



Sustainability Report
2022



Faria Lima 3500 Building
São Paulo/São Paulo State



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“ Everyone committed to ESG values will be in lockstep with the future. This is something imperative, not optional. Cultural change in civil construction has to embrace global trends. ”

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A CONTINUOUS JOURNEY OF SUSTAINABLE PERFORMANCE

At HTB Group, the commitment to transparency and responsible conduct has always been a key factor in our business strategy. Thus, ever since we began our operations here, it is our belief that a structured approach to work involving the three spheres of sustainability – environmental, social and governance – is essential for driving growth that reflects the needs of the planet and of all our stakeholders.

Even with the challenging environment of recent years, we have not put aside how we think. During the years when we were all affected by the consequences arising from the Covid-19 pandemic, we have focused on both the well-being of our team and on maintaining it, as well as on restructuring our business strategy in order to adapt to a new market scenario.

As we see it, it is important to emphasize that being people-focused is part of our culture, of what we are. This is a differential that not only places us among the best companies to work for, according to the Great Place to Work methodology, but also helps us build a rich environment for people to develop and for innovation within our industry.

Among the leading highlights of the year is the organizational restructuring and the alignment of our business capture strategies. This process led us to map out and define different markets on which to focus our operations, resulting in the recovery of our cash resources and ending the period with a record number of contracts in our portfolio.

GROWTH WITH RESPONSIBILITY

We know that this growth goes well beyond capturing new business. It is directly linked to an increasingly sustainable way of working in our industry. I am happy to say that this topic is part of our history and we brought it a groundbreaking manner to the Brazilian market.

From a work environment of respect, one that is attractive for our professionals, to construction site planning where priority is given to reducing consumption of resources, to using more sustainable products and also mitigating any type of impact on the neighboring communities to our construction sites, this is a path we have followed ever since our foundation and one we are striving to enhance in a continuous and increasingly integrated way in our day-to-day operations.



Understanding how our responsible approach where sustainability is involved is both an essential issue and a differential that enables us to have closer relationships with our clients. Thus, not only are we seeking to continuously expand our ESG agenda, but also provide Brazil with innovative solutions in the construction market. Among these is eWOOD, a solution five times lighter than concrete that uses a hybrid structure system of concrete and engineered timber, resulting in less impact associated with CO₂ emissions.

We have been in Brazil for 56 years and our hallmark is to overcome challenges through work excellence. Our efforts to align HTB Group with best market practices has led to the

publication of this first Sustainability Report to provides an overview of our performance during 2022 as it reflects how we are integrating the concepts of sustainability into our business strategy and long-term growth.

Everyone committed to ESG values will be in lockstep with the future. This is something imperative, not optional. Cultural change in civil construction has to embrace global trends.

We proudly invite you to discover in the following pages our main activities and the performance of HTB Group in managing its economic, social and environmental impacts.

Enjoy your read!

Detlef Dralle | CEO

We are aware of our **responsibility** to the **planet** and to **society**

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São Paulo/ São Paulo State

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In this first edition of our Sustainability Report, we are highlighting our strategy and the results of how we manage our economic, social and environmental impacts during the period from January 1 to December 31, 2022. The companies covered in the accounting statements refer to HTB, its subsidiaries, Construtora TEDESCO and HTB FIT .

The individual and consolidated financial statements for the year ended December 31, 2022 were prepared according to the accounting principles adopted in Brazil, which include standards, guidance and technical interpretations of the Accounting Pronouncement Committee (CPC) approved by the Brazilian Federal Accounting Council (CFC).

Publishing this document is part of our transparency strategy and has become yet another of our management tools. The topics covered in this report were defined in a prior process approved by the Executive Board in order to disclose content relevant for the organization and its stakeholders. In addition, this document was approved according to the Global Reporting Initiative (GRI) methodology, the standard most widely accepted by businesses and markets worldwide for this purpose.

MATERIALITY PROCESS

[GRI 2-29](#) | [3-1](#) | [3-2](#)

The material topics dealt with in this document were defined based on consulting primary and secondary sources, both institutional and non-institutional. Starting with a prior study of the main topics raised by the stakeholders in relation to the civil construction market, specific questionnaires were drawn up focusing on HTB Group's clients, suppliers, employees and management. In all, 119 people were interviewed.

Specifically in regard to senior management, qualitative interviews were held with eight executives, including the CEO. The convergence of the outcome of these interviews resulted in six material topics that were used as the basis for building this Sustainability Report.

Material topics

- Ethics and Compliance
- Construction Quality and Performance
- Generation of Value and Results
- Communication and Customer Service Efficiency
- Work Environment
- People Development

Based on these topics, we prioritized 63 GRI Indicators to be addressed in this document: 17 covering the social aspect, 11 the environment, 5, governance and 30 organizational profile. They are signposted throughout the report. The complete list can be found in the GRI Table of Contents.

Besides their relevance for this document, the updated overview of stakeholders about what to expect from HTB Group will also contribute to the Company creating and molding operating plans for the years 2023-2025.

The final version of the document was submitted to and approved by the Group's Executive Board. Comments about this report can be sent to esg@htb.eng.br



Eco Berrini Building
São Paulo/ São Paulo State

AQWA Corporate Building
Rio de Janeiro/Rio de Janeiro State

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We are HTB Group, a civil construction company of German origin established in Brazil for 56 years. As a closely held company, HTB Group consists of HTB, Construtora TEDESCO and HTB FIT who complement each other strategically to expand their operations in Brazil.

Our main office is located in the city of São Paulo. We also have an office in the city of Porto Alegre (Rio Grande do Sul State), where the main office of Construtora TEDESCO is located. We currently operate throughout Brazil and our business model ranges from the drawing board to execution and building management, industrial and infrastructure construction sites.



Complete engineering and construction solutions, from the drawing board to execution

Backlog of **BRL2 billion**



2/3
of repeat customers

Operating in all **26** Brazilian states and in the Federal District

100 +
pre-construction contracts

650 +
construction sites across Brazil and South America



International group of German origin



8,000,000 m²
of built area

4,000,000 m³
of concrete laid

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We are working to be an engineering and construction company par excellence that always delivers tailor-made solutions with the focus on our customers' requirements. To that end, our services have a three-pronged structure:

- 1. Pre-construction:** preliminary development phase of the project, when the construction feasibility studies are prepared and the best engineering and construction alternatives presented.
- 2. Engineering and construction:** building work, in which we are recognized for abiding by the best practices, meeting agreed deadlines and building with excellence.
- 3. Project management and serialized:** works that demand standardization of the deliverables.

The HTB Group is currently the largest market player in the airports sector, accounting for the leading volume of contracts among the group companies. Construtora TEDESCO has a strong presence in the south of Brazil and is a major player in the hospital sector. HTB FIT in turn is responsible project and construction site management primarily for retail customers, such as serialized constructions distributed across the country .

Ever since our foundation, our hallmark has been the quality of our deliverables and overcoming challenges in every area where we operate – whether infrastructure projects, building construction or project management. For more than half a century, we are proud to say that two out of every three customers are repeat customers – a rare occurrence in our industry and one that shows huge trust in our work.



Vision

To be an engineering and construction company par excellence



Mission

To deliver tailor-made solutions, with a differentiated approach to providing services



Principles

- Client-focused
- Value creation
- Unique employees
- Sustainability

ENHANCEMENT OF THE ORGANIZATION

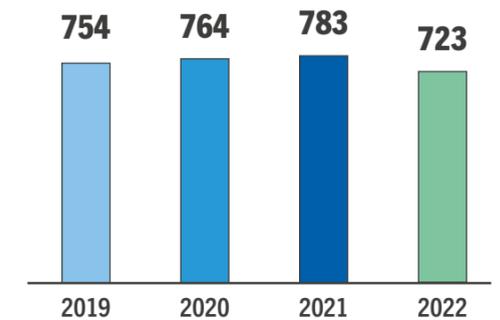
During the period of sudden changes and turbulence in the markets, brought on primarily by the Covid-19 pandemic, we took advantage to embark on an internal restructuring process in order to further direct the HTB Group's organization to different markets segments and customers.

After an intense year of internal discussions among the Senior Management in 2021, in early 2022 we began implementing an organizational structure with new Executive Boards and respective strategic roles within the organization.

