



Annual Report 2025

LOJAS RENNER S.A. 60 YEARS

RENNER CMICADO youcom realize ASHUA repassa

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Introduction

GRI 2-5

This is our 16th Annual Report, which provides the Company's progress and performance, encompassing financial and operational results, as well as advancements towards a more sustainable and value-generating business model.

This report is the result of a continuous process involving planning, information monitoring, and technical analyses. This process engages approximately one hundred professionals, ensuring depth and strategic relevance in the presentation of results, challenges, and business outlook.

The Statutory Board and the Board of Directors, within the scope of the Sustainability Committee, approved the report, in accordance with the recommendations of the Accounting Pronouncements Committee technical guidance (CPC 09).

This publication adheres to global best practices in ESG transparency, which guide our ongoing evolution in impact mitigation and value creation.

Good reading!

Since
2010



Access the [GRI index](#) to learn about the indicators and our reporting, which are indicated throughout the chapters with tags such as: GRI 000-0

Since
2015



Now part of IFRS Foundation



Explore the Company's [Capitals map](#) and the supported [SDG map](#), which are also indicated by icons on the chapter cover pages

Since
2019



Now part of IFRS Foundation

Access the [SASB index](#) to learn about our indicators and reporting, which are indicated throughout the chapters with tags such as: SASB XX-XX-000x.0

Since
2023



Access our [Indicators board](#) to review all relevant ESG metrics evaluated by capital market indices and ratings

Since
2024



Access our [Sustainability-Related Financial Information Report – Climate](#) to see the first publication in the global fashion retail sector prepared in accordance with the IFRS S1 and S2 standards

Since
2025



Since 2014, we have audited the reporting of GRI and SASB indicators. As of 2025, the Responsible Fashion strategy has also been [audited by an independent third party](#).

Learn more about the [Strategy's](#) targets, results, and key drivers on [page 27](#).

Message from the Administration

GRI 2-22

In 2025, we celebrated significant milestones in our history: the 60th anniversary of the incorporation of Lojas Renner S.A. and 20 years as a corporation. As we enter this new decade, we are launching a strategic cycle focused on scaling growth and value, capturing efficiency gains, opportunities, and competitive advantages.

Building on the investments and innovations of recent years, our solidified platform combines strong physical capillarity with digital relevance, supported by growing market leadership, recognized brands, and an efficient omnichannel logistics network.

While the cycle is new, our purpose and value proposition remain unchanged: “Our achievement lies in enchanting”, and “Becoming the benchmark sustainable ecosystem in fashion and lifestyle”.

With a dedicated Executive Board and a Sustainability Committee within the Board of Directors, we continue to integrate sustainability into our business strategy as a structural differentiator.

An important step in this integration was the publication of our **Sustainability-Related Financial Information Report – Climate (IFRS S1 and S2)**, being the 2nd company in the world and the 1st in the fashion sector to adopt the guidelines, evidencing our proactive approach in managing climate risks and capturing new opportunities in the business model and supply chain.

Additionally, we continue to advance in progress towards the goals of our Responsible Fashion strategy, which, in 2025, began to have its results audited by an independent third party.

Our commitment lies in the ongoing reduction of the environmental impact of our products. In 2025, we launched pioneering responsible collections and reached 73.9% of circular and regenerative textile raw materials, driven by the development of our supply chain.

We also promoted an intensive awareness agenda on Diversity and Inclusion across the Company, including the publication of key guidance tools, leadership training

initiatives, and the establishment of an Executive Committee to oversee and accelerate our D&I strategy.

We showed it is possible to innovate and develop more sustainable business models while generating value for our stakeholders, maintaining customer delight, and preserving financial strength. In 2025, we delivered a 9.2% retail net revenue growth and expanded our gross margin by 0.7 p.p., reaching 56.1%, the highest level in six years.

All these advances are reflected in the delight of our customers and stakeholders, as well as in improved performance of our ESG indicators and in external recognitions through awards, indices, and capital markets ratings.

We thank our shareholders for their trust and our teams for their dedication. Together, we will continue to lead the transformation of fashion in Brazil, with responsibility and a clear focus on our 2030 goals.

Good reading!



Carlos Souto
President of the Board of Directors



Fabio A. Faccio
CEO

01.

Lojas Renner S.A.

Throughout the 60-year history of Lojas Renner S.A., we have pursued our purpose of enchanting customers through transformation, evolution, and innovation cycles.

capitals

SDG



Ecosystem overview

GRI 2-1 | 2-2 | 2-6

We are a fashion and lifestyle ecosystem, the leader in the omnichannel fashion retail and one of the largest brands in Brazil.



Our Purpose

Our achievement lies in enchanting.



Value proposition

To be the benchmark sustainable ecosystem in fashion and lifestyle.

Fashion

RENNER



ASHUA



YOUCOM



repassa



Home and decor

CAMICADO



Financial institution

realize



[Learn more \(+\)](#)

Discover in our [institutional presentation](#) how we leverage our competitive advantages to evolve our business model and create value in a lasting and consistent manner.

60 years

of the incorporation of Lojas Renner S.A. and 20 years as a corporation, the first in Brazil

113 years

of history

717

Stores

3

Distribution centers

26 thousand

Employees

20 million

Active customers

R\$ 1.5 billion

net profit in 2025
(+21.8% vs. 24)

For 8 years

included in the Dow Jones Best-in-Class Index, the world's leading ESG benchmark, among the global retail companies with the strongest ESG performance

R\$ 15.8 billion

net revenue in 2025
(+9.6% vs. 24)

Value creation at scale

GRI 2-22

In 2025, we celebrated the 60th anniversary of Lojas Renner S.A. with the launch of a new strategic cycle. Focused on capturing and leveraging the capabilities enabled by our most recent investment and innovation cycle, we aim to maximize the potential of our assets in order to accelerate growth levels with increasing profitability.

This strategy is guided by Lojas Renner S.A.'s purpose of enchanting customers, together with a long-term vision shaped by decades of leadership and pioneering decisions that have positioned the Company ahead of industry trends.

We began this cycle building on an already well-established platform: we are market leaders, continue to gain market share, and are supported by a highly competent and engaged team.

This provides us with competitive advantages that, while enabling our operations, will be further strengthened: we have a deep understanding of our customers, strong and well-recognized brands, and a fully implemented omnichannel model for several years, combining the broadest physical store footprint in Brazil with a strong digital presence.



[Learn more \(+\)](#)

Explore in detail the Company's expansion strategy in the [2025 Investor Day](#) presentation and the [2025 Annual Balance Sheet](#).

Benchmark in fashion & lifestyle

Unparalleled brand strength, reach, and desirability in the Brazilian fashion market

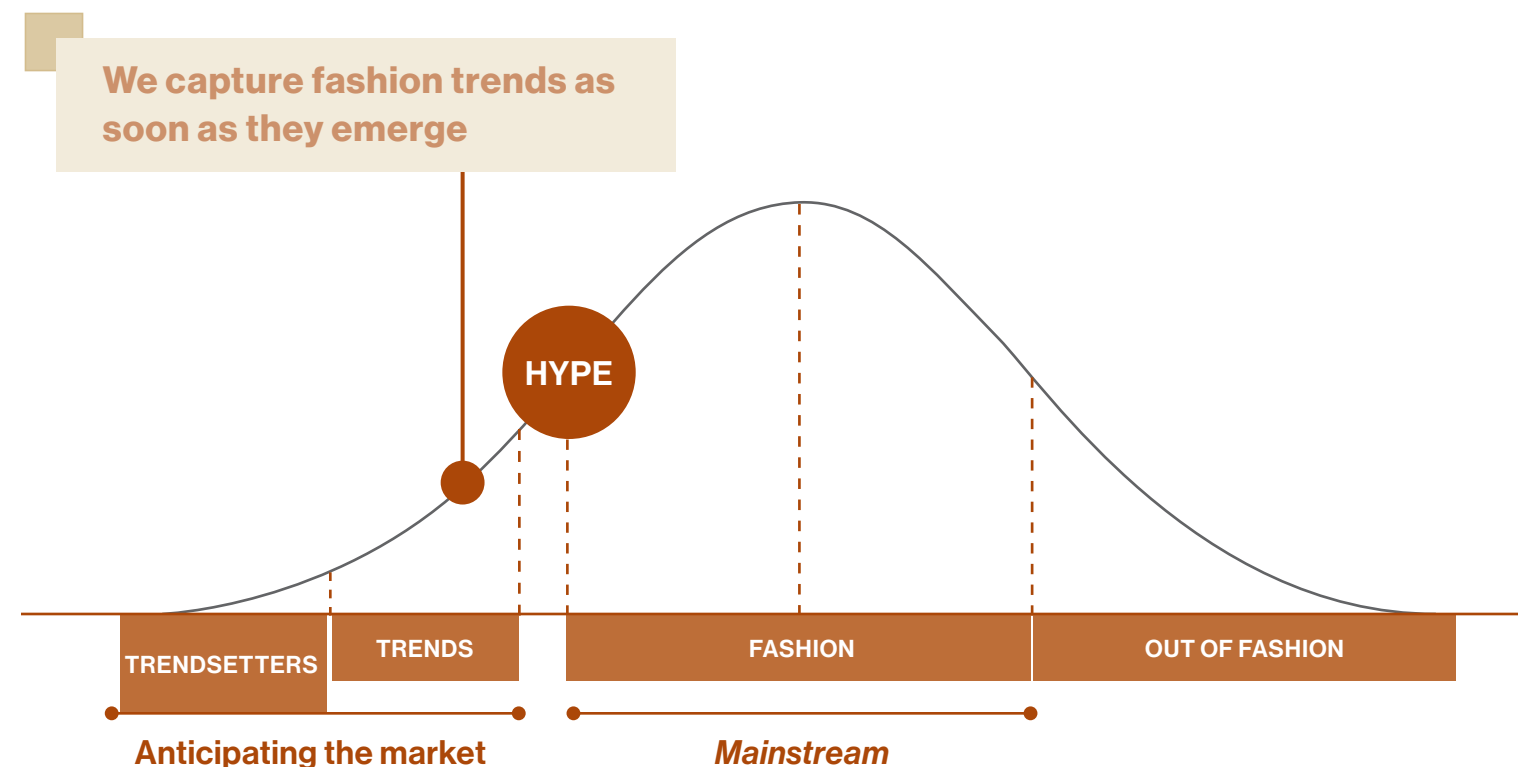


Over the years, we have consistently delivered to our customers highly curated collections that reflect the expectations and aspirations of diverse lifestyles. Leveraging deep customer understanding, an experienced team, and innovative technological tools, we capture data, behaviors, and global trends and translate them into tailored collections imbued with an authentic Brazilian identity.

We do so ahead of the market: Renner, our flagship brand, acts as a trendsetter, strategically positioning itself before products or behaviors achieve broad visibility and consumer adhesion.

This positioning drives a rapid increase in interest, enhances our ability to capture value, generates competitive advantage, and supports effective decision-making throughout the production cycle.

Thus, we connect fashion innovation to the mainstream world and win over the consumer.



In other words, we offer trend-driven products ahead of competition, encouraging higher store visitation and increasing the presence of our products in customers' wardrobes.

Within this strategic cycle, we will strive to advance fashion innovation and strengthen customer loyalty.

Since 2024, our brand strength has led to the recognition of the Renner brand as a "Highly Renowned Trademark" by the National Institute of Industrial Property (INPI).

This distinction represents indisputable prestige, notoriety and tradition, which is why the brand receives special protection regarding its intellectual property.

Renner brand differentiators



#1 most loved
Fashion brand in Brazil

#1 Most valuable

Fashion brand in Brazil
Interbrand 2024/2025

#1 most followed¹

Fashion retail brand on social media in Brazil
+67% engagements compared to the previous year

Share of voice

Exposure to Organic Media

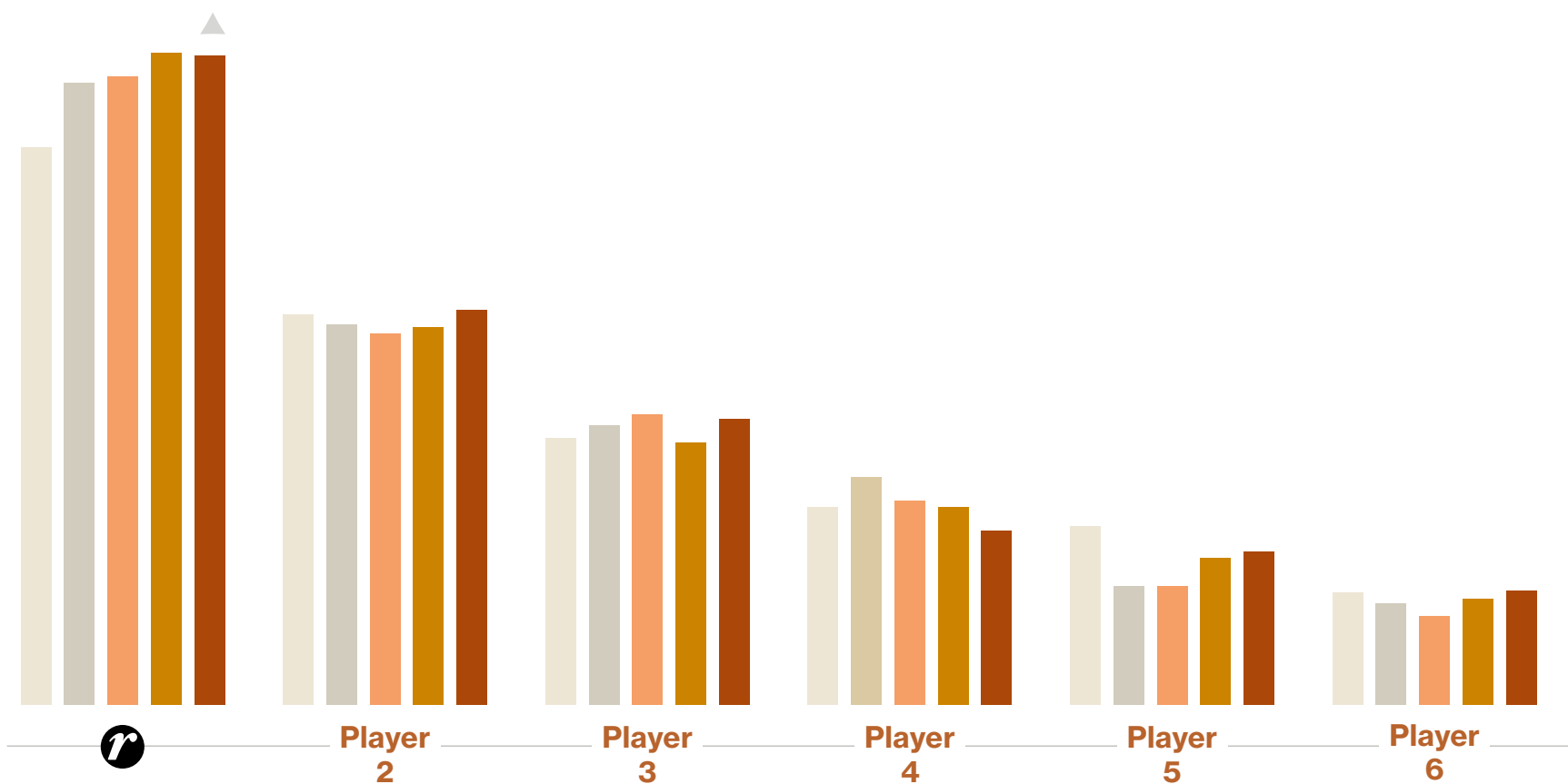
31% higher
than the 2nd player²

¹ Searches conducted by the Company on Meta, TikTok, and Pinterest.

² Machine – Jan to Oct 2025.

Top of Mind

4T24 1T25 2T25 3T25 4T25



~2X higher
than the second player

Competitive NPS
Highest score among the main players in omnichannel
+8 points
1S23 vs 1S25



Anticipating trends and agility in fashion execution

Our trend anticipation model is underpinned by testing, product analysis, and analytical and technological tools implemented in recent years.

It enables the identification of items with growth and scalability potential, which can be leveraged across the various brands within the ecosystem.

In the production process, the Company operates with distinct planning horizons:

- **Short term:** products are manufactured and delivered within the same season, with part of the assortment kept open, allowing for greater responsiveness to changes in consumer behavior.
- **Long term:** focused on core volumes and essential products, defined based on trend analysis and early seasonal planning.

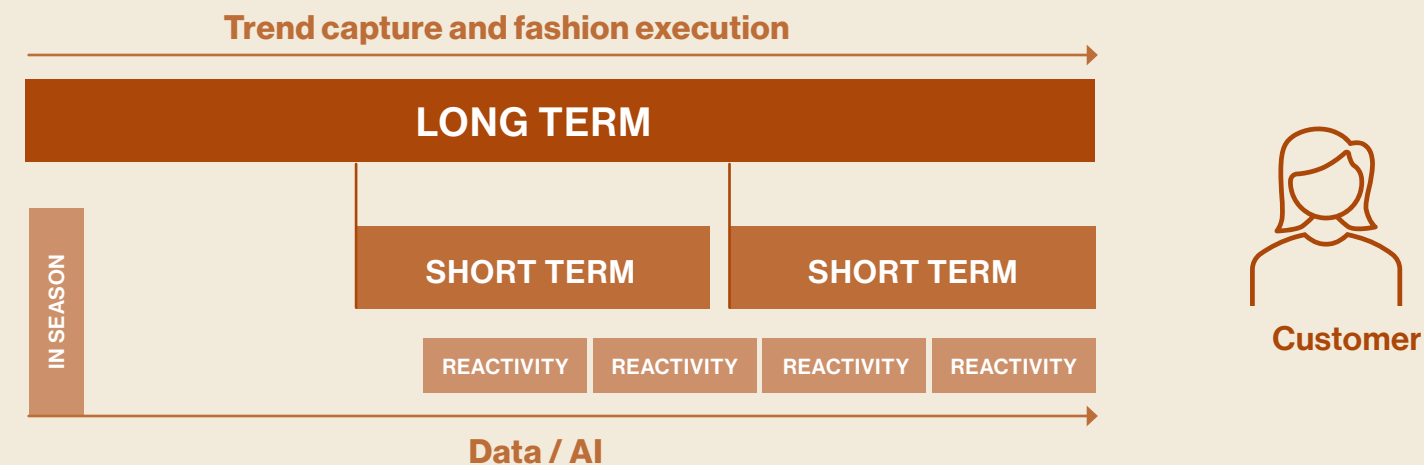
Learn more (+)

Learn more in the [2024 Annual Report](#) about the technology, artificial intelligence, and data analytics tools that enable us to anticipate trends and enhance accuracy in the launch of collections.

This strategy is complemented by reactivity, which enables the rapid incorporation of emerging trends driven by cultural movements, media, and social behavior. Reactivity also functions as a small-batch testing tool, allowing for the scaling of products with proven performance and providing feedback in both the short and long term.

Over recent years, we have made significant progress in reactivity, supported by a well-developed local supplier base aligned with our standards.

This has resulted in margin gains, improved inventory turnover, higher conversion rates, and increased sales.



Trend capture
Capture and monitoring of emerging fashion trends through data and artificial intelligence.

Reduction of time to market
Agile workflow from creation to distribution

Performance Analysis
Analysis of product acceptance by region and by the size purchased by customers

Scale
The results serve as input to support decision-making regarding product repurchasing and the identification of additional opportunities

= ENCHANTING COLLECTIONS

- Improved conversion rates and increased sales
- Reduction in markdowns and enhancement of gross margin
- Higher inventory turnover, with reduced waste and lower demand for production and raw material consumption
- Greater assortment accuracy and fewer stockouts in stores, with reduced product transfers between stores and distribution centers, lowering costs and environmental impact

Efficient production, distribution and delivery

We have a dedicated Supply Chain Management, which operates in an integrated manner across all brands within the ecosystem, enabling an efficient and agile production, distribution and delivery process. Its objective is to significantly reduce the lead time between the production of a collection and its availability in stores.

This agility is one of the most important and strategic differentiators in retail, as it enhances our ability to respond quickly to trends and high-performing products, supporting well-targeted items and collections

Among the positive impacts of this Supply Chain model, we highlight:

- increased store productivity, driven by more appropriate assortments;
- improved results per square meter and a reduction in both excess inventory and stockouts; and
- expanded assortment (product diversity) across stores of different sizes, particularly benefiting smaller units, which are key to our organic expansion.

Below, we present the main advances achieved in recent years across our Supply Chain management fronts.

Sourcing

Throughout 2025, the area responsible for managing domestic and international suppliers focused on reserving fabrics with raw material suppliers and finished goods vendors, integrated with the collection development process. This approach reduced the time required to produce collections and make them available in stores.

Simultaneously, the national supplier chain was systemically integrated, ensuring end-to-end visibility. This enables greater responsiveness and increasingly optimizes the balance between demand and suppliers' production capacity.

We have also developed forecasting frameworks aimed at reducing risks related to capacity shortages, inefficiencies and idle time in the production flow. Currently, this model already covers more than half of the volume of items produced by the domestic supplier base.

Another key point was **bolstering the local supplier network**, with direct investments exceeding R\$ 16 million and the mobilization of over R\$ 80 million in partner investments. These initiatives enabled applying more efficient processes and the modernization of the domestic manufacturing base.

These investments yielded returns of around 25% in productivity, as well as a 0.9 p.p. increase in margin among the Company's key strategic suppliers (20 suppliers, accounting for approximately 55% of the volume sourced from domestic suppliers). These same suppliers closed 2025 with deliveries 24%

faster compared to the rest of the supply chain, enhancing in-season responsiveness of collections.

Planning and replenishment

In recent years, following the commissioning of our new distribution center in São Paulo, we have implemented an SKU (Stock Keeping Unit)-based management model, which replaces standardized size pack shipments with a more efficient, customized allocation logic, tailored to the specific demands of each store.

In 2025, this model - previously applied to basic items - was expanded to mid-tier and top-tier products, ensuring that 100% of product lines are now managed using SKU.

Logistics

This strategy is supported by an omnichannel logistics structure that leverages the scale of store replenishment across Brazil, integrating our e-commerce operations through a synergistic technology platform that operates both channels in a fully integrated manner.

As a result, we have significantly reduced operating costs, both at the distribution center and in transportation, paving the way for sustainable digital growth without margin dilution.

[Learn more \(+\)](#)

Learn more in the **2022 Annual Report** about the technological differentiators of our Distribution Center, which enabled our supply model.

Benchmark in enchanting experiences

Omnichannel customer enchantment

In the context of increasingly dynamic and non-linear consumption patterns, enchanting customers also requires integrated experiences capable of delivering convenience and value across all points of contact

Within this scenario, omnichannel is perceived by customers as a relevant differentiator that enhances the overall shopping experience, and therefore constitutes a structural component of the Company's processes and business model.

Our digital channel, beyond being a sales platform, represents the Company's largest showcase and supports our positioning as a fashion and inspiration company. Through this channel, we launch trends on a daily basis and instantly capture product attractiveness by monitoring sales and clicks in real time.

As a result, the insights captured directly influence what is taken to internal runways, fashion hubs, visual merchandising, and physical stores, supporting more assertive collections and products while reinforcing an integrated approach between physical and digital channels.

Similarly, our physical stores network also drives digital performance, as they serve as hubs for convenience, customer engagement, and incremental sales generation:

- The opening of a new physical store in a given inland city accelerates the pace of digital consumption in that location by approximately 10% to 20%.
- 35% of customers who make purchases through digital channels choose to collect their orders in-store for convenience; of these, 15% make an additional purchase when visiting the store to pick up their items.
- 70% of customers with digital orders who wish to make exchanges do so in-store; among these, 27% make an additional purchase.
- Omnichannel customers exhibit a distinct consumption behavior, with spending levels three to six times higher than single-channel customers.

Our omnichannel customer base has grown by more than 11% over the past two years, with digital sales penetration reaching levels two to three times higher than those of competitors in Brazil.

Overview of e-commerce

+

Largest fashion e-commerce in Brazil

And the largest fashion retail app (active users in Brazil)

6x

Best e-commerce site in the Fashion and Accessories category. (Nielsen EBIT)

2,8B

GMV

1B

Visits per year

~15%

Digital participation

+7M

Monthly Active Users

~75%

App participation in digital sales

Technology and artificial intelligence as enablers

Technology is a central pillar of the omnichannel strategy. The Company has advanced in the use of artificial intelligence to enhance customer experience and increase conversion rates.

One example is the application of AI to humanize images of children's products, which were previously produced without physical models. This initiative resulted in an increase of over 60% in both visits and conversion on children's product pages.

Recommendation engines, which are continuously evolving, have also delivered significant results, with a revenue growth of more than 135% over the past year.

The Company has further progressed with solutions such as virtual fitting rooms and virtual assistants, expanding convenience and customization.

Stores with personalized experiences

Given the relevance of the physical store within the omnichannel experience, as presented on the previous page, we continuously innovate our store formats to enhance journey fluidity, comfort, technology use, and the prominence of product and fashion.

Since 2021, we have developed at Renner the Re+ model, which has been refined year after year, in both customer experience and circularity. It offers a more comfortable and integrated journey, with intensive use of technology — such as the checkout and

customer selfservice system, recognized as a global benchmark — and greater emphasis on product and fashion storytelling.

In addition to opening new units under this model, we continue to invest in the refurbishment of existing stores.

This process has proven to be highly efficient, delivering sales increases of 5% to 10% following renovations.

Re+ Essencial



Key characteristics of the Re+ model, with optimized CAPEX. Current: ~15 stores

(e.g.: Americana, Passos, Caldas Novas)

Primary model for expansion, ROIC > 2p.p. above the average.

Re+ Conceito



Most complete and sophisticated version for key locations. Current: ~70 renovated stores

(e.g.: Morumbi, Parque Dom Pedro, Park Shopping Brasília)

Primary model for refurbishments, average sales increase of 5–10%

Physical expansion and national reach

Over the next five years, we plan to open 140 to 170 new Renner stores in Brazil, with the Re+ Essencial model serving as the primary growth format, particularly in microregions where we are already present.

This expansion will enable us to be present in 100% of Brazilian cities with more than 200,000 inhabitants, consolidating our position in the country's main markets, significantly increasing our national reach, and accessing a qualified consumer base.

This market exhibits a socioeconomic profile aligned with the audience we currently serve, providing confidence in the attractiveness, feasibility, and scalability of this plan. Stores already operating under this model confirm this thesis, with positive performance that is continuously monitored.

Expansion into new municipalities also occurs without cannibalizing existing sales and further stimulates digital consumption, as outlined on the previous page.

Realize plays a strategic role here, enhancing enchanting experiences and boosting commercial performance from day one. In 2025, Renner Cards contributed over 50% on D-Day, reinforcing how our financial products are essential for generating immediate value, increasing conversion rates, and consolidating the fashion and lifestyle ecosystem we've built alongside store operations.

The growth of our physical network, integrated with the omnichannel strategy, reinforces Renner as the fashion company with the broadest reach in the country, enhancing our competitive advantage against both national players and digital-native retailers.

Increasing customer loyalty

realize

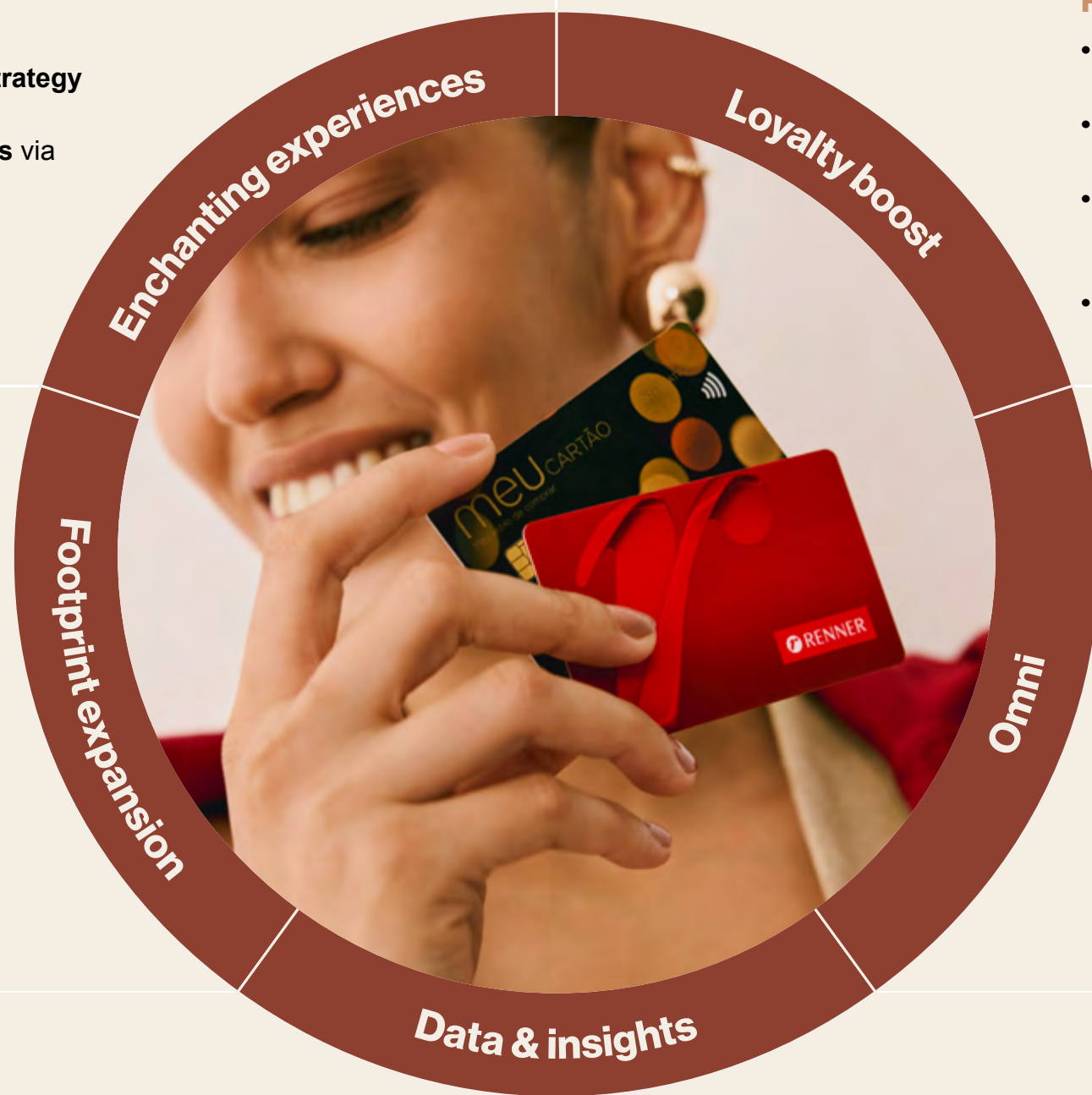
Realize Crédito, Financiamento e Investimento S.A. – Realize CFI is our engine for creating value in loyalty, scale, and omnichannel engagement. Through this entity, payment and credit solutions that boost sales and customer loyalty in retail, as well as managing credit limits and quality.

In 2025, cardholder customers recorded 58% higher purchase frequency and 120% greater annual spending compared to non-cardholders, evidencing the value generated by Realize.

Our portfolio includes the Renner Card (private label), Meu Cartão (international credit), Saque Rápido (personal loans), and our insurance offerings. This set makes consumers' lives easier and strengthens ties with the ecosystem's brands.

- **Exclusive** rewards
- **Customer reclustering strategy (data clustering)**
- **New self-service journeys** via WhatsApp

- **Regional credit policies**
- **Pre-capture** actions
- **+5 p.p. penetration of Realize services** in medium-sized cities
- Activation campaigns to **accelerate growth**



Realize:

- **+50%** increase in purchase frequency
- **+150%** increase in annual spending
- **55%** of Realize customers are ultra-loyal and loyal Renner customers
- **Cashback**

- Embedded finance providing **organic traffic to the app**
- **3x greater app engagement**
- **93% higher spending on e-commerce**
- Top-of-funnel scale: **+15 MM**

- **High reach:** 99% of the customer base
 - Improved **off-us data models**

Benchmark in responsible fashion brands

Brand evolution strategy

Our strategy is geared towards building a new phase for the brand and consolidating Renner's positioning as a benchmark in fashion, through increasingly personalized narratives and storytelling, delivering relevant information at the right moment according to each individual's context and preferences, and strengthening our emotional connection with the customer.

A deep understanding of the customer is essential for this purpose. Therefore, we employ multiple analytical tools, including purchase data, demographic and market information, social media behavior, and observation of cultural trends. This understanding is further complemented by specialized fashion research, Net Promoter Score (NPS) studies, and analyses of consumer expectations, values, and perceptions. Based on these interactions, we identify a multifaceted profile that recognizes fashion as a tool for self-expression and associates Renner with quality and alignment with their lifestyle.

Based on this knowledge, we structure behavior and consumption clusters, acknowledging that our customers may move between different profiles over time. Using these clusters, we develop content and distribute it in an integrated manner across multiple points of contact, such as media, stores, digital channels, customer service, and institutional events, ensuring message consistency and brand strengthening.

This strategy is already reflected in the performance of our customer base and in the recognition of our brand:

19
million customers
in Renner brand

+16% in the last two years

33%
increase in the base
of loyal and ultra-loyal
customers

who demonstrate 3.8x higher
purchase frequency and 4.4x
higher average annual spend.

Recognized by customers as:

+25 p.p.
A brand that truly
understands fashion

+7 p.p.*
An authentic and
unique brand,
standing out among
other fashion retailers

**A leader in high-
quality products,
offering excellent
fit and designed for
durability**

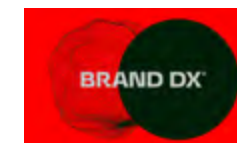
**10% above the
second-ranked
competitor**

*Comparison between the September 2024 and March 2025 surveys
Source: Monitoring Research set25

External brand recognitions

Most Valuable Brazilian Brands 2024/2025

13th position in the overall category and 1st position in fashion retail | Interbrand



Ranking of the Most Valuable Brands in Brazil

18th position among the most valuable companies in Brazil, 1st in clothing retail, 3rd in general retail | Brand Dx



Estadão Marcas Mais Award

1st place in the Apparel Retail Networks category | Estadão

KANTAR BRANDZ

BrandZ - Most Valuable Brazilian Brands

30th place in the overall ranking (Champion in the fashion retail sector) | Kantar

Global leader in ESG indices and ratings within the capital markets

We are the most sustainable company across all retail segments in Brazil and rank among the leading companies globally, according to the assessments of the main ESG indices and ratings.

Lojas Renner S.A.

©S&P Global 2025.

Retailing

**Corporate Sustainability Assessment
(CSA) Score 2025**

80/100

As of 21.08.2025

For more information, visit: www.spglobal.com/esg/csa/methodology

S&P Global



Ranked among the leaders in both broad retail and fashion retail for the 11th year, and for the 8th consecutive year, in the CSA.



Member of S&P Global Sustainability Yearbook 2025



Included in Dow Jones Best-in-Class Index (former Dow Jones Sustainability Index)

MSCI 

AAA rating in ESG Rating

 SUSTAINALYTICS

Low ESG risk rating and 1st place in the Department Stores subsector



FTSE4Good

1st place in the fashion retail segment in the FTSE4Good Index Series



Included in the A List, the highest rating in the CDP Climate Change and Water Security rankings

ISE B3

12th consecutive year included in the index, ranking among the top performers, since 2022, when rankings became public

ICO2 B3

14th consecutive year included in the index, since its inception

IDIVERSA B3

3rd consecutive year included in the index, since its inception

Operational results

GRI 201-1

Below are the main operational and financial performance indicators. For further details on our results, please refer to our [2025 Annual Report](#).



In 2025, we were awarded the Transparency Trophy from ANEFAC (National Association of Finance, Administration, and Accounting Executives), in the category of Net Revenue ranging from R\$ 5 billion to R\$ 20 billion.

¹ The Retail Operation includes revenue from the sale of goods, as well as service revenues (commissions and costs from the marketplaces and Repassa).

² Operating expenses (SG&A) do not include Depreciation and Amortization expenses

³ Adjusted Total EBITDA (post-IFRS 16) excludes depreciation expense and lease finance expense.

R\$ (MM)	2023	2024	2025	Variation 2024 vs. 2025
Net Retail Revenue ¹	11,706.3	12,672.0	13,838.2	9.2%
Same Store Sales	0.2%	7.5%	8.1%	0.6 p.p.
Digital GMV	2,219.8	2,527.9	2,838.7	12.3%
Digital Sales Penetration	14.3%	15.1%	15.5%	0.4 p.p.
Retail Gross Profit	6,384.8	7,015.8	7,759.1	10.6%
Retail Gross Margin	54.5%	55.4%	56.1%	0.7 p.p.
Operating Expenses (VG&A) ² (Post-IFRS 16)	(4,360.9)	(4,566.2)	(5,095.0)	8.0%
% SG&A without Net Retail Revenue	37.3%	36.0%	36.8%	-0.4 p.p.
Total Adjusted EBITDA (Post-IFRS 16) ³	2,199.4	2,481.8	2,734.8	10.2%
Adjusted Retail Operation EBITDA Margin (Post-IFRS 16) ³	18.8%	19.6%	19.8%	0.2 p.p.
Financial Services Result	(95.8)	167.8	452.4	169.5%
Total Adjusted EBITDA (Post-IFRS 16) ³	2,103.6	2,649.6	3,187.2	20.3%
Total Adjusted EBITDA Margin (Post-IFRS 16) ³	18.0%	20.9%	23.0%	2.1 p.p.
Net Income	976.3	1,196.7	1,457.6	21.8%
Net Margin	8.3%	9.4%	10.5%	1.1 p.p.
Earnings per share - basic (R\$)	0.9257	1.1382	1.4422	26.7%
ROIC ^{LTM}	10.7%	12.4%	14.7%	2.3 p.p.

Variation context

We close 2025 confident in the Company's advances.

Consolidated retail net revenue reached R\$ 13,838.2 million in 2025, up 9.2% over the same period last year, outperforming average growth in the market of 4.9%, according to the Monthly Retail Survey (PMC-IBGE)

This advance was the result of a combination of 8.1% same-store sales (SSS) growth and 1.8% growth resulting from the expansion of the sales area due to the opening of stores during the period.

Swifter and flexible fashion execution, combined with a more accurate replenishment model, with 100% allocation by SKU and shorter lead times, continued to be a significant competitive advantage throughout the year.

Such development allowed for greater responsiveness to trends and contributed to sales growth per square meter, approximately 45% above direct competitors, demonstrating the efficiency of our omnichannel model.

Advances in these pillars position us to fulfill our commitment to annual Retail Revenue growth between 9% and 13% in the period from 2026 to 2030.

The omnichannel journey continued to evolve, with expansion of the customer base and greater participation of omni customers and improvement in NPS, reflecting the increasingly fluid integration between physical and digital channels.

Digital channels maintained consistent and profitable growth, supported by personalization initiatives, content, partnerships, and the strong performance of the app, which continued to be a benchmark among domestic fashion players.

As a result, Digital GMV grew 12.3%, reaching 15.5% penetration and higher profitability year-over-year.

During the year, the Company launched the Virtual Fitting Room, a feature allowing customers to try on different pieces from the collection in a practical and realistic way. Another significant initiative was the expanded use of Artificial Intelligence models in kids' categories and enhancing the process for the personalization of offers and contributing to the increase in the channel's sales conversion.

Consolidated retail gross profit totaled R\$ 7,759.1 million, up 10.6% from 2024. The consolidated gross margin reached 56.1% (+0.7 percentage points vs. 2024). Gross

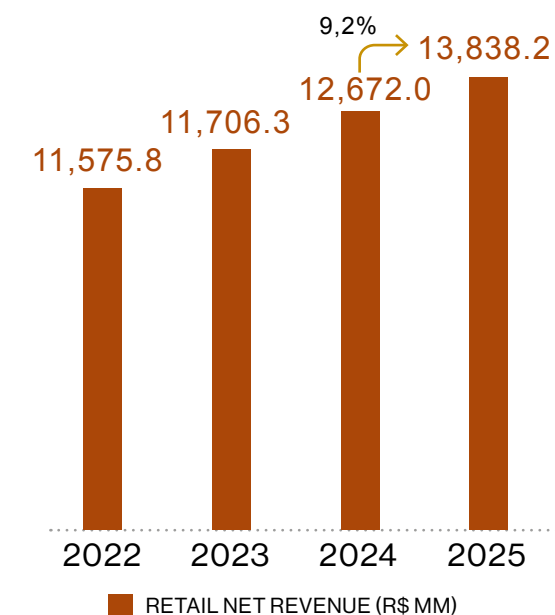
profit from apparel totaled R\$ 7,054.6 million (+12.3% vs. 2024). The gross margin for apparel increased by 1.1 percentage points compared to the previous year, reaching 57.4%.

The evolution of the gross margin was mainly the result of improved operating performance, with emphasis on greater agility in capturing trends and developing collections, combined with the continuous evolution of the replenishment model, which has increased precision and flexibility in inventory management. Also, the Company posted a reduction in markdowns throughout the year, with inventory ending 2025 at healthy levels.

