

20 Sustainability
23 Report

Allianz  **Parque**

Allianz  **Parque**

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Message from the Board

GRI 2-22

Dear reader,

Allianz Parque, a multi-purpose arena, has demonstrated resilience and adaptability in the face of challenges throughout its nine-year history. We are pleased to report that in 2023, we achieved results that underscore the maturity and success of our business..

This was a landmark year, as it marked the first time we fully resumed operations following the Covid-19 pandemic. We hosted 78 major events (matches and concerts) and, for the first time, reduced the turnaround time between them to less than 20 hours, successfully holding a game the day after a concert. We set new attendance records with over 2.5 million people visiting our facilities throughout the year.

This year, we launched Mirante Park and the Fanzone Box, initiatives designed to optimize the use of our facilities and provide the public with diverse experiences.

The events we hosted created approximately 94,000 direct and indirect jobs. Activities across our value chain

accounted for 1.2% of the total revenue generated by Brazil's event sector in 2023, generating over R\$ 3.4 billion in income.

Throughout these endeavors, we upheld our commitment and collaboration with our diverse stakeholders: São Paulo City Hall, Sociedade Esportiva Palmeiras, Allianz Insurances, concert promoters, sponsor brands, athletes, artists, supplier companies, service providers, our staff, supporters, music enthusiasts, and numerous other groups and entities engaged in the Arena's activities.

Since the Arena's inauguration, we've seen the growth of businesses like restaurants, shops, and hospitality services that base their schedules around ours. We've fostered a dialogue and collaborative relationship with them.

We reiterate our commitment to the local community and have enhanced our engagement and communication tools with the neighborhood. We've

introduced an app to streamline communication and provide access to pertinent information for those impacted by Arena events.

In 2023, we continued our partnership with the Institute of Technological Research (IPT) to explore and test noise reduction measures.

We've been refining our sustainability practices year after year, underlining our commitment to crafting unforgettable experiences. Issuing our first report aligns with this philosophy, illustrating our belief that sustainability is essential for the longevity of our business.

We invite you to explore the journey of Allianz Parque and delve into our results and initiatives with greater depth.

We wish you a pleasant reading.

About this report

GRI 2-2 | GRI 2-3 | GRI 2-14

Introducing the inaugural Sustainability Report of Allianz Parque, detailing activities from January 1st to December 31st, 2023.

This report underscores our dedication to informing all stakeholders about our primary projects, initiatives, challenges, and achievements across the realms of corporate sustainability, environmental stewardship, social responsibility, and governance.

In developing this report, we've prioritized transparency to meet the expectations of both society and the market. In doing so, we've adhered to the guidelines of the GRI Universal Standard 2021, shaping our narrative structure around the key impacts and material topics of the company.

Furthermore, we adhered to the guidelines established by the Sustainability Accounting Standards Board (SASB), using our comprehension of the pertinent issues in the entertainment industry and adhering to best reporting practices. We have also incorporated into the content the company's commitment to the United Nations Sustainable Development Goals (SDGs), which are linked to the principles of the Global Compact.

Throughout the chapters and sub-chapters, we point out the indicators related to management performance in the material issues and their aspects. On page 50, a comprehensive summary was included to facilitate the location of indicators according to your specific interests. For additional information, an annex containing supplementary data has been appended at the end of the publication.



Materiality

GRI 3-1 | GRI 3-2 | GRI 2-29

The process of identifying material topics closely followed GRI Standard 3 - Material Topics, demonstrating the Company's continuous commitment to improving its engagement with stakeholders, especially regarding sustainability matters.

Process of defining material issues

- Step 1** Stakeholder mapping to understand profiles and define concerns, taking into account the company's sustainability context.
- Step 2** Gathering of information, data, challenges and issues to understand and identify real and potential impacts on the economy, the environment and people. In this stage, national and international references in the entertainment sector were analyzed.
- Step 3** Impact assessment and review of what is really important to the business and the planet. The result was a list of priority impacts, grouped into themes, which were submitted for consultation with priority audiences.
- Step 4** Senior management consolidation and approval of issues.

The development of the materiality stages involved different areas of Allianz Parque's business, as well as the support of external consultants, and an ESG thematic group was set up to continue the process of defining the material issues. Priority audiences were involved through a consultation form sent via an Internet link to test the selection of material issues and to ensure that no potentially material issue was overlooked. This period of active listening was complemented by ongoing communication channels targeted at each priority audience.