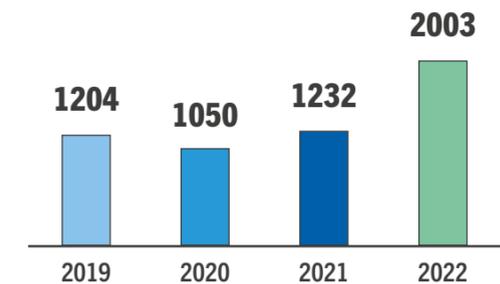
The key results was the definition of 10 strategic leading market segments on which the HTB Group would focus and establish a specific strategy of capture and perpetuity of businesses: Air Transport, Ports, Sanitation, Energy, Oil & Gas, Paper & Pulp, Real Estate, Healthcare, Agribusiness, and IT/Telecommunications. For other segments, HTB Group will evaluate its investments in each specific opportunity.

As a result, we ended 2022 with the highest volume and potential profitability of contracts in the HTB Group's history, thus strengthening our cash position while affording more stability in the years ahead. Worthy of note are the Air Transport, Healthcare and Serialized Project Management segments.

Services Performed
(BRL millions)



Balance of Contracts
(BRL millions)



Our hallmark is overcoming challenges



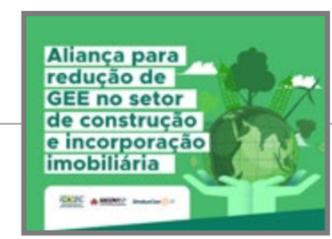
INSTITUTIONAL RELATIONSHIPS

GRI 2-28

HTB Group actively participates in the following institutions and initiatives:

Alliance for the Reduction of GHG Emissions

Founded in 2022 by the Brazilian construction and property development sector, this is a joint initiative of the São Paulo State Civil Construction Industry Trade Union (Sinduscon/SP) and the São Paulo State Housing Syndicate (Secovi/SP). Its purpose consists of the drafting of a GHG Emissions inventory by participant companies using the GHG Protocol methodology and subsequent definition of the target for the sector in Brazil.



Alliance for the Reduction of GHG Emissions in the Brazilian construction and real estate development sector

HTB operates across Brazil and, throughout its history, has already built more than 650 projects



STS Logistic Terminal - Fibria
Santos/São Paulo State

Brazil – Germany Chamber of Commerce

São Paulo holds the largest German industrial complex outside Germany. This justifies the relevance of an institution like the Brazil-German Chamber of Commerce which, for 106 years, has represented the German economy in Brazil for the purpose of establishing a platform for business between companies of both countries. HTB is a member of the Brazil-German Chamber of Commerce in São Paulo, Rio de Janeiro and Porto Alegre, and the CEO of the HTB Group is the Chamber's vice chairman in São Paulo and Rio de Janeiro.

São Paulo State Civil Construction Industry Trade Union (Sinduscon/SP)

A representative and go-between of Brazilian civil construction companies, taking the lead on countless actions to support capacity-building and strengthen construction companies, in addition to providing support to drawing up public policies that benefit the industry and society. HTB participates monthly in Sinduscon's Technology and Quality Committee for benchmarking and monitoring changes in industry standards and knowledge sharing.

GRI Club – Gathering the world's leading real estate & infrastructure players

A platform that brings together 11,000 C-Level executives, high-profile leaders in the real estate and infrastructure sectors of more than 100 countries.

Vista Guanabar Building
Rio de Janeiro/Rio de Janeiro State

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Operating with integrity, ethics and transparency is an essential part of what we are, the manner in which we do business and how we relate with all our stakeholders. This modus operandi makes HTB Group acknowledged for its credibility and for a strong and robust corporate governance process.

Our conduct across the board is based on our Corporate Philosophy guidelines – HTB Code of Conduct and the HTB Business Management System (SHGN). As well as determining how we go about our business, it also establishes requisites to be complied with in line with international standards of quality, health and safety and the environment (NBR ISO 9001, ISO 14001 e ISO 45001) to which we are certified.

Upon joining the Company, each employee fills out and signs a Statement of Transparency, which is, part of our Corporate Philosophy. The statement formalizes the existence of occasional conflicts of interest, in addition to informing the prohibition on using the job or position to obtain any type of direct or indirect, legal or illegal personal advantages, and prohibiting corruption and money laundering, anticompetitive practices, child labor, forced labor, and discrimination.

Because we operate across Brazil, this type of standardization is important for the continuous improvement of our business model. We also emphasize the importance of this behavior through training, contractual clauses with third parties and other internal means of communication.

Moreover, upon joining the work force, employees undergo an induction program that provides for training on anticorruption and other ethical standards of conduct.



Every two months, the Executive Board presents the results, key risks and opportunities to the entire leadership at an executive meeting that is recorded and made available to other employees. As well as addressing strategic issues for carrying on the company's business, these meetings also cover presentation of priorities, targets and indicators.

Among the issues dealt with, always taking into account image, compliance, environmental and economic risk, are economic impacts under the management of the Controllership and Accounting areas; environmental impacts supervised by the Quality, Health and Environment areas; and employee-related impacts managed by Human Resources.



Our actions are founded on **ethical conduct, integrity and transparency**

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ORGANIZATIONAL STRUCTURE

GRI 2-9 | 2-10 | 2-11 | 2-15 | 2-19 | 2-20

HTB Group's organizational structure consists of a holding company of the Zech Group and reports to the HTB CEO and Deputy CEO. The office of the CEO is managed jointly with the office of the Vice President in a twin leadership concept based on continuous communication among the leaders, thereby strengthening the principle of four eyes in decision making.

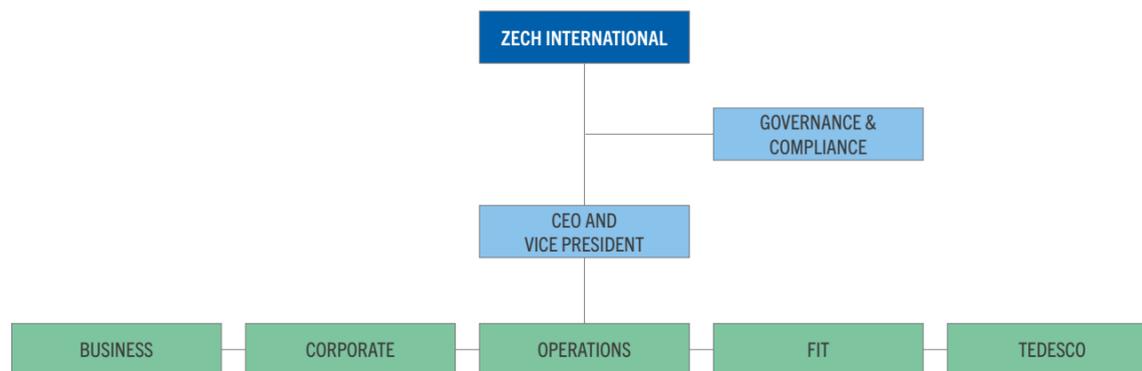
We have a lean and efficient structure. The decision-making process reports to the holding company, limiting the governance of the CEO, for example in the case of approval of strategic plans and making investments.

The business, corporate and operations units, the executive boards of HTB FIT and Construtora TEDESCO report to the CEO and the Vice

President. The highest governance body of HTB is the Executive Board, consisting of the CEO, the Vice President and the executive officers. These members hold statutory positions, are elected at shareholder meetings or appointed by a shareholder based on knowledge and experience, leadership and relationship skills, their ability to solve problems, propose solutions and improvements, and foster innovation.

The Executive Board appoints committees for specific topics that work within the purview of their duties. **These committees are: Corporate Committee, which manages crisis; Administration Committee, which discloses and enhances the Company's management system; Ethics Committee; ESG Committee; and Data Committee.**

HTB Group Organizational Chart



COMMITTEES

Committee members are appointed by the CEO or other executive officers based on knowledge and experience, teamwork and their ability to solve corporate problems.



Ethics Committee: A multidisciplinary group in charge of compliance with HTB Group's institutional principles and guidelines of ethics and integrity. In addition to supervising the Compliance Program, the Ethics Committee evaluates the results of investigations into devious conduct and rules impartially on disciplinary measures and other corrective actions to be imposed. The Committee's permanent members include the positions of Compliance Officer, Compliance Coordinator, Communications Coordinator and Human Resources Manager. Besides them, there are members recommended by the Compliance Officer and approved by the HTB Group CEO, with a term of office of two years. The Committee currently consists of four women and five men. Any in-house or contract employee can be called upon to participate exceptionally at meetings by way of cooperation, with the right to be heard.



Corporate Committee: Has an executive role and operates on demand during crisis situations. It is subordinated to the CEO and Deputy CEO. The Corporate Committee currently consists of four women and five men. Appointment takes into account how the topic interfaces with the field of operation, experience and time of service.