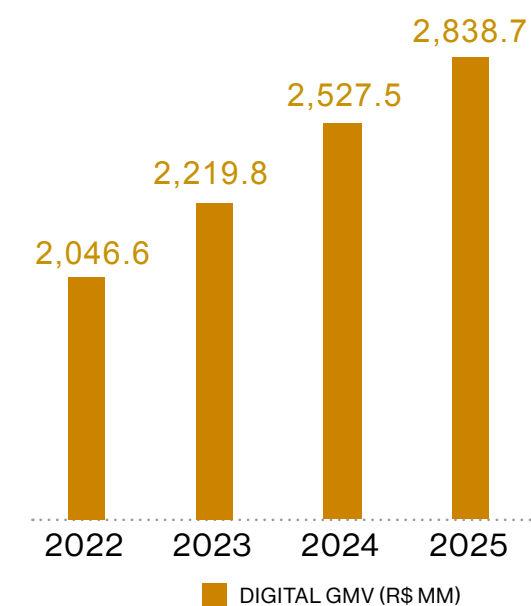
Although the macroeconomic environment in 2026 presents challenges, we remain confident in the resilience of our business model and in our ability to execute across cycles.

We remain focused on delivering an enchanting experience to the customer, with growth sustained by a strong culture and robust governance, ensuring the creation of long-term value to all our stakeholders.

Retail Net Revenue



Digital GMV



02.

Corporate governance

Since 2005, when we became the first Brazilian corporation and joined the B3 Novo Mercado segment, we have continuously strengthened our corporate governance. This high standard of governance underpins our ESG strategy, enhances decision-making, and contributes to the generation of long-term sustainable value.

capitals



SDG



Administration

GRI 2-9 | 2-11 | 405-1

In 2025, the Company implemented a new organizational structure aimed at increasing agility in decision-making, thereby driving growth and efficiency gains.

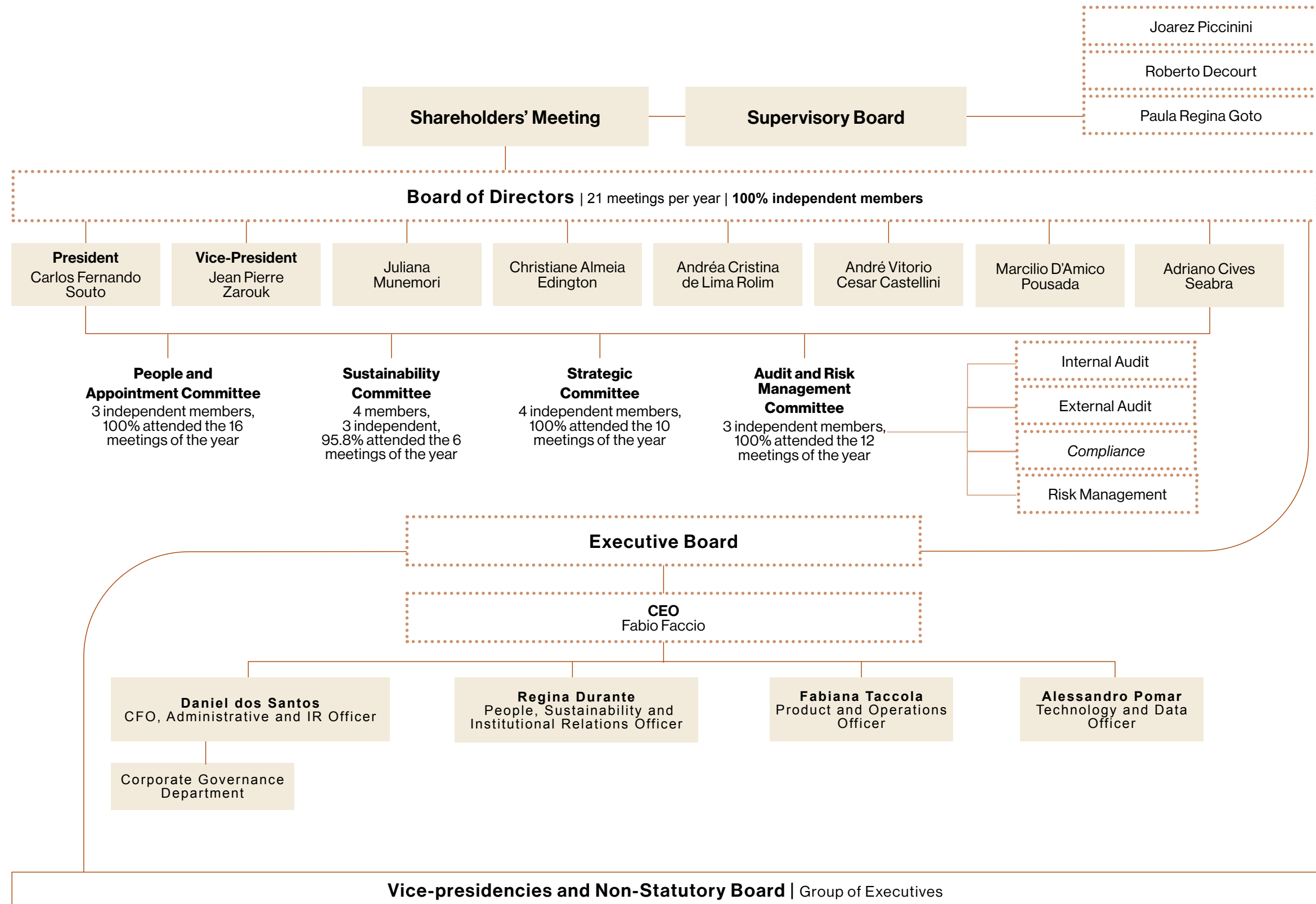
The retail business units (BUs) were reorganized into two Vice Presidencies (VPs): one dedicated to Renner and the other to the remaining brands (Youcom, Camicado, Ashua, and Repassa).

With this organization, we focus on and foster the growth of both divisions, with each team fully dedicated and knowledgeable about the key opportunities and challenges. In this way, we create a structure with agile and assertive responses both in the core business (Renner) and in potential future areas of operation.

The roles and responsibilities of each entity in the governance structure are defined in the company's [Bylaws](#) and guided by the [Internal Regulations](#).

Learn more (+)

Find out details about the composition of each body, the experience of its members and the Council's competence matrix on page 12 of the [2025 Meeting Manual](#).





Election and performance of senior leadership

GRI 2-10

Our Board of Directors consists of eight members, each individually elected during the Shareholders' Meeting for a one-year term, with the possibility of being reelected. All members are considered independent within Lojas Renner S.A., according to the criteria of the Novo Mercado Regulations.

Our Executive Board members are appointed by the Board for a two-year term, with the option of reelection. Selection criteria include their professional experience in the industry and alignment with corporate values. Additionally, board members take on leadership responsibilities in managing teams of their respective departments.

Industry Experience on the Board

In total, four Board members (50%) have practical professional experience in the sector — across management, academia, consulting, or research (based on the GICS Level 11 classification) — as outlined below:

Juliana Munemori

13 years of experience in Sell-Side Equity Research, with a focus on companies in the consumer and retail sectors. Worked as a consultant in consumer and retail projects at Itaú BBA's Investment Banking from 2013 to 2017. Awarded by Institutional Investor for coverage of retail and consumer goods sectors.

André Castellini

Senior Advisory Partner and co-founder of the Brazilian office of Bain & Company. With over 35 years in senior management consulting, he is a Senior Partner in the Private Equity, Strategy, Aviation, and Retail Practices in South America.

Andréa Rolim

Served as Chief Executive Officer of Kimberly-Clark Brazil from 2020 to 2023. She was CEO of GSK Consumo from 2017 to 2020. At Grupo Pão de Açúcar, she held the position of Business Director from 2010 to 2012. She also worked at Unilever as Personal Care Vice President from 1993 to 2010.

Marcílio Pousada

CEO of RD Saúde, from 2013 to 2024, Director at Walmart from 1994 to 1999, and Commercial Director at Submarino from 1999 to 2000.

Performance assessment

GRI 2-18

For over twelve years, we have conducted an annual formal performance evaluation of the Executive Board. Since 2009, the Supervisory Board has also undergone assessment. These evaluations are carried out by a specialized external consultancy, in line with corporate governance best practices and with a focus on the ongoing improvement of these governing bodies.

The assessment considers the effectiveness of the Board as a whole, the Committees, and the Chairman of the Board, as well as the body's proficiency in critical competencies and its degree of maturity. The 2025 assessment demonstrated a Board transitioning from the mature to the strategic stage. Even with highly effective performance, the results allowed for the identification of improvement opportunities, as well as some action plans to be implemented, always following best corporate governance practices.

Regarding the Executive Board, the CEO undergoes evaluation by both the People and Appointment Committee and the President of the BoD. Meanwhile, the other members of the Executive Board receive evaluations from the CEO.

The outcomes of these assessments are then presented to the Committee, which subsequently submits them to the Board of Directors. Additionally,

the assessment also serves as an input for granting Company shares to executives as part of their compensation, as will be shown below.

Compensation

GRI 2-19 | 2-20

Our compensation system for Executive Board members is designed to enhance sustainable, long-term value creation while also attracting and retaining top professionals, through a structure composed of:

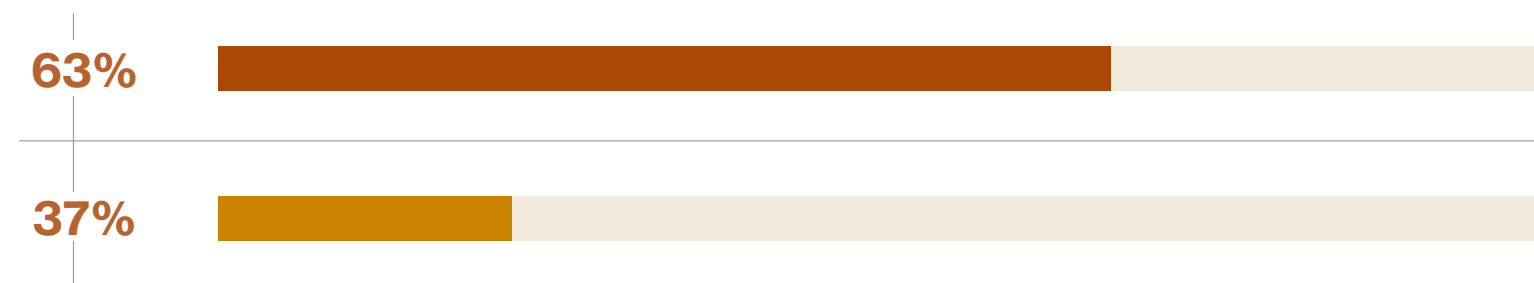
- Fixed compensation
- Benefits
- Short-term Variable Compensation
- Long-term Variable Compensation

The variable compensation component is contingent upon achieving both the Company's and individual financial and non-financial metrics. It serves as a measure of the senior leadership members' dedication to the Company's sustainable growth.

Starting in 2021, Executive Board compensation has been formally tied to **ESG goals** outlined in our 2030 Responsible Fashion Strategy. These goals are rigorously monitored semiannually through performance indicators.

The main themes include climate change, supplier socio-environmental compliance, product impact reduction, and diversity.

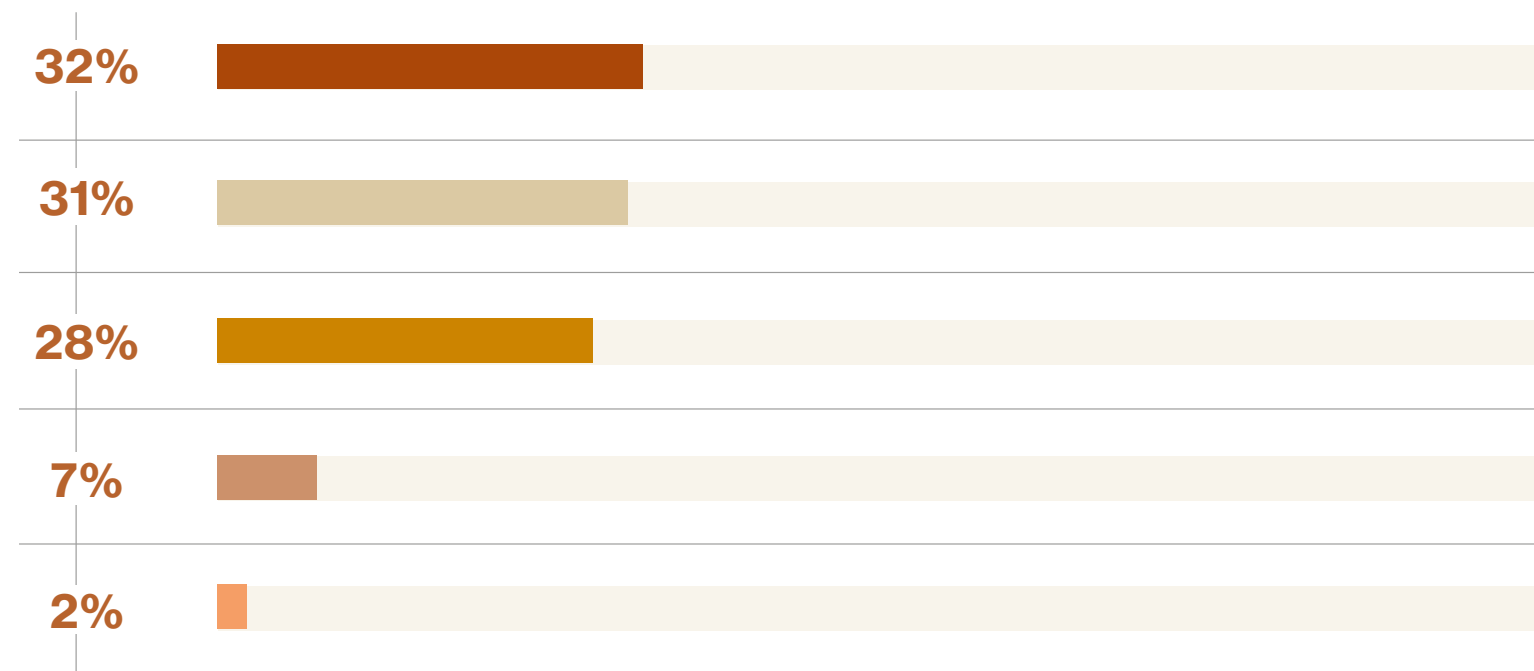
Board of Directors



R\$ 8.49 million paid as follows:

■ R\$ 5.35 million - Fixed compensation (pro-labore) ■ R\$ 3.14 million - compensation for participation in committees

Statutory Board



R\$ 39 million paid as follows:

■ R\$ 12.7 million - Variable compensation ■ R\$ 12.1 million Share-based compensation (designed to enhance retention, aims to align executives' interests with those of shareholders in creating sustainable, long-term value)

■ R\$ 10.8 million - Fixed compensation (pro-labore) ■ R\$ 2.8 million - Other ■ R\$ 648 thousand Benefits

Risk management

GRI 2-12 | 2-13

Governance

We maintain a dedicated framework that is directly connected to our senior management. Its purpose is to enhance procedural efficiency and risk management, while also ensuring that our policies and practices align with our shareholders' risk tolerance.



*According to criteria of the Corporate Sustainability Assessment (CSA): experience in risk management or finance and assessment of financial risks.

Board of Directors (BoD)

In accordance with the [Bylaws](#), the Board of Directors periodically assesses the Company's exposure to risks, as well as the effectiveness of its risk management systems, internal controls, and integrity and compliance framework.

Audit and Risk Management Committee (CAGR)

The Audit and Risk Management Committee is composed of three members, all of whom are independent. It supports the Board of Directors in overseeing and monitoring risk management and audit processes, with a focus on the adequacy of the corporate risk management system and internal controls, the quality and integrity of financial reporting, the performance of both internal and independent audits, and compliance with legal, regulatory, and bylaw requirements.

On a quarterly basis, the Chair of the CAGR participates in BoD meetings to provide clarifications and discuss risk management-related matters. This process ensures an ongoing contact of education, engagement, and oversight of risk management with the Board.

Learn more (+)

Find out details about the functioning of the body in the [Internal Rules of the Audit and Risk Management Committee](#).

Risk and Audit Department

The Department is responsible for managing the identification, assessment, and mitigation of the Company's key corporate risks, reporting relevant matters to the CAGR. Composed of a senior team, it translates the strategic guidance of top leadership into practical directives, establishing appropriate policies and procedures, implementing effective execution mechanisms, and fostering a strong risk management culture throughout the Company.

Ensuring the independence of both Internal Audit and Risk Management professionals, the Department operates under an annual plan approved by the CAGR, to which it reports directly.

The Company relies on guiding [policies](#) for risk management, as well as technical materials that enable managers to exercise autonomy and accountability in balancing risks and enhancing strategic, tactical, and operational decision-making.

In 2025, the corporate risk management methodology underwent a comprehensive review process, with a focus on strengthening the maturity model and improving risk identification, assessment, and monitoring processes.

This update is aligned with international best practices and guidelines, reinforcing the robustness and consistency of the adopted model, including those of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), The Institute of Internal Auditors (IIA), and ISO 31000:2018.

Integrated process

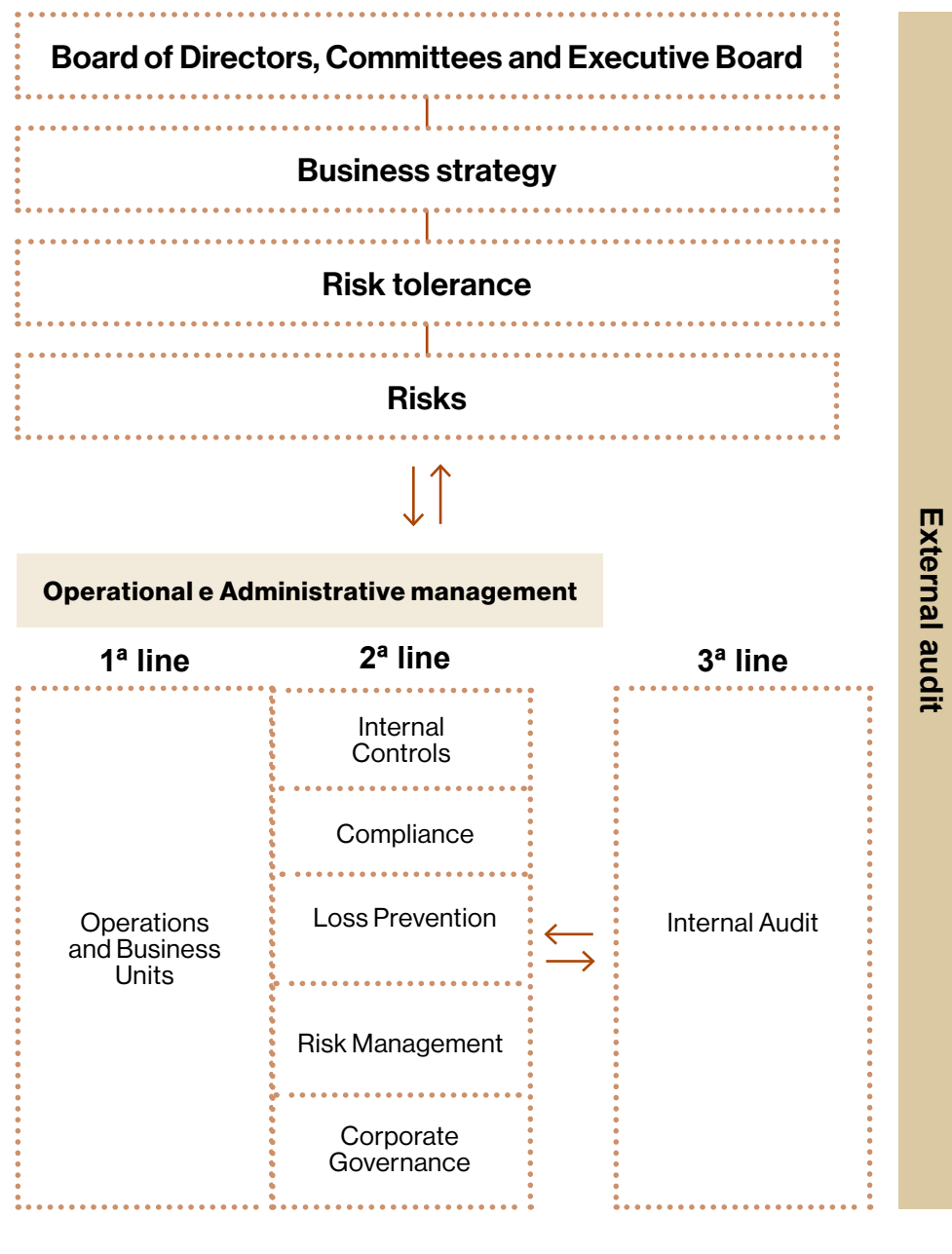
GRI 2-24

Our Risk and Audit Department operates in a strategic and cross-functional manner across all business areas, aligned with international standards and frameworks, such as ISO 31000:2018 and COSO ERM. Through it, providing advisory support in the identification, assessment, treatment, communication, and monitoring of key risks.

This is an ongoing process designed to ensure that decision-makers have access to consistent and reliable risk information, forming part of an operational risk management framework in the Three Lines Model: The first line consists of managers across all business areas; the second line is represented by the Risk and Audit Department, which supports risk-related matters across the Internal Controls, Governance, Compliance, and Loss Prevention areas; and the third line is Internal Audit.

This dynamic enables each area to structure and implement action plans to mitigate identified risks, fostering an integrated culture that strengthens the Company’s risk management practices. It also allows for the integration of sound governance and risk management practices with the specialized technical expertise present in each area.

As a result, we achieve comprehensive analyses that combine the strategic perspective of our consultants and auditors with the technical depth of subject-matter experts involved in specific topics. This approach also supports the appropriate prioritization of mitigation actions, while promoting an environment of continuous feedback and ongoing improvement.



Alignment | Communication | Coordination | Collaboration

Risk culture

GRI 2-24 | 2-25 | 2-29

All employees are engaged and receive guidance to strengthen the risk management culture through periodic training on the Code of Conduct, Sustainability, Anti-Corruption Practices, Compliance, and Information Security, among other topics. These materials, available in Portuguese and English, are part of the onboarding process for new employees and are periodically reinforced to ensure broad adherence.

Additionally, we provide targeted training for leadership positions and for areas considered more sensitive to the business, through communication campaigns led by the Compliance, Risk Management, Internal Controls, Governance, and Loss Prevention departments.

All employees are also required to read and formally acknowledge the Code of Conduct upon hiring and whenever the document is updated. Likewise, suppliers must acknowledge the Code of Conduct for Business Partners (available in Portuguese and English) at the time of onboarding, disseminate its content to their employees, and continuously receive related materials and training on the subject.

The Corporate Compliance area is responsible for maintaining the Compliance Program active and under ongoing review, under the supervision of the CAGR, to ensure a corporate environment guided by best practices in corporate governance, risk management, and compliance.

Monitored risks



We organize risks into categories and subcategories, which are incorporated into the Company's corporate portfolio and continuously monitored by Corporate Risk Management and the CAGR, ensuring early visibility and responsiveness to potential changes in the internal and external environment.

Typical risks

Financial risks

Events with potential losses arising from cash volatility, market fluctuations, credit, and liquidity, impacting the Company's economic and financial health.

Operational risks

Failures in internal processes, systems or actions taken by individuals that may generate losses involving operations, employees, assets, customers and revenue.

Strategic risks

May compromise the Company's ability to execute its planning and achieve its strategic objectives.

Compliance risks

Threats of legal sanctions, financial losses, or reputational damage arising from non-compliance with laws, regulations, standards, and internal policies.

Emerging risks

New, emerging, or increasingly important arising risks, whose nature and impacts are not yet fully understood, and which are undergoing an ongoing process of evolution.

In general, they are strongly influenced by external factors beyond our control, with a high degree of uncertainty and which may significantly impact the business in the long term.

These risks undergo the same general risk management structure, being continuously monitored in accordance with the [Risk Management Policy](#), and publicly disclosed in the annual reports and [Reference Form](#) under item 4.1, 'Description of risk factors'.

[Learn more \(+\)](#)

See the details about the risks identified and managed in our [Reference Form](#).

Whistleblowing channel

To reinforce our commitment to our policies and principles, we provide a whistleblowing channel to our customers, suppliers, employees, and the society as a whole. This channel serves all companies in the group in a unified manner.

Various access options



Website

contatoseguro.com.br/en/lojasrennersa
accessible



App

Contato Seguro



Telephone

Toll-free number: 0800 900 9091



24 hours
7 days a week



In three languages

Portuguese | English | Spanish

Wide dissemination

We disseminate the channel on our website, through emails, and during workshops for both employees and suppliers, and at display signs in suppliers' factories (tier 1) and their contractors (extended tier 1), for which announcement is mandatory and undergoes audit during our technical visits

Structured handling

A dedicated team in the compliance department and biannual reporting to senior management

Status follow-up

Follow-up field on the website provides the investigation status of the complaint and completion of the report, if necessary

Guarantee of confidentiality

Confidentiality and anonymity for the whistleblower to mitigate the risk of retaliation and enhance security, and a zero-tolerance policy for retaliation.

Emotional support

A team of psychologists receives the complaint and provides the appropriate follow-up

Guiding

Orientation and educational content encouraging use of the channel

Dealing with complaints

The treatment system covers 100% of our operations, according to the following process:

From the moment a complaint is registered, the Compliance Committee forwards it to the committee responsible for the investigation (in accordance with the operation, location, and/or unit involved). This committee then establishes a time frame to create an action plan aimed at rectifying the issue and preventing its recurrence.

The Corporate Compliance area is responsible for monitoring the action plans, ensuring that they have been properly structured and that they meet the necessary requirements to correct the identified situation.

The report is only considered closed once all reported matters have been duly addressed through the action plan. At that point, the complainant receives notification regarding the completion status.

We also have a multidisciplinary Crisis Committee, which convenes whenever there is a non-conformity impacting the company's reputation.

The Committee defines the initiatives to mitigate: the impacts of the incident on both the Company and its stakeholders; the internal and external positioning; and the individuals responsible for the action plan to prevent recurrence.

Cases involving suppliers follow the **non-compliance remediation** process established jointly with suppliers.

Furthermore, the company has a Conduct Committee, which consists of the company's CEO and other statutory Vice Presidents, and the objective of which is to ensure the implementation, disclosure, training, review and updating of the Code of Conduct and the Whistleblowing Channel.

03.

Responsible Fashion

After achieving the targets established for the 2018–2021 period, in 2022 we launched our second strategic sustainability cycle, introducing new commitments. Within each strategic pillar, we identified the topics that present the most significant risks and opportunities for the Company and established a roadmap of targets to drive progress through 2030.

capitals

SDG



2030 Responsible Fashion

GRI 3-1 | 3-2 | 3-3

HUMAN AND DIVERSE RELATIONS

To build diverse and human connections, ensuring that every individual can realize their full potential.

A. Engagement and well-being

To be among the national benchmarks in employee engagement, ensuring a living wage*, and continuously advancing in promoting the well-being of employees.

B. Diversity and inclusion

To build a culture of diversity, equity, and inclusion of minority groups.

To offer a diverse and inclusive portfolio of products and services, considering the potential contribution of each business.

*Remuneration sufficient to provide a decent standard of living for oneself and one's dependents, in accordance with the local cost of living.

CLIMATE, CIRCULAR AND REGENERATIVE SOLUTIONS

To make progress in building a business that's circular, regenerative, and low-carbon, aiming to empower our customers to make informed choices.

A. Climate

To accelerate the shift towards a low-carbon economy, with the aim of achieving science-based reduction targets (SBTi) and attaining climate neutrality by 2050.

B. Water

To reduce water usage from our operations and strategic suppliers in the jeans chain, while also eliminating the disposal of chemicals containing restricted substances in textile and footwear production.

C. Circularity and regeneration

To integrate principles of circularity into our product development, services, and business models.

To invest in the creation of circular and regenerative textile materials ensuring that 100% of our primary raw materials are sustainable.

To eliminate plastic packaging in our physical stores and e-commerce platforms that cannot be reused or recycled by our customers; and to seek solutions to minimize waste generation and promote circularity from our operations and strategic suppliers

CONNECTIONS THAT AMPLIFY

To amplify the impact of our connections by collaborating with our suppliers and partners to tackle industry challenges.

A. Value chain

To certify the supply chain according to socio-environmental standards, and to focus our sourcing efforts on suppliers who demonstrate high standards of management and performance.

To encourage strategic suppliers to adopt a living wage*.

To ensure 100% traceability of all cotton products and make progress in tracking other textile raw materials.

To monitor and promote the socio-environmental inclusion and development of sellers.

The strong performance achieved in ESG indices, rankings, ratings, and assessments within the capital markets (learn more on [page 16](#)) reflects the relevance, and maturity of our sustainability strategy.

Built upon a comprehensive transdisciplinary study, the Responsible Fashion strategy was formally established in 2016 and is currently in its second cycle, covering the period from 2022 to 2030.

These commitments permeate our entire business model, forming an integral part of decision-making processes, and the Company's risk management.

In the following pages, we present the targets and results associated with each pillar.

2030 STRATEGY

01. HUMAN AND DIVERSE RELATIONS

Engagement and well-being

Commitment

To be among the national benchmarks in employee engagement, ensuring a living wage*, and continuously advancing in promoting the well-being of employees.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year
<p>Engagement</p> <p>To be in the Brazilian high-performance market according to the results of engagement research, including the results of consolidated national and international operations</p>	<p>Maintain high performance in the ranking, considering the overall result of the survey</p>	<p>ACHIEVED</p> <p>89% engagement</p> <p>We have been in the high-performance market since 2022</p>	<p>Recognized employer brand 1st place in the industry in the FIA UOL Awards for Amazing Places to Work 2025 and EX-AME Best in People Management 2025 surveys</p> <p>Structured succession 93% retention of employees identified as talents and 62% overall internal promotion rate</p>

Methodological reference: Willis Towers Watson global engagement survey and average survey, including the average results observed in the Brazilian context.

<p>Well-being</p> <p>To be among the top performers in the wellbeing category according to the results of engagement research, including the results of consolidated national and international operations</p>	<p>Maintain the performance of the previous year</p>	<p>ACHIEVED</p> <p>84 points</p> <p>(+ 2 p.p. vs. 2024)</p>	<p>High performance in health and quality of life rankings</p> <ul style="list-style-type: none"> • 1st fashion retailer recognized in the 2024 Mental Health in Companies Yearbook by Instituto Philos Org • Gold Certification in the 28th National Quality of Life Award, attesting to excellence in health, well-being and quality of life management practices
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Methodological reference: Willis Towers Watson global engagement survey and average survey, including the average results observed in the Brazilian context.

<p>Living wage*</p> <p>100% of employees receive a wage equal to or exceeding the established living wage</p>	<p>Validate consulting firms for mapping 100% of national data</p>	<p>ACHIEVED</p> <p>89.7%</p> <p>of employees receiving equal to or more than the living wage* established for the year</p>	<p>Methodology Consolidation Compensation and benefits teams defined a methodology to establish living wage at the Company</p> <p>Enhancements to Key Benefits We have promoted the reduction of waiting periods under the health plan for all positions at the assistant, associate, and technical levels</p>
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Methodological reference: in accordance with the Anker methodology, we consider all job groups in normal activity, vacation, maternity leave, and pro-labore, except for apprentices, interns, and intermittent employees, from Renner, Youcom, Camicado, Realize, Repassa, and Instituto Lojas Renner located in Brazil.

*Sufficient remuneration to provide a decent standard of living for oneself and one's dependents, according to the place of residence.

2030 STRATEGY

01. HUMAN AND DIVERSE RELATIONS

Diversity and inclusion

Commitment

To build a culture of diversity, equity, and inclusion of minority groups.

To offer a diverse and inclusive portfolio of products and services, considering the potential contribution of each business.

*The reduction of the 2025 target relative to 2024 reflects a revision of the annual sub-targets under the 2030 commitment, aligned with the progression curve observed over the past two years, in order to better calibrate efforts toward achieving the long-term commitment (2030).

Goals for 2030	Goals for 2025	Results 2025	Progress of the year						
<p>Race</p> <p>50% of leadership positions held by Black people</p>	<p>36% of leadership positions held by Black people*</p>	<p>ACHIEVED</p> <table border="1"> <tr><td>2023</td><td>30.5%</td></tr> <tr><td>2024</td><td>34.4%</td></tr> <tr><td>2025</td><td>39.9%</td></tr> </table>	2023	30.5%	2024	34.4%	2025	39.9%	<p>Plural Executive Committee Composed of directors and vice-presidents to strategically address diversity and inclusion agendas</p> <p>Plural Leadership Academy Literacy program for inclusive leadership</p> <p>Executive Training Career acceleration for Black people and women</p> <p>Awareness and literacy Company-wide discussions during themed months; a guide for welcoming and including people with disabilities; a mandatory training program on preventing and addressing harassment; and the integration of this topic into the Company's routines.</p> <p>Creation of Top Affirmative positions Highlighting these positions on career pages</p>
2023	30.5%								
2024	34.4%								
2025	39.9%								
<p>Gender</p> <p>55% of senior leadership positions held by women</p>	<p>47% of senior leadership positions held by women*</p>	<p>ACHIEVED</p> <table border="1"> <tr><td>2023</td><td>45.0%</td></tr> <tr><td>2024</td><td>47.9%</td></tr> <tr><td>2025</td><td>47.0%</td></tr> </table>	2023	45.0%	2024	47.9%	2025	47.0%	<p>Racial Literacy For the team responsible for product development</p> <p>Accessibility Tool For people with visual impairments in stores (both employees and customers), integrated into the service device</p> <p>Trend Research and Advancement Recommendations For the brands, focusing on body diversity (fashion), people with disabilities (home and décor), and people in vulnerable situations (financial services)</p> <p>Collection Launches Ateliê Renner and Mão de Mãe Collection</p>
2023	45.0%								
2024	47.9%								
2025	47.0%								
<p>Products and services</p> <p>Offer a portfolio of diverse and inclusive products and services, considering the potential contribution of each business area:</p> <p>Fashion: implement structured processes that take into account the bodies diversity in the development of their portfolios</p> <p>Home and decoration: develop specific product lines for People with Disabilities</p> <p>Credit and financing: financial products and services aimed at socially vulnerable groups</p>	<p>Conduct studies on the topic</p> <p>Define strategy</p> <p>Start pilot of diverse and inclusive products and services</p>	<p>PARTIALLY ACHIEVED</p> <p>Diverse bodies in all their variety We conducted a diagnostic of current practices, along with an assessment of the potential and opportunities for diverse products and services, providing practical guidelines to support development across each business unit</p>	<p>Methodological reference: we consider leadership positions Coordinators, Supervisors, Process Leaders, Managers, Senior Managers, Executive Officers, Vice-Presidents and Presidents in Brazil, except for Uello employees.</p> <p>Methodological reference: we consider senior leadership positions Senior Managers, Executive Officers, Vice-Presidents and Presidents.</p>						



[Learn more \(+\)](#)

Learn more about our performance on this topic on [page 46](#).

CASE

The richness of diversity in fashion and lifestyle

Building fashion and lifestyle is fundamentally about understanding people - their stories, identities, aspirations, and unique ways of being.

Therefore, by embedding diversity into our governance, and the way we operate, we strengthen our ability to identify trends, understand behaviors, and create products that genuinely resonate with Brazil - a plural and multifaceted country where we are present from end to end.

This perspective enhances our capacity for innovation, expands our relevance, improves the experience across our channels, and supports our ability to attract and retain diverse talent. In doing so, we reinforce our human and intellectual capital, enabling us to continue growing in a sustainable manner and in close connection with people.

Grounded in a customer base that is 75% female, a strong focus on women, racial diversity within our teams, and a nationwide presence, we structured our Diversity and Inclusion strategy five years ago, placing it at the core of our culture and business decisions.

Through this strategy, we strengthen our governance, develop leadership, and expand access to opportunities.

In 2025, we implemented key milestones that reinforce our journey toward increasing the representation of women in senior leadership and of Black professionals in leadership positions, ensuring the right conditions for these goals to be achieved consistently and sustainably. Concurrently, our products and services authentically and genuinely embody the D&I culture.

With governance strengthened by the Plural Executive Committee, the establishment of the Plural Leadership Academy, and the development of policies and awareness tools to advance team education, we have created an environment in which diversity and inclusion are empowered to thrive over the long term.

2030 STRATEGY

02. CLIMATE, CIRCULAR, AND REGENERATIVE SOLUTIONS

Climate

Commitment

To accelerate the shift toward a low-carbon economy, achieving science-based reduction targets (SBTi) and climate neutrality by 2050.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year
<p>Scopes 1 and 2</p> <p>To reduce absolute Scope 1 and 2 emissions by 46.2%</p>	<p>To reduce absolute Scope 1 and 2 emissions by 35%*</p>	<p>ACHIEVED</p> <p>2023 59% 2024 60.9% 2025 37%</p> <p>In 2025, there was a significant increase in Scope 1, due to the use of refrigerants gases with higher GWP (Global Warming Potential).</p>	<p>Preventive maintenance We created a action plan for preventive maintenance and replacing air conditioning units with more efficient equipment, in order to reduce the use of gases with a higher GWP.</p> <p>Progress in Lower-Impact Raw Materials (page 13) supporting the emissions reduction strategy and the Net Zero target, given that Scope 3 accounts for 95% of our total emissions</p> <p>Biodiversity Impact Assessment We advanced to the Evaluate stage within the LEAP methodology (Locate, Evaluate, Assess and Prepare), developed by the Taskforce on Nature-related Financial Disclosures (TNFD), including a qualitative assessment of biodiversity-related risks</p> <p>Collaborative Study: Brasil de Soluções We participated in an initiative led by the Brazilian Business Council for Sustainable Development (CEBDS), which applied the LEAP methodology across 20 Brazilian companies to measure biodiversity-related risks, impacts, and dependencies</p> <p>A List Classification Top score awarded by CDP, the leading global evaluator of climate strategy, practices, and performance</p>
<p>Scope 3</p> <p>To reduce Scope 3 emissions from purchased goods and services per unit of apparel and footwear by 55%</p>	<p>To reduce Scope 3 emissions from purchased goods and services per unit of apparel and footwear by 5% for Renner and Youcom</p>	<p>NOT ACHIEVED</p> <p>2023 5.2% 2024 6% 2025 0%</p> <p>In 2025, significant changes occurred in emission factors and the overall composition of raw materials. Therefore, we initiated a compensation action plan, featuring automated emission calculation tools and guidance for Product teams on the impact of raw material usage</p>	
<p>Renewable energy</p> <p>Continue active annual supply of 100% electricity from low-impact renewable sources</p>	<p>Continue active annual supply of 100% renewable electricity</p>	<p>ACHIEVED</p> <p>100% renewable electricity in the annual supply</p>	<p>Maintaining 100% renewable energy Through solar farms, bilateral contracts, and I-RECs (International Renewable Energy Certificates).</p>

Methodological reference: target validated by the Science Based Targets Initiative (SBTi), covers all business operations (100%), baseline year is 2019, and considers Market-based approach.

Methodological reference: target validated by SBTi i September 2024, which covers Renner and Youcom (from the extraction of raw materials to the Distribution Center) and has 2019 as the base year.

*Correction regarding the 2024 Annual Report: the target for 2024 was 32%, not 36%, as presented in the previous annual report publication.

2030 STRATEGY

02. CLIMATE, CIRCULAR, AND REGENERATIVE SOLUTIONS

Water

Commitment

To decrease water usage in our operations and among our strategic suppliers while eliminating the disposal of chemicals containing restricted substances in textile and footwear manufacturing.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year				
<p>Consumption reduction</p> <p>68% of Renner stores equipped with water-saving equipment</p>	<p>51% of Renner stores equipped with water-saving equipment</p>	<p>ACHIEVED</p> <p>51% of stores with water consumption reduction equipment</p>	<p>Water Security Risk and Opportunity Assessment Updated edition of the study aimed at identifying and analyzing current and future water-related vulnerabilities across operations and the value chain</p> <p>A List Classification Top score awarded by CDP, the leading global evaluator of water strategy, practices, and performance</p>				
<p>Water footprint</p> <p>60% of items classified as low water consumption (jeans strategic suppliers)</p>	<p>45% of items classified as low water consumption (jeans and critical suppliers)</p>	<p>ACHIEVED</p> <p>67.9% of items classified as low water consumption (+ 20.9 p.p. vs. 2024)</p>	<p>Annual Chemicals and Water Meeting Bringing together more than 100 participants from the denim and knitwear value chain, the event focused on presenting results, providing training on cleaner processes, and fostering the exchange of best practices on the topic</p> <p>1st Chemical Innovation Award Recognition of a supplier that developed a restricted substances-free button, replacing a potentially toxic chemical substance with a safer alternative while maintaining competitive commercial conditions</p>				
<p>Restricted substances</p> <p>% of textile and footwear suppliers without restricted substances* in their products</p>	<p>20% of textile and footwear suppliers without restricted substances in their products</p>	<p>ACHIEVED</p> <table border="1"> <tr> <td>2024</td> <td>15%</td> </tr> <tr> <td>2025</td> <td>31%</td> </tr> </table>	2024	15%	2025	31%	<p>Restricted Substances Manual We reviewed and published a new edition of the document, designed for suppliers and based on a mapping of key regulations across the textile value chain. The manual supports the identification of restricted chemicals and contributes to the elimination of those that are potentially toxic within the supply chain</p>
2024	15%						
2025	31%						

Methodological reference: considering the intensive use of water by strategic suppliers (suppliers in the national supply chain that contribute sustainably to the business, have an adequate management structure to meet commercial, quality, capacity, and responsiveness requirements, and have the potential and readiness to grow together with the Lojas Renner S.A. ecosystem).