Main groups Involved

The stakeholder map encompasses nine (9) groups of priority audiences, defined based on three criteria: the degree of impact they experience from the company, their influence on business operations, and their frequency of interaction with Allianz Parque. In 2023,

the main concerns identified by priority audiences, as determined by the ESG thematic group that crafted the map, included Arena safety and maintenance, neighborhood disturbances, waste management, administrative transparency, and legal compliance.

**Customers and Consumers****Staff****Suppliers****Neighborhood and Society****Sponsors****Sociedade Esportiva
Palmeiras****Event Promoters****Controlling Group****Public Authorities**



Material Topics



interactive chart, click on the
material topics to navigate



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Our story

GRI 2-1 | GRI 2-6

Allianz Parque is a business that was born big and that, year after year, overcomes barriers and stands out in the national entertainment market

In 2010, with the signing of an agreement between the Sociedade Esportiva Palmeiras (hereinafter referred to as Palmeiras in this report) and the WTorre group, marking the inception of the project to construct Brazil's most cutting-edge multi-purpose arena. The agreement leased the Parque Antártica stadium area, previously under Palmeiras' management, to the company for a duration of 30 years, enabling the creation of a concept previously unseen in Brazil.

The ambition became a reality in 2014 with the inauguration of the Allianz Parque Arena, a name adopted through naming rights negotiation with the multinational Allianz Insurance.


Operating for nine years, Allianz Parque has been a model of efficiency, innovation and sustainability in Brazil and around the world. In 2015, it cemented its status as an international star when it was voted the world's most spectacular arena in a popular poll conducted by the European website Stadium DB. In 2018 and 2019,

it received the award for the football stadium with the highest number of concerts worldwide.

The Arena serves as the venue for Palmeiras' matches and major concerts featuring national and international artists in addition to hosting corporate events and various spaces and offering a variety of spaces, whose diversity has been expanded through initiatives aimed at attracting customers on non-event days

The company adopts a business model centered on leveraging its real estate assets, developing projects and ventures with partners who invest in and manage activities. For instance, GSH and Estapar invested in the construction phase and are now exclusive commercial partners providing food and parking services.

The year 2023 saw the inauguration of Parque Mirante and the reopening of the Fanzone Experience Box, featuring an expanded area.