Administration Committee: Has an executive role and operates through working groups. It is subordinated to the Executive Board. Appointments of members vary from one to three years, with seven women and seven men.



ESG Committee: A Working Group appointed in 2022 by the CEO and includes representatives of each key area, including Quality, Health and Environment, Human Resources, Compliance and innovation – consisting of five women and three men. The Committee reports to the Corporate Division and focuses on implementing and monitoring the Company's sustainability strategy. It is directly supervised by the CEO and Deputy CEO through monthly meetings.



Data Committee: Has an executive role and operates through multidisciplinary working groups. It is subordinated to the Corporate Division and its members consist of three men and one woman.

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ETHICS AND COMPLIANCE

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The Compliance Program is managed by the HTB Group Corporate Governance and Compliance Division with oversight from the Ethics Committee. It is composed of mechanisms for preventing, detecting and correcting infringements of the legislation, the Corporate Philosophy, [Code of Conduct](#), and other internal rules. These mechanisms pervade every activity and business process, primarily in regard to standards of conduct.

As established in our Code of Conduct, HTB Group has a commitment to the law and other applicable regulations, demanding the same from employees, suppliers and other partners. For preventive purposes, due diligence procedures are carried out to evaluate the ethical, tax and legal reliability of stakeholders. Monitoring this information is part of the maintenance program lying within the scope of the internal quality audit.

All engagements with government bodies must abide by law, especially with regard to Law No. 12,846/2013 (Brazilian Anticorruption Law). **As we do not provide services to government bodies, and most licenses and permits to be obtained are the responsibility of our customers, we consider the inherent corruption-related risk as minimal.**

That is why no specific actions were carried out in 2022. However, these topics are constantly emphasized in corporate anticorruption training courses with a tailored approach according to the level of responsibility and risk of each group of employees. **It should be noted that among the compliance trainings held in 2022 is the prevention of moral and sexual harassment in which 318 people took part.**

The HTB Group does not make direct or indirect donations to entities, political parties or individual politicians. Other philanthropic donations and sponsorships, when they occur, must be evaluated beforehand and approved in accordance with internal policies and procedures.

Whistleblower/ Complaints Channels 2-16 | 2-26

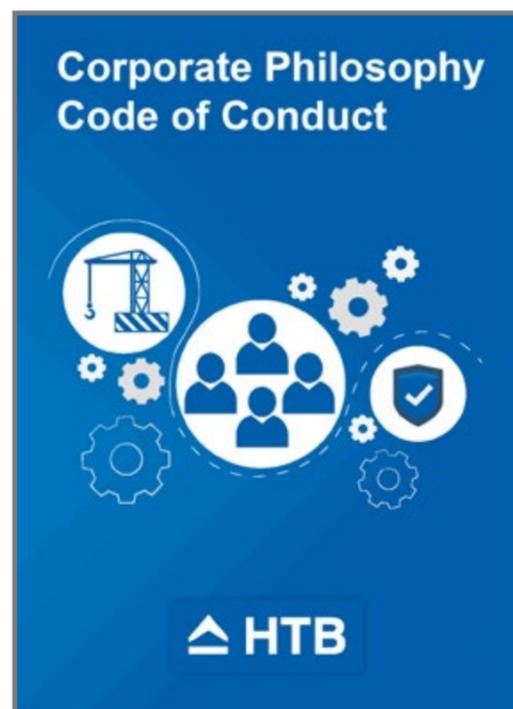
The HTB Group [Ethics Channel](#) can log complaints, claims, doubts and suggestions from all types of stakeholders, both internal and external. Operated by an external, independent company, the channel is available 24/7, 365 days a year.

The **Ethics Channel** may be accessed via the following:

By telephone
0800 601 6899

Website
<https://www.htb.eng.br/canal-de-etica>

and via an App



It is important to stress that **HTB** has no access to the information that reveals the identity of the person who filed an anonymous complaint. There is also a commitment to the **confidentiality of the content**, as the data are stored by the contractor and may only be accessed by employees of the **Compliance Area** and by members of the **Ethics Committee**.

In all, **76 reports** were sent to the [Ethics Channel](#) between 2021 and 2022. Two reports were confirmed and addressed involving discrimination and an anti-discrimination training program is planned for 2023.

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GOVERNANCE FOR SUSTAINABILITY

[GRI 2-12, 2-13, 2-14, 2-17 | 2-18 | 2-23 | 2-24 | 2-25](#)

Our early move in sustainable construction practices drives how we have implemented our business strategy since our foundation. We are guided by robust principles of governance and sustainability formalized in our Corporate Philosophy – Code of Conduct. Over recent years, we have structured the governance of our indicators related to environmental, social and governance topics and in 2023 we will define a panel of ESG Indicators for the purpose of monitoring our performance on the three pillars.

We are also developing our ESG policy already aligned with the UN Sustainable Development Objectives (SDO) in order to add even more value to our business through innovations that benefit customers, investors and society in the long term.

In **2022**, we worked on consolidating our **ESG Strategy**

This will establish the responsibility of the HTB Group Executive Board in defining and overseeing decisions under ESG criteria, as well as targets and monitoring. This work is being undertaken by the ESG Committee, which was created in 2022 and is headed up by the Corporate Division. The collegiate body is subordinated to the Executive Board and its role will be to advise the Senior Management.

The first deliverable of the forum was the analysis and alignment of HTB’s strategy with the SDOs, prioritizing seven of these according to our operating strategy and our priority topics. The Committee consists of a multidisciplinary team and will define which practices will comprise the HTB Group’s business strategy in the years ahead.



OUR IMPACTS

The main negative impacts that HTB Group generates refer to our construction sites. As a means of prevention, we hold kick-off meetings in the neighboring areas to our construction sites to present the activities and disclose our Ethics Channel. While construction work is in progress, we have different solutions according to the building site profile and location. To reduce noise, for example, we schedule the noisiest activities for daytime. While to reduce the dust generated, tanker trucks are used to dampen the plots of land.

We also map out the possibilities of on-site accidents. And in order to avoid them, we provide employees with individual and collective safety equipment, while also auditing the procedures. HTB Group provides the employee’s family with assistance in the event of work-related accidents.

All our procedures are standardized by the HTB Business Management System (SHGN) manual. The document sets out the work systematics, from prospecting opportunities in the market to winning customer loyalty after the project has been handed over.

In addition, the SHGN also contains two sustainability-related concepts.

The first of these concepts is Lean Construction, which systematizes the construction site management tools to reduce losses by continually improving and standardizing our processes.

The other concept is Construction Digitalization using digital construction software whose installation is expected to be finalized by the end of 2023. This software uses a project conception and development methodology based on virtual object modeling. **By permitting storage, exchange, consolidation and access by various employees to information and organized data, it will be possible to create digital simulations and undertake a virtual dry run of the project.**



ESG Indicators

Commencing in 2023, our decisions will also be based on monthly monitoring of the results obtained by ESG indicators. **These are divided into environmental, social and governance categories.**

HTB Group ESG Policy Commitments and SDOs Prioritized



Environment

Based on its culture of value creation and innovation, the HTB Group is committed to proposing rationalized and industrialized engineering and construction solutions designed for operating efficiency, reduction of pollutant emissions and the use of non-renewable natural resources.

It engages in studies to understand its environmental footprint and its greenhouse gas emissions, further exploring the possibility and feasibility of using alternative construction materials and systems that can contribute to emissions reduction.

It implements environmental management on its construction sites in order to continually enhance its controls involving energy efficiency, pollution and noise control and waste management.



Social

Conscious of its social responsibility, the HTB Group adopts approaches that create value for stakeholders and society.

It values a safe and healthy work environment and looks after the well-being of its employees.

It invests in the education and development of its people, while also seeking to maintain an ethical, positive and respectful organizational climate by fostering a culture of inclusion that values diversity, while repudiating any form of discrimination.

The satisfaction and engagement of each employee are essential to the success of the business.



Governance

Respect and strict compliance with laws and regulations applicable to the segment in which it operates are the principles demanded of all HTB Group employees, agents, representatives, subcontractors, suppliers and other business partners.

It is forbidden to engage in any act construed as corporate crime or that jeopardizes the image of HTB Group and its customers.

The HTB Group quality management system ensures compliance with contractual requirements referring to timeframes and costs that are fully observed.

Agile service, clear and precise information and the use of value engineering are tools for achieving customer satisfaction, as well as business profitability and perpetuity.