Methodological reference: Absence of Restricted Substances described in the Chemicals Manual, proven in periodic tests in accredited third-party laboratories.

*Initiatives for the footwear supply chain will begin in 2026, in accordance with our strategic roadmap.

2030 STRATEGY

02. CLIMATE, CIRCULAR, AND REGENERATIVE SOLUTIONS

Circularity and regeneration

Commitment

Develop circular and regenerative products, services, and business models to encourage and enable our customers to make conscious choices.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year						
<p>Products</p> <p>To integrate circularity principles into the creation of our products, services, and business strategies</p>	<p>Development of indicators to internally monitor the integration of circularity into products, services, and the business model</p>	<p>ACHIEVED</p> <p>Indicators and monitoring systems to continuously measure the consumption of the two primary raw materials: recycled polyester and recycled cotton</p>	<p>Launch of the Regenerative Cotton collection The first in Brazil to feature raw materials sourced from agroforestry and agroecological cultivation systems</p> <p>Brazil's first recycled Black Jeans The Jeans for Change project by Youcom overcame technical challenges that had previously limited circularity to blue denim only</p> <p>Working groups to expand the use of recycled raw materials Cost and technical impact analyses were conducted to enable an increase in the use of recycled polyester and to advance processes for reusing waste from the value chain in the production of recycled denim</p> <p>Circularity Workshops Training on circularity with the Product team and development of more sustainable garments</p>						
<p>Raw materials</p> <p>To invest in the creation of circular and regenerative textile raw materials, with a commitment to ensuring that 100% of our essential raw materials are sustainable</p>	<p>Achieve 75% of circular and regenerative textile raw materials, ensuring the adoption of the Company's priority more sustainable raw materials</p>	<p>PARTIALLY ACHIEVED</p> <table border="1"> <tr> <td>2023</td> <td>63.5%</td> </tr> <tr> <td>2024</td> <td>63.4%</td> </tr> <tr> <td>2025</td> <td>73.9%</td> </tr> </table>	2023	63.5%	2024	63.4%	2025	73.9%	
2023	63.5%								
2024	63.4%								
2025	73.9%								
<p>Methodological reference: more sustainable raw materials that promote the principles of circularity or that originate from regenerative cultivation and planting processes, including organic or transitional agriculture, which, combined with soil health and land management practices, mimics nature's processes.</p>									
<p>Packaging</p> <p>To remove non-reusable or non-recyclable plastic packaging from physical stores and online platforms</p>	<p>Zero out* the number of stores using non-reusable or non-recyclable plastic bags to 73</p>	<p>NOT ACHIEVED</p> <p>Stores that use plastic bags</p> <table border="1"> <tr> <td>2023</td> <td>43</td> </tr> <tr> <td>2024</td> <td>73</td> </tr> <tr> <td>2025</td> <td>32*</td> </tr> </table>	2023	43	2024	73	2025	32*	<p>Grade A in the Zero Waste Certification Awarded by the Zero Waste Brazil Institute (ILZB) to the São José Distribution Center (SC), achieving the highest score in the Best Practices Index</p> <p>Waste Traceability Implementation of a software solution for waste management across operations</p> <p>Sustainability and Waste Management Training Program Capacity-building initiative with Distribution Center teams focused on environmental management and solid waste management</p> <p>Analysis and diagnosis of plastic packaging in e-commerce Focused on the replacement of such materials and on the definition of a roadmap for the implementation of more sustainable alternatives</p>
2023	43								
2024	73								
2025	32*								
<p>Methodological reference: plastic packaging used to package purchases in physical stores.</p>									
<p>Waste</p> <p>Seek solutions to minimize waste production and enhance the circularity of the main residues resulting from operations and strategic suppliers</p>	<p>Seek solutions to minimize waste production and enhance the circularity of the main residues resulting from operations and strategic suppliers</p>	<p>ACHIEVED</p> <p>Waste reduction and circularity solutions under development both in operations (stores and distribution centers) and in the supply chain</p>							

*The target was not fully achieved due to stores still having stock of plastic bags, which will be used to avoid disposal, maintaining the goal of zeroing it out for 2026, .



CASE

Innovation and leadership to decarbonize the supply chain

Cotton is our primary raw material and the starting point of our products.

Consequently, it is where a significant share of our emissions is concentrated. For this reason, three years ago, we pioneered the development of a cultivation model capable of regenerating territories, reducing emissions, and creating value for smallholder farmers. Our objective is to foster a new production logic for the Brazilian fashion industry.

This initiative led to the creation of our agroforestry cotton project in the Cerrado, in partnership with Farfarm and the Federal University of Mato Grosso.

Decarbonization is only possible if we change the foundation of the value chain. In this context, our work in the field - driving innovation from the raw material production - enables us to progress toward our climate target of achieving Net Zero by 2050.

In 2025, we launched our first exclusive collection produced with cotton cultivated in agroforestry systems supported by the project.

This collection represents the visible milestone of a broader movement. We are helping to build, in Brazil, the foundations of a new fashion economy - one that reduces emissions,

restores ecosystems, values producers, and prepares the sector for the future.

The key results achieved demonstrate:

- potential for soil restoration;
- increased biodiversity;
- average carbon sequestration of 18.37 tCO₂e per hectare per harvest.

These outcomes restore vitality to degraded territories, create systems that are more resilient to climate change, and introduce new cultivation practices for the sector.

Social impact is advancing in the same direction. Collaboration with family farmers strengthens community autonomy, diversifies income streams, and enhances food security.

The transition to agroforestry systems requires learning, technical support, and investment - and by engaging in this process from the outset, we are fostering local capabilities that will be essential for scaling regenerative agriculture in the country.

[Learn more \(+\)](#)

Learn more about our performance on this topic on [page 52](#).

2030 STRATEGY

03. CONNECTIONS THAT AMPLIFY

Value chain

Commitment

To certify the supply chain according to socio-environmental standards, and to focus our sourcing efforts on suppliers who demonstrate high standards of management and performance.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year
<p>Certification</p> <p>To certify 100% of the supply chain through socio-environmental criteria</p>	<p>Certify 100% of the apparel, home, and decoration supply chain</p> <p>Certify 15% of the administrative supply chain using socio-environmental criteria</p>	<p>ACHIEVED</p> <ul style="list-style-type: none"> ● clothing ● home and decor <p>2023: clothing 99%, home and decor 100%</p> <p>2024: clothing 100%, home and decor 100%</p> <p>2025: clothing 100%, home and decor 100%</p> <p>PARTIALLY ACHIEVED</p> <p>2024: 15%</p> <p>2025: 9%*</p>	<p>External Audit of the Compliance Program based on the guidelines of ISO 19011:2018 (Guidelines for Auditing Management Systems) and ISO 20400:2017 (Sustainable Procurement)</p> <p>Administrative Supplier Management In 2025, following the transition of administrative supplier compliance management to the Sustainability area, we worked on the evolution of the program to expand governance and strengthen supply chain monitoring</p>

Methodological reference: We consider Renner, Youcom, Ashua, Camicado, and administrative suppliers as critical suppliers according to the criticality matrix.

<p>ESG performance</p> <p>Achieve 60% of the purchasing volume from Resale Suppliers rated A+ in our ESG performance matrix</p>	<p>Achieve 53% of the purchasing volume from Resale Suppliers of apparel, home, and decor products rated A+ in our ESG Performance Matrix</p>	<p>ACHIEVED</p> <p>2023: 46.6%</p> <p>2024: 50.4%</p> <p>2025: 57.0%</p>	<p>1st edition of the meeting for footwear suppliers Participation of 23 suppliers and 38 professionals, focusing on commitment to ethics and socio-environmental responsibility</p> <p>Compliance Acceleration Program (PAC) Participation of 6 suppliers, of which 50% achieved high-performance socio-environmental classification</p> <p>Expansion of ESG qualification for international suppliers through the launch of the Leadership in Engagement, Acceleration and Development Program (LEAD)</p> <p>Lojas Renner S.A. Suppliers' Convention Strategic event bringing together the supply chain for recognition, alignment of expectations, and strengthening the company's responsible fashion ecosystem</p>
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Methodological reference: classification according to our ESG performance matrix, which categorizes suppliers into six levels based on their performance and socio-environmental commitments: alpha - protagonists, beta - performance model, A - high compliance management, B - medium compliance management, C - low compliance management, and D - insufficient compliance management.

* Throughout 2025, we have prioritized advancing action plans with our already-certified suppliers, which has led to a reduction in the number of new certifications. The target is being revised to support the prioritization of actions that generate greater value for the business and the supply chain.

2030 STRATEGY

03. CONNECTIONS THAT AMPLIFY

Value chain

Commitment

To certify the supply chain according to socio-environmental standards, and to focus our sourcing efforts on suppliers who demonstrate high standards of management and performance.

Goals for 2030	Goals for 2025	Results 2025	Progress of the year
<p>Living wage* To encourage strategic suppliers to adopt a living wage*</p>	<p>Update and deepen the collection of living wage* data in the strategic supply chain</p>	<p>ACHIEVED</p> <p>Study of living wage* in the supply chain We identified the most impacted occupations and the difference between the reference and current practice</p>	<p>Data Identification The study assessed 81% of strategic suppliers across the states of Rio Grande do Sul, Santa Catarina, and São Paulo, providing key inputs to guide the next steps of the initiative</p>
<p>Traceability To reach 100% traceability of all cotton products and make progress in tracking other textile raw materials</p>	<p>To reach 5% traceability of cotton products by global volume. To make progress in tracking other textile raw materials</p>	<p>NOT ACHIEVED Traceability solution under review and development; therefore, there is no consolidated traceability rate available at this time.</p> <p>ACHIEVED Design of the traceability strategy and program Structured around three fundamental pillars, applicable to global contexts:</p> <ul style="list-style-type: none"> Stakeholder engagement Technological solution Feasibility 	<p>Digital Traceability Program We conducted a traceability pilot with Renner's strategic suppliers to validate the operational scalability of the model proposed in the cotton project, confirming the practical feasibility of traceability through automation</p> <p>Physical Better Cotton We joined the initiative as a solution for the international cotton supply chain, with a focus on ensuring traceability</p> <p>Advisory Committee of the Brazilian Multistakeholder Dialogue We became a member of the committee that addresses technical and strategic issues related to the socio-environmental aspects of cotton, alongside representatives from the public and private sectors, as well as civil society</p>
<p>Sellers To monitor and promote the inclusion and socio-environmental development of sellers</p>	<p>Implement ESG monitoring tool for sellers</p>	<p>ACHIEVED</p> <p>Sellers Approval Following the revision of our marketplace strategy in 2025, which shifted to focus exclusively on established brands, we required these partners to formally adhere to our Code of Conduct and to undergo an approval process based on a socio-environmental compliance checklist</p>	<p>Socio-environmental Risk Matrix Developed to identify, for each seller segment - across both fashion and home & décor - the level of impact and degree of shared responsibility in cases of non-compliance</p> <p>Monitoring Development of tools to monitor and combat piracy, smuggling, and the resulting tax evasion, as well as offenses against intellectual property and the value chain</p>

Methodological reference: traceability refers to the process of tracking the origin of virgin cotton and its transformation from a raw material into a finished garment. This traceability is confirmed via a digital system that illustrates the production stages.

*Compensation sufficient to provide a decent standard of living for employees and their dependents, in accordance with their place of residence.



CASE

Suppliers for the future

We have built one of the most robust supplier ESG compliance and development journeys in the global fashion retail sector.

Since 2015, socio-environmental certification has been mandatory for resale suppliers, enabling an evidence-based compliance management system supported by continuous monitoring.

Initial monitoring data from 2017 to 2020 revealed important opportunities for advancement, leading to the strengthening of the Supplier Qualification Program and the launch of the Compliance Acceleration Program. These initiatives elevated socio-environmental standards and brought our partners closer to meeting more rigorous ESG requirements.

The last four years, the use of data gained prominence as a key driver of the Compliance Program. We advanced our analytical capabilities, developed mathematical risk prediction models, and began using data as a central element in decision-making processes.

This trajectory has enabled us to consolidate a comprehensive model encompassing monitoring, qualification, and data, which underpins supplier management and drives positive impact throughout the value chain.

Each year, we assess our supply chain against criteria including working conditions, constitutional and labor rights, environmental management, health and safety, traceability, and chemical use, among other socio-environmental aspects.

These practices have delivered tangible results and progress toward a more sustainable transition across all stages of our production chain:

- Since 2021, 100% of Renner and Youcom global suppliers are certified
- Since 2024, 100% of Camicado's global suppliers are certified
- 31.8% of apparel, home, and decoration suppliers already achieve high socio-environmental performance
- 67.9% of denim and twill garments are classified as low water consumption
- 50.0% of domestic apparel volume is digitally traceable (Tier 1 and extended Tier 1)
- 24.1% evolution in socio-environmental performance of global purchasing volume due to the Compliance Acceleration Program (PAC).

The strength of this model is essential to enabling our responsible, regenerative, and circular fashion goals: we aim to accelerate the transformation of the fashion industry alongside our partners - laying the foundations for a more ethical, transparent, and sustainable sector in Brazil and globally..

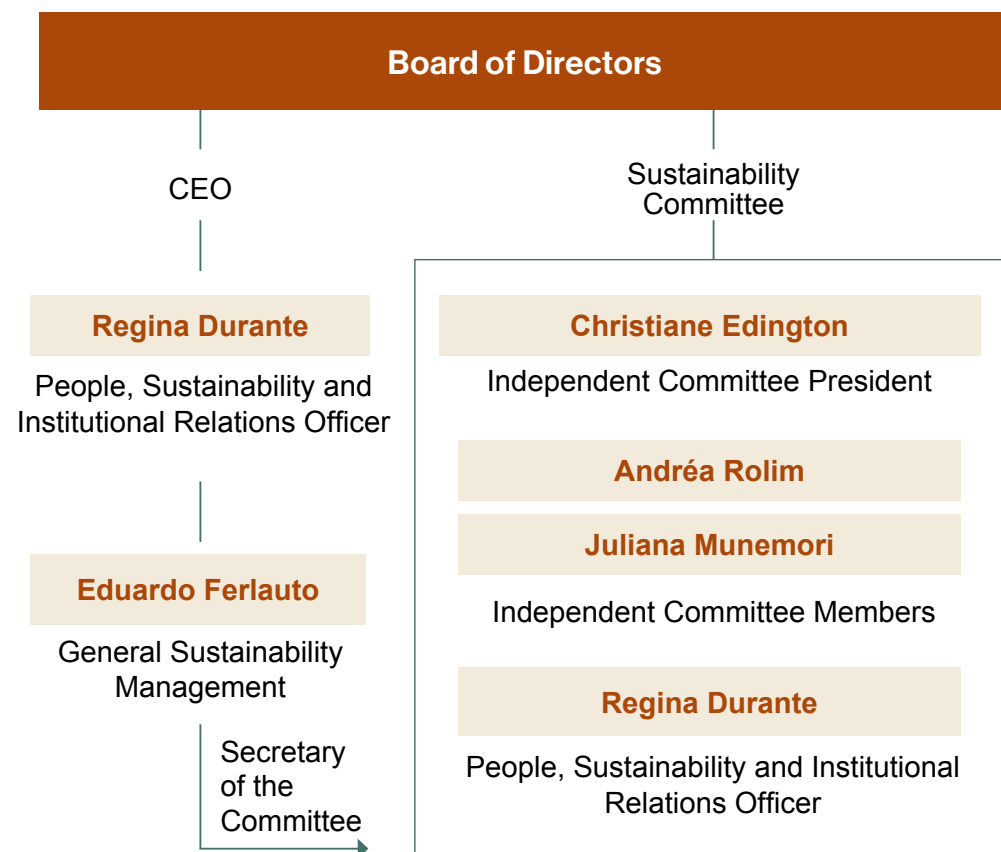
[Learn more \(+\)](#)

Learn more about our performance on this topic on [page 73](#).

ESG Governance

GRI 2-17 | 2-19 | 2-23 | 2-24

A formally structured governance is responsible for the management of ESG and climate-related risks and opportunities, and for overseeing our responsible fashion strategy.



Since 2021, the variable compensation for our Statutory Board has been formally linked to ESG goals, aligned with our public commitments to responsible fashion, with a weight of 5% and biannual monitoring of results indicators.

The variable compensation is also applicable for all executive, management, coordination, specialist, and technical consultant levels.

It is established based on the performance evaluation of each collaborator, analyzing progress against goals (including those linked to ESG themes), with each goal weighted between 5% and 15%. Therefore, employees with multiple ESG goals may have a cumulative weight of up to 55%.

Furthermore, we incorporate risk management indicators for these positions related to both reducing the impact of identified risks and executing audit and mitigation projects.

Overall, the ESG indicators that influence variable compensation apply to positions across all hierarchical levels and multiple business units.

ESG goals in variable compensation

- % of products with recycled raw materials in their composition
5 departments | 23 employees
- Volume of purchases from suppliers with an A rating or higher
8 departments | 90 employees
- Presence in the Corporate Sustainability Index (ISE) and Dow Jones Best-in-Class
15 departments | 117 employees
- % inventory loss
13 departments | 1.352 employees
- % corporate risk index
2 departments | 11 employees
- Execution of audit projects for risk mitigation
2 departments | 6 employees
- Limit absolute tCO₂e emissions in logistics
4 departments | 27 employees
- Energy efficiency gains in stores
2 departments | 6 employees

04.

Human and diverse relations

Our [2030 Responsible Fashion strategy \(page 27\)](#) has as one of its focuses guiding the Company to “build diverse and human connections, ensuring that every individual can realize their full potential.”

capitals

SDG



Culture and engagement

Our people and culture are the cornerstone of our strategy and business model execution. Engaged employees delight customers. Delighted customers become loyal customers. Loyal customers generate consistent and sustainable results.

With a workforce of 26,000 employees and millions of customers across Brazil, our organizational culture is a central element for the consistent execution of our strategy.

It guides behaviors, decisions, and priorities on a daily basis, ensuring that our value proposition is delivered to customers in an aligned, coherent, and scalable manner.

Having the right people - engaged and committed to the Company's values - strengthens our execution capabilities, drives innovation, and ensures the quality of our deliverables.

Therefore, attracting, developing, and retaining talent are critical factors to sustain growth, preserve brand identity, and enable long-term value creation.

We have the right team: an engaged team that is committed to building, growing, and developing alongside the Company.



89%
engagement

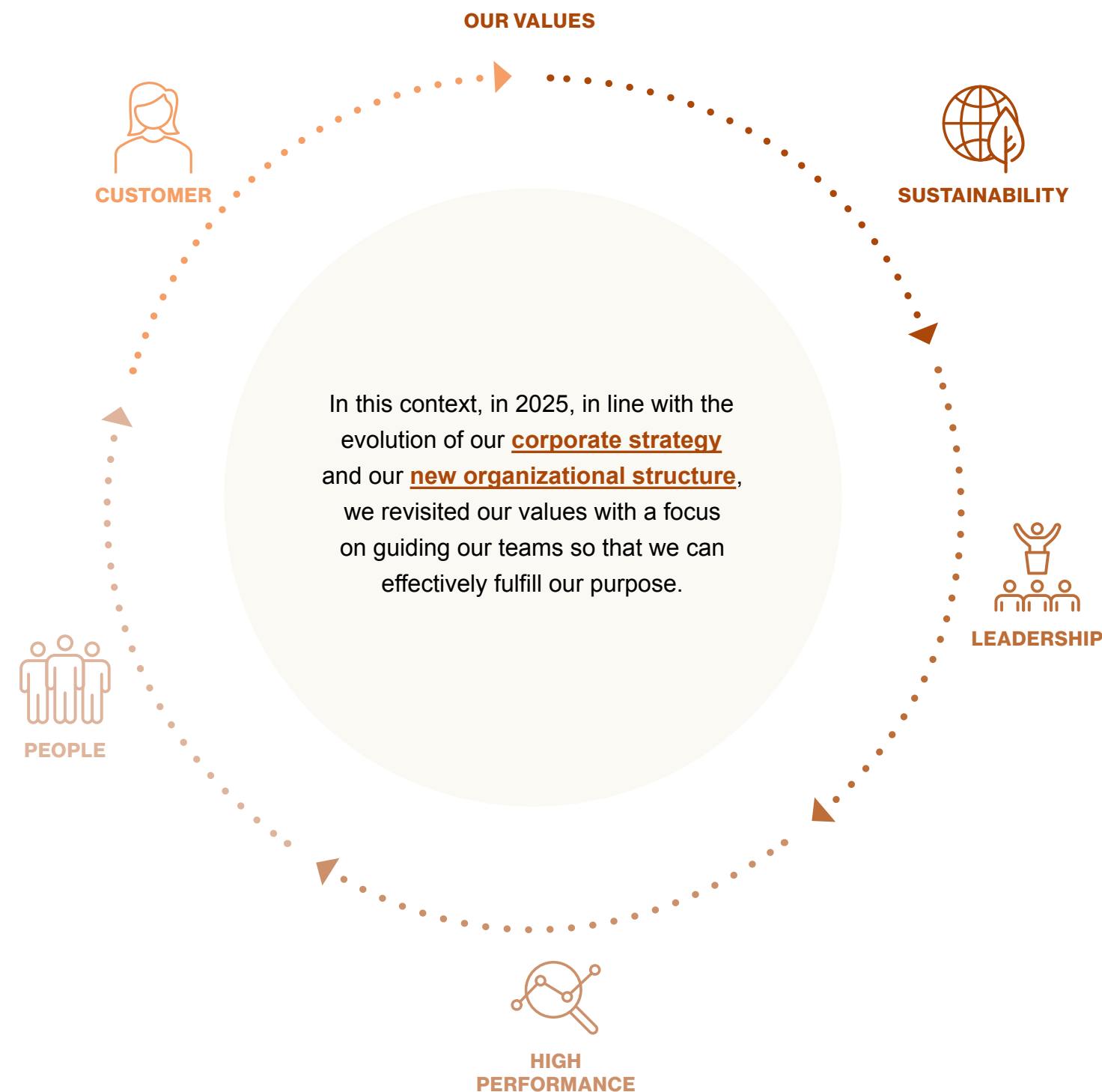


93%
retention rate of employees identified as key talent



62%
overall internal mobility rate

Learn more about our talent attraction, development, and retention programs on [page 97](#)





Active listening

Throughout the year, we conduct a range of employee surveys to understand perceptions, opinions, expectations, and engagement levels. These instruments enable us to identify opportunities, anticipate needs, and guide decision-making in a more assertive manner.

The results feed into an ongoing improvement cycle, supporting the enhancement of practices, policies, and work environments, always with a focus on people development and the strengthening of our organizational culture

Annual Engagement Survey: conducted for over 25 years, with the support of a leading consultancy in the field, enabling us to benchmark against a global pool of companies.

The survey monitors 18 topics and 64 questions covering areas such as career and development, enchantment, collaboration, leadership, diversity, as well as aspects related to employees' quality of life, including job satisfaction, purpose and pride, fulfillment (well-being), and stress. All management positions have engagement targets linked to their variable compensation.

In 2025, survey participation reached 92%, and the overall engagement score was 89%, placing the Company within the high-performance range of the benchmark database.

Pulse Survey: since 2022, we have conducted Pulse Surveys throughout the year as a real-time indicator to monitor the evolution of engagement and team perceptions.

As a reflection of our people management practices, in recent years we have received several external recognitions from consultancies and organizations that conduct in-depth assessments of hundreds of companies across different people management pillars:



Amazing Places to Work 2025, “Most Amazing” in the Retail sector and “Most Amazing” in Learning.



Best in People Management 2025, Exame: Featured Company in the category of organizations with more than 21,000 employees.

Well-being

GRI 401-3

We work continuously and proactively to promote the well-being of our employees. This topic is directly connected to the [2030 Responsible Fashion strategy](#), positioning us among the leading companies in fostering well-being.

Our key quality-of-life initiatives resulted in a **two-point** increase in the well-being dimension of the 2025 engagement survey, as well as external recognition of our management practices in this area:

- **1st place in the Retail category** and 2nd place overall in the [Mental Health in Companies Yearbook 2025](#).
- **Gold Certification** at the [National Quality of Life Award 2025](#).
- Winner in the **Leader and Strategy Evolution** categories by the “Gerar” Well-being Seal 2025.

Below are our main initiatives:

Health and balance

Caring for people’s mental health, and balance is essential to business sustainability.

The Lojas Renner S.A. fosters a healthy work environment through initiatives aimed at preventing mental health issues and encouraging work-life balance. This approach strengthens well-being, psychological safety, and team adaptability, contributing to consistent long-term performance.

Qualitative and quantitative corporate targets related to occupational safety, health, and employee well-being are linked to variable compensation, including for managers and leadership. These targets are connected to the well-being metric in the engagement survey and to awareness campaigns on the topic.

Routine monitoring

Established in 2021 and incorporated as a strategic target, the Balance Program is based on the PTO methodology (Predictability, Teamwork, and Open Communication). It

promotes monthly check-ins by leaders with their teams to identify sources of stress and burnout. Leaders are responsible for proposing action plans to improve quality of life and work-life balance, fostering a more trusting environment and enhancing psychological safety.

In these listening moments, the leader gains even deeper insight into each team member across various routine aspects: communication, recognition, well-being, and work tools. They then establish a unified team operating agreement that respects each individual while enabling the team to work effectively, cohesively, and balanced.

Healthcare support

We offer employees and their dependents a free primary care service called Dr. Be, which includes telemedicine, telepsychology, nutritional and sports coaching, second medical opinions, and pregnancy support.

Within telepsychology, demand for services increased from 14,869 consultations in 2024 to 15,781 in 2025.

In parallel, we provide access to Wellhub, encouraging active physical care. The program has seen increasing adoption year after year, reflecting employees’ growing commitment to a healthier lifestyle.

Periodic examinations

On an annual basis, we carry out periodic occupational clinical examinations with the aim of diagnosing the health profile of our employees and, thus, with the data collected, we can act preventively. This practice goes beyond the legal requirement, which mandates biennial examinations for most functions. Some positions require specific examinations, with an even shorter periodicity, due to the specificities of the activities.

Career and wellness month

In 2025, we expanded our Career and Wellness Week into a full-month program throughout February, encouraging employees to prioritize well-being as a means to enhance their professional development and career growth.



Ergonomics

During our annual visits to the units, we perform a Preliminary Ergonomic Analysis (PEA). If further investigation is necessary, we conduct a comprehensive Ergonomic Work Analysis (EWA), following widely disseminated and accepted methodologies, which include actively listening to employees.

The results of these analyses guide us in developing improvement projects to enhance ergonomic conditions and comfort across all workstations. Additionally, when acquiring new furniture and equipment, we carefully consider ergonomic characteristics.

Meetings

Throughout the year, business areas can request support from the well-being team to conduct targeted discussions on topics relevant to their teams. At this year, based on insights from the engagement and Pulse survey, key topics included the Balance Program, psychological safety, health programs, and mental health.

In 2025 we reduced waiting periods in our healthcare plan — an improvement directly informed by employee input.

Monthly campaigns

Throughout the year, we conduct monthly campaigns aligned with health awareness themes, aiming to educate employees and provide guidance on disease prevention. Some initiatives are sponsored by our directors to foster increased participation.

In 2025, we held the first edition of Run with Us, an initiative focused on physical and mental well-being while fostering employee enchantment. A total of 253 participants took part, with hygiene items donated to women affected by domestic violence.

Ongoing communications

We continuously disseminate communications through our internal channels, covering themes pertaining to emotional, physical, financial, and social well-being. Additionally, we emphasize the available tools to support employees in all aspects of their well-being.

Working hours

We are committed to ensuring compliance with working hour regulations. To this end, we monitor overtime within legal limits and in accordance with applicable compensation mechanisms and collective agreements.

We also provide ongoing training on working hours, ensuring leaders and employees remain informed about legal requirements.

In 2025, we began developing a Working Hours Policy aimed at formalizing disciplinary measures in cases of non-compliance with labor legislation.

Benefits

We offer a range of benefits designed to support employee well-being and work-life balance:

- **Flexible working hours:** Eligible administrative employees may adopt flexible schedules agreed with their managers, observing core hours from 10:00 a.m. to 5:00 p.m., alongside remote or hybrid work policies;
- **Childcare or childcare allowance:** Provided in accordance with local collective bargaining agreements. At Distribution Centers, a childcare allowance is granted for children up to six years old;
- **Lactation rooms at headquarters:** Two 30-minute breaks or the option to leave one hour early until the baby reaches six months of age;
- **Parental leave:** Paid in accordance with Brazilian legislation, comprising 17 weeks for the primary caregiver (with a possible 14-day extension and inclusion of vacation) and five days for the non-primary caregiver;
- **Paid annual leave:** We carried out the control of annual paid vacations, which may be taken as a single 30-day period or split into two or three periods (20/10, 15/15, or 15/10/5 days);
- **Remote work:** Available to employees residing outside the defined proximity perimeter of the city of Porto Alegre (RS) or the capital of São Paulo, provided their roles are compatible with this arrangement;
- **Well-being space:** Designed to offer a more welcoming environment, including a dedicated room for periodic medical examinations;
- **Meal allowance:** Expanded in 2025 for Lojas Renner, Youcom, Ashua, and Camicado;
- **Christmas basket allowance:** Implemented in 2025 for all active employees, interns, and apprentices;
- **Home-office allowance:** Provided to employees eligible for hybrid or remote work.

Emotional support

“Saúde em dia” (Good health)

A no-cost service dedicated to supporting the healthcare journey of employees and their dependents living with chronic conditions. This service is facilitated by a multidisciplinary team that provides personalized care plans, emphasizing guidance, support, and the cultivation of healthy lifestyle practices. A nursing professional maintains continuous contact via telephone or WhatsApp.

Oncology emotional support

Our program for supporting employees and dependents who are active in the health insurance and who have received a cancer diagnosis includes a dedicated nurse who maintains continuous contact via telephone or WhatsApp with the employees and their dependents.

Employee leave management

We provide support and follow-up services for employees on leave due to health-related reasons, as well as assistance to leaders and the Shared Services Center (SSC) in handling administrative matters related to employees' social security (INSS) processes.

In line with ethical principles, all information collected through these programs is recorded in a dedicated system for the purpose of monitoring and measuring each individual's progress.

Psychological safety

Support for victims of domestic violence

Following our initial human rights risk assessment, we prioritized the implementation of a support program for victims of domestic violence.

Accordingly, in 2021, we launched the Em Frente (Moving Forward) Program, designed to provide assistance and guidance to all employees experiencing physical, psychological, moral, financial, or sexual violence within the domestic sphere. The Program also extends support to leaders and employees who require guidance in addressing situations involving members of their teams.

The Program is supported by a specialized team of psychologists and social workers, who provide mental health support and psychosocial care to victims of domestic violence.

The implementation of the Program involved developing leadership on the topic, raising awareness among employees, and managing and monitoring cases.

From 2021 to 2025, the Program supported employees involved in 139 cases, of which 136 have been closed and 3 remain ongoing at the end of December.

Diversity and inclusion



The Plural program, established in 2021, serves as our compass for the diversity and inclusion strategy, along with the documents serve as the foundation of this strategy: the [Code of Conduct](#), the [Sustainability Policy](#), and the [Diversity Guide](#).

During 2025, we actively advanced this initiative on three fronts, ensuring its integration across our entire value chain, as outlined below.

Our team

We maintain a dedicated department focused on fostering an even more diverse and inclusive environment within our team. Through this function, we influence areas and processes, embedding a diversity-centered approach throughout the Company. This includes addressing the distinct needs, expectations, and demands of various groups, as well as advancing our [targets for the representation](#) of women and Black individuals in leadership positions.

Fighting discrimination

We maintain a zero-tolerance policy regarding discrimination and harassment in our operations and relationships. We are committed to continually enhancing our controls and reporting channels, as well as to the revision of corrective action procedures for perpetrators and remediation measures for victims.

Society

We promote female empowerment in the world of work and community strengthening through the [Instituto Lojas Renner](#) for 17 years.

Affinity groups

The Affinity Groups (AGs) are composed of Company employees who come together to discuss diversity-related topics and propose practical improvements to the workplace environment. Their responsibilities include organizing events and initiatives, as well as acting as ambassadors for these agendas.

Each group operates autonomously and brings together individuals from diverse roles, regions, and diversity dimensions, fostering an inclusive and respectful environment. The groups are structured around monthly meetings and are supported by a Company director acting as sponsor.

Currently, there are four groups representing the prioritized pillars of action:



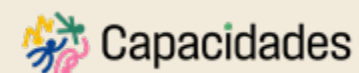
Gender Equity - Alcateia:

promote initiatives aimed at mitigating gender inequality within corporate environments.



LGBTQIAPN+ diversity - Elo:

address this topic to ensure that all LGBTQIAPN+ individuals are respected and have their rights fully upheld.



Inclusion of people with disabilities - Capacidades:

understand the challenges and barriers faced by persons with disabilities in corporate environments.



Racial diversity- Ori:

foster the inclusion of Black individuals across all opportunities.

Education and literacy

Throughout the year, we carried out a range of training, educational, awareness-building, and development initiatives aimed at fostering a deep understanding of diversity and inclusion across the Company, spanning all areas and organizational levels.

Some of these open events, organized by the affinity groups, brought our teams together to encourage meaningful dialogue and raise awareness, engaging thousands of employees:

- **“Courage to Be – Women”**: held in March, featuring Daiane dos Santos, the event aimed to raise awareness and promote discussions and initiatives related to women’s engagement.
- **“Echoes of Pride”**: held in June, with Silvero Pereira, this talk explored the theme of belonging and the importance of creating safe environments for employees.
- **“My Name Is Not PwD”**: held in September, with more than 150 participants and featuring Letícia Sabatella, this session addressed ableist biases and fostered reflection on inclusion.
- **“Roots That Inspire the Future”**: held in November, featuring Taís Araújo, the event focused on Black leadership, career development, and the intersectionality of race and gender.



Leadership

We promoted dedicated training for senior leadership on racial diversity, addressing awareness, empathy, equity and inclusion, market trends, and the development of a better sustainable organizational culture.

Plural Leadership Academy

A project connected to the Leadership S.A. program, targeted at management-level roles and structured as a corporate learning track addressing dimensions such as race, gender, LGBTQIAPN+ identities, persons with disabilities, body diversity, and generational diversity. Its primary objective is the development of leaders across our ecosystem.

The learning track was launched in May 2025 and designed to combine an asynchronous journey — featuring content available on Universidade Renner — with synchronous reinforcement through group mentoring sessions and workshops.

Neurodiversity in focus

Targeted at leadership at the corporate headquarters, this initiative provided foundational education on the topic, including the Brazilian context and the different spectrums of neurodiversity. It fostered awareness and disseminated best practices to support the inclusion of neurodiverse individuals.

Diversity in the business model

Throughout the year, we relied on the support of specialized consulting to advance our [2030 Responsible Fashion Strategy](#) aiming to offer a diverse and inclusive portfolio of products and services, while considering the contribution potential of each business unit.

We addressed key topics with the Product team and other areas connected to product development, including:

- **Fashion:** implementing structured processes that incorporate body diversity, racial diversity, regional diversity and Brazilian identity, age diversity, and neurodiversity into portfolio.
- **Home and Decor:** developing specific product lines tailored for people with disabilities.
- **Credit and Financing:** providing solutions for groups in vulnerable situations.

For our stores, we delivered in-person training sessions with tailored approaches aligned to team profiles and local needs. This enabled hands-on learning, strengthened our culture, and generated immediate feedback to support rapid improvement.

Accessibility

To ensure product accessibility, we invested in accessible communication, including braille information on labels or fabrics, as well as guidance on safe use. In parallel, we incorporated features such as magnetic or elastic closures, garments designed not to restrict movement, and non-slip footwear, in addition to adaptations for prostheses and orthoses.



Combating discrimination in stores

Considering the critical nature and potential risks associated with the activities performed by in-store security personnel, we provide ongoing quarterly training for these outsourced professionals, aimed at maintaining a safe and inclusive environment.

Quarterly training ensures that our security personnel remain consistently up to date with best practices for fostering a safe and inclusive environment in our stores, mitigating the risk of discrimination.

This not only strengthens employees' sense of safety but also creates a welcoming atmosphere for customers from diverse backgrounds.

This approach has demonstrated tangible results: in 2025, there were no reported cases of harassment or discrimination related to security personnel in the Whistleblowing Channel across Lojas Renner S.A.

Career acceleration

Aligned with our objective of fostering a culture of diversity, equity, and inclusion for marginalized groups, as outlined in the [2030 Responsible Fashion Strategy](#), we offer “Voa Talento” program, for the inclusive career acceleration.

Black individuals in leadership positions

In our commitment to promoting equitable opportunities, we have implemented a specialized career acceleration program for Black individuals. This program offers mentorship, training, and dedicated resources.

This program, which included two cohorts, aims to remove barriers and create an environment that supports the development and career acceleration among Black talent.

Women in senior leadership positions

We continue to implement targeted career acceleration programs aimed at creating a robust pipeline of female leadership, empowering women to advance their careers and to occupy strategic positions in decision-making processes.

The program encompasses mentorship, networking opportunities, and the development of specific leadership skills.

Inclusion of people with disabilities

In 2025, we continued our exclusive recruitment initiatives for people with disabilities, in addition to institutionalizing retention-focused actions for these talents, such as:

- **Inclusion and Welcoming Program for Persons with Disabilities:** promotes dialogues to raise awareness and prepare them to welcome persons with disabilities into the workplace, in addition to defining Godfathers and Godmothers responsible for welcoming and supporting the new employee.
- **Apprenticeship Program for Persons with Disabilities:** promotes social inclusion and professional development, ensuring opportunities for young people in vulnerable situations.



Our team

We mapped diversity and inclusion data across the Company, with the aim of understanding the features of our population and guiding our actions.



Main results

Women

64.6% of employees identify as women.

Women in leadership positions

61.6% of leadership positions are held by women. This reflects our commitment to promoting gender equity in strategic roles within the company.

Women in the Board

37.5% of board seats are held by women, above our Women on Board commitment.

People with disabilities

5.1% of employees with disabilities, slightly exceeding the requirement of the Brazilian Quota Law (5% of people with disabilities in companies with over 1,000 employees).

Black People

49.0% of employees identify as Black.

Black individuals in leadership positions

39.9% of leadership positions are held by Black individuals, indicating significant progress in promoting racial diversity at leadership.

As a result of our ongoing efforts, in 2025 we were recognized by the Corporate Racial Equity Index of the Business Initiative:

- **2nd place in the overall ranking**
- **1st place in Advertising and Engagement category**
- **2nd place in the Awareness category**
- **2nd place in the Advancement category**
- **2nd place in the Capacity Building category**

05.

Climate, circular, and regenerative solutions

Our [2030 Responsible Fashion Strategy \(page 27\)](#) has as one of its focuses to guide the Company in “making progress in building a business that’s circular, regenerative, and low-carbon, aiming to empower our customers to make informed choices.”

capitals

SDG



Climate strategy

GRI 305-1 | 305-2 | 305-3 | 305-4

Our climate strategy is guided by three main and priority objectives, as presented below.

Reducing emissions

We are committed to achieving climate neutrality by 2050.

Our primary challenge in the transition to a low-carbon economy lies in reducing emissions per item produced over the coming decades, while sustaining growth in a responsible and efficiency manner.

To address this challenge and fulfill our commitment, we have established two main emissions reduction targets: an interim target for 2030, aimed at accelerating the transition to a low-carbon economy, and a net zero target for 2050. Both targets have been validated by the [Science Based Targets initiative](#) (SBTi).

SBTi validation demonstrates that our targets are aligned with the objective of limiting global temperature raise to 1.5°C above pre-industrial levels, thereby helping to avoid the most severe impacts of climate change.

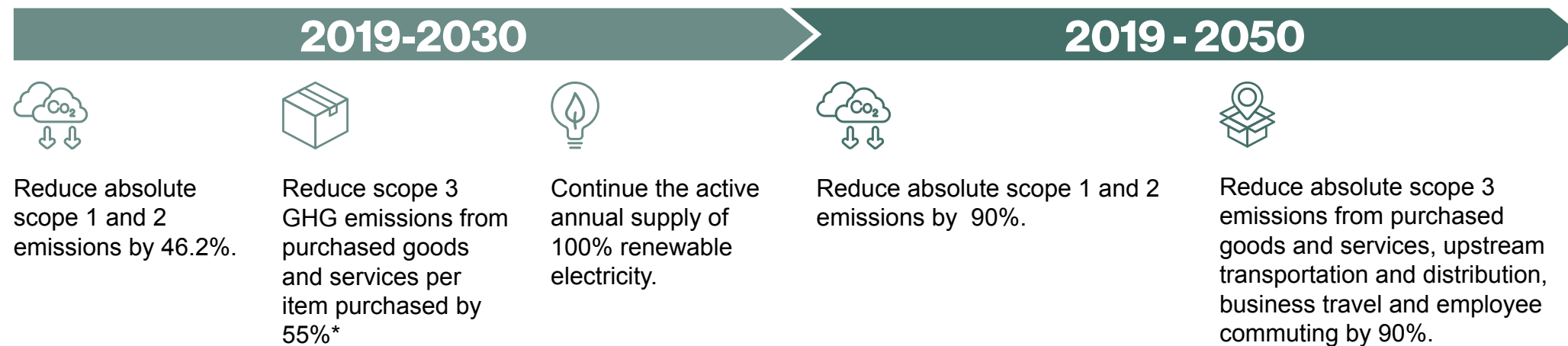
These targets are driving the transformation of our business model and supply chain toward an increasingly responsible fashion.