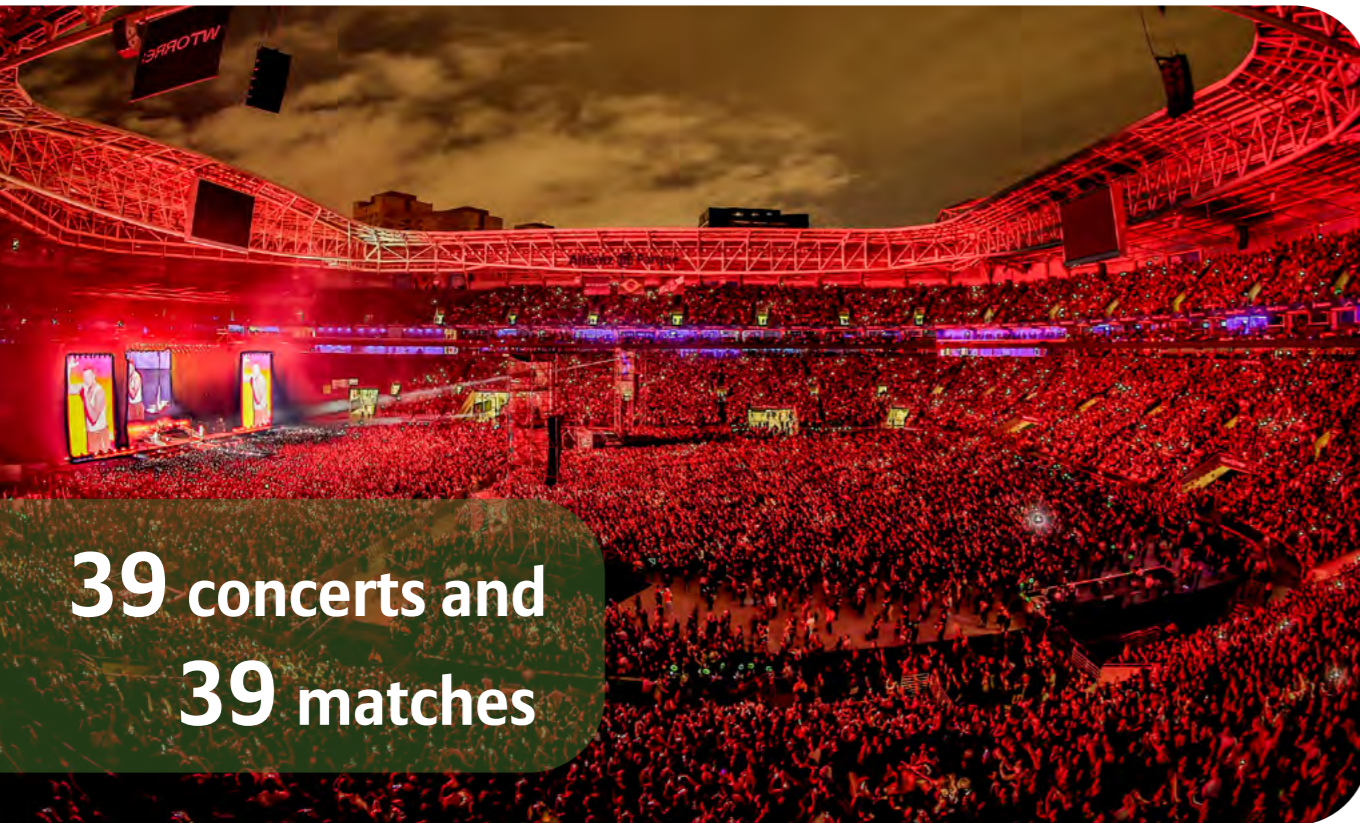


In 2015, Allianz Parque was voted the world's most spectacular arena in a popular poll by the European website Stadium DB

In pursuit of excellence

For the development of the Allianz Parque project, a group of 40 specialists visited several countries and 40 multi-purpose arenas. In each case, they sought references and ideas to ensure that the construction starting here would incorporate the best in the world in terms of safety, accessibility, and sustainability.

The outcome is not only an impressive stadium that can hold up to 50,000 people for concerts and 42,000 for matches, but also an innovative structure with sustainability initiatives woven into each phase of its construction. Regarding accessibility, the Arena stands out as a remarkable example and has been recognized as the most accessible venue in Latin America.



Record-breaking 2023

The year was marked by a record performance by Allianz Parque, with 39 concerts held, compared to a previous maximum of 29. There were also 39 matches and, for the first time, the company managed to host a match less than 20 hours after a major show. This milestone was noteworthy as it broadens the asset's revenue potential while minimizing the need to relocate Palmeiras

matches, underscoring the company's dedication to the team and its supporters.

The Allianz Parque Experience guided tour followed the same path and reached a monthly average of 8,000 people, with a peak of 20,000 visitors in July. This total is more than double the previous average of 3,400 people a month.



2023 in numbers

Temporary jobs



137,000
jobs at concerts

90,000
jobs at matches

Audience at events



+2.6 million
people

Arena Experience Tour



Traditional Tour: **260** days open
95,000 guests

Mauro Beting Tour: **94** customers
4 editions

Events held



39
major concerts
by national and
international
artists

39
state, national and
Libertadores football
matches



16
corporate
events

82
birthday
parties

Socio-economic Impact

GRI 203-1 | GRI 203-2

A leading player in the Brazilian events scene, Allianz Parque is often the choice of promoters bringing major artists to the country on tour. All this positive attention has an impact beyond the walls of the Arena, bringing direct and indirect economic benefits to the surrounding area.

The enhancement of the surrounding area's commercial value is one of these outcomes, along with the expansion of services available on adjacent streets. This includes a notable increase in restaurants and accommodation options catering mainly to event attendees.

The influx of people has been decisive in prompting public authorities to allocate investments to the region. This includes significant investment in the

construction of the Orange Line of the Metro, which will feature stations in the area.

The company hired a specialized consulting firm to estimate the direct and indirect economic impact of its operations.