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Porto Alegre Airport - Fraport
Porto Alegre/Rio Grande do Sul State

Economic

performance

“ Our work is focused on creating value for our customers, employees, suppliers and shareholders ”

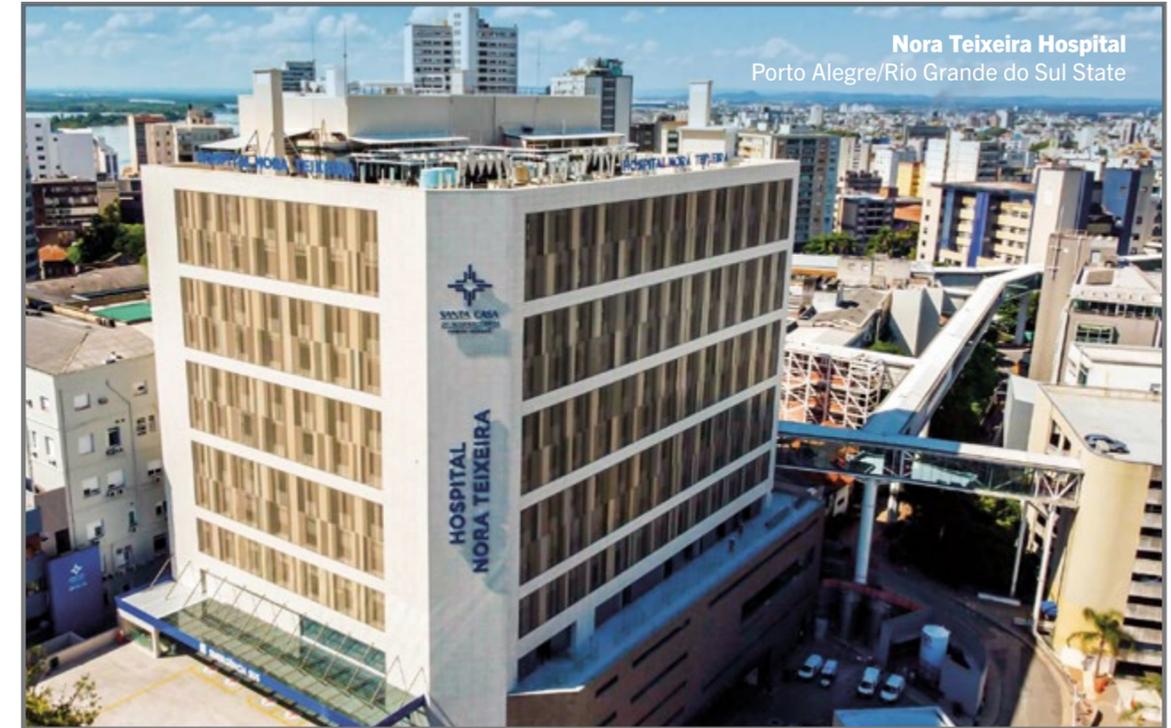
GRI 3-3

As control of the Covid-19 pandemic advanced, 2022 marked a period of back to business for the HTB Group. By reformulating our planning and reviewing our business strategy, we ended the year with a record volume of contracts and the largest number of projects delivered by HTB FIT - over 170.

These results bring medium-term stability for the Group's business and strengthen governance based on strategic and operational development focused on creating value for our customers, employees, suppliers and shareholders.

As the contracts closed in 2022 only commenced in 2023, results were slightly down over 2021.

In **2022**, we ended the year with a **record portfolio** of contracts



Nora Teixeira Hospital
Porto Alegre/Rio Grande do Sul State

GRI 202-1	(BRL millions)	2021	2022
Direct economic value generated		785,109.00	727,395.00
Revenues		785,109.00	727,395.00
Economic value distributed		-757,694.00	-703,199.00
Operating costs		-679,896.00	-623,111.00
Employee salaries and benefits		-40,464.00	-46,717.00
Payments to providers of capital		0.00	0.00
Payments to the government		-37,334.00	-33,371.00
Investments in the community		0.00	0.00
Economic value retained		27,415.00	24,196.00

HTB GROUP PROJECTS ONGOING IN 2022

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- Project Name
- ▲ Customer
- ✓ New contract 2022

SÃO PAULO STATE

- Teatro Cultura Artística - Phase 2
- ▲ Cultura Artística ✓
- Aeromobile - GRU
- ▲ GRU Airport
- BRPR Logistics Center Cajamar I
- ▲ BR Properties
- Duplication of the Cordeirópolis-Rio Claro Railroad
- ▲ Rumo
- Avenues The World School Phase 3
- ▲ Avenues

MINAS GERAIS STATE

- Bento Rodrigues Resettlement Project - Phase 2
- ▲ Fundação Renova



FEDERAL DISTRICT

- Power Generation Unit – Pre-construction
- ▲ RSU ✓

MATO GROSSO STATE

- Socicam - COA
- ▲ Socicam Rondonópolis / Cuiabá / Sinop / Alta Floresta

MATO GROSSO DO SUL STATE

- Drying Unit – Cerrado region
- ▲ Andritz Brazil

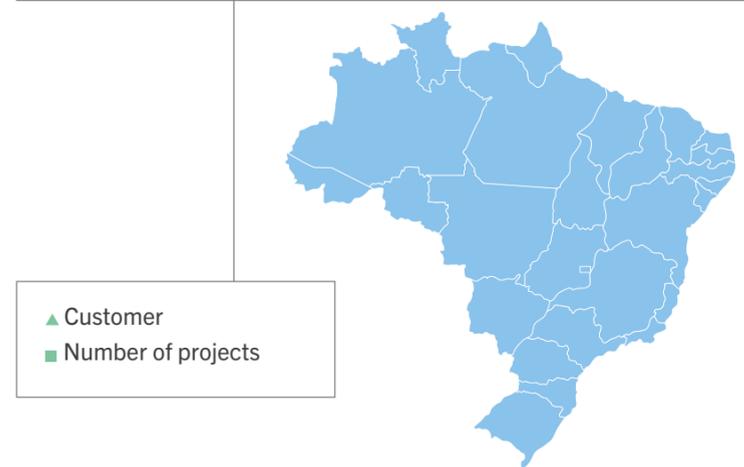
RIO GRANDE DO SUL STATE

- Nora Teixeira Hospital Phase 2
- ▲ Santa Casa de Misericórdia Charity Hospital Porto Alegre
- Tacchini Hospital
- ▲ Associação Dr Bartholomeu Tacchini
- Univates - Tacchini Hospital
- ▲ Univates - Universidade Vale do Taquari
- Porto Alegre Airport
- ▲ Fraport

SANTA CATARINA STATE

- Unimed Concórdia Hospital
- ▲ Unimed Concórdia
- Unimed Joinville - Main Offices
- ▲ Unimed Santa Catarina Federation
- Barra Football Club TC
- ▲ Braho Investimentos ✓
- São José Hospital, A-Block
- ▲ Sociedade Literária e Caritativa Santo Agostinho

PROJECTS MANAGED BY THE HTB GROUP IN 2022



NORTH REGION (6)

- ▲ **Pague Menos**
Acre State
■ **2 projects**
- Pará State
■ **2 projects**
- Roraima State
■ **1 project**
- Tocantins State
■ **1 project**

MIDWEST REGION (18)

- ▲ **Alife-Nino Group**
Mato Grosso do Sul State
■ **1 project**
- ▲ **Burger King**
Federal District
■ **1 project**
- ▲ **Pague Menos**
Goiás State
■ **2 projects**
- Mato Grosso State
■ **11 projects**
- Mato Grosso do Sul State
■ **3 projects**



NORTHEAST REGION (79)

- ▲ **Alife-Nino Group**
Ceará State
■ **1 project**
- Pernambuco State
■ **1 project**
- ▲ **Burger King**
Bahia State
■ **2 projects**
- ▲ **GPA**
Pernambuco State
■ **2 projects**
- ▲ **Movida**
Ceará State
■ **1 project**
- Pernambuco State
■ **1 project**
- ▲ **Pague Menos**
Alagoas State
■ **4 projects**
- Bahia State
■ **12 projects**
- Ceará State
■ **12 projects**
- Maranhão State
■ **11 projects**
- Paraíba State
■ **5 projects**
- Pernambuco State
■ **15 projects**
- Piauí State
■ **4 projects**
- Rio Grande do Norte State
■ **4 projects**
- Sergipe State
■ **4 projects**



SOUTHEAST REGION (51)

- ▲ **Alife-Nino Group**
São Paulo State
■ **1 project**
- ▲ **Burger King**
Minas Gerais State
■ **1 project**
- Rio de Janeiro State
■ **1 project**
- São Paulo State
■ **4 projects**
- ▲ **GPA**
São Paulo State
■ **26 projects**
- ▲ **Movida**
Rio de Janeiro State
■ **1 project**
- ▲ **Pague Menos**
Minas Gerais State
■ **10 projects**
- Minas Gerais State
■ **7 projects**



SOUTH REGION (3)

- ▲ **Burger King**
Paraná State
■ **3 projects**

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Bento Rodrigues Resettlement
Mariana/Minas Gerais State

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OUR EMPLOYEES

GRI 2-7 | 2-30 | 401-1 | 401-3 | 404-1 | 404-2 | 404-3 | 405-1 | 406-1 | 3-3

The well-being and development of everyone on our team are the cornerstone of HTB Group's operations. It is through them, their knowledge and their daily contribution that we innovate and strengthen our business in a perennial and sustainable manner. We ended 2022 with a total employee of 993, including direct and indirect employees, interns and apprentices.