The main reduction initiatives associated with the Scope 1 and 2 target included the implementation of preventive correction measures to minimize refrigerant leaks, the prioritization of more energy-efficient equipment across stores, Distribution Centers, and headquarters, as well as the increased use of low-impact renewable energy.

Regarding Scope 3 intensity target, the main reduction efforts are linked to the adoption of more sustainable raw materials, such as certified cotton and viscose, as well as recycled materials.

Furthermore, we continuously promote eco-efficiency gains in the garment manufacturing stage among our direct (Tier 1) suppliers through our [Rede Responsável](#) qualification program.

In 2025, 70% of purchasing volume from domestic direct suppliers uses low-impact renewable energy sources in its production process.



Inventory of GEE emissions (covering 100% of our operations)

Committed to ensuring the quality of our data, since 2014 our emissions inventory has been verified by an independent third party, through a body accredited by INMETRO.

Source of GHG emissions (tco ₂ e)	2019	2023	2024	2025
Scope 1 emission				
Stationary combustion	103.5	379.4	493.02	408.88
Mobile sources	6.7	2.0	1.26	8.74
Fugitive	3,324.8	4,094.0	3,643.48	6,469.56
Solid waste and liquid effluents	-	104.0	259.62	145.93
Total Scope 1	3,434.995	4,579.5	4,397.38	7,033.11
Scope 2 emission				
Purchased and consumed electricity (location-based)	13,561.1	8,933.2	13,300.23	11,146.36
Purchased and consumed electricity (purchasing choice)	7,797.3	0.0	0.0	0.0
Total Scope 2 (location-based)	13,561.10	8,933.2	13,300.23	11,146.36
Total Scope 2 (purchasing choice)	7,797.30	0.0	0.0	0.0
Scope 3 emission				
Acquired goods and services	337,852	282,556.4	315,375.33	322,896.48
Fuel and energy-related activities (not included in scope 1 or 2 emissions calculations)	5,117	-	10,086.96	8,978.10
Solid waste	209	417.1	287.97	446.46
Business trips	3,414	2,710.8	2,558.31	2,196.28
Upstream distribution transportation*	22,343	26,718.6	30,656.51	26,010.79
Home - work commute	20,400	21,785.3	21,547.95	26,085.77
End-of-cycle treatment of products sold	7,133	-	11,022.76	11,517.38
Total Scope 3	396,468	334,188.3	391,535.79	398,131.26

*Operational control approach. Methodology adopted: Brazilian GHG Protocol Program. More details in the [Public Emissions Register](#).

Scope 2 emissions profile

Since 2017, we have used two approaches to calculate scope 2 emissions:

The **location approach** is based on mapping energy-consuming units and applies the average emission factors from various electricity generation sources that constitute the National Interconnected System (SIN).

The **Purchasing Choice Approach** uses a specific emission factor tied to each electricity generation source that the company has opted to purchase and consume. Our publicly assumed commitment takes into account the data derived from the location-based approach.

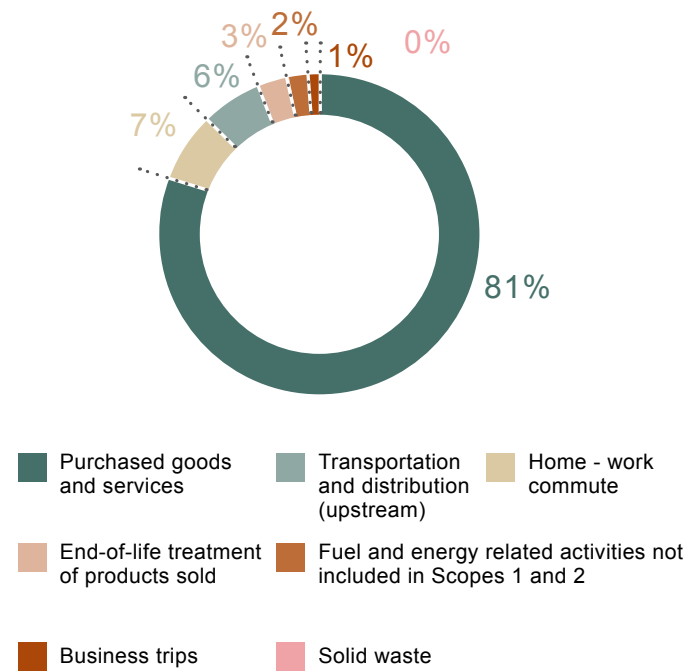
Scope 1 emissions offsetting

Lojas Renner S.A. is committed to offsetting residual Scope 1 emissions and supporting development projects within its supply chain to reduce and, in the future, offset emissions. Furthermore, with its long-term net zero target, the Company is committed to offsetting all residual emissions by 2050.

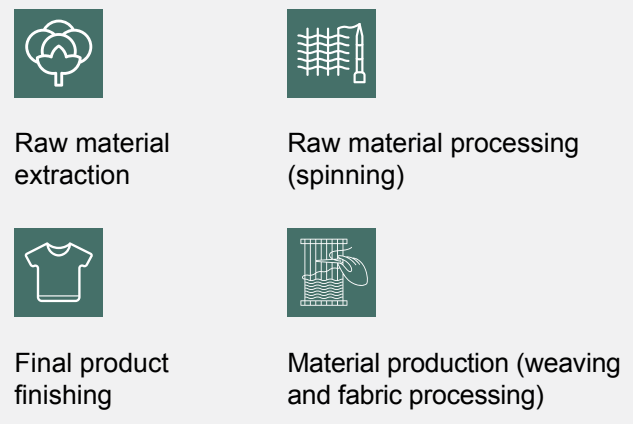
In 2025, we offset our Scope 1 emissions through the REDD+ Brazilian Amazon APD Grouped Project, part of the Compromisso com o Clima platform by Instituto Ekos Brasil:

A forest conservation initiative in surplus Legal Reserve areas across the nine states of the Legal Amazon. It promotes emission reductions through avoided deforestation, with the potential to avoid 14 million tCO₂e by 2032. It also strengthens biodiversity protection through the conservation of 30,056 hectares of forest—habitat for over 1,000 identified species—and drives benefits for more than 770 local community families, such as access to health, education, infrastructure, and income generation.

Scope 3 emissions profile



Stages of the category of purchased goods and services



Total emissions***

Evolution of science-based target*	2019**	2023	2024	2025	Variation vs 2019
GRI 305-4					
Reduce absolute Scope 1 and 2**** emissions by 46% by 2030, using 2019 as the baseline year (thousand tCO2e)	11.2	4.6	4.4	7.0	-37.0%
Reduce Scope 3 emissions from purchased goods and services per clothing and footwear item (Renner and Youcom) by 55% by 2030, compared to the 2019 baseline year (kg CO2e per item).	1.62	1.54	1.53	1.62	-

*Target approved by SBTi (Science Based Targets Initiative).
 **Base year approved for science-based target.
 ***GHGs included in the calculation:: CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.
 ****Market-based reporting approach.

[Learn more \(+\)](#)

Further details in our [Sustainability-Related Financial Information Report - Climate](#).



Below are the principal initiatives undertaken to accelerate the transition and reduce emissions.

Accelerate the transition

GRI 305-1 | 305-2 | 305-3 | 305-4

Our priority focus areas to accelerate the transition to a low-emissions model, in order to achieve our climate targets, are:

- Investing in the development of circular and regenerative textile raw materials, ensuring that 100% of our key raw materials are more sustainable (see below for further details).
- Maintaining 100% of the energy consumed from low-impact renewable sources ([page 58](#)).
- Promoting the adoption of renewable energy among suppliers ([page 74](#)).

Circular and regenerative raw materials

GRI 301-1 | SASB CG-AA-440A.3 | CG-AA-440A.4.2

We understand that the path toward responsible fashion necessarily involves building a portfolio of products and services with lower environmental impact. This purpose is embodied in [Re – Responsible Fashion](#) (Renner) and [YC Change](#) (Youcom), which identify products made with lower-impact raw

materials or processes and that generate greater value across the value chain.

We are committed to investing in the development of circular and regenerative textile raw materials and reduce the use of raw materials derived from fossil fuels. For this reason, we are expanding the use of recycled raw materials, with a target linked to the variable compensation of leadership.

To develop our criteria for more sustainable raw materials, we relied on the Preferred Fiber and Materials Report by Textile Exchange and the Hot Button Report by Canopy, in addition to methodologies and market initiatives that promote best practices in textile production.

To achieve our targets, we rely on multidisciplinary working groups focused on mapping challenges and proposing solutions.

Additionally, we engage and raise awareness among the product development teams, in partnership with the Sustainability teams, and work on training and aligning Resale Suppliers, as well as supporting sectoral innovation and development.

As a result, in 2025 we achieved:

- 93 thousand garments diverted from landfill through Repassa.
- 95.3% of cotton products certified at Renner and Ashua.
- 89.7% of viscose (wood-based fiber) products certified based on Canopy's Green Shirt initiative, at Renner and Ashua.
- Lower-impact items:
 - Lojas Renner: 80%
 - Youcom: 82%
 - Ashua: 92%

We have multidisciplinary working groups dedicated to mapping our challenges and proposing solutions to meet our 2030 commitments.

For Product teams, whose targets for developing products using recycled raw materials are linked to their variable compensation, we promote engagement and awareness in partnership with Sustainability teams.

Below are the main areas of progress in 2025.

Regenerative cotton

We conducted a risk assessment related to our primary raw material - cotton - in order to identify and estimate risks in the regions with the highest production levels in the country, including the identification of meteorological drought threats and their impact on water scarcity in raw material production. In it, we identified threats of meteorological drought and severe storms, which directly impact the crop schedule.

As a key mitigation strategy, in addition to encouraging the use of recycled raw materials, we have developed a regenerative cotton cultivation project.

In 2025, we continued advancing our [agroecological](#) and [agroforestry cotton](#) initiatives, which are cultivated without the use of pesticides, promote greater soil and water conservation, present lower emission levels, and are grown by regional communities.

[Learn more \(+\)](#)

On our [website](#), you can find the list of attributes related to lower-impact raw materials that make up the Re – Responsible Fashion.

Recycled polyester in the textile supply chain

We are investing in increasing the use of recycled polyester in our textile products, with a target set for 2030.

Considering that polyester is a fossil-based raw material and the second most widely used material at Renner, we established a structured process to assess cost impacts and technical feasibility for the application of recycled polyester in our fashion products.

This initiative involved the creation of a dedicated working group to guide the teams involved, promoting both internal and external research on availability in domestic and international markets.

The project had already been structured in 2024, with the incorporation of recycled PET into part of our product portfolio. We have now moved into a new and more advanced phase, further refining processes to consolidate a low-impact polyester textile production.

Post-consumer circularity

We offer Renner customers EcoEstilo, a reverse logistics service for garments (since 2017) and for perfumery and beauty packaging (since 2011), through collection points available in our stores. The materials collected are directed to environmentally appropriate destinations, including recycling, fiber recovery, reuse through upcycling, or donation, thereby preventing environmental contamination.

In 2025, EcoEstilo collected 48.7 tonnes of perfumery and beauty packaging and 19.6 tonnes of garments, reaching cumulative totals of 404.7 tonnes and 76.4 tonnes, respectively, since the program's inception.

At Youcom, we offer customers the opportunity to return discarded denim items through Jeans for Change, a program established in 2014. Based on the materials collected, in 2020 we launched the country's first post-consumer circular denim product.

In 2025, Jeans for Change collected 7.6 tonnes of garments, which were transformed into fabric. These materials underwent sorting, trim removal, fiber recovery, and the manufacturing of new fabric.

Recycled denim

In 2025, the working group continued its studies to expand the use of recycled denim across the value chain. Efforts focused on facilitating the routing of cutting scraps to fiber recovery processes, incorporating recycled fibers into fabric compositions.

At the same year, Youcom launched a recycled denim collection in black wash. As a continuation of the Jeans for Change program, this is the first black recycled denim produced in Brazil, made from garments collected through in-store take-back systems.

Through studies and testing conducted with industrial partners, we overcame technical challenges that had previously limited circularity to blue denim. In addition to being fully traceable, this model promotes water and energy efficiency.

Training

Throughout the year, we delivered workshops for our product development teams with a focus on circularity, aiming to raise awareness on materials, processes, tools, and design strategies to foster the development of products with circular attributes:

- Pre- and post-consumer fabrics at Youcom: fiber recovery processes using garments discarded by customers through in-store collection points.
- Recycled denim in black wash: presentation of all stages of the collection's development and production.
- Recycled polyester: case studies and initiatives, such as the substitution of virgin polyester with recycled polyester.
- Regenerative cotton collection (agroforestry and agroecological systems): cultivation of more sustainable raw materials and the development of a lower-impact portfolio.

We also promoted the Raw Materials Fair to showcase collections from 11 mills and seven importers, contributing with presentations focused on sustainable attributes.

Learn more (+)

We provide, on our [website](#), a tool that lists all our Tier 1, extended Tier 1, and Tier 2 suppliers, enabling stakeholders to identify suppliers involved in production and raw material processing.

Reduction of waste from the production process

Through the Rede Responsável Program, we work to reduce waste generation and promote circularity across our supplier chain.

Product development incorporates circularity principles and climate change targets from the design stage. Accordingly, we have reduced the use and generation of blended materials and production offcuts throughout the manufacturing process, thus ensuring durability and prioritizing more sustainable raw materials and processes. In 2025, we made significant progress in this area:

Wasteage reduction

We place strong emphasis on product quality, aligning our offerings with best practices, placing the customer at the center, assessing associated risks, and contributing to a more sustainable model that extends product life cycles.

We conduct quality inspections at different stages of the production process, enabling the correction of potential issues and continuous improvement of the products sold. Approximately 150,000 laboratory tests were performed during the year, simulating product use and washing to identify issues such as shrinkage and color migration, among others. In addition there were 157 store audits.

Our Product Quality team continuously develops suppliers, inspectors, and internal teams regarding new processes and procedures, including the quality inspection platform and updates to quality manuals.

Furthermore, on a quarterly basis, within the scope of the Assured Quality Program, suppliers are evaluated based on quality indicators and receive benefits according to their performance classification.

In addition to our focus on quality, initiatives aimed at offering customers the right products, thereby avoiding unnecessary production (see [page 08](#)), also support our commitment to reducing waste.

During the year, product returns due to manufacturing defects accounted for 0.075% of total items sold.

Extending product lifespan

Since 2021, we have also operated in the resale of pre-owned clothing and accessories, with a focus on promoting circular fashion through Repassa, our online thrift platform. This initiative has enabled us to expand our presence within the fashion and lifestyle ecosystem, while offering a service that encourages not only conscious consumption but also the extension of product lifespans.

Repassa value generation in 2025

- 93 thousand garments (sold + donated) diverted from landfill
- 207 million liters of water saved
- 1,000 tonnes of CO₂e emissions avoided
- 11 thousand items donated to social projects





Energy efficiency

Energy management

We strive to have increasingly efficient stores and have ensured, **since 2021, 100% energy consumption from low-impact renewable sources**—solar, wind, and small hydroelectric plants (PCH)—in the free market.

To this end, we purchase energy in the free market, prioritizing long-term contracts, exclusively with low-impact generators, while also fostering investments in such projects. We also operate three solar farms and one wind farm, which supply part of our stores and the distribution center located in Cabreúva (São Paulo).

Also, we acquired International Renewable Energy Certificates (I-REC) covering the electricity consumption of Company's facilities across every country (including Lojas Renner, Camicado, Youcom, Ashua, Repassa, Uello, corporate offices, distribution centers, among others).

Beyond producing no greenhouse gas emissions during generation, low-impact renewable energy sources offer a more favorable cost-benefit ratio. Compared to conventional energy sourced from the

regulated market, energy contracted in the free market provides average savings of approximately 20%. Detailed information on total consumption, energy intensity, and energy expenditures is available [here](#).

Additionally, we promote the rational use of energy and energy efficiency through our Energy Management Project. This initiative establishes targets and investments aimed at expanding automation in new constructions and renovations, enabling remote asset management, automated lighting control, and occupancy sensors.

To date, 60% of Renner stores have been automated, and the automation process has also begun across our other brands.

On an ongoing basis, we assess progress in energy efficiency and consumption reduction by comparing store performance before and after automation and the implementation of energy-saving measures. For example, stores with LEED certification demonstrate an estimated reduction of 25% to 28% in energy consumption for lighting.

Logistics

We continue to advance in the intelligence and efficiency of our assortment and distribution processes, which are expected to yield gains in vehicle load optimization and route planning, thereby reducing the impact of fuel consumption associated with product transportation.

Awareness

Through our internal communication channels, we continuously promote employee engagement and awareness regarding the importance of reducing water and energy consumption, as well as minimizing waste generation.

We also hold an annual Environment Week, featuring training sessions, presentations, and discussions to foster awareness and support eco-efficiency.

Production process

Through the [Rede Responsável program](#), we engage with finished goods suppliers by offering workshops, trade fairs, and training sessions focused on the use of low-impact renewable energy.

External initiatives

We prioritize our engagement activities based on external factors and strategic assumptions that are fundamental to the development of our Climate Transition Plan, with actions focused on:

- Influence on Public Policies and Regulations: Prioritizing initiatives that shape the Brazilian regulatory environment, with a focus on carbon pricing and sustainability-promoting policies.
- Commitments Aligned with Global Pathways: Adhering to international pacts and initiatives to ensure that our actions are aligned with global and sectoral decarbonization trajectories.
- Promotion of Sectoral Initiatives: Engaging in joint actions with other business sectors to strengthen the climate agenda in Brazil.

These priorities are grounded in previously defined assumptions, such as global decarbonization pathways, regulatory developments, and the physical risks associated with climate change.

We have been actively engaged in initiatives led by the Brazilian Business Council for Sustainable Development (CEBDS), supporting discussions on carbon pricing and climate neutrality:



- In 2019, we joined global commitments such as the UN's Business Ambition for 1.5°C, which invites companies to set science-based emission reduction targets to help limit global temperature rise to 1.5°C above pre-industrial levels;
- In 2021, we became signatories to the Net Zero Ambition Movement letter under the UN Global Compact;
- In 2023, together with CEBDS, we contributed to the development of the Brazilian business sector's Positioning Letter on the urgency of establishing a regulated carbon market in Brazil, aiming to support and influence public policies, legislation, and climate-related regulations in the country;

- In 2024, in partnership with CEBDS, we formally submitted the Positioning Letter to the Vice President of Brazil and the Minister of Development, Industry, Commerce and Services (MDIC);
- In 2025, we participated in Brazil of Solutions, a CEBDS publication that brings together 135 initiatives demonstrating how 58 Brazilian companies place the Sustainable Development Goals (SDGs) at the core of their strategies.

Our active participation in manifestos and public letters aims to foster a more enabling regulatory environment for the climate transition and to influence government decision-making that impacts the retail and fashion sectors.



Increase resilience

GRI 305-1 | 305-2 | 305-3 | 305-4

Over the years, we have made steady progress in developing our climate adaptation plan with regard to physical risks. We have established practices involving changes in infrastructure, construction and engineering, as well as policies, practices, and processes aimed at reducing vulnerability to climate-related risks.

Our physical and transition climate risks study considers:

- short- (1 year), medium- (>1 to 3 years), and long-term (>3 to 10 years) horizons for physical risks;
- a long-term horizon (2050) for transition risks;
- two climate scenarios (GHG IPCC SSP1-2.6 and SSP3-7.0) for physical risks, considering retail stores, offices, headquarters, and distribution centers across Brazil, Argentina, Uruguay, China, Vietnam, and Bangladesh;
- two scenarios for transition risks (Net Zero 2050 and NDCs).

Climate-related opportunities are assessed using the same methodology applied to transition risks. Likewise, we continue to

advance in the analysis and measurement of opportunities through a qualitative assessment of the behavior and trends of each Network for Greening the Financial System (NGFS) scenario across each time horizon evaluated.

Learn more about the identified risks and mitigation measures in the [Sustainability-Related Financial Information Report - Climate](#).

On an annual basis, we disclose our practices and performance through the CDP Climate questionnaire and, in 2025, we were awarded an A score, the highest level on their rating scale.

Carbon Pricing

To define the internal carbon price, we tested a pilot focused on jeans production, which incentivizes the integration of climate issues into decisions and facilitates regulatory navigation. In it, we reached the minimum impact on profit: 0.01% short term, 0.04%-0.10% medium term, and 0.11% long term (extrapolated nationally). Thus, we applied cost-benefit analyses for Scopes 1, 2, and 3, prioritizing reductions, research, and offsets.

Water and chemicals

Commitment

Our [Sustainability Policy](#), endorsed by the Executive Board and the Board of Directors, establishes the commitment to promote the management and continuous improvement of water consumption and chemical usage across all operational processes and within the Lojas Renner S.A. supplier network.

We seek to adopt more efficient processes and technologies with reduced impact, promote the conscientious use of these resources, and identify and monitor relevant indicators within our operations and across our value chain.

To this end, we have implemented equipment that reduces water consumption, supporting our goal of equipping 68% of Renner stores with such technologies by 2030.

The People & Sustainability Department is tasked with overseeing these issues, and reports to the Sustainability Committee, which provides advice to the Board of Directors.

On an annual basis, we disclose our practices and performance through the CDP Water Security questionnaire, and in 2025, we were awarded an A score, the highest level on their rating scale.



Water risks

In 2023, we conducted a study to assess water-related risks and opportunities, in order to map our entire value chain, collecting data on direct operations as well as Tier 1 and extended Tier 1 suppliers.

Similarly, for our own operations, we assessed each identified risk, considering the magnitude of its potential effects, the likelihood of occurrence, and the associated financial impact on the business.

In 2025, we updated the study to include short-to long-term projections of water stress across each operational unit. This update incorporated methodologies from the World Resources Institute (WRI) and Brazil's National Water and Basic Sanitation Agency (ANA), as well as drought and flood projections based on the Intergovernmental Panel on Climate Change (IPCC) framework.

As part of this process, we developed a risk matrix that cross-references exposure to stressors with operational criticality, enabling an integrated analysis of our operations network.

This assessment allowed us to identify key vulnerability points and define the tools required to manage the identified water-related risks. The analysis also provided a basis for prioritizing actions and guiding investments to ensure water security in the coming years.

Water stress

GRI 303-3 | 303-4 | 303-5

According to the updated risk matrix, 4.8% of our stores, offices, and Distribution Centers are located in geographic and hydrographic areas with some degree of qualitative or quantitative water stress.

However, as these units do not involve intensive water use, limited primarily to human supply, our operations do not generate significant impacts in these areas.

Water and effluent management

Operation

Since 2021, based on the learnings from the development of our first circular store, all new stores have been designed and constructed with sustainability attributes, which provide for autonomy and remote monitoring of water consumption, water-saving devices, low-flow faucets and sanitary fixtures, as well as measures for leak prevention and detection.

At our Distribution Centers, rainwater harvesting systems and the reuse of treated effluent are implemented for toilet flushing. These systems are subject to periodic monitoring to ensure discharge remains within the limits established by applicable regulations.

Supply chain

Our supply chain concentrates the highest potential impact due to intensive water consumption and effluent discharge in the production process.

In order to mitigate and reduce these impacts, we monitor water footprint data, set

consumption targets for critical suppliers with intensive water usage, and conduct recurring audits. Through the Rede Responsável Program, we promote workshops and training sessions on water and effluent management, strengthening operational efficiency and environmental responsibility across our value chain.

In 2025, 67,9% of our garments were classified as low water consumption items (domestic denim and twill), according to the monitoring of the Water Footprint Program.

We promote conscious water use among our suppliers, disseminating water management practices and encouraging the development of products and production processes with lower water consumption intensity.

Research and development

In 2025, research and development initiatives aimed at mitigating water-related risks and impacts amounted to R\$ 113 thousand.



Education for consumption efficiency

Water consumption is a topic continuously addressed with employees across our operations. Through our internal communication channels, we foster engagement and raise awareness about the importance of the topic, encouraging the adoption of water-saving practices.

In addition, we hold an annual Environment Week, an internal event for employees that includes training sessions, presentations, and discussions focused on eco-efficiency awareness, including topics related to water consumption.

*Intensive water usage.

Chemicals

SASB CG-AA-250A.1 | CG-AA-250A.2

We are committed to eliminating potentially hazardous chemicals from our supply chain by 2030. Since 2022, we count on our Restricted Substances Manual, which establishes best practices for monitoring the use of chemicals throughout the supply chain.

To support this governance, we have implemented our Chemicals Program, through which we work closely with resale suppliers, supporting process mapping and raising awareness.

We began the process of monitoring chemical use in the supply chain by aligning the domestic denim and twill supply chain (including fabric, chemical inputs, thread, fabric labels, and metal buttons), followed by knitwear (covering fabric and chemical inputs), woven fabrics, and footwear.

We engage and raise awareness among these suppliers through training sessions and technical meetings with our entire supplier network, disseminating the guidelines set

forth in our Restricted Substances Manual, which is aligned with REACH*, ABNT**, and AFIRM*** standards.

Subsequently, all global suppliers will be incorporated into the Chemicals Program.

In addition to supporting suppliers in eliminating potentially hazardous chemicals, we verify the effectiveness of our management approach through annual product testing.

Suppliers that fail to meet the required standards must implement a corrective action plan, including root cause analysis and remediation, followed by retesting and, where applicable, penalties.

In 2025, we implemented Youcom's pioneering sustainable zipper in Brazil, developed in partnership with the supplier. The product is free of restricted substances, made with recycled PET, and has an affordable cost.



Chain solution

In 2025, we held another edition of our annual [Water and Chemicals meeting](#) with suppliers participating in the Chemicals Program. The event featured 100 participants and presentations from technology companies focused on reducing water consumption.

This year, we also recognized one of our partners in the first edition of the Chemical Innovation Award, for solutions related to button free of restricted substances and with favorable commercial conditions.

We concluded the meeting with the presentation of the Chemical Excellence Award, granted to suppliers approved in the annual performance tests of the Chemicals Program. This was a moment of celebration for the companies that demonstrated technical consistency and commitment to high compliance standards.

* Regulation for Registration, Evaluation, Authorization and Restriction of Chemical Substances.

** Brazilian Association of Technical Standards.

*** Apparel & Footwear International Restricted Substance List Management Working Group.

06.

Connections that amplify

Our [2030 Responsible Fashion Strategy \(page 27\)](#) has as one of its focuses to guide the Company to “Amplify the impact of our connections by collaborating with our suppliers and partners to tackle industry challenges.”

capitals



SDG



Risk identification in the supply chain

Our suppliers are partners who contribute to the Company's value creation based on respect for the environment, human rights, and labor rights.

We operate under the principle that, together, we can develop a high-quality supply chain, achieve sustainable growth, and address ESG and climate-related targets that support the sector's transition.

Accordingly, the relationships we build with our partners are guided by ethics, transparency, and respect, as well as by a continuous pursuit of excellence in products and services, aligned with our purpose of Enchantment, in order to mitigate risks and capture opportunities.

We maintain close oversight of our supply chain through the Supplier Compliance Management team, which, in 2025, assumed responsibility for monitoring the administrative supplier base, in addition to the resale supplier chain (those that manufacture products sold across all companies within the ecosystem, as well as marketplace sellers).

We systematically conduct a consolidated supplier screening to assess the criticality of suppliers across all categories, covering all partners of Lojas Renner S.A. (100% of administrative suppliers, resale suppliers, and sellers) across all our businesses.

This monitoring process results in a criticality matrix, through which we identify critical suppliers, considering specific risk factors such as country, sector, and commodity.

This approach provides a unified and integrated view of supplier management, enabling us to enhance sustainability practices across the supply chain and optimize the Company's contract management.

The matrix identified suppliers operating in segments with high potential impact and a high level of shared responsibility as critical, considering environmental, social, governance, and business relevance aspects.

In 2025, 29% of our administrative suppliers and global Resale Suppliers, were classified as critical due to the nature of the business.

The following are considered high-risk suppliers:

- Products Suppliers responsible for brand representation (e.g., cards, bag textiles, uniforms, and t-shirts)
- Third-party brand resale
- Wooden household items
- Last-mile transportation
- Sellers (home textiles, household, footwear and accessories, wooden items, cosmetics, and personal care products)
- Private-label resale of home appliances and household items
- Maintenance and facility access services
- Customs clearance services
- Events
- Temporary labor
- Food services
- Employee transportation
- Information technology

We continue to advance the parameters for defining risk categories, leveraging technology and data to develop the supplier risk matrix for the home and decor segment.

The following are considered very high-risk suppliers:

- Resale of our own-brand items, including footwear and accessories
- Resale of home textiles and apparel
- Resale of wooden household items
- Cosmetics and personal hygiene products
- Logistics
- Works, construction, and renovation projects
- Security and surveillance
- Environmental services
- Waste transportation

In 2025, we conducted a review of the administrative supplier monitoring processes. As part of this review, socio-environmental management activities were transferred to the Sustainability team to ensure greater synergy and strategic alignment with the management of resale suppliers.

In parallel, the management of outsourced personnel was transferred to the Occupational Health and Safety team (SESMT), with the objective of aligning it with overall workforce management.

Supply chain compliance management

Supplier qualification

GRI 2-24 | SASB CG-AA-430B.2

Prior to being hired, 100% of suppliers serving Lojas Renner S.A. undergo an approval process, which evaluates their integrity promotion mechanisms and document compliance, ensuring regularity and adherence to our requirements.

For administrative and resale suppliers, the [Code of Conduct for Partners](#) is referenced in the contractual template. This document is available on our website in both Portuguese and English to reach international suppliers.

After hiring, we rely on consistent monitoring processes to ensure alignment with Lojas Renner S.A.'s policies and values, mitigate risks from entry and throughout their tenure within the Company's supply cycle, and track the socio-environmental performance and development of our network to ensure responsible sourcing for our end customers.

In order to guarantee that this management facilitates an efficient, strategic, and aligned supplier network, we employ technical teams specifically dedicated to the monitoring and support of our supply chain, which are organized into three distinct groups:



- **Administrative Supplier Management:** pertaining to suppliers who provide services or offer products that are not directly linked to the products we sell.
- **Resale Supplier Management:** focused on the selection, monitoring, and development of suppliers who manufacture products sold within the ecosystem's companies.
- **Supplier Compliance Management:** conducts audits and compliance programs within the supply chain.

Resale supplier monitoring

GRI 2-24 | SASB CG-AA-430B.1

Audits

Upon contracting, 100% of domestic and international (tier 1¹ and extended tier 1²) Resale Suppliers of our proprietary brands, Renner, Ashua, YouCom, and Camicado, are integrated into our socio-environmental responsibility Compliance Program for ongoing monitoring.

We conduct audits of our suppliers and their contractors, at a frequency defined in accordance with our compliance risk criteria, either through on-site or remote evaluations.

Audits evaluate compliance with legal and Lojas Renner S.A. requirements, such as the [Code of Conduct for Partners](#), the Human Rights Policy, the [Sustainability Policy](#), and the [Socio-environmental Checklist](#), Sustainability Policy, and the, which lists the criteria to be observed by suppliers to ensure compliance, respect for human and labor rights, and adherence to our requirements

During audits, the auditor evaluates supplier adherence to each item required in the national and international checklists, and we conduct sample interviews with employees of the audited company to ascertain:

- compliance in hiring (recruitment fees or carrying out abusive tests)
- abuse and harassment
- employee freedom of association with a union

- free movement
- compliance with working hours
- rest hours
- right to vacation
- other issues sensitive to the worker's condition.

Confidentiality is maintained throughout the interview process, which is conducted in the absence of representatives from the audited company, thereby affording employees the freedom to speak candidly.

The audit scores generate a classification that considers five risk factors – Constitutional Rights, Occupational Health and Safety, Labor Rights, Company Formalization, and Environment – and classifies suppliers into six levels, reflecting the business's maturity based on their performance and socio-environmental commitments.

The alpha, beta and A tiers are the classifications that acknowledge companies with the best socio-environmental practices, thereby maximizing their potential, strengthening their corporate partnership, and promoting a more sustainable supply chain.

Certification

Our Compliance Program, evaluated by an independent third party, aligns with internationally recognized best practices. These practices, which we either adhere to or have signed on to, form the foundation of our audit protocol:

Guidelines for sustainable procurement



Guidelines for management system auditing.



ISO 19011:2018 and ISO 20400:2017



In 2025, we were assessed as compliant with the Corporate Supplier Compliance System (SCCS) of DNV Business Assurance Brazil.

100% of the global resale chain is certified, ensuring the adoption of global best socio-environmental practices.

¹ Tier 1: Direct domestic suppliers and international manufacturing units.

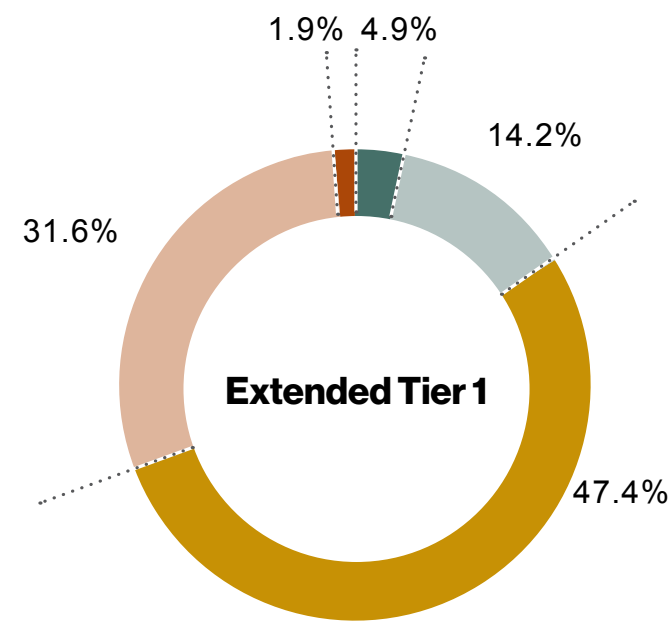
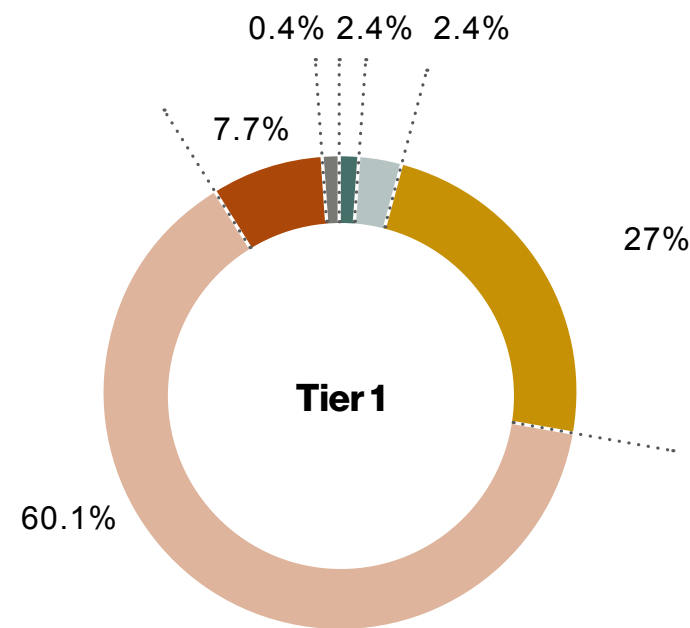
² Extended Tier 1: Contractors of direct suppliers in the national market and manufacturing subprocesses in the international market.

Suppliers by tier

Supplier rating ranges*, which consider their maturity in ESG topics, based on audit scores:

- α** Suppliers with exceptional socio-environmental performance
- β** Suppliers with a model socio-environmental performance
- A** Suppliers with superior management of socio-environmental compliance

- B** Suppliers with average management of socio-environmental compliance
- C** Suppliers with poor management of socio-environmental compliance
- D** Suppliers with insufficient management of socio-environmental compliance



TIER 1 + EXTENDED TIER 1:

ALPHA	3.8%	A	38.3%	C	4.5%
BETA	8.9%	B	44.3%	D	0.2%

*For Camicado and international suppliers the ranges go from A to D



Global Supplier Performance Index

In addition to audits, we conduct monthly monitoring of the performance of Renner's resale suppliers across the knitwear, woven fabric, denim/twill, lingerie, beachwear, footwear, jewelry, and accessories supply chains, based on the Global Supplier Performance Index (GSPI).

The GSPI evaluates active suppliers with deliveries, focusing on the pillars of quality, logistics, commercial and sustainability. It assigns the highest rating in the sustainability pillar to suppliers who demonstrate strong socio-environmental practices beyond mere compliance, while issuing warnings to those with underperforming results, requiring them to submit action plans.

The Index also serves as a key criterion in the selection of companies to comprise our supply matrix, alongside considerations of financial health, compliance, and supplier performance.

In 2025, we achieved 73.2 points in the year-to-date total.

Geographical distribution of resale suppliers

Suppliers in Brazil

47.1%

Spending volume of the chain in Brazil

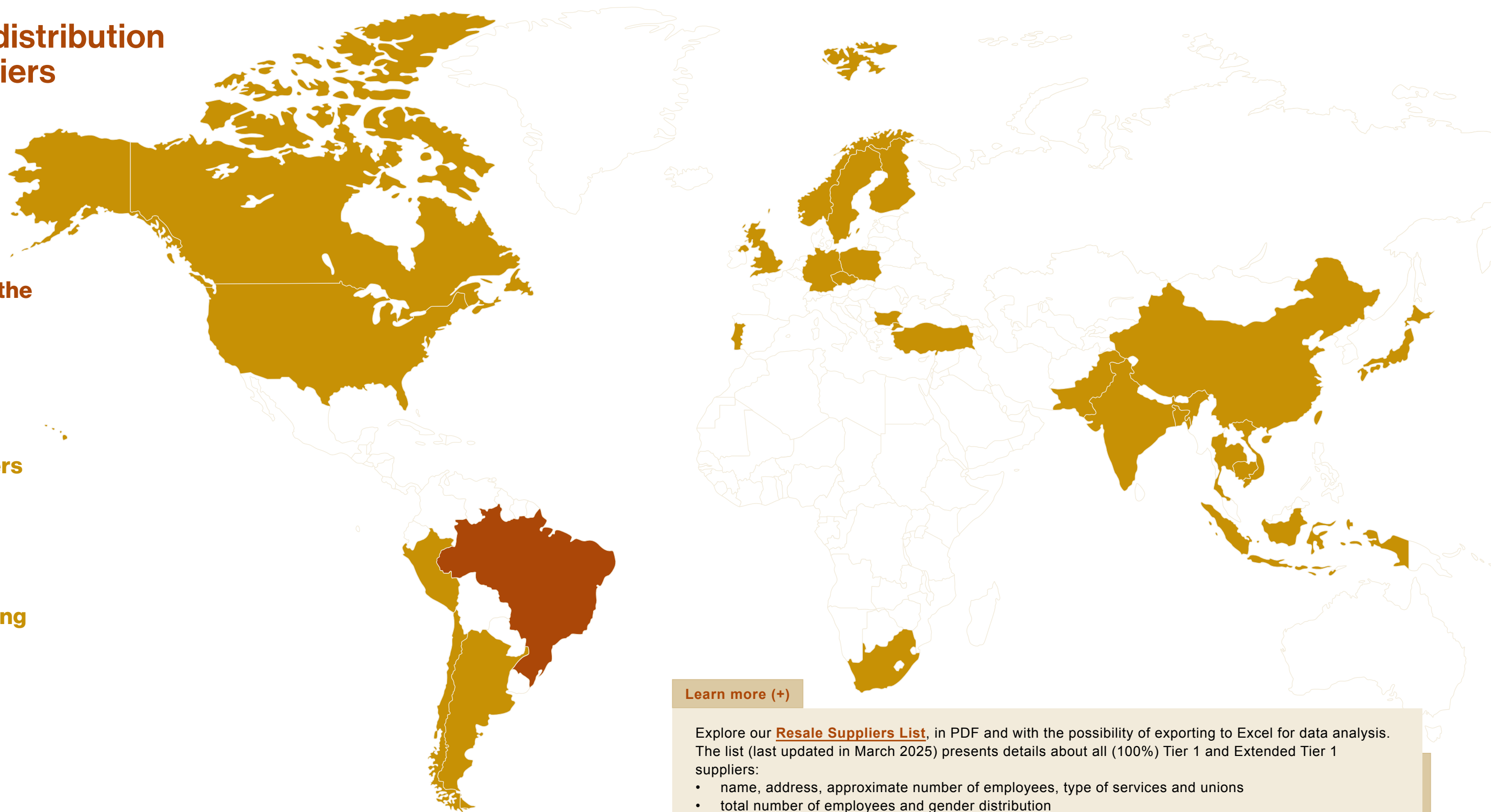
66.2%

International suppliers

52.9%

International spending volume of the chain

33.8%



[Learn more \(+\)](#)

Explore our [Resale Suppliers List](#), in PDF and with the possibility of exporting to Excel for data analysis. The list (last updated in March 2025) presents details about all (100%) Tier 1 and Extended Tier 1 suppliers:

- name, address, approximate number of employees, type of services and unions
- total number of employees and gender distribution
- total number of migrant workers

Data analysis and artificial intelligence

We leverage technology and data intelligence to enhance the effectiveness of our [Compliance Program](#) and mitigate risks across the supply chain.

