducts annual monitoring, and results remain within legal limits. Nevertheless, this matter continues to receive attention due to the company's proximity to the local community.  
 As an actual impact, particulate matter emissions were recorded. In 2025, the company received one formal complaint related to dust generated by vehicles operating within the **Ceramica Portobello** manufacturing complex. The issue was identified as an isolated occurrence resulting from maintenance works on an internal roadway and has since been resolved. The corrective action involved four company departments.

# 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 01/01/2025 a 12/31/2025.

**GRI 1: FOUNDATION 2021**

GRI STANDARD	DISCLOSURE	LOCATION	DISCLOSURE	OMISSION REASON
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	2-3 Reporting period, frequency and contact point	4		
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GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
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			DISCLOSURE	REASON
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GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
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	207-2 Tax governance, control, and risk management	95		
	207-3 Stakeholder engagement and management of concerns related to tax	95		
	207-4 Country-by-country reporting	96		
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	97		
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			DISCLOSURE	REASON
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GRI STANDARD	DISCLOSURE	LOCATION	OMISSION	
			DISCLOSURE	REASON
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			DISCLOSURE	REASON
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## SASB - CONSTRUCTION MATERIALS

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# Portobello Grupo

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## **General Coordination**

Coordenação de Sustentabilidade Portobello Grupo

## **Technical and Editorial Coordination**

Presence Comunicação e Sustentabilidade

## **Text**

Cintia Laport

## **Text editing, GRI and SASB consultancy**

Presence Comunicação e Sustentabilidade

## **Graphic Design and Layout**

Comparsita Design