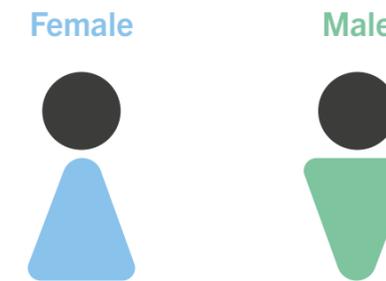
We value individual growth, commitment to excellence and ethics in business. To enhance our people's competencies, HTB Group uses an integrated people management model that serves as the basis for career management, affording more structured practices that allow each employee to clearly understand what the company expects of them and how they can align their professional development with corporate objectives.

We invest in a series of training programs and actions, defined annually according to the company's needs. A major highlight in 2022 was the launch of the HTB Corporate University. This is a learning platform that provides a range of content to foster employee development. This includes a technical school, good practices, *Quinta do Conhecimento* Knowledge Program, Leaders Development Program, information training system and an Onboarding Program for new employees.



In 2022, the **Young Professionals** program also resumed. Designed for new graduates and lasting 18 months, the aim of the program is to give those professionals a **systemic view of the HTB Group**, encompassing its Administration System and the **interface between the areas**.

Total employee headcount by gender

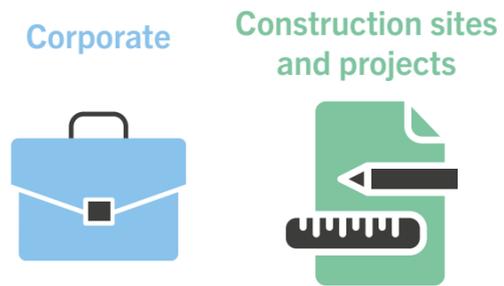


					Total headcount
194	+	799	=	993	
					Indirect labor, interns and apprentices
157	+	280	=	437	
					Direct labor
37	+	519	=	556	

* Does not take into account employees directly hired by consortiums. Indirect labor, taking into account positions like executive officers, department heads, managers, coordinators, analysts/supervisors, technicians, forepersons, assistants and assistant workers. Direct labor, in the Corporate area relates to the Post-Project Technical Assistance team. Employees on leave were not factored in.

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Total employee headcount by workplace*



$$170 + 823 = 993$$

Total headcount

Indirect labor, interns and apprentices

$$157 + 280 = 437$$

Direct labor

$$13 + 543 = 556$$

* Does not take into account employees directly hired by consortiums. Indirect labor, taking into account positions like executive officers, department heads, managers, coordinators, analysts/supervisors, technicians, forepersons, assistants and assistant workers. Direct labor, in the Corporate area relates to the Post-Project Technical Assistance team. Employees on leave were not factored in.



We also focus on specific training to address the needs of each employee's individual development plan. And, in the event of dismissal on the company's initiatives, we offer an outplacement program run by specialized consultants for leaders who have worked at least 15 years at HTB.

In 2022, the Young Professionals program also resumed. Designed for new graduates and lasting 18 months, the aim of the program is to give those professionals a systemic view of the HTB Group, encompassing its Administration System and the interface between the areas.

And to ensure the maintenance of a good work environment, since 2019 we have applied the Great Place to Work methodology, a study focused on organizational climate that produces data for us to implement action plans and improvements based on our employees' perceptions. **In 2022, 80% of**

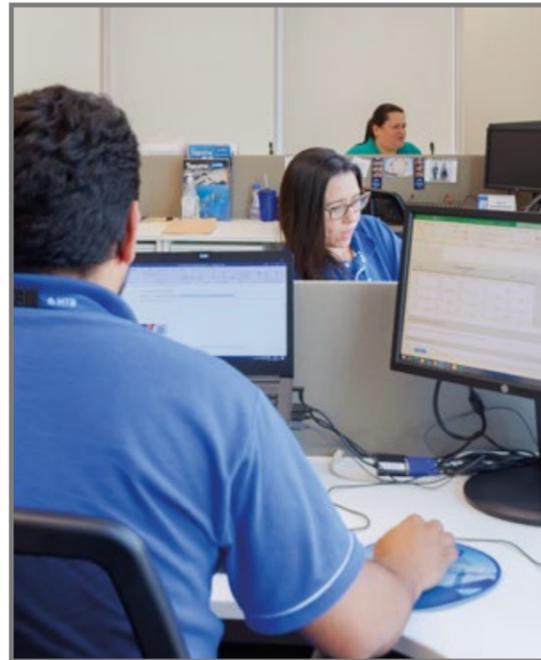
In 2022, for the **fourth consecutive year** the HTB Group was **certified** as an **excellent place to work**.

our employee headcount adhered to the survey demonstrating strong engagement to this practice within the company.

It is important to point out that we respect our employees' right to free association and collective bargaining, recognizing their legitimacy and complying with collective arrangements and agreements by which 100% of the employees are covered.

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Total employee headcount by gender and workplace*



Corporate

Total headcount
82 **88**

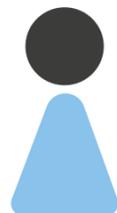
Indirect labor, interns and apprentices

82 **75**

Direct labor

0 **13**

Female



Male



Construction sites and projects

Total headcount
112 **711**

Indirect labor, interns and apprentices

75 **205**

Direct labor

37 **506**

Female



Male

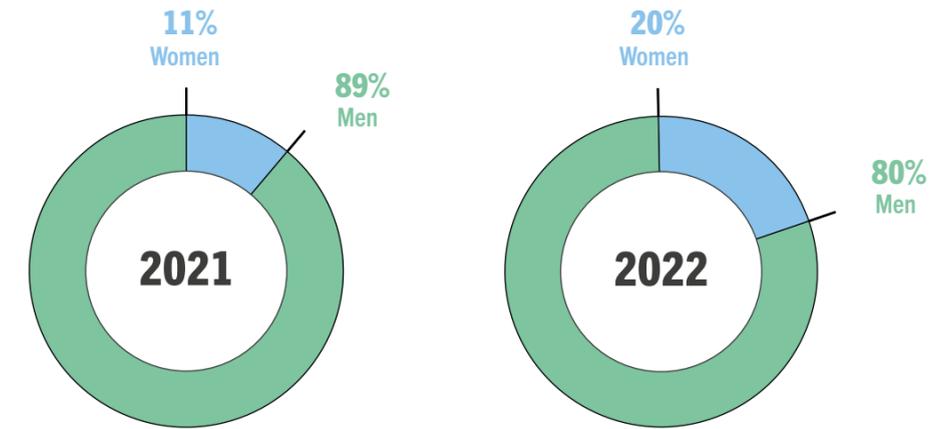


* Does not take into account employees directly hired by consortiums. Indirect labor, taking into account positions like executive officers, department heads, managers, coordinators, analysts/supervisors, technicians, forepersons, assistants and assistant workers. Direct labor, in the Corporate area relates to the Post-Project Technical Assistance team. Employees on leave were not factored in.