We have a dedicated data team within the sustainability department that works diligently to enhance information related to products, suppliers, processes, and productivity indicators. This team leverages machine learning capabilities, which are continuously updated based on our audits, allowing the system to adapt to subtle nuances observed throughout the year in the behavior of suppliers and subcontractors across the supply chain.

Leveraging insights derived from data analysis, we strategically guide our audits to prioritize regions, types, and sizes of companies, processes, and operation volumes that may present a risk trend.

We also align our matrix with other types of socio-environmental certifications (SLCP, HIGG, ABVTEX, among others), ensuring that all meet the basic compliance requirements, that we have

an effective risk identification and audit process, and that we can direct efforts to improve the chain through supplier qualification projects.

We are engaged in the ongoing advancement of cross-referencing comprehensive supplier information to increasingly understand the behavior of our partners and tailor compliance and qualification processes according to each one's specifications.

Since 2022, we have adopted our mathematical model in a procedural manner, and in 2025, we concluded the effectiveness indicator at 61%. Furthermore, we have reduced the risk level of our national resale apparel supply chain (level D) by 0.25 percentage points.

Digital traceability

Through RDT (Renner Digital Traceability), we monitor and map our production chain processes using blockchain technology. With it, we ensure greater data accuracy and improve risk management for our T1 and extended T1 suppliers.

This structure allows us to track the production process of our garments, covering all manufacturing stages, ensuring transparency and operational compliance.

We ended 2025 with 50% of garment volume connected to our traceability platform, totaling the tracking of 68,627,314 pieces up to T1 and extended T1.

Throughout the year, we restructured the project to enable systemic traceability via blockchain. This expanded integration capacity with other chain links and captured the solution's scalability potential.

As a result of the pilot, we tracked 188,155 pieces to the trade level—a fundamental step to support comprehensive traceability across the entire chain.

Leadership and governance in traceability

We continue strengthening our institutional and collaborative role in traceability, actively participating in multi-stakeholder initiatives that drive transparency standards and best practices in the supply chain. Learn more next:

SouABR Program – Responsible Brazilian Cotton

We maintain participation in the initiative led by ABRAPA and sector brands, which enables cotton traceability from its farm of origin to the finished product.

Physical BCI

We are advancing with Physical BCI, a Better Cotton Initiative tool that tracks cotton origin at the country level, reinforcing the quality and reliability of socio-environmental information.

Advisory Committee of the Brazilian Cotton Multisectoral Dialogue

We are part of the Committee, a forum structured by the Better Cotton Initiative to promote qualified debate among producers, brands, industry, civil society, government, and other chain actors. Our involvement contributes to the collective construction of solutions, strengthening sectoral governance, and aligning with key global trends in traceability and transparency.

Administrative supplier monitoring

We conduct thorough monitoring through socio-environmental audits, wherein the documentation, practices, and commitments of administrative suppliers with the highest potential for ESG criticality are assessed.

- construction suppliers
- road transport suppliers
- waste management suppliers
- security and surveillance suppliers

Evaluated themes

- **Occupational safety**
- **Environment**
- **Social responsibility**
(child labor, forced or slave-like labor, irregular foreign labor, infringements on freedom of association, discrimination, abuse and harassment, compensation, working hours, and benefits).

Throughout the course of our construction and renovation operations, we implement unscheduled audits at construction sites. These audits are conducted in accordance with a comprehensive inspection checklist, and incorporate worker interviews to ascertain their perception of daily work and adherence to applicable regulations.

In the case of service providers operating within our Administrative Headquarters, beyond the standard document assessment, we conduct a thorough verification of the affiliation and professional competency of all third-parties accessing our premises.

Based on the monitoring results, we establish the Global Supplier Performance Index (GSPI), which ranks suppliers according to a scoring system based on their performance across three pillars: business area, compliance, and commercial.

In 2025, we achieved 9% of our administrative suppliers with socio-environmental certification.

Following the transfer of administrative supplier compliance management to the Sustainability area in 2025, our focus has been on a comprehensive review of this process, aiming to accelerate progress toward meeting our public commitments for 2030.

Seller monitoring

Before entering into a contract, all partners of Renner and Camicado Marketplace are subjected to a validation process. This process assesses their commitment to integrity and the compliance of their documentation, ensuring consistency and adherence to our standards.

We have introduced a self-assessment of socio-environmental risk for all partners. This assessment generates a diagnosis of the partners' socio-environmental maturity level, which is categorized into three levels - low, medium, or

high - based on factors such as certifications, manufacturing location, supply chain, and others.

In 2025, we revised our brand protection program with marketplace sellers to reinforce the commitment to maintaining a safe business environment for consumers. This revision was driven by the Company's updated strategy, which established the following as core monitoring priorities within the marketplace: risks related to piracy, counterfeiting, tax evasion, and customer data privacy.



Consequence management

Whenever we spot any non-compliance in the global resale supply chain of Renner, Ashua, Youcom and Camicado, we ask the concerned company to implement a corrective action plan. The resolution period can range from one month to one year, depending on the severity of the issue, and includes on-site monitoring.

If a company fails to adhere to the plan, they face suspension, are barred from receiving new orders, and risk being removed from the Lojas Renner S.A. supply chain.

Our Supply Committee, which is multidisciplinary in nature, deliberates on sensitive issues that do not adhere to the Compliance Program's procedures and methodologies.

Critical and zero tolerance

Certain audit items are classified as "critical" and "zero tolerance" issues. These can immediately block a supplier from our chain and may result in the termination of our commercial relationship.

Our [Compliance Program Management Manual](#), accessible on our website, outlines the following infractions as critical and zero tolerance:

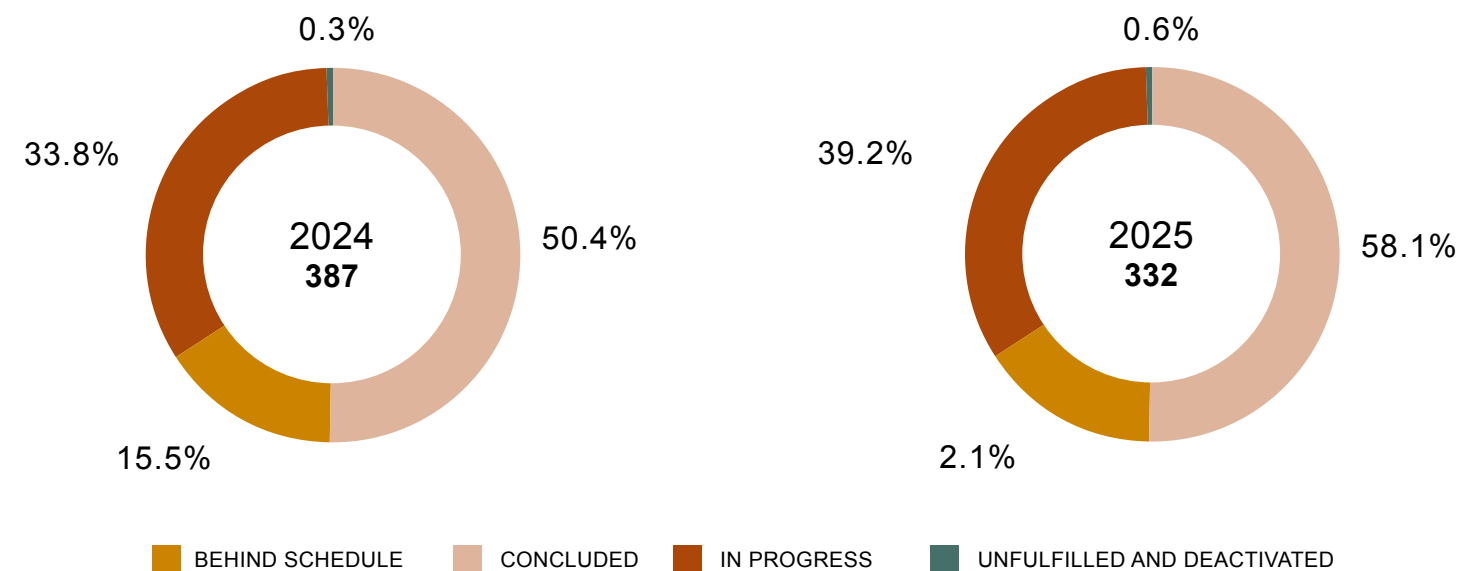
- Forced or slave-like labor
- Child labor
- Undocumented foreigners
- Corruption/Bribery
- Provision of housing within the production area and/or instances of irregular accommodations
- Forgery of documents
- Emission of black smoke and/or particulate matter
- Infringement of freedom of association
- Structural risk
- Unauthorized modifications to the building

In the national supply chain, two zero-tolerance cases were identified, linked to irregularities in the recruitment and selection process, resulting in immediate exclusion from the Company's supply chain.

Both presented the job adjustment agreement, completely eliminating the identified condition. In alignment with our Partners' Code of Conduct, the supply contract was terminated, reinforcing our commitment to responsible practices.



Action plans national and international suppliers (Tier 1 and extended Tier 1)



Supplier qualification

We strive to ensure that our supply chain achieves the high-performance levels of our compliance rating, exceeding mandatory legal requirements stipulated in our audit process, and meeting advanced standards of differentiated socio-environmental best practices.

This is achieved through various technical and financial support initiatives conducted by Lojas Renner S.A. to strengthen, promote, and accelerate the advancement of sustainable practices within the textile supply chain, a critical transformation for fulfilling our publicly stated commitments.

A key component of our business strategy is the concentration of our resale supplier base in Brazil, which enhances our qualification and development efforts, fosters closer relationships with our suppliers, supports the growth of their businesses, and, consequently, generates value for their workforce.



Rede Responsável Program

Since 2017, we have been promoting qualification initiatives for resale suppliers and their subcontractors with high procurement volume and/or significant environmental impact (denim laundries), through our “Rede Responsável” (Responsible Network) Program. These initiatives range from engagement and knowledge dissemination to practical actions and collaborative projects where our specialists work together with suppliers.

The aim is to provide ongoing instrumentalization of Lojas Renner S.A.’s supply chain to enable risk mitigation, foster resilience, and cultivate more sustainable business models.

Content has been developed to reach our entire supply chain, encompassing all subcontractors. This ensures that 100% of our domestic supply chain has access to the content provided by the Rede Responsável Program.

We strategically monitor the data and engagement of suppliers, focusing on those with the highest environmental impact and the greatest purchasing volumes for Renner, Youcom, and Ashua nationally.

Key achievements

Throughout 2025, the Program expanded its reach by delivering 43 events dedicated to the supply chain and 70 hours of exclusive content, with integrated participation from the Sustainability, Product, and Supplier Development teams.

The Rede Responsável Program also invested in employee training, providing 55 hours of content focused on responsible management and sustainable practices. This initiative strengthened the corporate culture and prepared teams to make more conscious purchasing decisions.

During the year, we achieved a 62% engagement rate across the national supply chain in qualification-focused initiatives.

Thematic meetings and events

For Renner, Youcom, and Ashua, in addition to general sustainability content, we provided information on renewable energy, workplace organization and efficiency, safety and labeling, diversity, water, effluents and chemicals, innovation, well-being, communication, and raw materials.

Q&A sessions

Since 2020, the Q&A Sessions initiative has been a monthly event where we bring our suppliers together to clarify doubts related to compliance topics and processes.

We also provide ongoing support from our auditors and offer a learning track on Universidade Renner for Suppliers, which includes all Q&A Sessions held throughout the year.

In 2025, we partnered with the Brazilian National Service for Industrial Training (SENAI) in our qualification initiatives.

Meeting with footwear suppliers

In an unprecedented move, we held a dedicated meeting for the footwear supply chain, aimed at strengthening supplier engagement, deepening connections with Lojas Renner S.A., and reinforcing our public commitment to excellence, ethics, and socio-environmental responsibility.

The initiative brought together 21 suppliers and 38 participants, fostering a collaborative environment among the Company's partners. The focus was on sustainability and innovation, recognizing best practices and encouraging ongoing improvement.

Water & Chemicals week

During the reporting period, we also hosted another edition of our annual Water & Chemicals. Over 100 partners attended the event, which was part of the annual qualification calendar for participants in the Chemicals Program and featured presentations from technology companies focused on reducing water consumption (learn more on [page 63](#)).



Supplier Convention

The Supplier Convention, held in April of the same year for domestic resale suppliers, brought together 170 suppliers for a five-hour event. During this occasion, we presented the sourcing strategies that guided the business throughout the year. Discussions and debates covered key topics such as Quality, Responsiveness, and Sustainability.

Socio-environmental results

Below are the main impact reduction indicators achieved by our partners, driven by the Rede Responsável Program training initiatives:

Water and chemicals

Following the development of a proprietary and certified consumption measurement methodology in 2021, we observed the evolution in 2025:

- 67.9% of items produced by jeans strategic suppliers classified as low water consumption.
- 31% of global textile and apparel suppliers are compliant with the Chemicals Program

Energy

- 53% of national suppliers are supplied with low-impact renewable energy

Textile waste

- 43% of national suppliers extend the lifecycle of their products through recycling, reuse, and donation practices

GHG emissions

- 40% of national suppliers conduct their Scope 1 and 2 inventories based on the GHG Protocol methodology.



Compliance Acceleration Program (CAP)

In its fifth year of operation, the Compliance Acceleration Program aims to support suppliers in improving their socio-environmental management. In it, we offer national partners with low compliance performance practical consulting from our senior analysts and technical support to strengthen their internal processes.

Over the years, the PAC has evolved significantly, becoming a robust strategy for development and leveraging for high-performance suppliers.

The program lasts eight months, during which we support supplier evolution, strengthening their governance and building more solid management prepared for sustainability challenges.

Today, the program acts as a transformation platform, assessing and driving improvements in the main management themes:

Fronts supported by the CAP

- organizational structure
- subcontractor management and development
- operational management
- document management
- systems management

Over these five years, 58 companies participated in the program, representing a 24% increase in purchase volume from high-performance suppliers.

As a reflection of our commitment to raising the qualification standards of our supply chain, in 2025 the Program advanced strategically, enabling 50% of participants to evolve to high socio-environmental performance classification.

Other supporting programs

Fornecedores

Renner University (RU) for suppliers

Since 2019, our suppliers have been able to access the Renner University (RU), extending to partners relevant content for learning and development on topics that are strategic to the business and the supply chain.

In 2025, we reached an average of 120 active companies on the RU platform. The content is curated by a multidisciplinary team, enabling a diversity of topics and deepening the supplier experience in areas where they have questions or need to build understanding as a fundamental requirement for their continued participation in the Company's supply chain.

E N C A D E A M E N T O
P R O D U T I V O 

Productive Chain

In partnership with Sebrae (Brazilian Service for Support to Micro and Small Enterprises), since 2017, we have promoted the development of companies contracted by Renner's Resale Suppliers in four phases: awareness-raising, diagnosis, capacity building, and consulting.

In 2025, the program underwent a scope review and now extends not only to micro and small enterprises but also to our direct suppliers.

BNDES

National Bank for Economic and Social Development (BNDES)

Another relevant front for value generation in the chain is financial support to suppliers, which has been occurring since 2016, intermediated by Lojas Renner and financial institutions, including the National Bank for Economic and Social Development (BNDES), providing better financing conditions for small and medium-sized industries.

Supplier development

In 2025, our Supply Chain Management team continued its Continuous Improvement work scope (formerly PMC, carried out since 2013), operating in Brazil and Latin America, expanding the focus to new business opportunities.

We also directed efforts toward improvements in industrial development, with a focus on chain integration, generating greater reactivity and deliveries with reduced lead times.

Through monitoring supplier performance and risk, this action supports result optimization, enabling sustainable business relationships.



Renner Excellence Program (REP)

The REP is designed to foster development and innovation within the Renner Resale Supplier chain. It acknowledges companies that excel in Quality, Sustainability, Efficiency, Cooperation, and Innovation.

In 2025, more than 130 companies participated, during the [Supplier Convention](#).



Connecting technology

In partnership with SENAI, the program addressed topics such as auditing, Management & Organization, Social Impact, and Water & Chemicals, reaching an average of 110 participants in each of the fifteen meetings held with the national supply chain.

Supplier Relationship Survey

Periodically, we conduct the Resale Suppliers Survey, aimed at analyzing the supply chain's satisfaction level. In it, we survey the following pillars: Negotiation, Relationship, Communication, Processes and Systems. The 2025 edition featured representatives from 200 companies across the country, of which 96% stated they would recommend Renner to a friend or acquaintance (NPS).

Living wage in the supply chain

Promoting fair wages in the fashion supply chain is a global challenge, intensified by high worldwide inflation and an increasingly globalized chain with varying living costs across different regions and distinct labor laws.

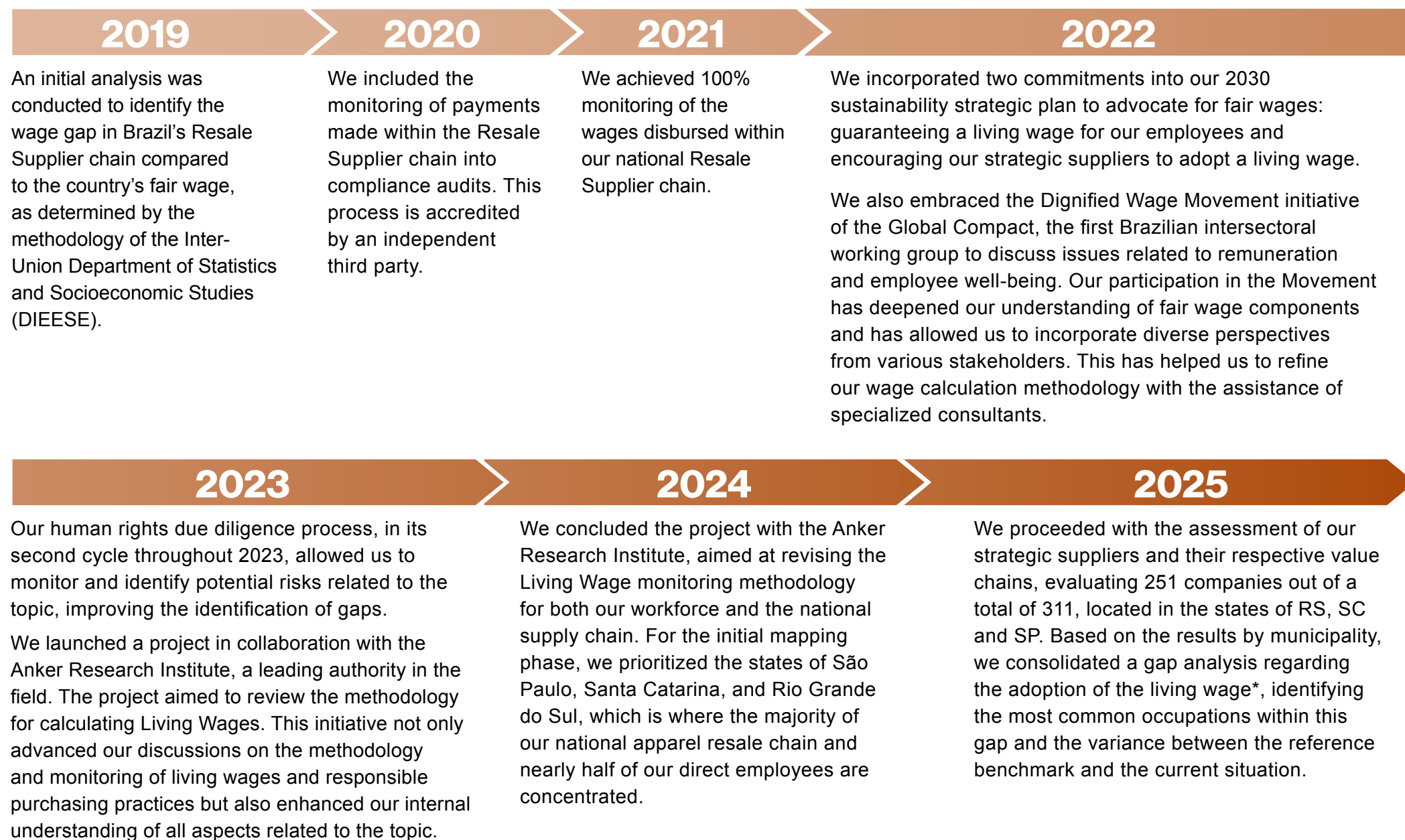
In this context, we steer the management of living wages in our chain towards global best practices. These practices suggest pathways for progress, such as the Platform Living Wage Financials (PLWF) and market capital ratings and indices that incorporate this topic in their evaluation processes, such as the Dow Jones Sustainability, the FTSE, and the MSCI indices.

As part of our supplier compliance monitoring process, we consistently evaluate compliance with labor laws, adherence to legal requirements or collective labor agreements on wages and overtime, freedom of association, and the enforcement of fair wage payment across 100% of our Resale Supplier chain.

Any non-compliance identified by audits concerning wages triggers the implementation of corrective action plans.

Meanwhile, reports received through our independent reporting channel on this subject are investigated, and remedial actions are implemented.

Over the past years, we have made consistent progress in identifying gaps between the wages paid, both within our own operations and across our supplier chain, and we have taken actions to support progress:



07.

Additional information

In this chapter, you will find additional information on relevant ESG management topics that are not directly addressed within the pillars of the Responsible Fashion strategy. The objective is to ensure ongoing transparency across all ESG aspects of the market, so as to inform our stakeholders and provide accountability to capital market organizations that assess corporate performance, such as indices, rankings, and frameworks.



Content Map



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Materiality

GRI 3-1|3-2|3-3

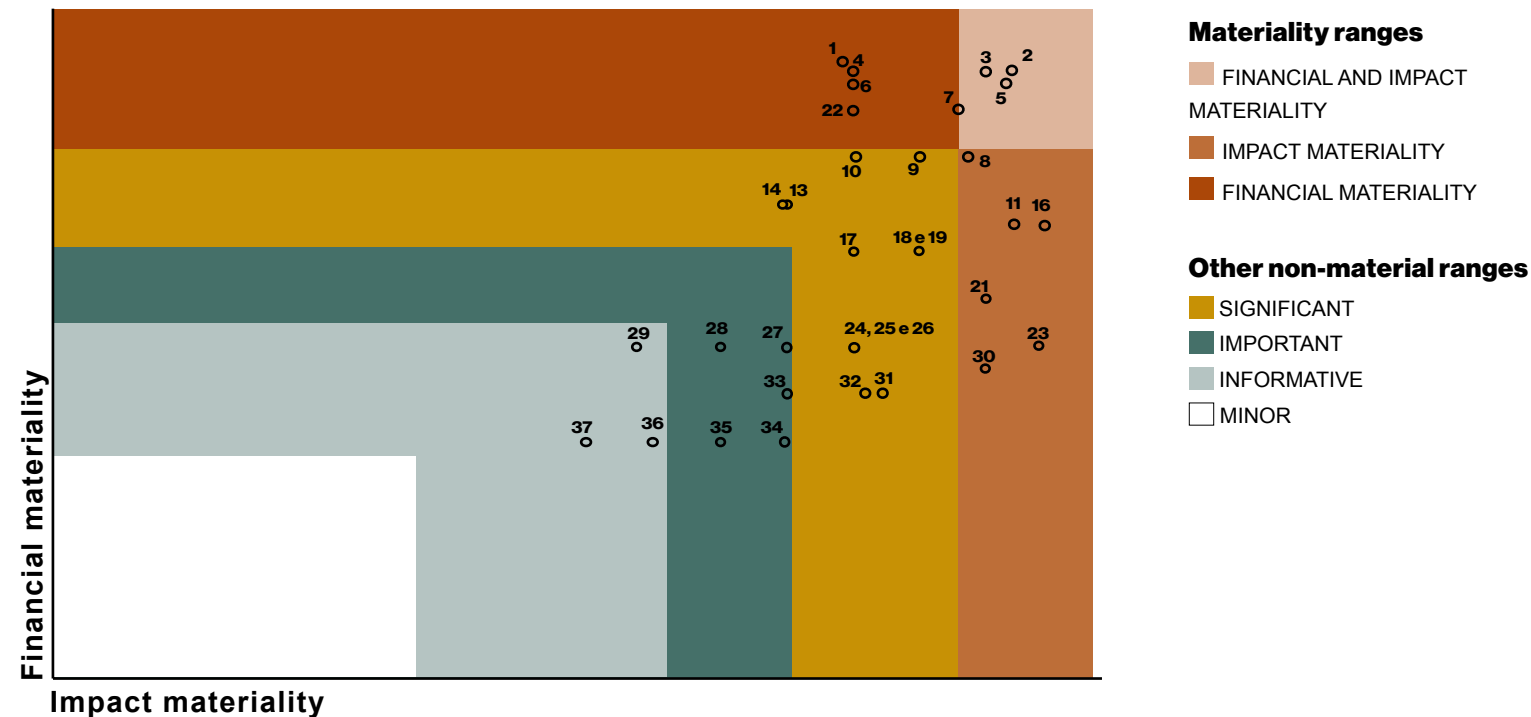
A new materiality assessment was carried out in 2024, adhering to the double materiality methodology proposed by the EFRAG (European Financial Reporting Advisory Group).

We analyzed socio-environmental and climate-related issues considering their financial materiality and impact on the business, stakeholders, society and the environment.

This procedure involved the following stages and was validated by the Board of Directors and audited by an independent third party.

- Identification of impacts, risks, and opportunities (IRO) within the value chain of our ecosystem’s operating sectors, based on key ESG indices and ratings from the capital market, a global peer benchmark, leading sectoral organizations, and the legal and regulatory landscape.

- Consultations with stakeholders to prioritize impacts:
 - Comprehensive online consultation open to all stakeholders, on the Company’s social networks;
 - In-depth interviews with internal and external experts.
- Consolidation of inputs from previous stages into a long list of IROs.
- Workshop to assess the impact and financial materiality of IROs with a transdisciplinary working group comprising over 70 leaders and specialists from all Departments and various areas of the Company, with the aim of prioritizing impacts.
- Evaluation, adjustments, and validation of assessments and the materiality matrix by the Sustainability Committee and the Board of Directors.
- Independent materiality audit, both for the assurance purposes of this annual report and for ISO certification assurance, conducted in 2024.



Material Topics

Financial and impact materiality

- 2** Materials with a high socio-environmental footprint, [Page 55](#)
- 3** Climate-related physical and transition risks, [Page 52](#)
- 5** Working conditions in the direct supply chain, [Page 65](#)
Impact materiality
- 8** Environmental impact of post-consumer product disposal, [Page 57](#)
- 11** Environmental non-compliance in the direct supply chains and indirect, [Page 66](#)
- 16** Working conditions at indirect suppliers, [Page 65](#)
- 21** Use of fuels in distribution and logistics, [Page 58](#)
- 23** Carbon emissions in the value chain, [Page 52](#)

- 30** Intensive production and short consumption cycle, [Page 57](#)
Financial materiality
- 1** Excessive use of disposable plastics in packaging, [Page 112](#)
- 4** Unfair competition and lack of regulation of the sector in the digital environment, [Page 89](#)
- 6** Impact of polycrises on supply and demand (geopolitical, economic, production and consumption), [Pages 11 and 25](#)
- 7** High waste generation and linearity of the production process, [Page 111](#)
- 22** Potential workforce shortage across the sector and value chain, [Pages 42 and 65](#)

Socio-environmental and climate impacts

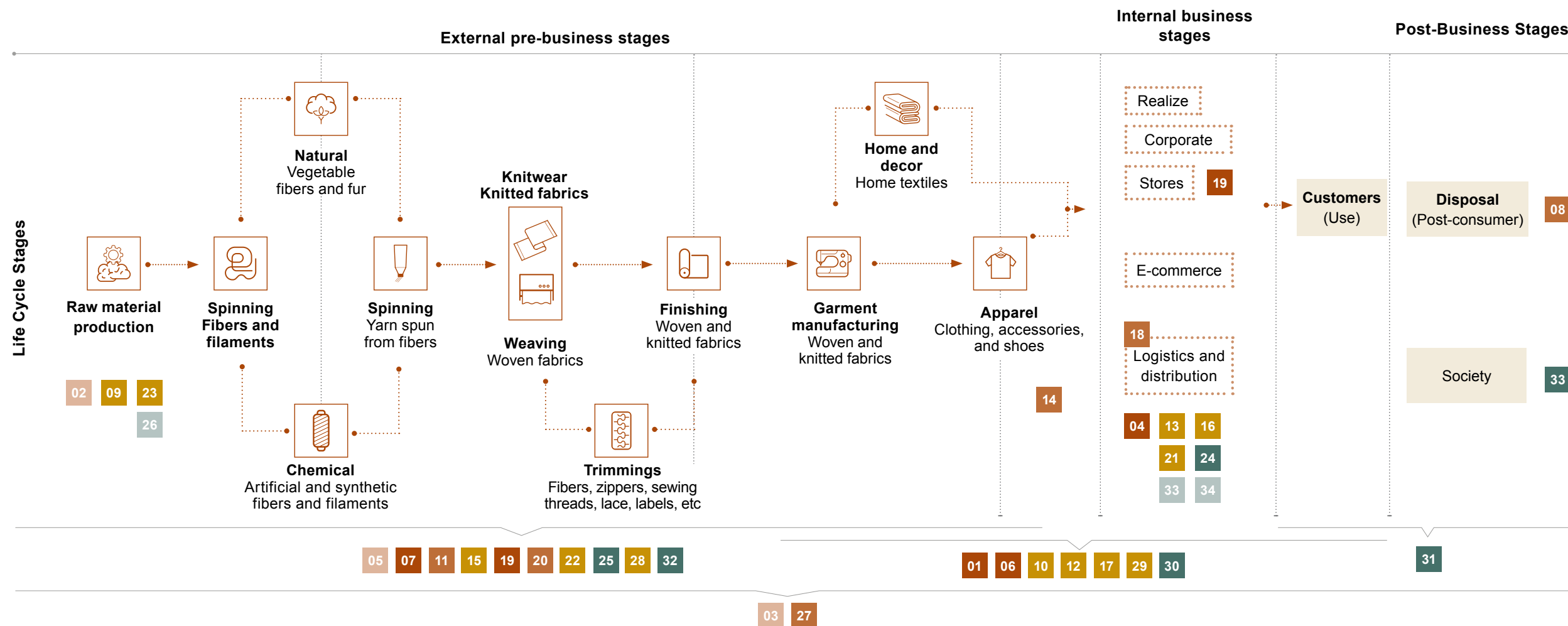
GRI 2-12 | 2-13

Based on the materiality assessment, which evaluates the criticality of impacts and the financial implications of ESG topics, we identified the main socio-environmental and climate-related risks and impacts through our institutional **risk identification and management process**.

Below, we present the ESG impacts identified across our value chain, as well as the climate-related risks highlighted in the most recent study.

Impacts

- FINANCIAL AND IMPACT
- IMPACT
- FINANCIAL
- SIGNIFICANT
- IMPORTANT
- INFORMATIVE
- MINOR



1. Excessive use of disposable plastics in packaging
2. Use of raw materials with a high socio-environmental footprint
3. Physical and transition risks related to climate change
4. Unfair competition and lack of regulation of the digital sector
5. Poor working conditions in the supply chain
6. Supply crises resulting from geopolitical crises and changes in production and consumption models*
7. High waste generation and lack of circularity in the production process
8. Environmental impact of post-consumer products
9. Deforestation and loss of biodiversity
10. Lack of inclusion and accessibility for people with disabilities

11. Environmental non-compliance in the direct and indirect supply chain
12. Violation of privacy and information security
13. Health and well-being issues among staff
14. Poor working conditions at indirect suppliers
15. Water and soil pollution
16. Lack of ethics and compliance in governance
17. Lack of cybersecurity
18. Heavy use of fuels in distribution and logistics
19. Labor shortages
20. High carbon emissions
21. Irresponsible marketing
22. Use of toxic chemicals

23. Violation of community rights in the raw material chain
24. Lack of transparency on fiscal strategy
25. Lack of ESG development in the supply chain
26. Animal abuse
27. Intensive production business model and short consumption cycle
28. Heavy and inefficient water use
29. Racial inequality
30. Lack of social investment and vulnerable populations
31. Sustainability education for customers/community
32. Inefficient use of electricity
33. Sustainability education for employees
34. Gender inequality in pay and career progression

*Situations wherein disparate crises occur concurrently and become interconnected, requiring integrated solutions. These crises can be of various natures — such as economic, environmental, social, or geopolitical — and their effects may be amplified through their overlapping occurrence.

ESG innovation

Innovation plays a crucial role in achieving our **Responsible Fashion** goals. Over the past few years, we have advanced on various processes, solutions, and tools that support our decarbonization and regeneration strategy:

- The first recycled denim, available in both blue and black, produced using recycled raw materials.
- Development of an adaptive lingerie collection for people with disabilities, as well as a collection designed to serve transgender individuals.
- Collections planned entirely through digital processes, reducing the use of virgin raw materials and minimizing waste generated during product development.
- Chemical Management Manual, providing responsible guidance on restricted substances.
- Development and certification of a proprietary methodology to measure water footprint across the value chain.
- Research and development project focused on agroforestry cotton cultivation.
- First circular store in the Brazilian retail sector.
- Development of a pioneering sustainable zipper in Brazil, free from restricted substances and incorporating recycled PET.
- Innovation lab dedicated to developing more sustainable product solutions.
- Recycling hub connecting partners and fostering new solutions for recycled products.
- Open Innovation Challenge aimed at identifying sustainable solutions within the innovation ecosystem.
- Publication of circularity and climate risk guidelines.
- Joint development with suppliers of buttons free from restricted substances, using safer alternatives while maintaining competitive production costs.
- In 2025, we launched Brazil's first collection made from **agroforestry cotton**.



Artificial Intelligence (AI) management

Since 2024, the Company has maintained an Artificial Intelligence Committee responsible for implementing and overseeing AI management, in response to the growing adoption and development of AI-based tools supporting internal processes.

In the same year, the Committee established the Artificial Intelligence Use Policy, broadly communicated across operations and supported by targeted training initiatives and stakeholder engagement dialogues addressing both the benefits and potential risks associated with AI use.

In pursuit of alignment with applicable laws and regulations, the Committee implemented monthly review processes conducted by a multidisciplinary and diverse team to assess the impacts arising from AI usage. These processes include the development of mechanisms to identify and monitor risks, as well as the establishment of policies aimed at preventing or remedying potential incidents.

Information security

GRI 2-24 | 418-1

Governance

Information security serves as a cornerstone of our business, ingrained in the core commitments of our Code of Conduct. It relies on the Board of Directors' direct involvement in managing, endorsing and validating the strategy, as well as a robust governance framework for managing the subject:

- Vice Presidency of Technology and Data, represented by Vice President Alessandro Santiago Pomar, has as its main stakeholders the IT Director, Rafael Vilarino Kuhn, followed by the Senior Information Security Manager, Fernando Sampaio Alves, who lead a dedicated Information Security team.
- Legal Department, with the Data Protection Manager (Wagner dos Santos Barcelos) acting as the point of contact for addressing internal privacy-related matters and leading the data protection team.
- Legal Department, with a team specializing in compliance and information security.

- Corporate Committee for Cyber Risk Information Security, a multidisciplinary team interfacing with the Board of Directors
- Board of Directors with a Board member who is experienced in Information Technology (Christiane Edington)

Policies

Our guideline framework for the subject is robust and consists of Information Security Policies, standards, as well as manuals and guidelines. These resources detail the procedures for ensuring information security, data protection, risk mitigation, incident management, and business continuity.

The Privacy and Personal Data Protection Policy of Lojas Renner S.A., applicable to all its employees and partners, establishes guidelines related to privacy and personal data protection in accordance with best market practices and in compliance with all applicable legislation in the countries where we operate.

This guideline is overseen by Wagner dos Santos Barcelos, the current Data Protection Officer (DPO).

Should employees identify any situation involving a breach of the company's information security pillars (confidentiality, integrity, and availability of information), they must utilize one of the following available channels:

- ServiceNow: Preferred channel for reporting incidents related to information security vulnerabilities, suspected attacks, intrusions, information leaks, and violations of information security policies and standards.
- Report phishing button (available in Outlook) or phishing@lojasrenner.com.br.
- From official emails: seguranca_informacao@lojasrenner.com.br; CSIRT@lojasrenner.com.br or protecaodedadospessoais@lojasrenner.com.br.

Cyber security

We employ a variety of controls, tools and processes to safeguard the company against hacker (or cracker) attacks and intrusions. These measures are supported by operational macrostructures anchored in specialized partner companies.

- Our Security Operation Center (SOC) and Incident Response Center (CSIRT) monitor, defend and respond to threats to the Internet, internal infrastructure, systems and users.
- Security Tools: We use state-of-the-art, industry-leading security tools using artificial intelligence to shield our technological environment from cyber threats.
- Brand Protection, focused on monitoring Lojas Renner S.A.'s main brands on the internet.
- We provide cyber insurance coverage that encompasses protection against losses, loss of profits, data breaches involving the data we collect and store, fraud, ransomware incidents, and cyberattacks.
- We utilize a tool that enables us to monitor the level of cyber risks externally to the company and service-providing partners, with periodic assessments conducted at least every eight months.

Reflecting the evolution and robustness of our management, in 2025 we were assessed by Security Score card, a tool that monitors the maturity level of cybersecurity across companies worldwide, achieving a ranking that places us among the highest-performing companies in our segment:

We achieved grade A and a score of 99 out of 100.

Additionally, we are ISO 27001 certified across 100% of our Cyber Incident Management operations.

Vulnerability analysis

We have a dedicated cyber intelligence team with internal Ethical Hacking experts and partnerships with leading companies in this type of service. They conduct monthly intrusion tests (simulated hacker attacks) and vulnerability scans to detect new vulnerabilities for prompt correction, on a continuous basis, with monthly frequency.

We perform diversified attack simulations to enhance our processes, tools, and action plans for corrections, as well as to train our employees to be prepared for a potential real attack scenario, minimizing or eliminating possible impacts.

The results are analyzed, documented, and regularly monitored to ensure that corrective actions are effective.

Response to incidents and interruptions

We have a formal Business Continuity Management (BCM) Policy, through which we assess risks of operational disruption (partial or total) and conduct Business Impact Analysis (BIA).

Based on this scenario, we formulate strategies within our Continuity of Operations Plan (COOP) to ensure the smooth functioning of our processes. Additionally, we have a robust Disaster Recovery Plan (DRP) in place for all systems deemed critical and vital according to the BIA.

All incident responses, regardless of their classification, adhere to the procedural model stipulated and described in the Information Security and Data Privacy Incident Management standard. In the case of data breach incidents, there are supplementary treatment measures that necessitate compliance with regulatory and legal requirements.

To guarantee the effectiveness of these procedures, we carry out annual tests of the COOPs and biannual evaluations of the DRP. We also provide regular training in incident response.

Data protection

Data protection is a top priority for us. We have a dedicated team of specialized professionals and renowned suppliers who provide round-the-clock coverage. Our approach is multifaceted, employing a variety of controls and tools.

We regularly update our personal data inventory to maintain a clear and organized understanding of our data landscape.

Our monitoring processes and Cyber Threat Intelligence solutions are mature and robust, enabling us to promptly identify and respond to any privacy risks or potential data protection violations that could infringe regulations or impact individuals' rights.

We evaluate our personal data processing practices for compliance with the Privacy by Design methodology. Additionally, we employ data protection techniques in our databases and use active Data Loss Prevention (DLP) features to monitor and prevent the leakage of sensitive data.

When it comes to credit and debit card information, we strictly follow the guidelines set by the PCI DSS (Payment Card Industry Data Security Standard), the most rigorous card security standard. We hold a PCI DSS certification for all our operations.

Data subject rights

To ensure that data subjects whose personal data are held by the company can exercise their rights over their data, we have a privacy and personal data protection helpdesk on our website that allows customers to:

- Access the data we hold about them
- Rectify any incomplete, inaccurate, or outdated data
- Anonymize, block, or erase data that is unnecessary, excessive, or processed contrary to the law
- Transfer their data to another service or product provider upon explicit request, in line with national authority regulations, while respecting commercial and industrial secrets
- Delete their personal data, except in situations specified by the applicable law
- Obtain information about public and private entities with whom we've shared their data
- Understand the implications of not providing consent and the consequences of refusal

- Review decisions made solely based on automated processing of personal data that affect their interests
- Revoke consent (opt-out)
- We seek customers' consent (opt-in), in applicable processes, clarifying to data subjects about the general conditions of data collection, use, storage, and other forms of processing

Limiting data collection and retention

Our internal data protection and privacy standards mandate that personal data collection aligns with the General Data Protection Law's principles, such as necessity and purpose. This means it's strictly confined to what is legally permissible and communicated to the data subject.

To minimize data collection, our policy also dictates that data which is no longer needed for a specific purpose or to fulfill a requirement should be either discarded or anonymized.

A critical analysis must be conducted at least annually to ensure that the retained information doesn't exceed the specified limits.