The Allianz Parque acknowledges the potential for generating undesired impacts, particularly affecting residents in the immediate vicinity of the facility. However, as will be detailed in subsequent chapters, the organization consistently undertakes efforts to address concerns such as noise and traffic, which are the primary complaints from the local community.

Taking into account all events and business activities held at Allianz Parque in 2023, it is estimated that **94,000 jobs were created**, both directly and indirectly within the Arena's value chain. This resulted in an income of approximately **3.44 billion reais**, including both direct and indirect impacts, contributing to the economy of the municipality of São Paulo and representing **0.4% of the city's GDP for the year 2020**. Allianz Parque's operations accounted for **1.2% of the total revenue** generated by the event sector in **Brazil in 2023**.



Parque Mirante

The Parque Mirante was inaugurated in 2023 and occupies the rooftop of the Arena. It's a space that can be used concurrently with matches and concerts or for private events. The area features a backstage area, a field view, a bar, a stage and an outdoor area.

In 2023, its first year of operation, the space has already shown its potential, hosting 81 events and welcoming more than 27,000 people.



Trophy Room

Awards, accolades, certifications and commitments



2014
Master Award
for corporate architecture



2014
Civil Construction Social Service of the State of São Paulo - Seconsi
Certification of environmental management and site surroundings



2020
Fifa
Turf certification



2015
Stadium DB
Stadium of the Year



2017
Ministry of Sports - Brazilian Stadium Classification System - SISBRACE
Highest score.



2023
Veja
SP's most beloved



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Allianz Parque

Corporate Governance

GRI 3-3 | GRI 2-1 | GRI 2-12 | GRI 2-13 (material topic)

Allianz Parque is the name of the asset managed by Real Arenas Empreendimentos Imobiliários, a WTorre S.A. company. The organization's primary source of revenue comes from managing the rental of Arena space for matches, concerts and events.

As a business model in which the brand is a key asset, and because of its commitment to responsible management in all areas, Allianz Parque is committed to adopting governance practices that provide credibility and security to its stakeholders.

The upper management is composed of Vice President of Real Arenas Empreendimentos Imobiliários, Operations Director, Legal Director, Commercial Director, Content Director, Business Development Director, and Marketing, Engineering and Facilities, and Communications departments.

In its management model, the Commercial and Content departments are responsible for all event sales activities, venue rentals, sponsor relations, communications and product marketing. The Operations department, on the other hand, works directly on the production of events, supporting promoters, engineering, property security, and supplies. Business Development department assesses opportunities to increase profitability and

utilize asset space and is responsible for the Innovation Program, an initiative that encourages employees to propose innovative actions for the company.

Upper management is responsible for approving policies and procedures, targets and annual indicators related to the sustainable development of Allianz Parque, as well as monitoring and following up on the management of direct and indirect impacts. These responsibilities are delegated as follows:

- solid waste management is delegated to the Operations Department;
- water and energy management is delegated to the Engineering department;
- management of internal social impacts is delegated to Human Resources for direct employees and to the Operations Director for outsourced employees;
- external social impacts is delegated to the Sustainability team, which reports to the Operations Director;
- managing economic impacts is the responsibility of the CEO WTorre S.A.

In order to monitor these impacts, biweekly meetings are held in which the boards update each other on the processes in their respective areas. The Vice President (VP) is also responsible for attending public hearings, council meetings, and interactions with Palmeiras.

The Board of Directors of WTorre S.A. approves the targets at the beginning of each year and monitors the company's performance, evaluating the results at the end of the period.



Board of Directors

GRI 2-9 | GRI 2-10

The structure of Allianz Parque is subordinate to the Board of Directors of WTorre S.A., which is the highest level of governance.

Composition

Non-executives

- Controlling organization;
- Independent advisor.

Executives

- Chief Executive Officer (CEO) WTorre S.A. in charge of the real estate business and liaison with the Board;
- Chief Financial Officer (CFO) WTorre S.A.
- VP Real Arenas Empreendimentos Imobiliários, reports to CEO WTorre S.A.

The Controlling Organization's tenure on the Board is permanent. Executives, on the other hand, serve for as long as they remain in office.