Employees by role and gender*

	2021			2022		
	Men	Women	Total	Men	Women	Total
By role						
Officers	9	0	9	9	0	9
Supervisors	7	4	11	7	4	11
Managers	27	11	38	22	12	34
Coordinators	23	21	44	31	19	50
Engineers/Architects	36	32	68	57	39	96
Analysts	26	31	57	27	28	55
Forepersons	15	0	15	16	0	16
Technical Personnel	40	14	54	51	14	65
Assistants/Assistant Workers	43	27	70	55	34	89
Interns and Apprentices	10	4	14	6	7	13
Direct labor	1,013	17	1,030	518	37	555
Total	1,249	161	1,000	799	194	993

Total employee headcount (%)



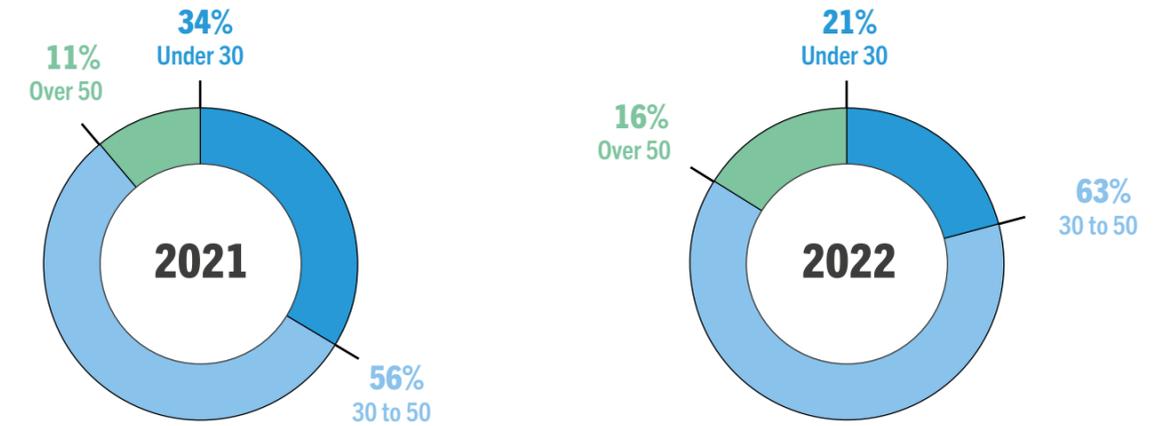
By role	2021		2022	
	Men	Women	Men	Women
Officers	100%	0%	100%	0%
Supervisors	64%	36%	64%	36%
Managers	71%	29%	65%	35%
Coordinators	52%	48%	62%	38%
Engineers/Architects	53%	47%	59%	41%
Analysts	46%	54%	49%	51%
Forepersons	100%	0%	100%	0%
Technical Personnel	74%	26%	78%	22%
Assistants/Assistant Workers	61%	39%	62%	38%
Interns and Apprentices	71%	29%	46%	54%
Direct labor	98%	2%	93%	7%

* Data considered – December 30, 2021 and December 30, 2022

Employees by role and age group

	2021				2022			
	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total
By role								
Officers	0	2	7	9	0	2	7	9
Supervisors	0	3	8	11	0	4	7	11
Managers	0	30	8	38	0	22	12	34
Coordinators	0	38	6	44	0	41	9	50
Engineers/Architects	19	46	3	68	32	61	3	96
Analysts	5	47	5	57	2	49	4	55
Forepersons	0	9	6	15	0	8	8	16
Technical Personnel	3	45	6	54	6	49	10	65
Assistants/Assistant Workers	33	35	2	70	38	44	7	89
Interns and Apprentices	13	1	0	14	13	0	0	13
Direct labor	402	527	101	1030	122	346	87	555
Total	475	783	152	1,410	213	626	154	993

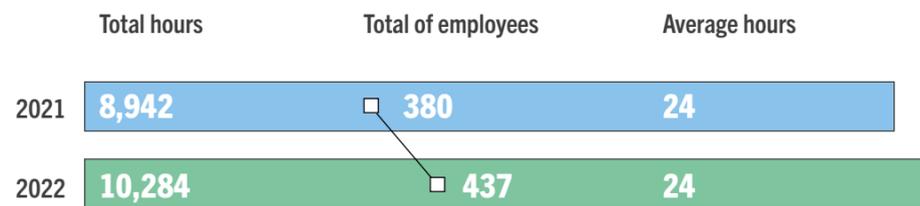
Total employee headcount (%)



	2021			2022		
	Under 30	30-50	Over 50	Under 30	30-50	Over 50
By functional category						
Officers	0%	22%	78%	0%	22%	78%
Supervisors	0%	27%	73%	0%	36%	64%
Managers	0%	79%	21%	0%	65%	35%
Coordinators	0%	86%	14%	0%	82%	18%
Engineers/Architects	28%	68%	4%	33%	64%	3%
Analysts	9%	82%	9%	4%	89%	7%
Forepersons	0%	60%	40%	0%	50%	50%
Technical Personnel	6%	83%	11%	9%	75%	15%
Assistants/Assistant Workers	47%	50%	3%	43%	49%	8%
Interns and Apprentices	93%	7%	0%	100%	0%	0%
Direct labor	39%	51%	10%	22%	62%	16%

* Data considered – December 30, 2021 and December 30, 2022

Training hours



	TOTAL HOURS		TOTAL OF EMPLOYEES		AVERAGE HOURS	
	2021	2022	2021	2022	2021	2022

By gender

	2021	2022	2021	2022	2021	2022
Men	5,255	6,189	236	280	22	22
Women	3,686	4,095	144	157	26	26

By role

	2021	2022	2021	2022	2021	2022
Officers	303	180	9	9	34	20
Supervisors	389	329	11	11	35	30
Managers	1476	1353	38	34	39	40
Coordinators	1633	1953	44	50	37	39
Engineers/Architects	1509	2501	68	96	22	26
Analysts	1367	1224	57	55	24	22
Forepersons	71	65	14	89	5	1
Technical Personnel	797	850	15	16	53	53
Assistants/Assistant Workers	1166	1697	54	64	22	27
Interns/young apprentices	232	134	70	13	3	10

Competency-based performance appraisal

	% OF EMPLOYEES APPRAISED	
	2021	2022
By gender	99%	100%
Men	99%	100%
Women	99%	100%
By role	98%	100%
Supervisors	100%	100%
Managers	97%	100%
Coordinators	98%	100%
Analysts	100%	100%
Engineers/Architects	100%	100%
Technical personnel	98%	100%
Forepersons	93%	100%
Assistants/Assistant Workers	100%	100%

*Executive officers, interns and young apprentices do not take part in the competency-based performance appraisal.



We put great store by the **individual development** of all our employees

Parental leave

TOTAL NUMBER AND RETURN-TO-WORK RATE AFTER TERMINATION OF LEAVE	2022	
	Total	Rate of return
Total number of employees who returned to work after termination of leave	31	100%
Men	27	100%
Women	4	100%
Total number of employees who returned to work after termination of parental leave and continued employed 12 months after returning to work	17	74%
Men	13	48%
Women	4	100%

PARENTAL LEAVE	2022
	Total
Total number of employees entitled to parental leave	980
Men	793
Women	187
Total number of employees who took parental leave	31
Men	27
Women	4



The **well-being and development of everyone** on our team are the cornerstone of HTB Group's operations

HEALTH AND SAFETY

[GRI 403-1](#) | [403-2](#) | [403-3](#) | [403-4](#) | [403-5](#) | [403-6](#) | [403-9](#) | [403-10](#) | [3-3](#)

HTB Group's corporate principle of sustainability also includes taking care of people. We are continually working to maintain occupational health and safety standards and to prevent accidents and incidents through team training, awareness campaigns and individual capacity building. Each employee receives training in Brazilian Regulatory Standards (NRs), such as induction training (NR 18), use of individual protection equipment (NR 6) and the use of machines and equipment (NR 12).

Whenever necessary and according to the role to be performed by each employee, besides these trainings capacity building is also provided in transporting, moving, storage and handling of materials (NR 11), overhead work (NR 35), work in confined spaces (NR 33) and safety in electrical installations and services (NR 10). Furthermore, while the service is being executed, daily dialogs are held on routine safety and training in compliance with the HTB occupational risk management program.

We also have an occupational safety and health management system, certified to ISO 45001, under management by the Specialized Work Safety and Medicine Service (SESMT). The system covers all activities and workers involved, from the drawing board to final delivery, using continuous evaluation of the indicators collated.

The traceability of work health and safety indicators is guaranteed by means of a monthly process of receiving, validating and filing documents, as well as a consolidation process at the end of each year. In 2022, there were no incidents of work-related illnesses or deaths, as was also the case in 2021 and 2020.

The hazards and risks of work-related illnesses are identified in every activity using the Hazards and Risks, Environmental Impacts and Aspects Analysis (APRIA). For an activity to be classified as hazardous, we undertake



The Internal Committee for the Prevention of Accidents and Harassment

The Internal Committee for the Prevention of Accidents and Harassment (local acronym, CIPA) convenes monthly and complies with the legal requisites of NR 5. The representatives are elected under a voting system or nominated, and they undergo training to identify situations of non-compliance with work safety criteria. In addition to the CIPA, the HTB Group also has a safety committee and fire brigade that represents its own and outsourced workers.

qualitative mapping of the roles, after which a work safety engineer issues a technical opinion on the working conditions containing quantitative information. The quality of these processes is assured by internal and external auditors.