Partners

We have a certification process for partners who will handle sensitive or confidential data. This process evaluates their compliance with the information security requirements set by our privacy governance program, in line with applicable laws and best management practices.

During certification, all partners are required to comply with our Information Security and Privacy/Personal Data Protection Terms. They are held accountable if the information is not appropriately managed and safeguarded in accordance with our Information Security and Privacy controls.

Partners who either refuse to sign or fail to meet these requirements are not certified.

Furthermore, we perform biannual cyber risk assessments for our key partners.

Audit

We carry out an annual independent external audit that assesses the controls associated with Access Management, Change Management, and IT Operations Management processes. These processes are implemented on systems that support our business operations.

The audit culminates in a report of recommendations designed to foster progress. This report guides the creation of an action plan to implement improvements.

Through internal audit, we conduct an annual survey of the main

corporate risks and, based on this document, define the internal audit plan for the next year, in accordance with the Company's risk management. Both materials are approved by the ACGR (Audit and Risk Management Committee) and shared for the knowledge of the Board of Directors and the Fiscal Council.

Reporting security incidents involving personal data

The Brazilian General Data Protection Law requires that incidents involving security breaches that may pose a significant risk or damage to data subjects be reported to the National Data Protection Authority (ANPD) and to the data subject.

In 2025, there were no security incidents that could entail relevant risk or damage to personal data holders.

Access control

Our Information Security Policy mandates that all systems and environments must possess Access Matrices. These matrices, which are formally approved by business areas, set forth rules and access limits for each employee according to their roles.

Based on these matrices, we maintain an identity and access management platform for employees and partner companies. This platform encompasses the most critical systems and a significant majority of access accounts.

We have adopted the principle of least privilege, or "least privilege access," a concept in which a user should have access only to what is absolutely necessary to perform their responsibilities, enhancing control in protecting information flows.

Awareness raising

The company has implemented a corporate program aimed at enhancing our employees' understanding of information security. This initiative includes a variety of measures:

- **Cyber Week:** annual event which features a range of activities and communications related to the subject, reaching over 12,000 employees.
- **Information Security and Data Protection Program:** mandatory training at Renner University, including "Information Security", "Phishing Awareness", "General Data Protection Law - LGPD", "Prevention of Money Laundering and Counter-Terrorism Financing", and "Loss Prevention". Upon completion, employees must achieve a minimum grade to finalize the training. By the end of 2025, a total of 87% of employees were trained by the program.
- **Educational campaigns:** covering areas such as password security, cybercrime, and information classification, among others.
- **IS Web Series of the "Esquadrão de Encantamento" (Enchantment squadron):** Eight annual episodes in animated cartoons, featuring characters created within the company's core values, with playful and fun stories about safety precautions. They garnered tens of thousands of views, and the series was awarded in 2023 by ABERJ as the best Security and Compliance awareness campaign in the Southern Region.

- **SI INFORMA:** corporate email notification system that alerts all employees about alerts, precautions, process changes, and risk situations.
- **Simulated Phishing:** 22 simulated phishing campaigns in 25. Employees who fell for the simulation were invited to participate in a Phishing Awareness training. This training covers what phishing is, how to report it, the importance of preventing such cyberattacks, and the potential impacts on the company. The results are reported and deliberated monthly by the Corporate ISMS (Information Security Management System) Committee.
- **Welcome:** Every new employee goes through a security welcome, where we provide instructions on completing mandatory training, general safety precautions, gamifications, and how to proceed in risky situations.
- **DevSecOps:** Our development pipelines include processes, tools, and training for our developers to prioritize security from the code conception (security by design), and we rely on some advocates of the security culture such as Security Champs.
- **WorkPlace:** periodic posts of security tips for our employees.
- **Meetings with Business Areas:** The IT and Data Protection team participated in area meetings, including those with focal point employees from stores, to disseminate information on preventions, concerns, and other related matters regarding IT, privacy, security policy, privacy policy, certification processes, and best practices and conduct related to IT and privacy
- **Security Champions:** training program launched in 2025 aimed at developers to empower them as guardians and disseminators of information security culture in their projects and areas.

Reporting risks

As per our information security policy, all employees are responsible for reporting risks, vulnerabilities, and incidents to the Information Security team. We have provided two dedicated email channels for this purpose.

Sanctions

Breaching the terms of our Information Security and Personal Data Protection Policies and Standards can lead to disciplinary actions. These may range from warnings and suspensions to immediate termination of employment contracts, which are defined and applied by the People area.

For partners, any violation of the Policy and the information security clauses outlined in the contract can result in consequences varying from warnings to contract termination. Additionally, legal penalties may be applied as per the law.

Ethics and anti-corruption

GRI 2-24 | 205-2 | 205-3

We have a [Code of Conduct](#) and an [Anti-Corruption Policy](#), both in Portuguese, English and Spanish, which establish the principles of ethics, integrity, and the commitment to the prevention and combating of corruption, applicable to employees, partners, and third parties.

The corporate Compliance area, through the Compliance Program, is the executive body responsible for ensuring compliance with the policies and its continuous updating and review to ensure their effectiveness.

All employees are trained in ethics and combating corruption.

Engagement with public officials

Employees and suppliers holding power of attorney to represent the Company are provided with comprehensive guidance documents concerning interactions with public officials, including the Anti-Corruption Policy, Code of Conduct, [Compliance Policy](#) and Public Official Engagement Standard.

In the event of a corruption-related complaint, a dedicated committee promptly takes action.

Integrity analysis

When establishing new business relationships with suppliers and organizations, we diligently conduct integrity analyses of these companies.

Through public sources, we assess restricted lists, processes in which the parties are involved, whether any partner is a politically exposed person, and negative media mentioning corruption cases or potential image risks.

According to their category, suppliers must also complete a Compliance assessment, in which the company informs whether:

- There will be any interaction with a public official;
- They have clear guidelines and instructions on the conduct their employees should adopt when interacting with public officials;
- They have a compliance/integrity program or anti-corruption practices aimed at detecting and addressing deviations, fraud, irregularities, and illicit acts against public administration, national or foreign;

- Any partner, majority shareholder, board member, or administration employee (director, senior executive, or representative) is or has ever been registered on the politically exposed persons list; and
- The company to be contracted and/or its partners ever been mentioned, indicted, formally accused, or are under official investigation by competent government authority or convicted by a competent judicial authority for any type of crime.

Suppliers classified as high risk are kept under monitoring in case there is any change in the analyzed scenario.

Learn more (+)

Refer to the [Compliance Program Management document for Lojas Renner S.A.](#) to learn more about supplier monitoring.

Conflict of interest

GRI 2-15

The Board of Directors oversees cases of potential conflicts of interest in transactions with related parties involving members of senior leadership.

Members who identify a potential conflict of interest in the negotiation and approval process of a related-party transaction must:

- Submit a declaration of impediment to the Board of Directors, the Statutory Board, or the General Assembly, as applicable, detailing the extent of the conflict.
- Abstain from discussions, cease access to any relevant confidential information, and abstain from exercising any influence on the Company's decision-making process, including refraining from voting in meetings of the Board of Directors, the Statutory Board, or the General Assembly.

The declaration shall be recorded in the minutes of the meeting or the Assembly that resolves upon the transaction with a related party.



Responsible marketing

GRI 2-24

Commitment

We are committed to a responsible offering of our products and services, ensuring our customers experience ethical and responsible sales practices under the oversight of Corporate Compliance.

All employees are trained on our [Code of Conduct](#), which establishes the principles for responsible offering, including:

- Providing accurate, precise, fair, and balanced information about the Company, its products, and services.
- Ensuring an ethical and transparent offering by identifying customer needs and clearly presenting the terms and conditions of sale.
- Upholding transparency by properly communicating sustainability matters, without overstating our actions in this area.
- Promoting ethical competitive practices, with specific guidance provided to the marketing team.

- Prohibiting the execution or authorization of misleading, abusive, or discriminatory communications, as well as communications that incite violence, exploit fear, take advantage of vulnerable groups (e.g., children or individuals unfamiliar with industry-specific terminology), disregard environmental values, or induce the public to engage in behavior that may be harmful or unsafe to their health or safety.

In addition to the Code of Conduct, further training programs are conducted to ensure an ethical and responsible commercial approach. These include onboarding for new employees, ongoing education (sales team), and leadership and succession development programs. These trainings are mandatory and focused on the technical and behavioral development of our teams.

Finally, we ensure compliance with all applicable laws, regulations, and guidelines issued by the Central Bank of Brazil (Bacen), as well as with the self-regulatory codes of ABECs (Brazilian Association of Credit Card and Services Companies) and ACREFI (National Association of Credit, Financing, and Investment Institutions), to which we are voluntarily affiliated.

Responsible lending

Our commitment to responsible financial offerings aims to foster the financial health and sustainability of our customers.

At Realize, our employees are thoroughly trained and actively engaged in the responsible lending process, in line with our goal of mitigating the risks of unfair commercial approaches, through a range of strategic actions:

- Series of educational content at Renner University.
- In-store training.
- Workshop on the role of the financial sector, with experts, for Realize leaders.
- **Acelera Training:** provided to all store employees involved in selling financial products. This training covered the attributes and characteristics of each product, with a dedicated chapter on sales ethics and quality. This chapter featured video presentations from our directors and other leaders, equipping our employees with the necessary knowledge to align their sales approach with our value proposition.

Compliance

- We ensure our stores adhere to policies, standards, and guidelines when offering financial products to customers, in line with our commitment to responsible marketing:
- Active Customer Engagement: We select customers at random and conduct recorded calls to verify their awareness of the financial products they've contracted. This helps us assess whether they were fully informed about all conditions and identify any potential shortcomings in our offerings.
- Monitoring and identification of non-compliance: potential cases of non-compliance with responsible marketing practices are tracked through the Whistleblowing Channel, Ombudsman, Reclame Aqui platform, and the Company's social media channels.
- Compliance Assessment: Our Financial Products Quality team requests documents related to the contracting of financial products from randomly selected stores for compliance evaluation.
- If we identify practices that have led to customer misunderstandings, our Quality team investigates the case. The Loss Prevention team reviews the sales history of the involved employee, and if we find any deliberate violation of our principles, the employee is disqualified from bonus-generating incentive campaigns.
- Responsible incentive campaign: our regulations provide for the importance of quality sales and penalties in the event of non-compliances identified in the monitoring carried out by the quality team. Stores are only eligible for awards if they maintain a quality score above 90%. For employees, when there are two incorrect sales/procedure notes, the campaign is disqualified.

In 2025, we monitored documentation and customer calls, in accordance with our policies and standards, to assess employees' eligibility for sales incentives.

Cases arising from misunderstandings lead to targeted training actions. When a store or region is identified as repeatedly non-compliant, intensive training programs are implemented to correct deviations.

All data from quality monitoring findings are disclosed in Dashquality, our performance monitoring dashboard, and are reviewed monthly by the Financial Products Quality team.



Best procurement practices

Recognizing our responsibility to support the conditions necessary for innovation and continuous improvement, as well as for the payment of fair wages across our supply chain, we are continually improving our responsible sourcing practices. These practices are crucial for maintaining our supplier network's sustainability:

- **Internal policy:** provides for the criteria for supplier selection and determines the procurement guidelines, thereby supporting the execution of the Company's strategy and ensuring supply through good procurement practices, in addition to risk mitigation.
- The policy is periodically reviewed, taking into account market best practices, and avoiding potential conflicts with sustainability and ESG requirements.
- **Negotiation strategies and approaches:** it has been established that the Company will utilize strategies aimed at achieving optimal balance in the relationship between the Company, the supply chain, and the customer.
- Our guidelines provide direction on ensuring clarity in negotiations, fostering transparency in transactions, and enabling the provision of equitable compensation to supply chain workers.
- **Delivery and order change lead times:** must be agreed upon in consideration of each supplier's production capacity, thereby avoiding excessive workloads and potential violations of other human rights.
- **Payment terms:** are formally established and adhered to, supporting suppliers' financial predictability and enabling adequate conditions for the payment of fair wages. We are committed to payment within 95 days for domestic and international suppliers. Additionally, suppliers may request advance payment, subject to Company approval.
- **Dependency:** our sourcing team also monitors the level of dependency on suppliers to adhere to the policy's limits.
- **Strategic meetings:** with strategic suppliers, aligning with business areas to improve visibility of the purchasing plan, required counterparts, opportunities for improvement, action plan follow-ups, and other relevant topics.
- **Buyer training:** our buyer teams receive ongoing training on best practices and on the Responsible Fashion 2030 strategy, enabling them to make decisions aligned with our policies, values, and objectives. They are also guided to prioritize sourcing from suppliers with strong compliance practices, as evidenced by advanced performance and high ratings in socio-environmental audits and monitoring.
- **Development:** In addition, we have several initiatives in place to support the [development of our suppliers](#).

Tax management

GRI 207-1

Our [Tax Policy](#) provides for the guidelines and general rules of tax conduct to be observed by Lojas Renner S.A. and its subsidiaries, related to fiscal and tax responsibilities in Brazil and abroad, and the Company's principles and commitments in managing its fiscal and tax strategy:

- Compliance with the tax laws and regulations of the countries in which we operate.
- No shifting of value creation to low-tax jurisdictions.
- No use of tax structures lacking economic substance and valid business purpose.
- Compliance with transfer pricing regulations.
- No use of low-tax jurisdictions for the purpose of tax evasion.
- Approval of the tax policy by the Board of Directors.

We adopt tax optimization practices, always in accordance with applicable legislation and prevailing case law. Such practices must be approved by our Tax Committee, with due reporting to the Audit and Risk Management Committee. Decisions involving significant amounts must be supported by at least two external legal opinions.

The Tax Committee is composed of the leaders of the Administrative Financial and Investor Relations, Controllershship, Legal, Tax Management, and Accounting areas of the Company, and meets on a monthly basis.

The Committee, in turn, meets with the Board of Directors every two months and also reports on the effectiveness and compliance in the implementation of the tax policy.

In 2025, we distributed R\$8.7 billion in value added in the form of taxes.

Tax reform

We actively engage, through industry associations of which we are members (Institute for Retail Development - IDV, Brazilian Textile Retail Association - ABVTEX, and Unidos Brasil Institute - IUB), in the debate on topics relevant to the fiscal context, such as the Brazilian tax reform and the illegality of cross-border commerce, carried out by digital platforms.

In total, we allocated R\$ 359.9 thousand to these associations in the form of membership fees.

In 2025, we remained attentive to legal and regulatory developments impacting our sector. In line with our commitment to transparency and compliance, we sought to understand and support key legislative matters and agreements shaping the country's tax and economic environment.

Among the key initiatives in which we were involved, we highlight Complementary Law No. 227/26 (resulting from the enactment of Bill of Law PLP 108/24), as well as all regulations related to the Consumption Tax Reform, particularly the Technical Notes, and the Income Tax Reform (Law No. 15.270/25).

Our engagement in these matters reflects our ongoing pursuit of a more transparent, ethical, and well-regulated business environment, aiming to ensure legal certainty and the sustainability of our operations.

Human rights

GRI 2-23 | 2-24 | 2-25 | 2-26 | SASB CG-AA-430B.3 | CG-AA-440A.3

To ensure our commitment to upholding and respecting human rights, this theme is addressed transversally within our Sustainability strategy, correlated with public commitments, and guides our relationship with employees, costumers, suppliers, and society.

In this regard, we work every year to advance the journey of human rights governance and management within our processes.

Human Rights Management



In addition to the Ethics and Compliance Committee, we have a Human Rights governance structure within the Sustainability department, in collaboration with areas focused on human rights-related issues. This structure is dedicated to coordinating the necessary actions to mitigate and address risks.

Our due diligence process, last updated in 2022, is guided by the Ruggie Framework methodology, approved by the UN. As a guide for our stakeholder relations, we maintain a [Human Rights Policy](#), published on 2020, as well as a [Code of Conduct for Employees](#) and a [Code of Conduct for Partners](#).

A comprehensive due diligence process, supported by specialized external consultancy, considered potential risks from the raw material production phase, supply chain, to our own operations and the use of products and services (covering 100% of operations and tier 1 and extended tier 1 suppliers).

The human rights violation risk matrix presents possible risks classified by theme and by rights holder, in addition to classifying them

by relevance. From it, recommendations for advancement are made to mitigate prioritized risks, aligned with achieving the Company’s [Responsible Fashion](#) commitments for 2030.

Over the past three years, 100% of the priority risks identified have already been addressed through implemented mitigation measures.

Priority risks

Appropriate management

We have identified the following themes as priority risks for which we already have solid mitigation and remediation actions in place:

- Discrimination and harassment
- Working conditions in the supply chain and raw-materials.
- Harm to employees’ mental health.
- Forced and child labor in the supply chain.
- Damage to the environment across the entire chain.

- Environmental degradation and contamination in the agricultural chain.
- Unequal remuneration.

During 2025, there were 380 substantiated reports, with the three primary issues being: moral harassment (299), discrimination (58), and sexual harassment (58).

The primary corrective actions implemented were: verbal warnings, termination, monitoring, training, and reassignment to different areas or business units.

Areas for improvement

For the risks identified as areas of improvement for 2025, we are engaging with squads to implement novel procedures.

Upon analyzing the mitigation processes for the nine priority risks (tier 1), we identified that Product Safety and Unfair Commercial Practices required progress. Therefore, we invested time and convened the relevant teams to implement process improvements.

Please click on each item to access the content where we present our management practices:

- [Product safety in relation to the use of chemicals in the production process.](#)
- [Unfair commercial approach that generates misinformation, inadequate sales or encouragement of excessive purchases.](#)

Regarding two other priority risks identified as areas for advancement, we have been studying their impacts and opportunities with the aim of pursuing progress in the subsequent year:

- Harm to the Physical Integrity of Delivery Drivers.
- Precarious Working Conditions for Sellers and Delivery Drivers.

In 2024, we conducted a new human rights gap analysis based on the United Nations Guiding Principles on Business and Human Rights (UNGPs), comparing it with the previous assessment conducted in 2020.

Since our initial due diligence in 2019, the company has demonstrated advancements across all evaluation criteria in accordance with the UNGPs. This highlights how the efforts of governance and human rights squads have facilitated the engagement of teams from diverse areas and strengthened the culture of respect for human rights.

Based on the analysis, we defined the main work points to guide the year 2025 and expanded our efforts in awareness-raising, systematization, transparency, and support on the topic.

Engagement and awareness

We foster engagement of our employees and suppliers around our Code of Conduct. This includes ongoing training at Renner University and regular communication about Human Rights. These initiatives reach all levels of our workforce and extend to our direct resale supplier chain. They address various topics related to risks identified through due diligence.

Remediation

Each violation we encounter is met with a unique response, all of which are designed to uphold Human Rights.

When Human Rights violations occur within our supplier chain, we enforce our Supplier Compliance Consequences policy. This policy encompasses a range of actions from issuing a warning to immediate exclusion and contract termination. Furthermore, any potential impacts resulting from the violation are addressed according to the guidelines set by a specific committee formed for each case.

For cases deemed substantiated through our whistleblowing channel, each case is thoroughly investigated, analyzed, and forwarded to a committee as per our internal procedures. This committee then devises a unique Action Plan for each case, which can include measures such as training, process modifications, personnel reassignment, and psychological, social, or financial support, depending on the needs of each case.

To prevent and mitigate instances of improper commercial conduct, we have established a quality assurance and after-sales process for financial services. This process ensures that sales comply with fair commercial practice principles and are appropriate. If necessary, actions are taken to rectify potential offer processes, and feedback is provided to the commercial system and sales team targets.

Dialogue

In addition to the whistleblowing channel and various direct day-to-day interactions with our stakeholders, anyone can get in touch with the team responsible for Human Rights within the company to ask questions or request guidance via email:

sustentabilidade@lojasrenner.com.br.

Human capital management

The cornerstone for the execution of our strategy and business model resides in our talented professionals and our organizational culture. Engaged personnel delight customers. Delighted customers are loyal customers. Customer loyalty generates consistent and sustainable financial results.

Strategic Alignment

For over 20 years, we have conducted the Company's strategic alignment on an annual basis, complemented by a semiannual review.

This process involves the Company's senior leadership, supported by an external consultancy, and encompasses the review of the Company's Purpose and Value Proposition, as well as those of its businesses, in addition to an analysis of strengths, weaknesses, opportunities, and threats to define the Major Strategic Objectives.

Management Model

The Company's Management Model guides the development and dissemination of the business strategy, in connection with our mission and values, promoting a cycle of career progression, and identifying technical and competency development needs.

Leadership Convention

Our leadership and culture development event focuses on the development and integration of executives in relation to strategic pillars.

Results Meetings (RMR)

Each month, managers host these meetings to align understanding of the strategy, share achievements and challenges, and involve employees in developing action plans.

Trimester Results Meeting (TRM)

The President, VPs, and directors closely monitor strategy implementation, corporate performance, and business results.

Quarterly Results Meeting (QRM)

In addition to senior managers, this meeting involves the same audience as RMRs. It addresses the progress in the strategic pillars of the semester/year and features guest speakers discussing a strategic topic.

Magia

Ongoing cultural programming focused on unfolding the Convention's content, cascading the strategy to all employees, strengthening alignment and sustaining the philosophy and culture.

Culture

Based on a cultural diagnosis conducted in 2021, we developed a cultural project aimed at embedding and accelerating key behaviors and beliefs that drive the Company's business strategy, while reinforcing our core identity.

Chat with executives

Quarterly live sessions with directors

Coffee with executives

Monthly in-person and online meetings with up to 15 employees

Semester highlights

Semiannual recognition event for top performers in the mystery shopper program

Special days

Pet Day (semi-annual), Fuzarkas Day (children's day) and Fashion Day (monthly)

Enchantment Stories

Awards and recognition for stories that happened in stores

Retirees

Semi-annual ceremony held at the corporate headquarters to recognize employees with 10 to 35 years of tenure

Enchantment Day

In the days leading up to major retail events, administrative staff members have the opportunity to register to engage in store operations, experiencing the business first-hand, learning from colleagues, and establishing direct contact with our customers

Balance

Individual and collective discussions with teams to establish functional agreements that foster well-being and a trusting environment among all

People analytics

Our People Analytics department, supported by a dedicated team of analysts and data engineers, plays a key role in fostering a data-driven culture, enhancing decision-making, and positively impacting strategic people indicators, thereby adding value to the employee journey.

Applying a range of data, analyses, and technical information, this area is responsible for the process of data collection and processing, the generation of strategic KPIs, compliance, market benchmarking, and providing centers of expertise and business partners with this content, with the objective of driving evolution across key pillars relevant to people management.

- **Performance Measurement:** integrated analyses of performance, potential, and readiness, considering competency assessments, 9 Box matrix, succession maps, and internal movements. We have a merit and promotions algorithm that consolidates multiple variables and criteria to support more consistent decisions.
- **Workforce Planning:** team sizing and planning through analyses that combine turnover data, performance, productivity, and market benchmarks, using predictive models to anticipate risks and support people allocation decisions.
- **Retention and Employee Experience:** integrated analysis of engagement survey results, Pulse survey, turnover indicators, and information from exit interviews, to support decisions and directions tailored to local realities.
- **Identification of Competency Gaps:** Based on the indicators analyzed in the previous stages, we map potential competencies and critical positions for the organization's future years, supporting the identification of development and recruitment needs.
- **Recruitment and Selection:** Productivity and capacity indices for recruitment and selection are calculated, and data analytics is utilized in the candidate selection process. Furthermore, artificial intelligence is leveraged to increase the efficiency of these operations.
- **Competitive Intelligence:** We analyze internal data alongside compensation benchmarks, benefits practices, and employer branding strategies to align our people management approach with market trends, ensuring greater competitiveness in attracting and retaining talent.
- **Organizational Network Analysis:** We assess the fluidity and effectiveness of communication, information flow, and decision-making within the company. The technology is aligned with the best market practices, such as the use of Databricks, which facilitates the entirety of data engineering and data science processes, as well as Power BI, which enables the construction of reports and dashboards for analysis, adhering to all data governance and ethical guidelines.
- **Payroll and Employee Services:** analytical action on the payroll process, with dashboards and analyses covering the entire process, reducing operational risks and contributing to employee delight.

Technology is a crucial enabler of this journey. We use platforms aligned with market best practices, always rigorously respecting governance, security, and data ethics guidelines, reducing by three business days the process of closing indicators provided by the area.



Career and development

Competency assessment

Our Career Cycle begins with the competency assessment, conducted annually for leaders and semiannually for employees, covering 100% of Lojas Renner S.A. workforce (90-degree for employees and 360-degree for executives). From the Specialist level onward, the assessment results are linked to variable compensation, and from the Senior Manager level (0.7% of total employees), we also include share-based compensation.

Since 2022, we have also offered optional competency assessment cycles every three months, in between the mandatory cycles.

In parallel, we encourage ongoing feedback as a powerful development tool, to be used whenever necessary, regardless of formal or optional competency assessment cycles, as well as career conversations.

All of this is supported by an online and mobile career and development system, through which all employees can access and update their Individual Development Plans (IDPs), ensuring continuous and frequent alignment

of expectations and deliverables. In 2025, we implemented the use of artificial intelligence (AI) on the platform, supporting employees in connecting competency assessment gaps with targeted development actions.

For leadership positions, in addition to the competency assessment, we conduct a potential assessment, which measures learning agility as well as employees' ambition and motivation. These data are recorded in the career system within a 9-box matrix, mapping performance on one axis and the final potential assessment score on the other.

The outcomes of these matrices are discussed in calibration committees (People Committee), attended by leaders and HR personal, representing one of the Company's key forums for talent and career discussions.

This process enhances the visibility of our professionals and enables the effective direction of leaders' Individual Development Plans according to their positioning within this matrix.





Calibration and succession

Our Succession Program, initiated in 2007, is designed to groom leaders who can meet business challenges.

The process begins with the identification of high-performing and high-potential talent among our employees during calibration meetings, as previously described.

Following the calibration process, once talents are identified, we conduct succession planning meetings, wherein all Managerial positions and above are mapped.

Finally, for general manager and executive officer roles, we have a Board Succession Committee, formed in 2009. This committee, consisting of all executive officers, validates the maps that were previously created in collaboration with the current position holders, their leaders, and the People and Sustainability area.

During these meetings, we create a **Succession Map** that identifies potential successors for each role and their readiness status: immediately ready, ready within 0–1 year, and ready within 1–3 years. We then establish a structured development plan to fast-track the preparedness of our executives.

Development actions are planned jointly with the executive, their manager, and a representative from the People & Sustainability area, and are reviewed on a regular basis.

We also establish succession targets, considering both the Company's talent pool prepared to assume more complex roles and the individual goals of executives, ensuring that each position has successors at appropriate levels of readiness.

As part of our career acceleration initiatives, we offer a dedicated portfolio within the **Voa Talento Program**, designed specifically for high-potential talent and providing a range of development opportunities.

As a result, in 2025, we achieved:

- high internal leadership pipeline, with 62% of open positions filled by internal talent;
- 100% effectiveness in relation to the Succession Map;
- 93% retention rate of mapped talent.

For the position of Chief Executive Officer (CEO), we also have a structured succession plan, in place since 2007, aimed at identifying and developing potential successors.

The CEO and the People, Sustainability and Institutional Relations department periodically report on the succession plan to the People and Nomination Committee and subsequently to the Board of Directors.

Leadership development

We also foster initiatives to expedite and enhance the development of leadership skills:



Bora Líder and #comofaz: these are our initial leadership programs, concentrating on fundamental leadership competencies and processes for managing people.



“Liderança S.A. Renner,” “Escola de Líderes de Camicado,” and “Lidera Youcom”:

Programs focused on upskilling strategic capabilities for the future of our business. In 2025, we expanded the program with the launch of the [Plural Leadership Academy](#).



Voa Talento: this is a comprehensive suite of development actions aimed at fast-tracking the preparedness of professionals for succession planning. It includes executive coaching, mentoring programs, executive education, black leadership formation, women’s leadership academy, counseling, job rotation, assessment centers, and external courses, both domestic and international.



Executive Onboarding: an integration and business immersion program, as well as a cultural acceleration journey for new partners.



Executive Education: focus on the development of strategic skills in conjunction with leading international and national universities.



LRSA Board Summit: Since 2024, we commenced with the execution of a summit focused on the upskilling of the C-Level (CEO and direct reports) and Board Members regarding long-term strategic and retail topics.

Trainee Transforma (Transform Trainee) program

Established in 1992, our trainee program is open to both internal and external candidates. Its goal is to nurture and train future leaders who resonate with our business ethos, philosophy, and culture.

Throughout the Program, trainees are required to develop a project related to an operational challenge defined by the area’s Director. They undergo a robust evaluation process, which includes ongoing biweekly assessments, competency evaluations, calibration reviews, potential assessments, and feedback from trainees regarding the Program. This comprehensive process is designed to identify talent and define the trainees’ future within the Company, particularly during the final three months of the Program.

The highest leadership position in the Company reflects the success of this Program: for over 25 years, our Chief Executive Officer, Fabio Faccio, has been a former Renner trainee.

Currently, the Program is segmented into three distinct areas:

- **Trainee Supervision and Store Management programs, designed for internal candidates,** run for two and four months respectively. These programs select talented individuals already employed within the company to be trained as supervisors and managers
- **External Management Trainee program, which targets external candidates,** lasts for 10 months. This program trains individuals to become Store Managers.
- **Product Trainee program, open to both internal and external candidates,** also runs for 10 months. This program trains individuals to become planners, buyers, and designers of the Product area.

Development programs



Renner University (RU)

Founded over two decades ago, RU stands as a trailblazer among corporate universities, continually innovating to bolster its learning culture.

The platform serves as a developmental social network, available across all Brazilian states as well as in the five other countries where we operate. It plays a key role in accelerating our cultural transformation and fostering an agile business mindset.

Built on a modern technological base, RU links content from numerous providers, enabling employees to choose what to watch, like, comment on, and share. This is in addition to internal and external curation solutions, social learning, mentorship, tutoring, study groups, over 300 content tracks, gamified trails, immersive 3D experiences, and AI powered content recommendations based on an employee's profile and Individual Development Plan (IDP).

In this sense, each employee plays an active role in their learning journey and influences others. They can curate content by adding it from other portals to the platform and form groups and networks within RU autonomously. They can also independently form groups and networks within the platform, making the development process more engaging and dynamic.

This system enables the implementation of our corporate development plan, ensuring both upskilling (the development of new or future-oriented skills) and reskilling (the enhancement of existing capabilities) in competencies aligned with our strategic drivers and the power skills required to execute our business strategy, as well as to support our innovation and digital transformation cycle.

Seven years ago, the University expanded its reach by opening learning opportunities to external audiences through UR Sellers and Creators Labs, aimed at social media influencers within our ecosystem and at suppliers.

In 2025, we highlight the UR learning journeys on: Magia, Onboarding, Match Realize, "Encantamento" Talk with Fábio Faccio, the "Líder Guardião da Cultura" Workshop, and "Transforma Cultura de Moda," with the participation of 98% of employees.

Encantech

Since 2021, this **community** has brought together professionals from our data, digital, and technology areas to accelerate the development of innovative, data-driven solutions designed to enchant our omnichannel customers.

Educational support

In 2025, we continued offering scholarships fully funded by Lojas Renner S.A. for Coursera licenses, focused on technology and data development programs.

We also expanded our education support portfolio to include two programs from MOVER (Movement for Racial Equity).

- **Mover Hello Program:** collaborative initiative between Mover and EFEducation First aimed at the qualification and career development of Black individuals, encompassing over three thousand hours of English language study content and practical activities based on both workplace routines and daily life.
- **Leaders of the Future:** exclusive online program in partnership with Instituto Fourspecifically designed to empower Black professionals with essential leadership and management skills.

Furthermore, we established a network of partnerships with universities for undergraduate courses, providing discounts on both enrollment and more than 900 tuition fees.

Instituto Lojas Renner

We seek to transform the lives of women and communities through fashion.

Founded in 2008, the [Instituto Lojas Renner](#), is a civil society organization maintained by Lojas Renner S.A., operating on two strategic fronts: socio-productive inclusion of women and community engagement, providing diversified resource contributions and articulating partnerships and connections that strengthen initiatives.

All proprietary and supported initiatives are comprehensively reported on an annual basis in the [Instituto Lojas Renner's Annual Report](#), which is accessible on the publications page of our website.

In total, Instituto invested R\$ 29.8 million in resources during the year, with R\$ 3.6 million from incentive laws and R\$ 26.2 million from own resources.

In 2025, we reached over 220,000 direct beneficiaries and 90,000 indirect beneficiaries across 23 initiatives (20 supported and 3 conducted). Learn more, in the fronts presented below, some of the year's initiatives.

Socio-productive inclusion of women

We contribute to the entry and retention of women in the workforce in a dignified manner, through entrepreneurship or employability in the fashion ecosystem, both in urban and rural areas.

Our strategic investments aim to strengthen female empowerment through a multidimensional approach that integrates technical and digital training, development of socio-emotional skills and leadership, education on human rights, social protection, sustainability, and citizenship.

In this way, we contribute to overcoming structural barriers that limit women's economic autonomy.

In 2025, we acted through this front to support the **socioeconomic recovery** of women from Rio Grande do Sul affected by the 2024 floods, as well as other initiatives across our country, through strategic partnerships that amplified the social impact of the Institute's actions.

Socioeconomic recovery of RS Social Retail

In 2025, we held the Social Retail edition in Rio Grande do Sul, an initiative that seeks to professionalize and boost bazaars of social organizations as a strategy for institutional strengthening and income generation.

This edition, funded by the State Government through the Secretariat of Social Development, sought to support the recovery of organizations impacted by the floods that occurred in the state in 2024.

With it, we combined technical training, revitalization of productive spaces, and financial support for physical and institutional reconstruction, contributing to the strengthening of organizations supporting vulnerable populations.

In total, 23 social assistance organizations from 13 municipalities participated, investing more than R\$ 2 million and indirectly benefiting over 7,000 people.



Gurias Conectadas

Initiative of the Lojas Renner Institute in partnership with the Internet Society Foundation and CIEE-RS, which seeks to digitally include young women with limited access to digital technologies in situations of social vulnerability who were affected by the floods in RS in 2024.

The initiative expanded educational opportunities and job market insertion through the development of technical and socio-emotional skills.

During the year, we provided the 220 beneficiaries with:

- a monthly stipend of R\$ 450.00 during the training period;
- laptops and educational materials;
- support for transportation and meals;
- post-program follow-up, including guidance and job opportunities.

Linhas de recomeço

Conducted in partnership with Aliança Empreendedora, the initiative emerged as a response to the Rio Grande do Sul reconstruction context.

The project was structured to expand access to training in management, market, and sustainability for sewing entrepreneurs, offering a complete development journey.

In addition to the trainings, we also provided financial support to the participants.

Other supported initiatives

Agroecological Cotton

Since 2017, the program has promoted the cultivation of agroecological cotton to increase income and improve living and working conditions in rural communities.

For the project's implementation, the Institute supports local organizations that monitor and transfer knowledge to semi-arid producer families in Minas Gerais and states in the northeastern.

The program strengthens agroecological cotton cultivation in consortia with other food crops, promoting food security and income generation in communities.

The cultivation of this raw material represents a more sustainable production model, while also strengthening the role of women in rural areas and ensuring food security for entire households.

Since its inception, the program has benefited approximately 398 families with cotton cultivation, and generated an average monthly income of R\$ 6 thousand.

Tech é com Elas

The initiative offered 160 hours of job market training to young women from the Bom Jesus community, located in Porto Alegre next to the Company's administrative headquarters.

The training integrated customer service technical skills and digital tools with strengthening autonomy and self-esteem. It included psychosocial support and practical experiences, combining qualification and employability to promote concrete access to formal employment and transform the local reality.

Empowering Refugee Women

Initiative of the UN Global Compact, in partnership with ACNUR (UN Agency for Refugees) and UN Women, supported by the Lojas Renner Institute, aimed at training and including refugee women in the Brazilian job market.

The project operates on two complementary fronts: preparation and qualification of refugee women for access to formal employment, through technical training and development of

socio-emotional skills; and mobilization of the private sector, fostering the inclusion of refugee women and connecting participants to real job opportunities.

In addition to training, the initiative promotes direct connections between refugee women and companies, enabling participation in selection processes and increasing chances of formal hiring.

In 2025, the initiative completed its 10th edition, with support from the Lojas Renner Institute since its creation.

During the year, Empoderando Refugiadas directly benefited 275 women and indirectly benefited 827 people through approximately 1,000 hours of training in partnership with six civil society organizations. Additionally, 56 women who participated in the project were inserted into the formal job market.

Community strengthening



Generating shared value and promoting collective well-being are commitments that guide our operations. We support organizations and initiatives in the territories with which we engage, recognizing that social and local development is built from the relationships, bonds, and capacities existing within the communities themselves.

In this front, the Institute develops actions in two perspectives:

Recurring actions

Through support for social organizations and local initiatives, we foster the guarantee of rights and well-being of communities in a continuous and recurring manner throughout the year.

Emergency

We support emergency responses to public calamity situations in all states of Brazil.

Year highlights

We expanded our territorial actions, strengthened community governance, and worked to consolidate recurring and scalable action models in the territories with which we engage:

- Structuring continuous intervention models, with greater predictability and integration between fronts.
- Strengthening the autonomy of local organizations, expanding their management, articulation, and leadership capacity.
- Diversification of the types of resources invested, combining financial capital, technical support, volunteer mobilization, non-financial donations, and institutional articulation.
- Greater connection between territorial development and the business's strategic priorities.
- Integration of the strategic architecture in the territories, expanding mobilization capacity, social impact, and engagement.

Throughout the year, a total of 1,152 hours of capacity-building activities were delivered, directly benefiting more than 75,000 people indirectly and 19,000 people, of whom 15,100 were women.

These initiatives reinforce our commitment to strengthening communities and promoting social development in our surrounding areas.

Social engagement

Part of the funds raised by the Institute to support its activities comes from the engagement of Lojas Renner S.A.'s customers:

- **#TodasAvançamJuntas Campaign:** allocates part of the revenue from Renner, Ashua, Youcom, Camicado, and Realize to the Institute. In 2025, more than R\$ 6.7 million was raised.
- **Troco Solidário:** since 2021, encouraging Renner and Ashua customers to donate the change from their purchases to the Institute.

Volunteering Program

Our **Program** connects Company employees to the Institute's initiatives, expanding social impact in the fronts of socio-productive inclusion of women and community engagement.

Voluntary action contributes to the development of professionals' skills and to strengthening the enchantment culture, reinforcing our values.

At the Lojas Renner Institute, volunteering is integrated into the areas of action and enhances the initiatives developed, adding value and enabling more people to be reached.

During the year, 38 initiatives were carried out, benefiting more than 3,900 people. A total of 875 active volunteers contributed over 1,700 hours.



Supported organizations

GRI 2-28

Our management policies and instruments are guided by recognized organizations that we support or are affiliated with, which promote sector development and corporate sustainability, enhancing our learning and aligning our practices with the best available guidelines and references:

References

- » United Nations (UN) Sustainable Development Goals
- » UN Guiding Principles on Business and Human Rights
- » UN International Bill of Human Rights and its instruments
- » International Declaration of Human Rights
- » International Covenant on Civil and Political Rights
- » International Covenant on Economic, Social and Cultural Human Rights
- » Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- » International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

Initiatives in which we participate in management

- » Management Committee of the Climate Commitment, which brings together companies wishing to support socio-environmental projects and promote a low-carbon economy by collectively offsetting their greenhouse gas (GHG) emissions
- » Sustainability Committee and People Committee of the Retail Development Institute (IDV) (members)
- » Technical Committee on Union Relations and Labor of the Federation of Commerce of Goods and Services of the State of Rio Grande do Sul (Fecomercio - RS) (members)
- » We participate in Working Groups (WG) with specific focuses of the Brazilian Textile Retail Association (ABVTEX): Board of Directors, Management Committee, Legal Committee, Fiscal Committee, Suppliers WG, Quality WG and Marketplace WG
- » Member of the Group of Business Institutes and Foundations (GIFE) through Instituto Lojas Renner

Supported initiatives in which we are members

- » United Nations Global Compact
- » Brazilian Business Council for Sustainable Development (CEBDS)
- » Ethos Institute
- » Better Cotton Initiative (BCI), a global effort aimed at promoting sustainable cotton cultivation practices
- » Textile Exchange, a global organization dedicated to the development of low-impact textiles
- » Moda Com Verso movement, created by the Brazilian Textile Retail association (ABVTEX)
- » Green Building Council Brasil, which guides sustainable construction practices
- » GHG Protocol
- » The UN Business Ambition for 1.5o C Signatories of the UN Fashion Industry Charter for Climate Action
- » Climate Commitment Management Committee, which convenes companies that aim to endorse socio-environmental initiatives and advance a low-carbon economy by jointly offsetting their greenhouse gas (GHG) emissions
- » Business Initiative for Racial Equality
- » Social & Labor Convergence (SLCP) of CASCALE
- » Na Mão Certa program of Childhood Brasil, which fights abuse and sexual exploitation of children and teenagers
- » Brazilian Covenant for the Eradication of Slave Labor (Instituto InPacto)
- » Principles for Empowering Women, by UN Women
- » Woman on Board (WOB)
- » Business Coalition for the Elimination of Violence Against Women and Girls
- » Movement for Racial Equity (MOVER)
- » Institute Brazilian Identities (ID_BR)
- » Seal Yes for Racial Equality
- » Companies and LGBTI+ Rights Forum
- » Companies with Refugees Forum
- » Brazilian Association of Publicly held Companies (ABRASCA)
- » Brazilian Corporate Governance Institute (IBGC)
- » Women 360 Movement
- » “Sou de Algodão” and “Sou ABR” - Abrapa (Brazilian Association of Cotton Producers) initiatives.