No hazardous activities or operations were found within HTB Group's business. Nevertheless, to minimize the risks of accidents, our planning process defines work methods, specific equipment and the hiring of specialized labor.

This planning also involves analyzing the hazards, risks, impacts and environmental aspects of the activity, taking into account the scope, incidence, situation, timing, severity, probability and detection. After the hazards and risks have been identified and classified, controls are established in order to mitigate them, besides certain measures like training and collective or individual protective gear.

On the other hand, both HTB's own and contract employees must respect and comply with the prevailing legislation and internal occupational health and safety guidelines, and they are duty-bound to be aware of the hazards and risks of the activities, making these known to the teams responsible.

Accidents and quasi-accidents must also be notified and, for greater prevention, people must use the applicable individual protective equipment. In the event of non-compliance with the law and internal rules and regulations, the employee must stop what they are doing and promptly inform their immediate superior. Only after proper adaptation of the working conditions will authorization be given to resume the activity. Protection against reprisals is covered in our Code of Conduct and they can be reported on our [Ethics Channel](#).

Work incident notification and investigation processes are based on a specific manual. It stipulates that every incident or accident must be notified within 24 hours after which an investigation committee is created and fills out an Accident Investigation Report to analyze the causes and the corrective and preventive measures to be taken.

Own Employee Work-Related Accidents

	NUMBER	
	2021	2022
Deaths resulting from work-related accidents.	0	0
Work-related accidents with severe outcome (except deaths)	0	0
Work-related accidents with mandatory notification	17	9
Number of hours worked	3,140,208	2,066,310

*There were 17 accidents not requiring leave of absence in the last 3 years (employee returns to work on the same day or the day immediately following the accident); 13 accidents with leave of absence in the last 3 years (leads to leave of absence for the employee from their activities for a fixed period of time); and 18 incidents in the last 3 years (an undesirable event with the potential to cause accidents with employees, damage to property or losses in the process or to the environment, leading to deviations). The accident severity and frequency rates, with or without leave of absence, are within the minimum stipulated by the organization, and no significantly high incident rates were identified.



Health promotion programs

- Talks about emotional health: in 2022, we held three online events open to the entire team:
 - Mental Health
 - Family Ties
 - Children and Careers Can Go Hand-in-Hand.
- Expectant Mothers Program: Fosters accompaniment of the medical appointments and exams agenda
- Healthcare and Dental Plans
- Internal campaigns on men's and women's health; STD/AIDS; dengue fever; diabetes; high blood pressure; smoking and alcoholism, among other topics

Contract Employee Work-Related Accidents

	NUMBER	
	2021	2022
Deaths resulting from work-related accidents.	0	0
Work-related accidents with severe outcome (except deaths)	0	0
Work-related accidents with mandatory notification	15	9
Number of hours worked	1,275,351	1,451,957

ISO Certifications

For more than 20 years, HTB has been committed to the principal standardizations of ISO management systems on the Brazilian market. These include: **ISO 45001**, referring to the occupational safety and health management system, **ISO 14001**, environmental management system and **ISO 9001**, quality management system.

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Avenues The World School
São Paulo/São Paulo State

CUSTOMER RELATIONS

Customer centricity is one of the HTB Group's 4 corporate principles. In 56 years and with over 650 projects built throughout Brazil, two-thirds of our customers are repeat buyers, a result that boosts customer loyalty, and the company's credibility excellence.

We attach great importance to good relations during the entire development cycle of the project, including post-delivery services. While the work is being executed we undertake satisfaction surveys at different intervals. These take place on-site and covers aspects like trust, commitment, skills and relationships. Based on these data, we identify improvement points and take decisions to enhance the services we provide.



Barão de Porto Seguro Building
São Paulo/São Paulo State

TWO-THIRDS OF OUR CUSTOMERS

are **repeat** buyers



50 Top in Innovation Awards 2022

Construtora TEDESCO, an HTB Group company, received an award as part of the 50 best in Brazil's southern region in the Innovation Champions ranking 2022, published by Grupo Amanhã and the IxL Center from Cambridge, Massachusetts.

The company received the awards in recognition of its innovative approach to construction and the impact the business generates

in the region, standing out as the only construction industry company selected by the ranking.

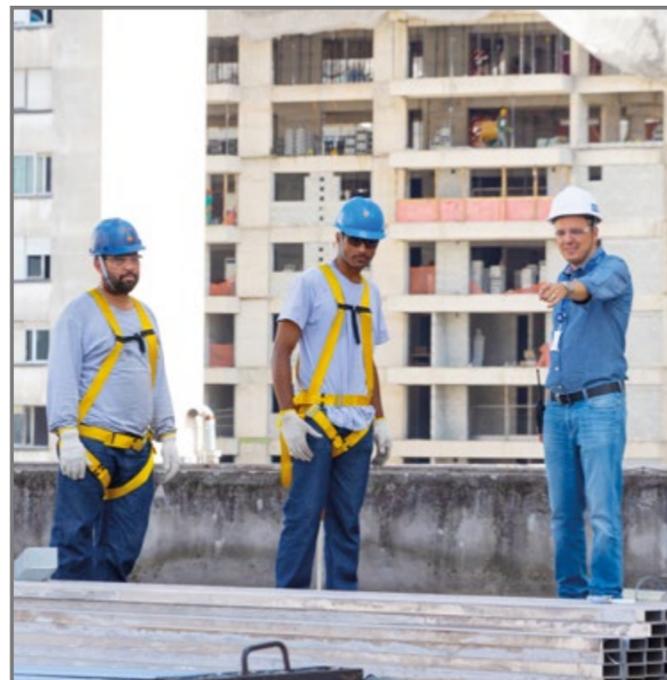
The Construtora TEDESCO's team has continuously worked to develop innovative solutions that increase the efficiency while reducing the environmental footprint of its projects. Receiving this award is proof of HTB Group's emphasis on deliverables focused on excellence.

DATA MANAGEMENT

Corporate data is the intellectual property of the HTB Group, and employees, suppliers and partners must maintain its confidential nature. **Both our own and contract employees are prohibited from using company data to obtain any type of advantage or personal favors**, also after their work agreement has been terminated, nor should they disclose to third parties corporate information or documents not available to the general public.

A Databook Manual was implemented to organize all construction work documents into a single data base. Access to data by the HTB Group and by its contracting parties is interactive, speeds up the process previously based on virtual documents but in PDF format.

One example is the BRPR Cajamar I project, completed in 14 months with higher productivity and at a reduced costs on account of resource optimization. Among the improvements it is worth mentioning the ease of reviewing documents online, better traceability for locating information, agility in searching for files and a better browsing experience for customers, which reduces technical assistance tickets.



SUPPLIER MANAGEMENT

GRI 3-3

All acquisitions of goods or services and the creation of business partnerships must abide by our Supply Policies and Procedures which stipulate that suppliers will be evaluated using cost-benefit, quality, technical reliability, economic and financial and ethics criteria.

The process must be carried out according to the phases stipulated in the policy, including the preparation of a procurement schedule; issuance of contracting orders; validation of the vendor list; supplier certification; contracting and, lastly, evaluation of suppliers' performance and that of their subcontractors. As preventive mechanisms we use a specialized system to undertake compliance due diligence for those suppliers classified as a higher risk.

Suppliers contracted must be registered on our portal, besides showing compliance with the legislation, such as Law No. 12,846/2013 (the Brazilian Anticorruption Law). HTB Group employees are forbidden

to receive advantages or benefits in order to favor suppliers or business partners. HTB Corporate Philosophy explicitly forbids contractors to use child or forced labor; disrespect the employees' basic human rights; engage in discriminatory and disrespectful practices; distort records and accounting or financial statements; make improper or illegal payments to government or private agents; and to engage in illegal and abusive acts like corruption, money laundering, tax evasion and piracy, among others.

It should be noted that our procurement costs account for over 70% of our net corporate revenue: BRL 537.9 thousand in 2022, against BRL 493.5 thousand in 2021. Given the representativeness of these figures, we give maximum priority to local companies, both to promote the market, and for economic and logistics reasons as well as reducing environmental impacts. Moreover, the company has been fostering the development of its supply chain.