Sustainable brand

Sustainability is an increasingly relevant attribute in the fashion purchasing decision process.

Currently, approximately **70% of consumers in Brazil consider responsibility-related aspects** when engaging with a brand, reinforcing our leadership and preference at the moment of choice.

Over the past decade, we have made significant progress in transforming our business, products, and value chain toward a more sustainable and value-generating model, in line with our **2030 Responsible Fashion Strategy**. This has positioned the Company among the most recognized players in global fashion sustainability.

Reinforcing the relevance of this topic, we have a calendar of sustainability actions and content with influencers, which resonates with our employees, customers, and press.

In order to bring our customers closer to and engage them with the sustainability agenda, we hold annual campaigns focused on our Responsible Fashion initiatives. In 2025, we focused on **EcoEstilo**, **Jeans for Change** and **Algodão Regenerativo**, aiming to enhance understanding of circularity and sustainable raw materials, in addition to encouraging more conscious consumption choices. This movement involved actions throughout the year, showcasing our services and collections made with responsible materials.

To support these initiatives, we also rely on our **blog “Estilo Renner”**, which produces organic content on sustainability and fashion.

Since 2021, we have been tracking the progress of this objective in two ways:

- **Renner Brand Monitoring:** conducted every four months, it includes specific questions regarding the perception of a more sustainable brand from the consumers’ perspective. In this monitoring, around 4.8% of the total questions are already focused on sustainability. Since the beginning of the measurement, the score has remained positive, exhibiting a favorable brand promoter index and stable level.
- **Weighted Brand Index for Renner, Youcom, Camicado, and Ashua:** calculated from a national investigation with both customers and non-customers (annually) measures how many people identify our brands as “the most sustainable and socially responsible”. The findings of this survey indicate the continuation of a positive perception index among our customers as the most spontaneously recalled brand in relation to sustainability.

In parallel, we monitor the **Market sustainability indices**. We aim to maintain strong performance in the ISE and the Dow Jones Best-in-Class indices, which have a direct impact on the **variable compensation** of part of our employees (see more on **page 16**).

Sustainability-related awards



World's most sustainable companies

Only Brazilian company listed

Time Magazine



Merco Responsabilidade ESG

1st place in the fashion retail category and 28th place overall

Merco

Best in ESG

1st place in the Fashion and Clothing category

Revista Exame

Fashion - Climate Transparency Index

1st place with Renner and 2nd place with Youcom

Fashion Revolution



Biodiversity

Risk Assessment

In 2025, progress was made in the methodology for conducting preliminary biodiversity risk assessments, based on the Taskforce on Nature-related Financial Disclosures (TNFD) approach, known as LEAP (Locate, Evaluate, Assess and Prepare), having progressed through the A phase (Assess).

Regarding our own operations, we evaluated our Distribution Center in Cabreúva (SP), which is located in an environmental protection area (APA). Our environmental management system ensures compliance with environmental preservation legislation for these sites.

As a result of this analysis, priority risks were identified in relation to raw material production - both synthetic and natural fibers - textile manufacturing, wet processing in garment production, finished products, and the end-of-life stage of products.

To address and mitigate these risks and minimize business impact, we have a strong commitment to circularity and regeneration. Our efforts focus on eliminating waste and pollution, promoting product and material circulation, and supporting nature regeneration.

Learn about the various action fronts in the following links:



[Certified and environmentally friendly raw materials](#)



[Supplier development and engagement](#)



[Encouragement of agroecological cotton cultivation](#)

Commitment

As stipulated in our Sustainability Policy and endorsed by the Board of Directors and the Executive Board, we are committed to preserving biodiversity and ecosystems where our operations and value chain are embedded, and to combating deforestation in our operations and throughout the value chain.

Our objective is to avoid, minimize, restore, and compensate for impacts on biodiversity through a range of operational approaches.

Since 2023, we have been the first Brazilian fashion retailer to adhere to the Brazilian Business Commitment to Biodiversity, and we have assumed three priority goals among the nine proposed by the Commitment, concerning our operation and supply chain:

- To promote and reinforce best practices that support the responsible use of biodiversity resources.
- To facilitate the development and promotion of studies, research projects, technology, and innovation aimed at biodiversity conservation and ecosystem services.
- To make the collected information publicly accessible to aid in biodiversity management in the region and provide transparency to society.

Zero deforestation

In order to uphold our commitment to zero deforestation, we have supply requirements that mandate the certified sourcing of cellulosic fibers for products distributed throughout our operations and for our paper and cardboard packaging. This practice serves to eliminate the use of timber from native forests. Additionally, we implement similar standards for raw materials posing heightened biodiversity impact risks, such as cotton and viscose, in order to attest to biodiversity preservation practices.

Cotton

Most of our certified cotton products follow the Better Cotton Initiative* methodology, which ensures that farmers implement a biodiversity management strategy to preserve and improve the ecosystem by means of:

- Identification and mapping of biodiversity resources: This involves understanding the various animal, plant, and microbial species present in and around production areas;
- Identification and restoration of degraded areas;
- Increase in beneficial insect populations;
- Protection of riparian areas;
- Restriction of pesticide use, phased elimination of highly hazardous pesticides and prohibition of pesticides listed in the Rotterdam Convention.

Cellulose fibers

For cellulose fibers, we only use raw materials classified as “Green Shirt” in the Canopy’s Hot Button Report. Canopy is a non-governmental organization that promotes the responsible sourcing of forest-based raw materials, such as viscose, with the aim of protecting native forests. Canopy’s assessment ranks the best producers according to the following criteria:

- Nature preservation.
- Innovation through new fibers.
- Adoption of a Robust Forest Sourcing Policy, which includes:
 - Traceability, transparency, and sustainable sourcing;
 - No sourcing of products from endangered forests.

In 2025, we participated in the study “Nature Disclosure: Land Use Sector Case Study,” led by the CEBDS, which applied the LEAP methodology across 20 Brazilian companies.

The initiative highlights key challenges and learnings, with a focus on biomes, value chains, critical suppliers, and ecologically sensitive areas.

*We support Better Cotton in its efforts to improve global cotton cultivation. Currently, Better Cotton is sourced through a mass balance system and is not physically traceable to the final product.

Environmental information

More sustainable agricultural practices

As a mitigation measure and as part of our journey towards decarbonization, we continued our investment in the [Cotton Forests](#) project throughout 2025, collaborating with the startup FarFarm. This initiative was presented at COP30 in Belém (see [page 35](#)).

In parallel, through the [Agroecological Cotton Program](#), managed by Instituto Lojas Renner in partnership with social organizations, we enable responsible raw materials sourced from cotton cultivated under an intercropping model and led by farming families.

Animal welfare

Leather is the only animal-derived raw material used in our products. Animal welfare is a concern addressed in the supply chains prior to the manufacturing process. In this sense, our actions have minimal impact on animal welfare.

Nevertheless, to support this cause, we prioritize the use of leather with Leather Working Group (LWG) certification, which is present in 15% of our products. LWG has an animal welfare working group. We also have a traceability working group that provides recommendations on how members can investigate animal welfare conditions in their supply chains.



Environmental management

Our operations are supported by a comprehensive environmental management system, covering 100% of our activities. This system is designed to ensure the management of natural resources, with a focus on waste reduction, efficient water and energy consumption, adherence to environmental legislation, the establishment of clear roles and responsibilities, the implementation of corrective measures for ongoing improvement, and the systematic conduct of audits and indicator monitoring.

This system is verified through internal and external audits. A total of 40% of operations undergo internal auditing by Renner's socio-environmental compliance team, and another 60% undergo third-party external auditing.

Furthermore, we have adopted certifications that attest to the adoption of best environmental practices, covering 100% of operations:

- Headquarters with LEED (Leadership in Energy and Environmental Design) Gold certification
- Cabreúva Distribution Center with LEED Gold certification
- 4 stores with LEED Certification (1 Silver and 3 Gold)
- 1 store with BREEAM (Building Research Establishment Environmental Assessment Method) certification in circularity.

- NBR ISO 14001 certification for the Distribution Center in São José (SC), which accounts for 20% of our operations.

To advance our NBR ISO 14001 certification, in 2024 we initiated the formation of a working group to plan the adherence diagnosis to the standard's requirements in our stores, which will be carried out in 2025 with an audit by external suppliers.

Less impactful constructions and renovations

Since 2018, we've been integrating circular economy principles into our new store constructions, renovations, and furniture development. This approach has led to significant improvements in material consumption optimization, waste reduction, and the use of highly recyclable materials.

In 2021, Renner made history as the first Brazilian retail brand to open a store focused on eco-efficiency and maximum reduction of environmental impacts.

This pioneering circular store, located in Rio de Janeiro, combines circularity with digital transformation to offer customers a unique experience. We've made the best resource choices to minimize environmental impact from the design phase to operation.

During the design phase, a Life Cycle Assessment (LCA) study guided our material selection and project decisions, aiming to reduce environmental impacts throughout the store's life cycle.

The Store implemented the principles of the BREEAM (Building Research Establishment Environmental Assessment Methodology) and successfully achieved LEED (Leadership in Energy and Environmental Design) Certification.

You can find more details about the circular store on page 71 of our [2021 Annual Report](#).

The implementation of this store model for all new establishments began in 2023 and remains ongoing. Our first Circular store received a LEED certification for its renovation, adding to our knowledge of sustainable certifications for shopping malls, new constructions, street stores, and renovations.

We have been following a new store construction model since 2014, which features a simplified structure and reduced material and electricity consumption, based on LEED certification guidelines. In 2021, we further developed and expanded these concepts through the BREEAM certification, which was applied to Brazil's first circular store. Our project and execution strategies, based on these guidelines, have resulted in significant reductions. Our store at Shopping Jacarepaguá earned a BREEAM certification for circularity.



Waste

GRI 306-4 | 306-5

Our operations

We are committed to finding solutions aimed at reducing waste generation and promoting the circularity of key operational waste and those from critical suppliers.

Our Solid Waste Management Plan (SWMP) focuses on reducing the volume of waste generated and ensuring proper segregation, handling, packaging, and final disposal. In doing so, we prevent contamination and encourage the reintegration of materials into the production cycle through recycling. This approach is in full compliance with the National Solid Waste Policy.

To ensure compliance, we conduct internal waste management audits and propose solutions aimed at reducing waste generation and promoting circularity across our operations and critical suppliers.

We have developed strategies to enable our operations to meet waste-related targets, including advancing our Distribution Centers toward landfill-free status by prioritizing waste reduction, reuse, and recycling by 2030.

As a testament to our commitment, the São José/SC Distribution Center was awarded the Zero Waste Certification for the second consecutive year, with the highest score in the Good Practices Index.

This achievement reflects the annual improvement of our waste disposal processes, supported by a specialized service provider.

In 2025 alone, we increased our investment to R\$ 1.7 million in new waste treatment technologies and circularity projects, ensuring the ongoing advancement of this agenda.

As a result, we achieved a rate of 97% of waste recycled or recovered and continue progressing toward our goal of gradually reaching landfill-free operations across our Distribution Centers.

Awareness

Our employees are key agents in driving the cultural transformation required to meet our public commitments. With this in mind, we developed a Sustainability and Waste Management learning track within Universidade Renner (UR), available to all employees, alongside a set of materials and guidelines on in-store waste management practices.

Packaging

We are committed to eliminating non-reusable or non-recyclable plastic packaging from our physical stores and e-commerce operations for our customers by 2030.

In order to achieve this, working groups from all business areas have formed the Responsible Packaging Project. This project aims to map and develop proposals for packaging with a lower environmental impact. Over the past few years, we have made progress on fronts that prepare us to accelerate the fulfillment of the commitment by 2030:

- We have formalized sustainability recommendations, starting with the principle of waste prevention. We have analyzed market options and thoroughly assessed material consumption in packaging to reduce it to the most efficient model.
- We have initiated a pilot project aimed at reducing and eliminating single-use plastic. This project focuses on consumer packaging and proposes more sustainable packaging for e-commerce. The materials used include 100% FSC (Forest Stewardship Council)-certified paper, biodegradable polymer, post-consumer recycled plastic from our own operation, and post-consumer recycled plastic from selective collection.
- We have mapped new packaging suppliers that meet sustainability requirements, adhere to the principle of waste prevention, and meet criteria for being biodegradable, recycled, or recyclable.
- We have launched a pilot project to replace plastic protective packaging (bubble wrap and air cushions) with cardboard.
- The Camicado team at the Cabreúva Distribution Center has implemented a project for the reuse of supplier boxes for both product distribution to our retailers and to the end customer of our e-commerce platform.
- Diagnostic assessment: progress has been made in internal mapping and identification of more sustainable solutions for Renner, Camicado, and Repassa e-commerce operations, aligned with Decree No. 12.688 (21/Oct/2025), aiming to strengthen our commitment to eliminating non-reusable and non-recyclable plastic packaging.

- ELOverde Tool: a waste management and traceability software that supports governance of solid waste generated in our operations.

Progress

As a result of these initiatives, we have made progress in replacing plastic and certifying used paper/cardboard.

- Of the total packaging used in our stores, Distribution Centers, and e-commerce, 93% are made of paper/cardboard and 6% are plastic.
- Paper/cardboard bags are 100% FSC* certified.
- Among plastic packaging, 99% are recyclable.
- 92.8% of Renner stores use bags made exclusively of FSC-certified paper and zero plastic for delivering products to customers.
- Reuse of cardboard boxes from stores for CDs in internal operations, ensuring the reuse of 3.7 million cardboard boxes per year.
- We encourage the adoption of best practices in recycling and the reduction

of textile waste sent to landfills through a conformity classification methodology. This methodology favors companies with higher scores on the Supplier Global Performance Index (SGPI) for implementing these and other high-performance socio-environmental practices.

- We have also defined a roadmap for the replacement of these materials, including the engagement of key areas, the formation of working groups, the identification of lower-impact alternatives with suppliers, the implementation of circularity solutions, and a monitoring system to track the progress of actions.

* Forest Stewardship Council, standard that guarantees responsible forest management.

08.

Indicator board

For the past five years, we have disclosed our ESG quantitative indicators dashboard in a clear and consolidated manner, presenting a comparative overview of recent years to ensure data transparency and enable analysis of the Company's performance over time.



Governance

	2023	2024	2025	Var. 24 vs. 25
Senior leadership				
Independent members of the Board of Directors (BoD)	7 (88.0%)	8 (100.0%)	8 (100.0%)	-
Women on the BoD	2 (25.0%)	3 (37.5%)	3 (37.5%)	-
Average attendance of BoD members	98.5%	100.0%	97.4%	-2.6 p.p.
Board members with four or fewer terms	8 (100.0%)	8 (100.0%)	8 (100.0%)	-
Directors with four or less other concurrent mandates ¹	9.4	6.3	4.4	-30.2%
Members with experience in the industry ¹	2	3	4	+33.3%
Ethics				
Employees trained in the Code of Conduct in the last year GRI 205-2	90.0%	84.0%	89.0%	+5.0 p.p.
Percentage of operations audited regarding anti-corruption	100.0%	100.0%	100.0%	-
Confirmed cases of corruption or bribery GRI 205-3	0	0	0	-
Cases considered substantiated for conflict of interest in the year	-	32	61	+90.6%
Complaints of discrimination and harassment cases deemed fully or partially valid GRI 406-1	386	402	380	-5.5%
Reports related to modern slavery risk factors (operations and supply chain)	1 in the supply chain (excessive overtime)	1 in the supply chain (recruitment rate)	0	-
Non-conformities identified by risk and compliance management (internal audit) ²	121	148	69	-53.4%
Total paid to independent auditors in the year (R\$ thousand)	1,468.4	1,662.3	2,607.7	+56.9%
Political representation				
Contributions to lobbying and representation of political interests (R\$ thousand) ³ GRI 2-28	0	258.5	359.9	+39.2%

¹Variation due to the election of new Board members in 2025.

²The significant decrease in identified non-conformities is attributable to improvements made to the Internal Audit process in 2025, particularly in its approach and methodology, resulting in more qualitative and in-depth findings.

³The data cover 100% of our operations. Figures for 2025 refer to membership fees paid to Instituto Unidos Brasil and Instituto para Desenvolvimento do Varejo.

	2023	2024	2025	Var. 24 vs. 25
Contributions to political parties GRI 415-1	0	0	0	-
Name of the largest investment in association for sector development and ESG themes and value (R\$ thousand)	-	-	Higg Index (474.1)	-
Name of the second largest investment in association for sector development and ESG themes and value (R\$ thousand)	-	-	ABVTex (233.9)	-
Name of the third largest investment in association for sector development and ESG themes and value (R\$ thousand)	-	-	CEBDS (108.0)	-
Contributions made to the construction of standards and regulations on climate change (R\$ thousand)	-	103.0	118.0	+14.6%
Cyber security				
Cases of cybersecurity violations	0	0	0	-
Cases of security incidents involving personal data with relevant risk or damage to data holders	0	0	0	-
Percentage of employees trained in information security and privacy	88.0	78.0	87.0	+9.0 p.p.
Products				
Product recall	0	0	0	-
Volume of received products (million)	179	193	194	+0.52%
Percentage of products made in Brazil	53.2	57.4	53.9	-3.5 p.p.
Percentage of products made in Latin America	1.2	3.1	2.3	-0.80 p.p.
Percentage of products made in Asia	43.3	39.4	43.4	+4.0 p.p.
Percentage of products made in Europe	2.1	0.10	0.40	+0.30 p.p.
Percentage of products sold in developing countries	100.0	100.0	100.0	-
% of net revenue from products sold by the Renner and Ashua brands	-	91.5	92.0	+0.50 p.p.
% of net revenue from products sold by the Youcom brand	-	4.0	4.0	-
% of net revenue from products sold by the Camicado brand	-	4.5	4.0	-0.50 p.p.
Legal				
Fines and agreements related to ESG issues in financial statements	0	0	0	-
Total number of reports on money laundering cases through the whistleblowing channel	-	0	0	-

Social

	2023	2024	2025	Var. 24 vs. 25
Suppliers				
Active suppliers in the year GRI 2-6	5,387	6,274	5,304	-15.5%
Administrative suppliers GRI 2-6	4,734	5,735	4,784	-16.6 %
Resale suppliers GRI 2-6	653	539	520	-3.5%
Supplier expenses (R\$ million) GRI 204-1	7,866.2	8,610.0	9,534.7	+10.7%
Administrative suppliers expenses (R\$ million) GRI 204-1	3,309.3	3,538.0	3,909.1	+10.5 %
Local administrative suppliers expenses GRI 204-1	96.0%	97.0%	98.0%	+1.0 p.p.
Direct Resale suppliers expenses (R\$ million) GRI 204-1	4,556.9	5,072.0	5,625.6	+10.9%
Local direct resale suppliers expenses GRI 204-1	59.6%	55.4%	66.2%	+10.8 p.p.
Active resale suppliers (tier 1) SASB CG-AA-000.A	801	718	699	-2.6%
Local Renner resale suppliers (tier 1) (Latin America)	54.5	59.7	67.9	+8.2 p.p.
Subcontracted suppliers (extended tier 1 – contracts by our suppliers) SASB CG-AA-000.A	833	853	872	+2.2%
Local resale subcontracted suppliers (extended tier 1) (Latin America)	98.0%	98.0%	96.6%	-1.4 p.p.
Resale tier 1 and 2 suppliers with socio-environmental certification or audit accredited by external organization SASB CG-AA-430b.1	100.0%	100.0%	100.0	-
Percentage of supply chain workers earning above the minimum wage ⁴	100.0	99.9	99.9	-

⁴In 2024 and 2025, 0.1% of companies did not provide proof of payment; therefore, we cannot affirm that these payments were made. However, this does not imply that the minimum wage was not paid, but rather that there is a lack of documentation to substantiate the existence of the practice.

	2023	2024	2025	Var. 24 vs. 25
Supplier audit and monitoring				
Audited tier 1 suppliers SASB CG-AA-430b.1	100.0%	100.0%	100.0%	-
Audited extended tier 1 suppliers SASB CG-AA-430b.1	100.0%	100.0%	100.0%	-
Tier 1 suppliers critical for sustainability (level D)	1.5%	0.97%	0.43%	-0.54 p.p.
Extended tier 1 suppliers critical for sustainability (level D)	0.00%	0.00%	0.00%	-
Tier 1 and extended tier 1 critical suppliers with established action plans	93.5%	100.0%	100.0%	-
Non-conformities identified in the monitoring/audit of tier 1 and extended tier 1 suppliers	340	387	332	-14.2%
Priority (zero tolerance) non-conformities identified in tier 1 and extended tier 1 supplier audits	0	1	2	+100.0%
Non-conformities associated with gender on tier 1 and extended tier 1 supplier premises	0	0	0	-
Percentage of tier 1 and extended tier 1 suppliers assessed regarding risks related to human rights	100.0	100.0	100.0	-
Percentage of tier 1 and extended tier 1 suppliers with risks related to human rights (level D of the matrix)	0.22	1.1	0.20	-0.90 p.p.
Percentage of tier 1 and extended tier 1 suppliers with risks related to human rights that have remediation actions in place	100.0	100.0	100.0	-
Customers				
Very satisfied customers ⁵	91.3%	85.3%	76.9%	-8.4 p.p.
Satisfied and very satisfied customers	97.7%	97.4%	97.4%	-
Percentage of customers using online sales channels	19.0	18.0	17.0	-1.0 p.p.
Percentage of revenue derived from online channels (and target)	14.3 (14.4)	15.1 (14.4)	15.5 (15.6)	+0.40 p.p.

⁵Since the beginning of NPS monitoring, there have been no further corporate targets established for the "Encantômetro" (enchant-meter).

	2023	2024	2025	Var. 24 vs. 25
Percentage of customer requests resolved through customer service channels	77.1	84.0	84.8	+0.80 p.p.
Response time in digital channels (in minutes)	1,440	1,440	1	-99,9%
Response time in voice channels (in seconds)	40.0	40.0	60.0	+50.0%
Percentage of complaints relative to the total customer service interactions	8.4	12.1	8.7	-3.4 p.p.
Percentage of complaints resolved within a maximum of five business days	63.0	59.9	89.7	+29.8 p.p.
Society				
Private social investment of Instituto Lojas Renner (R\$ million)	5.4	13.6	29.8	+119.1%
Percentage of investment with tax incentive	8.3%	49.0%	12.1%	-36.9 p.p.
Percentage of investment with own resources	91.7%	51.0%	87.9%	+36.9 p.p.
Amount raised by institutions after selling donated products or services (R\$ million)	4.0	7.3	17.0	+132.9%
Amount invested in the corporate volunteering program (R\$ thousand)	409.5	170.0	473.3	+178.4%
Expenses associated with social investment management (R\$ thousand) ⁶	1.185.4	365.3	991.8	+171.5%
Employees				
Employees GRI 2-7	24,364	25,102	26,058	+3.8 %
Percentage of employees in Brazil (and total) GRI 2-7	97.0 (23,645)	97.0 (24,337)	97.2 (25,339)	+0.20 p.p.
Percentage of employees in Uruguay (and total) GRI 2-7	2.2 (543)	2.1 (539)	1.9% (487)	-0.20 p.p.
Percentage of employees in Argentina (and total) GRI 2-7	0.35 (87)	0.51 (127)	0.51 (132)	-

⁶Increase in 2023 due to higher investment in communication (social media management, photos, videos), LRI's 15-year anniversary event, and structuring of the new LRI website.

⁷We count those considered active in the total employee headcount.

	2023	2024	2025	Var. 24 vs. 25
Percentage of employees in China (and total) GRI 2-7	0.21 (52)	0.24 (59)	0.23 (59)	-0.01 p.p.
Percentage of employees in Bangladesh (and total) GRI 2-7	0.04 (11)	0.04 (10)	0.05 (12)	+0.01 p.p.
Percentage of employees in Vietnam (and total) GRI 2-7	0.11 (26)	0.12 (30)	0.11 (29)	-0.01 p.p.
Percentage of full-time employees (and total) GRI 2-7 ⁷	100.0 (24,364)	100.0 (25,102)	100.0 (26,058)	-
Female full-time employees GRI 2-7	15,893	16,292	16,832	+3.3%
Male full-time employees GRI 2-7	8,471	8,810	9,226	+4.7%
Percentage of part-time employees (and total) GRI 2-7 ⁸	0.00 (0)	0.00 (0)	0.00 (0)	-
Percentage of indefinite-term employees (and total) GRI 2-7 ⁹	81.3 (19,806)	82.1 (20,624)	83.5 (21,755)	+1.4 p.p.
Percentage of definite-term employees (and total) GRI 2-7 ¹⁰	18.5 (4,497)	17.8 (4,478)	16.5 (4,303)	-1.3 p.p.
Percentage of interns (and total) GRI 2-7	0.25 (61)	0.32 (82)	0.25 (66)	-0.07 p.p.
Board of Directors	8	8	8	-
Employees in Presidential positions	1	1	1	-
Employees in vice-presidential positions	-	-	5	-
Employees in executive positions ¹¹	20	23	32	+39.1%
Employees in leadership positions ¹²	2,884	2,926	3,018	+3.1%

⁸All employees are considered full-time as they fully comply with the working hours as per applicable legislation

⁹All employees are considered indefinite-term except those in the probationary period, interns, and apprentices

¹⁰Employees in the probationary period, interns, and apprentices are considered fixed-term employees. Only in Brazil there are fixed-term employees.

¹¹In 2025, we carried out an operational restructuring that resulted in the realignment of roles and responsibilities. As a result, there was a significant increase in the percentage of directors within the Company.

¹²Leadership positions: managers, coordinators, supervisors, and team leaders. Consultants and specialists were not considered as leadership

	2023	2024	2025	Var. 24 vs. 25
Employees in non-leadership positions	21,452	22,145	22,994	+3.8 %
Outsourced employees GRI 2-8 ¹³	432	485	4,208	+767.6%
Employees protected by collective bargaining agreements GRI 2-30	100.0%	100.0%	100.0%	-
Strikes	0	0	0	-
Mass layoffs or hirings (more than 10% of the total employee workforce)	No	No	No	-
Diversity				
Female employees GRI 2-7	65.0%	64.9%	64.6%	-0.30 p.p.
Female employees in leadership positions GRI 405-1 ¹⁴	61.7%	61.9%	61.6%	-0.30 p.p.
Female employees in junior leadership positions GRI 405-1 ¹⁴	61.9%	62.0%	61.2%	-0.80 p.p.
Female employees in full leadership positions GRI 405-1 ¹⁴	75.0%	75.9%	64.2%	-11.7 p.p.
Female employees in senior leadership positions GRI 405-1 ¹⁴	48.4%	51.2%	51.8%	+0.60 p.p.
Female employees in Executive positions GRI 405-1 ¹⁴	42.8%	43.7%	28.1%	-15.6 p.p.
Female employees in C-level positions GRI 405-1 ¹⁴	-	-	50.0%	-
Female employees in revenue-generating leadership positions GRI 405-1	67.2%	67.5%	66.2%	-1.3 p.p.
Female employees in STEM (science, technology, engineering, and mathematics) positions	25.0%	26.6%	28.7%	+2.1 p.p.
Self-declared black (black and brown) employees	50.4%	48.5%	49.0%	+0.50 p.p.

¹³Change in the monitoring scope, now encompassing beyond the administrative headquarters in Porto Alegre (RS). In 2025, monitoring now covers the headquarters in Porto Alegre, São Paulo, and Distribution Centers, increasing the total number of outsourced workers.

¹⁴In 2025, we carried out the Company's operational restructuring, which enabled the repositioning of leadership roles under different nomenclatures. The percentage variations reflect these changes in nomenclature.

	2023	2024	2025	Var. 24 vs. 25
Self-declared Black employees in leadership positions ¹⁵	36.0%	39.0%	39.9%	+0.90 p.p.
Self-declared Black employees in Board positions	0	0	0	-
Self-declared Black employees in Executive positions	0	0	2.2%	-
Self-declared white employees	46.7%	44.6%	44.0%	-0.60 p.p.
Self-declared white employees in leadership positions	60.3%	51.0%	54.6%	+3.6 p.p.
Self-declared Asian employees	2.3%	1.8%	1.7%	-0.10 p.p.
Self-declared Asian employees in leadership positions	3.2%	2.2%	2.2%	-
Self-declared indigenous employees	0.60%	0.46%	0.40%	-0.06 p.p.
Self-declared indigenous employees in leadership positions	0.45%	0.61%	0.36%	-0.25 p.p.
Employees who did not self-declare	3.180	1.141	1.248	+9.4%
Employees in leadership positions who did not self-declare ¹⁶	167	120	125	+4.2%
Employees with disabilities	3.3%	5.1%	5.1%	-
Employees aged 29 and under GRI 405-1	53.3%	54.0%	52.4%	-1.6 p.p.
Employees aged between 30 and 49 GRI 405-1	42.7%	41.6%	42.6%	+1.0 p.p.
Employees aged 50 and above GRI 405-1	4.0%	4.4%	5.0%	+0.6 p.p.
Ratio between the average wage of women and men across all employees	0.78	0.81	0.77	-4.9%

¹⁵Leadership, in this case, we consider all management positions at Lojas Renner S.A.

¹⁶In 2025, we discontinued the diversity census to track data directly from employees' registration records, always maintaining employee data privacy. This systematic change accounts for the percentage difference between 2024 and 2025, as it enables reaching a larger segment of employees.

	2023	2024	2025	Var. 24 vs. 25
Ratio between average remuneration of women/men across all employees	0.73	0.77	0.73	-5.2%
Ratio between the average compensation (wages + benefits) of women/men at C-level	-	0.74	0.86	+16.2%
Ratio between average remuneration of women/men at executive level GRI 405-2	0.83	0.88	0.96	+9.1%
Ratio between the average compensation (wages + benefits) of women at executive level GRI 405-2	0.98	0.87	1.0	+14.9%
Ratio between the average compensation (wages + benefits) of women/men in management.	-	0.75	0.86	+14.7%
Ratio between the average wage of women and men in leadership positions GRI 405-2	0.81	0.83	0.86	+3.6%
Ratio between the average compensation (wages + benefits) of women and men in leadership positions GRI 405-2	0.78	0.79	0.84	+6.3%
Ratio between the average wage of women and men in other non-leadership positions GRI 405-2	0.85	0.82	0.81	-1.2%
Ratio between the average compensation (wages + benefits) of women/men in other positions (non-leadership)	-	-	0.83	-
Ratio between the average compensation (wages + benefits) of black (black and brown) and white people at C-level	-	0.59	0.60	+1.7%
Ratio between the average compensation (wages + benefits) of black (black and brown) and white people at the executive level	-	-	0.55	-
Ratio between the average compensation (wages + benefits) of black (black and brown) and white people in management	0.57	0.58	0.79	+36.2%
Ratio between the average compensation (wages + benefits) of black (black and brown) and white people in other positions (non-leadership)	-	-	0.69	-
Ratio between the average compensation (wages + benefits) of Asian and white people at C-level	0.78	0.81	0.96	+18.5%
Ratio between the average compensation (wages + benefits) of Asian and white people at the executive level	-	-	0.76	-
Ratio between the average compensation (wages + benefits) of Asian and white people in management	2.2	0.93	0.95	+2.1%
Ratio between the average compensation (wages + benefits) of Asian and white people in other positions (non-leadership)	-	-	0.81	-
Ratio between the average compensation (wages + benefits) of indigenous and white people in management	1.3	0.6	1.1	+83.3%

	2023	2024	2025	Var. 24 vs. 25
Ratio between the average compensation (wages + benefits) of indigenous and white people in other positions (non-leadership)	-	-	0.62	-
Ratio between the average compensation (wages + benefits) of people with disabilities and people without disabilities at C-level	-	0.76	0.53	-30.3%
Ratio between the average compensation (wages + benefits) of people with disabilities and people without disabilities in management	-	1.3	1.2	-7.7%
Ratio between the average compensation (wages + benefits) of people with disabilities and people without disabilities in other positions (non-leadership)	-	-	0.73	-
Retention rate of women after 12 months of returning from maternity leave GRI 401-3	42.1%	33.0%	33.0%	-
Average years of work for women in the company	3.5	3.5	3.5	-
Average years of work for men in the company	3.3	3.3	3.3	-
Training and development				
% of collaborators who underwent training in the year ¹⁶	-	20.0	97.2	+77.2 p.p.
Average hours (and days) of training per employee GRI 404-1 ¹⁷	65.0 (8.1)	27.0 (3.3)	132.0 (16.5)	+388.9%
Average hours of training for employees in non-leadership positions GRI 404-1 ¹⁷	62.0	28.0	137	+389.3%
Average hours of training for employees in leadership positions GRI 404-1 ¹⁷	87.0	24.0	102.0	+325.0%
Average hours of training for employees in executive positions GRI 404-1 ¹⁷	42.0	67.0	98.0	46.3%
Average hours of training for female collaborators GRI 404-1	-	-	85.0	-
Average hours of training for male collaborators GRI 404-1	-	-	47.0	-
Average hours of training for collaborators up to 29 years old GRI 404-1	-	-	74.0	-

¹⁷In 2025, we had an increase in the number of mandatory LRSA trainings, from four to 11, resulting in a significant increase in completed training paths across each employee segment.

	2023	2024	2025	Var. 24 vs. 25
Average hours of training for collaborators aged 30 to 50 years GRI 404-1	-	-	52.0	-
Average hours of training for collaborators over 50 years old GRI 404-1	-	-	6.0	-
Average training investment per employee (in R\$) ¹⁷	393.0	422.7	636.6	+50.6%
Average training investment per leadership role (in R\$)	-	3,030.6	3,230.5	+6.6%
Average training investment per executive (in R\$)	-	-	15,744.8	-
Average training investment per female collaborator (in R\$)	-	-	8,412,208.4	-
Average training investment per male collaborator (in R\$)	-	-	8,082,317.9	-
Average training investment per collaborators up to 29 years old (in R\$)	-	-	7,759,920.5	-
Average training investment per collaborator aged 30 to 49 years (in R\$)	-	-	8,240,578.5	-
Average training investment per collaborator aged 50 years or more (in R\$)	-	-	102,497.9	-
Attraction and retention				
Employment GRI 401-1	14,102	15,948	17,794	+11.6%
Employment rate GRI 401-1 ¹⁸	59.6%	68.1%	69.0%	+0.90 p.p.
Women's employment rate GRI 401-1	65.0%	63.9%	64.0%	+0.10 p.p.
Men's employment rate GRI 401-1	35.0%	36.0%	36.0%	-
Employment rate for individuals aged 29 and under GRI 401-1	70.6%	71.7%	69.2%	-2.5 p.p.
Employment rate for individuals aged between 30 and 49 GRI 401-1	27.9%	26.1%	27.9%	+1.8 p.p.

¹⁸Data reporting to Brazil only.

	2023	2024	2025	Var. 24 vs. 25
Employment rate for individuals aged 50 and above GRI 401-1	1.5%	2.2%	2.9%	+0.70 p.p.
Percentage of open positions filled by internal candidates	71.0%	64.0%	61.0%	-3.0 p.p.
Average recruitment cost per opening (R\$)	450.6	396.2	398.4	+0.55%
Turnover GRI 401-1	14.904	15.155	16.718	+10.3%
Turnover rate GRI 401-1 ¹⁷	64.8%	64.7%	67.4%	-2.7 p.p.
Female turnover rate GRI 401-1	64.5%	64.2%	66.9%	+2.7 p.p.
Male turnover rate GRI 401-1	65.4%	65.8%	68.3%	+2.5 p.p.
Turnover rate for employees aged 29 and under GRI 401-1	77.9%	80.8%	84.6%	+3.8 p.p.
Turnover rate for employees aged between 30 and 49 GRI 401-1	50.5%	46.5%	49.1%	+2.6 p.p.
Turnover rate for employees aged 50 and above GRI 401-1	32.3%	34.1%	37.2%	+3.1 p.p.
Turnover rate for Black employees	-	-	66.9%	-
Turnover rate for White employees	-	-	65.1%	-
Turnover rate for Asian employees	-	-	50.2%	-
Turnover rate for Indigenous employees	-	-	87.3%	-
Turnover rate for senior leadership	15.7%	9.9%	11.8%	+1.9 p.p.
Turnover rate for Executive Officers	35.3%	18.3%	13.7%	-4.6 p.p.
Turnover rate for mid-level leadership	24.7%	20.7%	15.4%	-5.3 p.p.
Turnover rate for junior leadership	30.6%	26.4%	22.8%	-3.6 p.p.

	2023	2024	2025	Var. 24 vs. 25
Voluntary turnover GRI 401-1	7,757	7,281	6,894	+5.3%
Voluntary turnover rate GRI 401-1	36.3%	34.6%	31.5%	-3.1 p.p.
Female voluntary turnover rate GRI 401-1	34.5%	35.1%	31.7%	-3.4 p.p.
Male voluntary turnover rate GRI 401-1	32.3%	33.7%	31.2%	-2.5 p.p.
Voluntary turnover rate for employees aged 29 and under GRI 401-1	43.1%	45.9%	41.3%	-4.6 p.p.
Voluntary turnover rate for employees aged between 30 and 49 GRI 401-1	23.7%	23.7%	22.8%	-0.90 p.p.
Voluntary turnover rate for employees aged 50 and above GRI 401-1	8.6%	15.7%	15.3%	-0.40 p.p.
Voluntary turnover rate for black employees	39.9%	39.8%	30.8%	-9.0 p.p.
Voluntary turnover rate for white employees	31.6%	34.6%	31.7%	-2.9 p.p.
Voluntary turnover rate for Asian employees	56.4%	47.4%	24.8%	-22.6 p.p.
Voluntary turnover rate for indigenous employees	43.8%	52.6%	43.6%	-9.0 p.p.
Voluntary turnover rate for senior leadership	2.6%	2.5%	2.5%	-
Voluntary turnover rate for Executive Officers	5.9%	4.6%	3.4%	-1.2 p.p.
Voluntary turnover rate for mid-level leadership	8.2%	8.7%	5.5%	-3.2 p.p.
Voluntary turnover rate for junior leadership	11.3%	11.8%	9.6%	-2.2 p.p.
Adhesion to the engagement survey	89.0%	88.0%	92.0%	+4.0 p.p.
Employee engagement	86.0%	90.0%	89.0%	-1.0 p.p.
Engagement of female employees	87.0%	90.0%	89.0%	-1.0 p.p.

	2023	2024	2025	Var. 24 vs. 25
Engagement of male employees	85.0%	89.0%	88.0%	-1.0 p.p.
Engagement of black employees	88.0%	91.0%	89.0%	-2.0 p.p.
Engagement of white employees	87.0%	90.0%	89.0%	-1.0 p.p.
Engagement of Asian employees	88.0%	90.0%	90.0%	-
Engagement of indigenous employees	92.0%	88.0%	87.0%	-1.0 p.p.
Engagement of employees aged 24 and under	84.0%	90.0%	87.0%	-3.0 p.p.
Engagement of employees aged between 25 and 44	89.0%	88.0%	90.0%	+2.0 p.p.
Engagement of employees aged 45 and above	91.0%	94.0%	92.0%	-2.0 p.p.
Engagement of employees in senior leadership	-	-	99.0%	-
Engagement of employees among Executive Officers	-	-	100.0%	-
Engagement of employees in mid-level leadership	-	-	96.0%	-
Engagement of employees in junior leadership	-	-	96.0%	-
Compensation				
Short-term incentive compensation for Executive Officers (in R\$ million)	10.1	11.9	12.7	+6.7%
Long-term incentive compensation for Executive Officers (in R\$ million)	0.0	12.9	12.1	-6.2%
Health and Safety GRI 403-9				
Employee deaths in typical accidents (and death rate)	0 (0.00)	0 (0.00)	0 (0.00)	-
Employee deaths in commuting accidents (and death rate)	0 (0.00)	1 (0.004%)	1 (0.004%)	-

	2023	2024	2025	Var. 24 vs. 25
Total typical accidents	-	98	110	+12.2 %
Total commuting accidents	-	81	98	+21.0 %
Lost workdays due to injuries, accidents, deaths, or illnesses from typical accidents	1,346	1,046	1,014	-3.1 %
Lost workdays due to injuries, accidents, deaths, or illnesses from commuting accidents	-	8,421	8,384	-0.44 %
Frequency rate of typical accidents with employee absence ¹⁹	1.5	1.8	1.8	-
Frequency rate of commuting accidents with employee absence ¹⁹	2.9	1.5	1.6	+0.10 p.p.
Severity rate (SR) of typical accidents ²⁰	26.8	19.8	17.2	-2.6 p.p.
Severity rate (SR) of commuting accidents ²⁰	44.0	159.6	142.5	-17.1 p.p.
Deaths of outsourced employees ²¹	1	0	0	-
Frequency rate of typical accidents with outsourced employee absence	-	0.70	0.00	-0.70 p.p.
Frequency rate of commuting accidents with outsourced employee absence	-	0.00	0.00	-

¹⁹Frequency rate = (Number of accidents with time off)/(hours worked in the accounting period) x 1,000,000. Man-hours of exposure (HHT) = 52,769,523h. Accidents with time off with a CAT issued were considered.

²⁰Severity Rate (SR) = No. of days lost X 1,000,000/HHT

²¹Typical accident with fatality.

Environmental

	2023	2024	2025	Var. 24 vs. 25
Management				
Percentage of operations covered by an environmental management system	100.0	100.0	100.0	-
Emissions				
Scope 1 emissions (tco2e) GRI 305-1	4,579.5	4,397.4	7,033.1	+59.9%
Scope 2 emissions – purchasing choice (tco2e) GRI 305-2	0	0	0	-
Scope 2 emissions – location-based (tco2e) GRI 305-2	8,933.2	13,300.2	11,146.4	-16.2%
Scope 3 emissions (tco2e) GRI 305-3	334,188.3	391,535.8	398,131.3	+1.7%
Emission intensity (tCO e/m2 of built-up area) GRI 305-4	1.5	1.5	1.6	+5.9%
GHG emissions not governed by the Kyoto Protocol: HCFC-22 (tCO2e)	448.6	52.7	223.5	+324.1%
GHG emissions not governed by the Kyoto Protocol: HCFC-141b (tCO2e)	8.2	88.5	28.1	-68.2%
Energy				
Energy consumption (in thousand GJs) GRI 302-1 ²²	810.8	853.9	850.8	-0.36%
Energy intensity (GJ/m2) GRI 302-3 ²³	0.59	0.61	0.61	-
Energy expenses (in R\$ million)	176.3	187.2	175.5	-6.2%
Relative energy expenditures (R\$ spent/R\$ net revenue)	0.015	0.015	0.013	-13.3%
Percentage of renewable low-impact energy (small hydroelectric, solar, wind and biomass)	100.0	100.0	100.0	-

²²Includes all Lojas Renner S.A. companies, excluding administrative offices Only electric power. Increase caused by the inclusion of administrative buildings in the calculation. Conversion factor used = 0.0036 GJ/Kwh

²³Energy intensity is calculated by the electric power consumption of the stores divided by their total area.

	2023	2024	2025	Var. 24 vs. 25
Water				
Volume of water withdrawn from the municipal network (concessionary/water tanker trucks) in m ³ GRI 303-3	390,366.0	396,329.0	448,919.0	+13.3%
Withdrawal of groundwater from wells (in m ³) GRI 303-3 303-4	30,017.0	45,392.0	45,879.0	+1.1%
Total water withdrawal (in m ³) GRI 303-3 ²⁴	420,383.0	441,721.0	494,798.0	+12.0%
Water recovered and recirculated in operations (reuse of treated effluent) in m ³ ²⁵	11,162.0	28,949.0	3,353.0	-88.4%
Percentage of withdrawn water recirculated in operations ²⁵	2.7	6.1	0.67	-5.4 p.p.
Discharge of effluents into the municipal network (concessionary) in m ³ GRI 303-4	278,778.0	290,410.0	335,742.0	+15.6%
Discharge of effluents into surface water (lakes and rivers) in m ³ GRI 303-4	25,059.0	12,317.0	29,522.0	+139.7%
Discharge of effluents into groundwater in ³ GRI 303-4 ²⁵	12,128.0	57,439.0	12,372.0	-78.5%
Total water discharge in m ³ GRI 303-4	315,965.0	360,166.0	377,635.3	+4.8%
Total water consumption in m ³ GRI 303-5	104,418.0	81,555.0	117,163.0	+43.7%
Percentage of tier 1 suppliers whose effluents comply with legal requirements SASB CG-AA-430a.1	100.0	99.7	100.0	+0.30 p.p.
Percentage of extended tier 1 suppliers whose effluents comply with legal requirements SASB CG-AA-430a.1	100.0	99.6	99.9	+0.30 p.p.
Waste				
Volume of waste generated (tons)	6,034.4	9,601.8	8,350.1	-13.0%

²⁴Water consumption control by concessionaires and wells is carried out only at distribution centers, for stores and administrative units, consumption is calculated through the average intensity of consumption per employee. The average intensity of consumption was obtained through a specific study (1.09 m³/employee for offices and 1.538 m³/employee for stores). The data consider all companies under Lojas Renner S.A. in Brazil

²⁵The higher volumes of recirculated and discarded effluents are due to the fact that 2024 will be the first full year of operation of CD Cabreúva, with a greater number of employees and operations. The drop in the volume of water recovered in 2025 is due to operational and performance issues at the wastewater treatment plant. For this reason, reuse has been suspended at CD 504 (since June 2025) until the plant's performance is stabilized.

	2023	2024	2025	Var. 24 vs. 25
Discarded electronic waste (tons) ²⁶	0.5	11.3	9.5	-15.9%
Hazardous waste (in percentage of total)	0.17	0.51	0.58	+0.07 p.p.
Hazardous waste recycled (tons) ²¹ GRI 306-4 ²⁷	6.6	33.8	48.4	+43.2%
Hazardous waste disposed in landfill (tons) ²¹ GRI 306-5 ²⁷	3.8	7.15	0.24	-96.6%
Non-hazardous waste recycled (tons) ²¹ GRI 306-4	5,641.7	9,369.2	8,064.2	-13.9%
Non-hazardous waste disposed in landfill (tons) GRI 306-5	382.1	191.6	237.3	+23.8%
Percentage of recycled waste	93.6	97.9	97.1	-0.80 p.p.
Waste generation intensity (tons of waste generated per R\$ million of net revenue)	0.44	0.66	0.53	-19.7%
Cost associated with waste management (in R\$ million) ²⁸	1.4	2.6	2.9	-11.5%
Perfumery waste collected by Ecoestilo - reverse logistics (in tons)	55.9	60.9	48.7	-20.0%
Clothing waste collected by Ecoestilo - reverse logistics (in tons)	20.4	13.9	19.6	+41.2%
Raw materials (apparel)				
Cotton consumption (in thousand tons) GRI 301-1 SASB CG-AA-440a.4.	18.2	19.6	23.2	+18.4%
Polyester consumption (in thousand tons) GRI 301-1 SASB CG-AA-440a.4.	10.2	10.4	9.9	-4.8%
Viscose consumption (in thousand tons) GRI 301-1 SASB CG-AA-440a.4.	6.0	6.0	4.1	-31.7%
Polyamide consumption (in thousand tons) GRI 301-1 SASB CG-AA-440a.4.	2.8	2.9	5.3	+82.8%

²⁶With the advancement of the waste measurement and management process, the 2023 figure was revised from 0.3t to 0.5t. The increase in volume for 2024 is also due to the advancement in indicator monitoring, which is now consolidated by a single team, ensuring greater consistency and 100% coverage of the operation.

²⁷The increase is due to the execution of works and maintenance at CD 324, generating waste from painting materials and protective materials.

²⁸The increase is due to the use of new waste disposal technologies, such as co-processing, and the inclusion of costs related to the Ecoestilo Reverse Logistics Program.

	2023	2024	2025	Var. 24 vs. 25
Certified cotton (in thousand tons) SASB CG-AA-440a.4	17.8	19.0	21.2	+11.6%
Certified polyester (tons) SASB CG-AA-440a.4 ²⁹	238.0	270.0	915.8	+239.2%
Certified polyamide (tons) SASB CG-AA-440a.4 ²⁹	0.76	19.0	66.8	+251.6%
Certified viscose (in thousand tons) SASB CG-AA-440a.4	5.7	5.7	3.7	-35.1%
Percentage of Renner's revenue from cotton products	-	62.0	61.9	-0.10 p.p.
Percentage of Renner's revenue from leather products	-	0.15	0.22	+0.70 p.p.
Percentage of Renner's revenue from viscose products	-	13.0	11.4	-1.6 p.p.
Percentage of less impactful products in Lojas Renner S.A. ³⁰	-	78.2	80.0	+1.8 p.p.
Percentage of less impactful Renner products	80.45	78.2	80.0	+1.8 p.p.
Percentage of less impactful Youcom products	75.6	78.6	82.0	+3.4 p.p.
Percentage of less impactful Ashua products	90.9	89.8	92.0	+2.2 p.p.
Percentage of cotton products certified for responsible manufacture	96.6	96.5	95.3	-1.2 p.p.
Percentage of paper/wood fiber (viscose, modal and lyocell) certified for responsible manufacture	92.5	89.0	89.7	+0.70 p.p.
Percentage of leather products certified for responsible manufacture	46.5	26.6	14.9	-11.7 p.p.
Percentage of polyester products certified for responsible manufacture	2.4	2.1	9.2	+7.1 p.p.
Percentage of polyamide products certified for responsible manufacture	0.03	0.53	0.80	+0.27 p.p.

²⁹Significant increase in polyester and polyamide due to the design for less impactful raw materials.

³⁰Data from previous years are not available in the methodology adopted in 2024, which considers all Lojas Renner S.A. products and no longer just some brands, as was the case in previous years

	2023	2024	2025	Var. 24 vs. 25
Percentage of products for which the Company calculates the carbon footprint	-	100.0	100.0	-
% of products made from plastics with recycled content	-	2.0	5.7	+3.7 p.p.
Packaging				
Plastic consumption in packaging (in tons)	439.0 (7.41)	372.5 (6.2)	368.4 (7.3)	-1.1%
Paper/wood fiber consumption in packaging (in tons)	5,481.4 (92.6)	5,618.3 (93.8)	4,686.3 (92.7)	-16.6%
Percentage of paper/wood fiber consumed in packaging certified or originated from recycling	93.0	100.0	100.0	-
Percentage of recyclable plastic used in packaging	77.0	61.0	99.0	+38.0 p.p.
Percentage of plastic used in packaging originated from recycling ³¹	0.03	8.1	29.8	+21.7 p.p.
Renner stores that use plastic bags	43	73	32	-56.2%

³¹Significant increase in the percentage of recycled plastic used in packaging due to the project for less impactful packaging.

09.

Reading tools


This chapter presents the reference indexes for the various reporting frameworks adopted, facilitating the location of indicators throughout the content, as well as the independent auditor's limited assurance report on the evaluation of these indicators. Please refer to the indexes, tables, and summaries below to review the indicators and frameworks presented throughout this report.










GRI Index














Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
General Disclosures			
	Statement of Use		Lojas Renner S.A. reported the information mentioned in this GRI Content Index for the period from January 1 to December 31, 2025, based on the GRI Standards.
GRI 1	Foundation 2021		
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Organizational details		Lojas Renner. Publicly-held corporation with headquarters in Porto Alegre (RS). More details on Pages 06 .
2-2	Entities included in the organization's sustainability reporting		Page 06 . This report includes the same activities covered in the financial report: explanatory note 3.10, on Page 29 of the Financial Statements .
2-3	Reporting period, frequency and contact point		Page 154 . Annual, from January 1st to December 31st 2025.
2-4	Restatements of information		In 2025, the Company underwent an operational reorganization, which led to structural changes and changes in the percentages of employees by functional category in terms of nomenclature and reporting. These changes did not significantly impact the total headcount of employees.
2-5	External assurance		Pages 147 .
Activities and workers			
2-6	Activities, value chain, and other business relationships		Pages 06 and 116 .
2-7	Employees		Pages 118 and 120 . Data referring to the number of employees at the end of the reporting period. The total number of employees excludes those on leave.
2-8	Workers who are not employees		Page 120 . The total number of third parties refers to those who have access to the headquarters in Porto Alegre, São Paulo, and Distribution Centers. The main activities of these service providers, in general, are maintenance, cleaning, gardening, and IT services. The document management of these partners is carried out by the Occupational Safety team.










Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
Governance			
2-9	Governance structure and composition		
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing impact management		
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflicts of interest		
2-16	Communicating critical concerns		
2-17	Collective knowledge of the highest governance body		
2-18	Performance evaluation of the highest governance body		
2-19	Compensation policies		
2-20	Process to determine remuneration		
2-21	Annual total compensation ratio		






Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Pages 04 and 07 .	
2-23	Policy commitments	Pages 39 and 93 . Commitments and policies are approved by the Board of Directors.	
2-24	Embedding policy commitments	Pages 24 , 39 , 66 to 67 , 83 , 88 to 89 and 93 .	
2-25	Processes to remediate negative impacts	Pages 24 and 93 .	
2-26	Mechanisms for seeking advice and raising concerns	Page 93 .	
2-27	Compliance with laws and regulations	There were no cases of non-compliance with laws and regulations in 2025.	
2-28	Membership associations	Pages 105 and 114 .	
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Pages where we present the means of engagement with engaged stakeholders: employees and leadership (Page 24), suppliers (Page 73), investors (Page 22), customers (Page 106), partners and beneficiaries of Instituto Lojas Renner (Page 101) and startups (Page 109).	
2-30	Collective bargaining agreements	Page 120 .	
GRI 3: Material topics 2021			
3-1	Process to determine material topics	Pages 28 and 80 .	
3-2	List of material topics	Pages 80 .	

Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
3-3 Management of material topics	<p>Pages 27 to 39 and 80.</p> <p>Impacts related to the topics:</p> <p>Raw materials Pages 55 and 131.</p> <p>Climate change Page 52.</p> <p>Working conditions in the supply chain Pages 65 to 72.</p> <p>Post-consumer disposal Pages 57 and 131.</p> <p>Environmental compliance in the direct and indirect supply chain Pages 66 to 71.</p> <p>Working conditions at indirect suppliers Pages 65 to 72.</p> <p>Use of fuels Pages 11 and 58.</p> <p>Carbon emissions Page 53.</p> <p>Intensive production Page 11.</p> <p>Use of plastics in packaging Pages 112 and 133.</p> <p>Unfair competition Page 89.</p> <p>Polycrises Pages 11 and 25.</p> <p>Waste generation Page 111.</p> <p>Potential labor shortages Pages 42 and 65.</p>		
Topic-specific Disclosures			
GRI 201: Economic Performance 2016			
201-1 Direct economic value generated and distributed	Page 17 .	 	


















Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
GRI 204: Procurement Practices 2016			
204-1 Proportion of spending on local suppliers	Page 116 . Local suppliers are those located in Brazil		Supply chain management
GRI 205: Anti-corruption 2016			
205-2 Communication and training about anti-corruption policies and procedures	Pages 88 and 114 .		Ethics and integrity
205-3 Confirmed incidents of corruption and actions taken	Pages 88 and 114 .		Ethics and integrity
GRI 207: Tax 2019			
207-1 Approach to tax	Page 92 .		Strategy and fiscal transparency
Environmental Contents			
GRI 301: Materials 2016			
301-1 Materials used by weight or volume	Pages 55 and 131 . Recyclable (cotton and viscose) and non-recyclable (polyester and polyamide).		
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	Page 129 . More details in the Public Emissions Register .		Energy consumption

Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
302-3 Energy intensity	Page 129 .	   	Energy consumption
GRI 303: Water and effluents 2018			
303-3 Water withdrawal	Pages 61 and 130 .		Water consumption
303-4 Water discharge	Pages 61 and 130 .		Water consumption
303-5 Water consumption	Pages 61 and 130 .		Water consumption
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Pages 52 and 129 . In addition to GHG emissions, total direct biogenic CO ₂ emissions were 40.61 tCO ₂ equivalent.	  	Greenhouse gas emissions
305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy acquisition.	Pages 52 and 129 .	  	Greenhouse gas emissions
305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions	Pages 52 and 129 . In addition to GHG emissions, total direct biogenic CO ₂ emissions were 8,527.25 tCO ₂ equivalent.	  	Greenhouse gas emissions

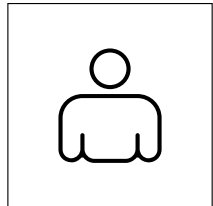
Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
305-4 Greenhouse gas (GHG) emissions intensity	Page 129 .		Greenhouse gas emissions
GRI 306: Waste 2020			
306-4 Waste diverted from disposal	Pages 111 and 131 . All waste is disposed of outside the organization.	 	Waste management
306-5 Waste directed to disposal	Pages 111 and 131 . All waste is disposed of outside the organization.	 	Waste management
Social Contents			
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	Pages 124 and 126 . Data considers only operations in Brazil.		
401-3 Parental leave	Pages 43 and 123 . Paternity leave information not available.		Diversity and inclusion
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	Page 43 . More details in the Safety and Occupation Health Policy.		Occupational health and safety and employee well-being and quality of life
403-9 Work-related injuries	Pages 127 and 128 . Data considers only operations in Brazil.		Occupational health and safety and employee well-being and quality of life

Universal Standard	Reference (page)/Direct answer	Related SDGs	Material topic
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Pages 123 and 124 .	 Employee training and development
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Pages 20 and 120 to 121 .	 Diversity and inclusion
405-2	Ratio of basic salary and remuneration of women to men	Page 122 . Data encompasses 100% of Lojas Renner S.A. ecosystem. The ratio between the base salary and total compensation received by women and those received by men is calculated as the ratio of average salaries (women ÷ men). These salaries are adjusted for working hours.	 Diversity and inclusion
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	Page 114 .	 Diversity and inclusion; Ethics and integrity
GRI 415: Public Policy 2016			
415-1	Political contributions	Page 115 . There was none in 2024. Data considers the entire Lojas Renner S.A. ecosystem.	 Ethics and integrity
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 86 .	Cybersecurity and Data Privacy

SASB Index

Code	Metric	Page reference	Related SDG
Chemicals Management			
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Page 63 .	 
CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Page 63 .	 
Environmental impacts in the supply chain			
CG-AA-430a.1	Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 in compliance with wastewater discharge permits or contractual agreements	Page 130 . 100% of suppliers and 99.9% of their contractors.	 
CG-AA-430a.2	Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	SELF-ASSESSED Tier 1: 56 = 8% Extended Tier 1: 26 = 3%. VERIFIED Tier 1: 53 = 7.6% Extended Tier 1: 25 = 2.9%.	
Work conditions in the supply chain			
CG-AA-430b.1	Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	100% of Tier 1 and extended Tier 1 supplier audited by internal and external auditors. Pages 67 and 116 .	 
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Page 66 .	 
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health and safety risks in the supply chain	Page 93 .	 
Raw material sourcing			
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors and (4) management strategy for addressing business risks and opportunities.	Pages 55 and 93 . For further details, please refer to the Sustainability-Related Financial Information Report - Climate .	 
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard.	Pages 55 and 131 . For further details, please refer to the Sustainability-Related Financial Information Report - Climate .	 
Activity metrics			
CG-AA-000.A	Number of (1) tier 1 suppliers, and (2) suppliers beyond tier 1	Page 116 .	

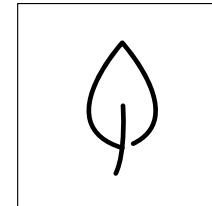
Capitals Map



HUMAN

Pages. [20 to 22](#), [40 to 50](#) and [93 to 100](#).

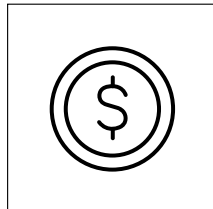
Professionals who make up our governance team and practices for their development and excellence.



ENVIRONMENTAL

Pages. [51 to 63](#) and [107 to 112](#).

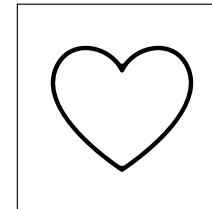
Natural resources used in operations and best practices aimed at achieving climate, circular, and regenerative solutions.



FINANCIAL

Pages. [17 and 18](#).

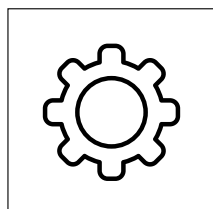
Business results achieved, performance of shares, and generation of financial value for stakeholders.



SOCIAL AND RELATIONSHIP

Pages. [83 to 94](#) and [101 to 106](#).

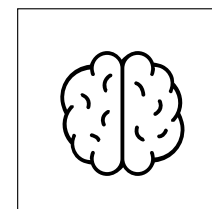
Principles and practices to maintain value-generating relationships with the various stakeholders in our value chain.



MANUFACTURED

Pages. [06 to 16](#).

Profiles of the companies that make up the ecosystem, our stores and distribution centers.



INTELLECTUAL

Pages. [06 to 12](#) and [82](#).

Competitive advantages, strategies, and innovations that bolster business development.

Value generated by capital

Capitals used



HUMAN

- **26,058** employees



ENVIRONMENTAL

- **850,8 mil** GJ of energy consumed (0.61 GJ/m² of sales area)
- **117 thousand m³** of water consumed in operations
- **23 thousand tons** of cotton, **10 thousand tons** of polyester, **4 thousand tons** of viscose, **5 thousand tons** of polyamide



FINANCIAL

- **R\$ 20.2 billion** in gross revenue
- **982.199** thousand shares with a market value of **R\$ 14.3 billion**
- **R\$ 858 million** in investments (CAPEX)



SOCIAL AND RELATIONSHIP

- **699** active resale suppliers at the end of 2025 and 872 subcontractors who manufacture the products we sell
- **4,784** suppliers of other products and services
- Communities and projects supported by **Instituto Lojas Renner**



MANUFACTURED

- **717** stores
- **3** Distribution Centers (DCs)
- **Present in six countries:** Brazil, Uruguay, Argentina, Bangladesh, China, and Vietnam
- **E-commerce**



INTELLECTUAL

- A solid culture aligned with a purpose: **our achievement lies in delighting**
- **2030 Responsible fashion** strategy

Value generated

- **R\$ 1.81 billion** paid in compensation and benefits
- **89%** engagement
- **R\$ 174.8 million** paid to employees as part of our Profit Sharing Program (PSP)

- **100%** low impact renewable energy consumption since 2021
- **40%** of tier 1 Resale Suppliers with GHG emissions inventory
- **95%** of cotton products and **89%** of viscose products are environmentally certified

- **R\$ 834.3 million** in dividends distributed to shareholders as interest on equity (57.2% payout)
- ROIC of **14.7%** (+2.3 p.p.) an improvement in profitability, and advancements in capital structure
- **+1,949%** of share valuation since 2005
- **+9.2%** in net retail income

- **R\$ 29.8 million** invested by the Instituto Lojas Renner directly **benefited more than 220 thousand people**
- **97.4%** of satisfied and very satisfied customers
- **20 million** active customers in the ecosystem
- **R\$ 9.5 billion** in businesses contracted with suppliers
- **57%** of the purchasing volume from resale suppliers classified as A in our ESG performance matrix
- **R\$ 3.9 billion** in taxes and fees to be reinvested by governments for the country's development

- **34** new stores
- **4 stores and the headquarters** are environmentally certified
- The Cabreúva (SP) DC is omnichannel, automated, and holds the LEED certification

- **Omnichannel experience and multiple sales** and customer service channels
- **80%** of clothing items sold at Renner have the Re - Responsible Fashion (sustainability attributes)

SDG Map



Ensuring inclusive, equitable, and quality education and promote lifelong learning opportunities for all

Professional qualification projects for women in the fashion value chain Page [101](#).

Support and development programs for suppliers and their contractors Page [73](#).

Employee development programs Page [100](#).



Reaching gender equality and empower all women and girls

Ensuring equity in employment, training, and career development for women Page [49](#).

Fostering women's participation in senior leadership positions Page [49](#).

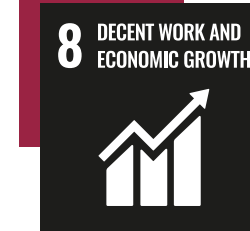
Empowering women through training and entrepreneurship in the fashion chain Page [101](#).



Alcançar acesso equitativo à água potável, segura e acessível, além de saneamento e higiene para todos, acabando com a defecação a céu aberto.

Aumentar a eficiência do uso da água em todos os setores e implementar a gestão integrada dos recursos hídricos pg [61](#).

Melhorar a qualidade reduzindo a poluição, eliminando despejo de lixo, minimizando a liberação de produtos químicos e aumentando a reciclagem e reutilização segura pg [63](#).



Promoting the sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

Generating employment in our operations and in the supply chain Page [06](#).

Ensuring health and safety at work, as well as employee well-being and quality of life. Pages [43](#).

Fostering the defense of human rights in our operations and in the supply chain Page [93](#).

Promoting economic development and growth through social investment Page [101](#).



Reducing inequality within countries and between them

Fostering the adoption of the living wage by strategic suppliers Page [77](#).

Being among the Brazilian benchmarks in terms of engagement, guaranteeing a living wage* and continuously advancing in promoting employee wellbeing Page [43](#).

Programs for supporting the development of suppliers and their contractors Page [73](#).



Ensuring sustainable production and consumption standards

Promoting circularity in the development of products and services Page [56](#).

Ecoefficiency in operations Page [58](#).

Projects with suppliers to monitor, control, and promote responsible production processes Page [74](#).

Raising our customers' awareness of sustainable consumption Page [106](#).



Taking urgent measures to fight climate change and its impacts

Climate Strategy Page [52](#).

Commitment to preserving biodiversity and fighting deforestation Page [107](#).



Strengthening the means of implementation and revitalizing the global partnership for sustainable development

Active participation in organizations for development of the industry and promoting sustainability Page [105](#).

Annual Report Limited Assurance Report

GRI 2-5

Report on Limited Assurance by the Independent Auditor

To the Board of Directors and Shareholders of Lojas Renner S.A. | Porto Alegre – RS, Brazil

Limited assurance report on Environmental, Social and Governance (ESG) information included in the 2025 Annual Report of Lojas Renner S.A. for the year ended December 31, 2025

Conclusion

We performed a limited assurance engagement on the Environmental, Social and Governance (ESG) information included in the 2025 Annual Report (“Report”) of Lojas Renner S.A. (“Company”) for the year ended December 31, 2025, prepared based on the Global Reporting Initiative (GRI) Standards and in accordance with the Sustainability Accounting Standard – Consumer Goods – Apparel, Accessories & Footwear of the Sustainability Accounting Standards Board (SASB) (“Criteria”).

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Environmental, Social and Governance (ESG) information included in the 2025 Annual Report of Lojas Renner S.A. for the year ended December 31, 2025 has not been prepared, in all material respects, based on the Global Reporting Initiative (GRI) Standards and in accordance with the Sustainability Accounting Standard – Consumer Goods – Apparel, Accessories & Footwear of the Sustainability Accounting Standards Board (SASB).

Our conclusion on the Environmental, Social and Governance information included in the Company’s 2025 Annual Report, prepared based on and in accordance with the Criteria, does not extend to any other information that accompanies or contains the information from Chapter 03 – Responsible Fashion, from Instituto Lojas Renner, the annual balance, messages from Company management, links and images, nor to data and indicators relating to prior periods presented in such Report.

Basis for conclusion

We conducted our engagement in accordance with NBC TO 3000 (revised) – Trabalho de Asseguração Diferente de Auditoria e Revisão and International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the Conselho Federal de Contabilidade (CFC) and the International Auditing and Assurance Standards Board (IAASB), respectively. Our responsibilities under these standards are described in more detail in the section “Our responsibilities” of this report.

We complied with the independence requirements and other ethical requirements of the Código de Ética Profissional do Contador and the Professional Standards (including Independence Standards) issued by the Conselho Federal de Contabilidade (CFC), based on the fundamental principles of integrity, objectivity, professional

competence and due care, confidentiality and professional behavior.

Our firm applies NBC PA 01 – Gestão de Qualidade para Firmas (Pessoas Jurídicas e Físicas) de Auditores Independentes and International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the CFC and IAASB, respectively. These standards require the firm to design, implement and operate a quality management system, including policies or procedures relating to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities for the 2025 Annual Report

Company Management is responsible for:

- the design, implementation and maintenance of internal controls relevant to the preparation of the information included in the Report that is free from material misstatement, whether due to fraud or error;
- the selection of the Criteria as appropriate for the preparation of the information included in the Report, and the appropriate reference to or description of such Criteria; and
- the preparation and proper presentation of the information included in the Report in accordance with the Criteria.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance as to whether the Report is free from material misstatement, whether due to fraud or error;

- forming an independent conclusion based on the procedures performed and the evidence obtained; and

- reporting our conclusion to the Board of Directors and Shareholders of the Company.

Summary of the work performed as a basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed procedures to obtain evidence regarding the Report that is sufficient and appropriate to provide a basis for our conclusion. The procedures selected depend on our understanding of the Report and other engagement circumstances, including our consideration of areas where material misstatements are likely to arise. In performing the engagement, we carried out the following procedures:

a. planning the work, considering the relevance, volume of quantitative and qualitative information, and the operational

systems and internal controls that served as a basis for the preparation of the information included in the Report;

b. obtaining an understanding of the calculation methodologies and procedures for compiling indicators through inquiries and interviews with the managers responsible for preparing the information;

c. applying analytical procedures to quantitative information and making inquiries about qualitative information and its correlation with the indicators disclosed in the information included in the Report; and

d. evaluating the processes for preparing the Report and its structure and content, in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing, and their extent is limited (less extensive) than those of a reasonable assurance engagement. Accordingly, the level of assurance obtained in a limited assurance

engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

São Paulo, April 29, 2026

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

(Original report in Portuguese signed by)

Flavio Gozzoli Gonçalves
Accountant CRC 1SP290557/O-2

Limited Assurance Report on the Responsible Fashion Strategy

Report on Limited Assurance by the Independent Auditor

To the Board of Directors and Shareholders of Lojas Renner S.A. | Porto Alegre – RS, Brazil

Limited assurance report on the information included in Chapter 03. Responsible Fashion of the 2025 Annual Report of Lojas Renner S.A. for the year ended December 31, 2025

Conclusion

We performed a limited assurance engagement on the information included in “Chapter 03. Responsible Fashion” – pages 29, 30, 32, 33, 34, 36 and 37 (“Report”) presented in the 2025 Annual Report of Lojas Renner S.A. (“Company”) for the year ended December 31, 2025, prepared in accordance with the criteria set out in the appendix.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe

that the information included in “Chapter 03. Responsible Fashion” – pages 29, 30, 32, 33, 34, 36 and 37 presented in the 2025 Annual Report of Lojas Renner S.A. for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the criteria.

Our conclusion on the information included in Chapter 03. Responsible Fashion of the Company, prepared based on the Criteria, does not extend to specific information relating to data from prior periods or to any other chapter of the 2025 Annual Report.

Basis for conclusion

We conducted our engagement in accordance with NBC TO 3000 (revised) – Trabalho de Asseguração Diferente de Auditoria e Revisão and International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the Conselho Federal

de Contabilidade (CFC) and the International Auditing and Assurance Standards Board (IAASB), respectively. Our responsibilities under these standards are described in more detail in the section “Our responsibilities” of this report.

We complied with the independence requirements and other ethical requirements of the Código de Ética Profissional do Contador and the Professional Standards (including Independence Standards) issued by the Conselho Federal de Contabilidade (CFC), based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies NBC PA 01 – Gestão de Qualidade para Firms (Pessoas Jurídicas e Físicas) de Auditores Independentes and International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial

Statements, or Other Assurance or Related Services Engagements, issued by the CFC and IAASB, respectively. These standards require the firm to design, implement and operate a quality management system, including policies or procedures relating to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities for the Report

Company Management is responsible for:

- the design, implementation and maintenance of internal controls relevant to the preparation of the information included in “Chapter 03. Responsible Fashion” presented in the 2025 Annual Report, which is free from material misstatement, whether due to fraud or error;

- the selection of the Criteria, as set out in the annex, as appropriate for the preparation of the information included in “Chapter 03. Responsible Fashion” presented in the 2025 Annual Report, and the appropriate reference to or description of such Criteria; and
- the preparation and proper presentation of the information included in “Chapter 03. Responsible Fashion” presented in the 2025 Annual Report in accordance with the Criteria.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance as to whether the information included in “Chapter 03. Responsible Fashion” presented in the 2025 Annual Report is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion based on the procedures performed and the evidence obtained; and

- reporting our conclusion to the Board of Directors and Shareholders of the Company.

Summary of the work performed as a basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed procedures to obtain evidence regarding the Report that is sufficient and appropriate to provide a basis for our conclusion. The procedures selected depend on our understanding of the Report and other engagement circumstances, including our consideration of areas where material misstatements are likely to arise. In performing the engagement, we carried out the following procedures:

- a. planning the work, considering the relevance, volume of quantitative and qualitative information, and the operational systems and internal controls that served as a basis for the preparation of the information included in the Report;

- b. obtaining an understanding of the calculation methodologies and procedures for compiling the commitments through inquiries and interviews with the managers responsible for preparing the information;

- c. applying analytical procedures to quantitative information and making inquiries about qualitative information and its correlation with the indicators disclosed in the information included in the Report; and

- d. evaluating the processes for preparing the Report and its structure and content, in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing, and their extent is limited (less extensive) than those of a reasonable assurance engagement. Accordingly, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

São Paulo, April 29, 2026

KPMG Auditores Independentes Ltda.

CRC 2SP-014428/O-6

(Original report in Portuguese signed by)

Flavio Gozzoli Gonçalves

Accountant CRC 1SP290557/O-2

Emission inventory Limited Assurance Report

Independent Practitioners' Limited
Assurance Report

To the Board of Directors and Shareholders of
Lojas Renner S.A. | Porto Alegre – RS, Brazil

Report on the Greenhouse Gas (GHG) Inventory of Lojas Renner S.A. for the year ended December 31, 2025

Conclusion

We have performed a limited assurance engagement on whether the Greenhouse Gas (GHG) Inventory Report (“Report”), presented in the Appendix, prepared by Lojas Renner S.A. (“the Company”) for the year ended December 31, 2025, has been prepared in accordance with the criteria of the “Greenhouse Gas (GHG) Protocol – Corporate Accounting and Reporting Standard – Revised Edition (2004) issued by the World Resources Institute (WRI)” and the “World Business Council for Sustainable Development (WBCSD)”, as well as the “Especificações do Programa Brasileiro GHG Protocol: Contabilização, Quantificação e Publicação de Inventários Corporativos de Emissões de Gases de Efeito Estufa - Segunda Edição” (“Criteria”).

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the

Greenhouse Gas (GHG) Inventory Report, presented in the Appendix, prepared by Lojas Renner S.A. for the year ended December 31, 2025, has not been prepared, in all material respects, in accordance with the applicable criteria “Greenhouse Gas (GHG) Protocol – Corporate Accounting and Reporting Standard – Revised Edition (2004) issued by the World Resources Institute (WRI)” and the “World Business Council for Sustainable Development (WBCSD)”, as well as the “Especificações do Programa Brasileiro GHG Protocol: Contabilização, Quantificação e Publicação de Inventários Corporativos de Emissões de Gases de Efeito Estufa - Segunda Edição”.

Basis for Conclusion

We conducted our engagement in accordance with NBC TO 3410 – Trabalho de Asseguração para Declarações de Emissões de Gases de Efeito Estufa (GEE) e de Mudanças Climáticas, and International Standard on Assurance Engagements (ISAE) 3410 – Assurance Engagements on Greenhouse Gas Statements, issued by the Conselho Federal de Contabilidade (CFC) and the International Auditing and Assurance Standards Board (IAASB), respectively. Our responsibilities under these standards are further described in the section “Our responsibilities” of this report.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants and the applicable professional standards, including independence standards, issued by the Conselho Federal de Contabilidade (CFC), which are based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies NBC PA 01 – Gestão de Qualidade para Firms (Pessoas Jurídicas e Físicas) de Auditores Independentes and International Standard on Quality Management (ISQM) 1 – Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by the CFC and the IAASB, respectively. These standards require the firm to design, implement, and operate a system of quality management, including policies or procedures addressing compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Company’s Management for the Report

The management of the Company is responsible for:

- Designing, implementing, and maintaining internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error;
- Selecting appropriate Criteria for the preparation of the Report and appropriately referring to or describing the Criteria used; and
- Preparing the Report in accordance with the measurement methods and calculation approaches defined in the Criteria.

Inherent Limitations in Preparing the Report

As described in the Report, the quantification of greenhouse gas emissions is subject to inherent uncertainty due to incomplete scientific knowledge used to determine emission factors and the values necessary to combine emissions of different gases. Greenhouse gas quantification is subject to inherent uncertainty arising from both scientific uncertainty and estimation uncertainty. These uncertainties may result from:

- inherent uncertainty in the quantification

of activity data and emission factors used in mathematical models to estimate emissions (measurement uncertainty);

- the inability of such models to accurately and precisely characterize all circumstances and relationships between various inputs and the resulting emissions (model uncertainty);
- increased uncertainty as emission quantities with different levels of measurement and calculation uncertainty are aggregated (aggregation uncertainty); and
- inherent uncertainty due to incomplete scientific knowledge used to determine emission factors and the values required to combine different greenhouse gas emissions.

In addition to the uncertainties described above, certain limitations apply to the Company's emissions quantification, including that:

- it is not practicable for the Company to include all Scope 3 emissions in its Report;
- the bases selected for the disclosure of Scope 3 emission sources included in the Report are those considered most representative and for which the Company has controls and processes in place; and

- the information and data considered in the Report are based on historical quantitative and qualitative information and, therefore, do not provide information or correlation with future reports.

Our Responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Report is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion based on the procedures performed and the evidence obtained; and
- reporting our conclusion to the Board of Directors and Shareholders of the Company..

Summary of the Work We Performed as the Basis for Our Conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence regarding the Report that is sufficient and appropriate to provide a basis for our conclusion. The procedures selected depended on our understanding of the

Report and other engagement circumstances, as well as our consideration of areas in which material misstatements are likely to arise.

Our procedures included, among others:

- obtaining an understanding, through inquiries, of the Company's control environment and relevant information systems used for emissions quantification and preparation of the Report; however, we did not evaluate the design of specific control activities, nor did we obtain evidence or test their implementation;
- evaluating whether the Company's methods used to develop estimates were appropriate and consistently applied. Our procedures did not include testing the underlying data supporting the estimates or independently developing our own estimates to assess those prepared by the Company; and
- conducting site visits to the Company's Administrative Headquarters (Avenida Doutora Ruth Cardoso, 8501, 23rd Floor, Pinheiros, São Paulo – SP) on January 21, 2026, the Cabreúva Distribution Center (Rodovia Dom Gabriel Paulino Bueno Couto, 82, Cabreúva – SP) on January 22, 2026, and the retail store located at Shopping Morumbi (Avenida

Roque Petroni Júnior, 1089, São Paulo – SP) on February 5, 2026, to evaluate the integrity of emission sources, data collection methods, source data and relevant assumptions applicable to such locations.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less extensive than, those performed in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

São Paulo, April 29, 2026

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

(Original report in Portuguese signed by)

Flavio Gozzoli Gonçalves
Accountant CRC 1SP290557/O-2

Appendix – Lojas Renner 2025 GHG Inventory Report

The Lojas Renner S.A. inventory follows the operational control approach, and all facilities and operations are included in the inventory. The company operates in the following countries: Brazil, Vietnam, Uruguay, China, Bangladesh, and Argentina. The inventory fully covers Scope 1 and Scope 2 emissions and additionally includes the main and most relevant Scope 3 categories.

Greenhouse Gas Emissions Inventory		Emissions tCOe2	Emissions tCOe2
Scope	Category	Purchase Choice	Location
Scope 1	Stationary combustion	408.88	408.88
	Mobile combustion	8.74	8.74
	Fugitive emissions	6,469.56	6,469.56
Scope 2	Solid waste and liquid effluents	145.93	145.93
	Purchased electricity	0.00	11,146.36
Scope 3	Purchased Goods and Services	322,896.48	322,896.48
	Fuel- and energy-related activities not included in Scopes 1 and 2	8,978.10	8,978.10
	Employee commuting (home–work)	26,085.77	26,085.77
	Waste generated in operations	446.46	446.46
	Transportation and distribution (upstream)	26,010.79	26,010.79
	End-of-life treatment of sold products	11,517.38	11,517.38
	Business travel	2,196.28	2,196.28

Credits

GRI 2-3

Headquarters

Lojas Renner S.A.

Av. Joaquim Porto Villanova, 401 – Jardim Carvalho
Porto Alegre, Rio Grande do Sul – Brasil.
CEP 91410-400

Coordinated by

People, Sustainability and Institutional Relations Department
Administrative, Financial, and Investor Relations Department
Corporate Marketing Department

Consulting, content, translation, and layout

Ricca Sustentabilidade

<https://www.linkedin.com/company/riccasustentabilidade/>

Photos

Ahmad Jarrah
Agência AirBranding
Andrea Graiz
Brun Filmes
Camila Alba
Camila Picolo
Caroline Ferronato
Carlos Macedo
Derek Mangabeira

Ivan Erick
José Otavio Marques
Lau Baldo
Mariana Maltoni
Pedro Henrique
Pedro Fonseca
Renata Fetzner
Spartacus Breches
Warley Janove Pires

Collaboration

This report was produced thanks to the contribution of a multidisciplinary working team, to whom we would like to express our gratitude and dedicate this publication.

Learn more

+

Policies that reaffirm our commitment to creating value for society

Sustainability Policy

Human Rights Policy

Code of Conduct

Code of Conduct for Partners

Detailed results, with comments made by the Management: **Financial Statements**.

Overview of the relevant aspects of the business, such as corporate governance and risk management:

Reference Form.

If you are looking for additional information about our commitment to Responsible Fashion, please write to our sustainability team. They will be happy to talk to you:

sustentabilidade@lojasrenner.com.br.



LOJAS RENNER S.A.

 RENNER CAMICADO youcom realize ASHUA repassa