We have internal policies and procedures that **guarantee the integrity** of our relationship with suppliers

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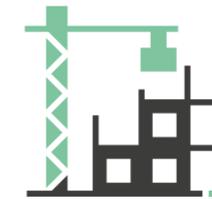
COMMUNITIES

GRI 3-3

HTB Group seeks to develop responsible relations with the local communities surrounding its construction sites, using procedures to reduce any type of inconvenience involving the construction processes (noise, dust, and the coming and going of trucks). At the start of each project, we hold a kick-off meeting with the neighbors to present the activity program and also to disclose how to access our Ethics Channel

to lodge any type of complaint involving the construction site or employee behavior.

Besides the Ethics Channel, our managers are trained to monitor occasional adverse impacts of the projects. We also map the risk of accidents at all our construction sites. To prevent accidents, we provide training and audits of the procedures, besides providing individual protection equipment.



Bento Rodrigues Resettlement

Situated 15 miles from the town of Mariana, Minas Gerais State, the urbanistic project known as Bento Rodrigues Resettlement is under construction by HTB Group, who is responsible for infrastructure services, construction of public property and 120 homes (106 already delivered).



The following infrastructure works were handed over between December 2020 and February 2021: public roads, drainage, electricity, street water and sewage networks, as well as healthcare facilities, a local school and a sewage treatment plant in projects designed with the participation of 225 families.



BRPR Cajamar Logistics Center
Cajamar/São Paulo State

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Operating in a responsible and sustainable manner is part and parcel of our strategy. Managing any type of impact resulting from the construction of projects, as well as actions to protect the soil, water, air and biological diversity are embedded in the planning and monitoring phases of every HTB construction site.

All employees, whether our own or contract, are duty bound to comply with environmental legislation and standards, in addition to engaging in practices that ensure the prevention of pollution and reduction of adverse environmental impacts through conscientious and rational use of natural resources to avoid wastage while contributing to reducing greenhouse gas (GHG) emissions.

For this approach to management, since 2006 we have held ISO 14001 certification, which qualifies our environmental management system, and also ISO 9001 certification (since 1999) for the quality management system of HTB Group. Both certifications contribute to higher productivity and lower costs, wastage and risk exposure, like environmental violations.

An example of how the HTB Group promotes a smaller environmental footprint is the use of industrialized solutions that allow us to reduce wastage and to develop projects using building information modelling in the pre-construction phase, as well as the concept of lean construction to optimize time and save money where materials and services are concerned.

Since 2022, we have been part of the Alliance for the Reduction of GHG Emissions in the Brazilian construction and property development industry, a joint initiative of the São Paulo State Civil Construction Industry Trade Union (Sinduscon/SP) and the São Paulo State Housing Syndicate (Secovi/SP). The purpose of this alliance is to work on preparing sectorial targets to comply with Federal Decree No. 11,075/2022 which sets out the procedures for drawing up sectorial climate change mitigation plans.

INNOVATION

As well as improvements in efficiency based on quality management, HTB Group also promotes sustainability based on a culture of innovation, knowledge management and Research & Development. An example is the use of technologies that facilitate project design and optimize construction procedures, for example, the Digital Construction Diary, a project management using QR Code, the HTB Group Innovation Portal and the interactive Data Book Manual.

Another innovative example for the Brazilian market was the development of the eWOOD corporate building project that uses a hybrid structural system of concrete and engineered wood. This project combines the concept of industrial production, lightness and precision, resulting in reduced delivery deadlines, besides fostering sustainability, and a reduction in the buildings' carbon footprint. Today, HTB has several feasibility studies of the eWOOD project in progress in the city of São Paulo, currently in the land plot search phase.



Internal Image eWOOD project

Read more in Customer Relations



Suzano's New Paper Mill Ribas do Rio Pardo/Mato Grosso do Sul State

We have **EMBRACED** initiatives to protect the soil, water, air and biological diversity

UTILIZATION OF RESOURCES

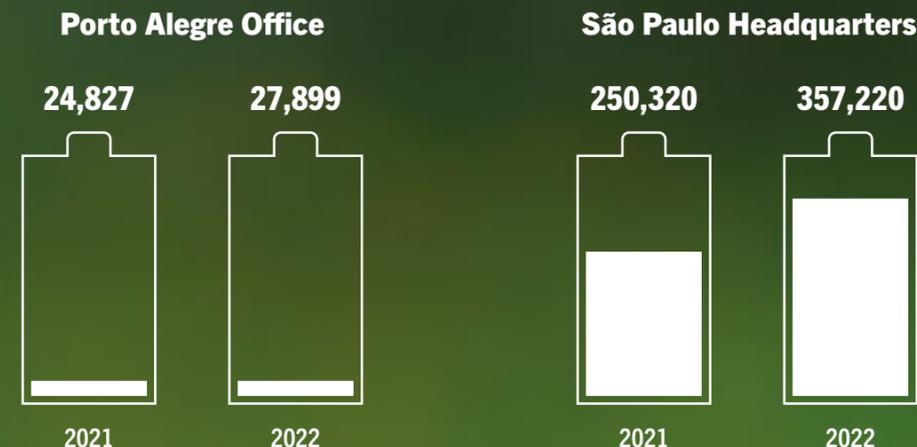
With the return to in-person activities, the year 2022 saw an increase in energy and water consumption in our offices compared to the previous year.

GRI 302-1, 302-2, 302-5, 3-3

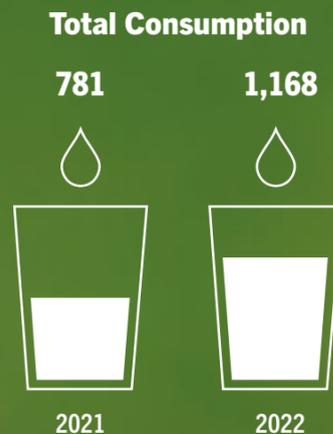


Energy Consumption (Kwh)

In 2022, the HTB Group offices together consumed a total of 385,119 kWh.



Total Consumption of the Porto Alegre and São Paulo offices (m³)



*Energy and water consumption data on HTB construction sites are not monitored.

WASTE GENERATED [GRI 306-1, 306-3, 3-3](#)

Construction site waste can be generated by acquiring and storing inputs, manufacturing and removal of molds, concreting, carpentry and steel reinforcement, cleaning, temporary storage of waste at service fronts and the improper transportation of waste. Some associated impacts include soil/subsoil contamination and air pollution due to dust emissions and incineration of waste.

For educational purposes, **HTB Group runs campaigns and training sessions in addition to publishing environmental information sheets addressing conscientious consumption, selective waste collection, waste disposal, materials storage and a table of waste decomposition times.** Suppliers must be licensed with environmental bodies according to the classification of their activities.

Waste is managed by the construction site itself, which uses an electronic or manual Waste Transportation Manifest according to the legislation of each Brazilian state. This document contains information about the name and weight of the waste to be removed and the full data of who generated it, the carrier and the final recipient.

The company hired to transport the dumpsters collects them and takes them to their destination and, after treatment, the final recipient issues a Certificate of Final Disposal containing information about how the waste was treated (recycling, landfill and incineration of industrial landfill).

WASTE PRODUCED - 2022	QUANTITY (t)
Total weight, in metric tons, of waste not intended for disposal and a breakdown of this total by composition of the waste	4,551.3
Wood - recycling /reuse	3,200.4
Paper - recycling	88.2
Plastic - recycling	168.7
Metal - recycling	1,093.9
GRI 306-4	
Total weight, in metric tons, of non-hazardous waste not intended for disposal and a breakdown of this total by the following recovery operations:	4,551.3
Preparation for reuse	0.0
Recycling	4,551.3
Other recovery operations	0.0
Total	4,551.3

[GRI 306-4](#)

[GRI 306-5](#)

WASTE DESTINATION BY METHOD AND TYPE - 2022	QUANTITY (t)
Hazardous waste	0.0
Landfills	0.0
Incineration (with energy recovery)	0.0
Incineration (without energy recovery)	0.0
Other waste disposal operations (specify)	0.0
Non-hazardous waste	27,256.5
Landfills	13,892.3
Incineration (with energy recovery)	0.0
Incineration (without energy recovery)	301.2
Other waste disposal operations - recycling /reuse/ triage	13,063.0
Total	27,256.5

*The figures shown are within the limits defined by the Environmental Management of HTB (kilos/ square meters of built-up area/month)

We run campaigns and training sessions **to ensure the proper management of our corporate waste** and the waste generated on our construction sites

UTE Porto de Sergipe - GE Power
Barra dos Coqueiros/Sergipe State

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