Committees

Decision-making also relies on committees and commissions whose formation is approved by the Board of Directors. In 2023, the following Committees and Commissions were in place:

Committees

Compliance Committee

- WTorre S.A. Board;
- WTorre S.A. General Director;
- Independent advisor.

Ethics Committee

- Head of Legal WTorre S.A.;
- Head of Legal Real Arenas;
- Head of Human Resources WTorre S.A.;
- CFO WTorre S.A.;
- VP Real Arenas

Investments Committee

- CEO WTorre S.A.;
- CFO WTorre S.A.;
- WTorre S.A. General Director.

Auditing Committee

- CEO WTorre S.A.;
- WTorre S.A. General Director;
- WTorre SA Board.

Comission

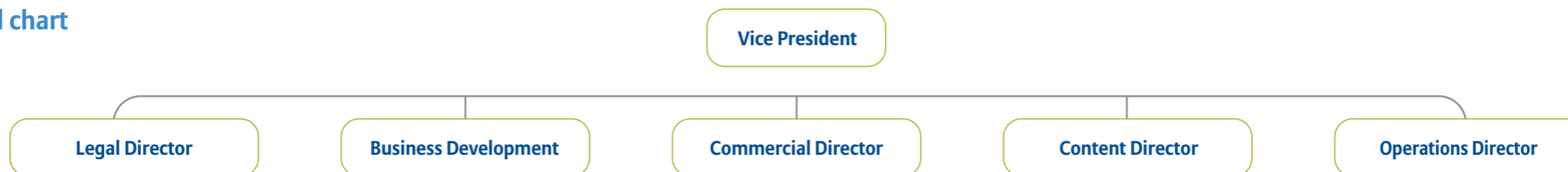
Crisis Management Comission

- VP Real Arenas;
- CFO WTorre S.A.;
- Head of Human Resources WTorre S.A.;
- Head of Legal Real Arenas;

Innovation Comission

- Real Arenas New Business Board;
- Commercial and Marketing Board;
- Operations Board;
- Business Development Coordinator;
- WTorre S.A. General Director.

Organizational chart



Ethics Channel

GRI 2-16 | GRI 2-26 | GRI 406-1

The Ethics Channel is made available to facilitate confidential reporting by both employees and third parties via website or telephone, addressing any violations of company policies and commitments, significant concerns, or valuable suggestions. This channel is managed by a third-party company.

In 2023, the Channel recorded four reports, addressing matters such as conflicts of interest, and incidents of both moral and sexual harassment. All were handled and settled internally.



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Taxes

GRI 207-1 | 207-2 | 207-3

The enactment of Federal Law 14.148/2021 proved advantageous for Allianz Parque, as it provided emergency and temporary measures aimed at the events sector to mitigate the adverse effects stemming from Covid-19 containment measures. The enactment of the legislation introduced the Emergency Program for the Resumption of the Events Sector (Perse), providing the company with a tax relief that reduced federal taxes (PIS, COFINS, IRPJ, and CSLL) to zero for a five-year period.

Allianz Parque collaborates with external law firms to shape its tax strategies across municipal, state, and federal jurisdictions. This partnership, complemented by in-house tax professionals, ensures compliance with regulations while striving to minimize tax burden within legal boundaries.

The responsibility for approving measures and actions in this area is shared between the CFO and the CEO of WTorre S.A.

Conflict of interest

GRI 2-15

All employees of Allianz Parque are obliged to read the internal Code of Conduct upon admission and sign the Commitment and Confidentiality agreements. This procedure aims to prevent potential conflicts between public and private interests that could jeopardize collective interests or improperly influence the company's performance, thereby safeguarding ethics and reputation.

New employees are instructed to report potential conflicts via a form, which, when identified, are

forwarded to the Compliance Committee for assessment and potential action. This form is updated every six months.

In the case of upper management, the assessment is the responsibility of the Compliance Committee, which conducts a conflict of interest and profile assessment prior to any appointment, also considering the company's Anti-Corruption Policy.



The screenshot shows the website for the WTorre S.A. Ethics Channel. At the top, there is a navigation menu with the BDO logo and links for INÍCIO, O QUE É?, COMO FUNCIONA?, SOBRE A BDO, and SOLICITE UMA DEMONSTRAÇÃO. The main header features the WTORRE S.A. logo and the text 'CANAL ÉTICO Grupo WTorre'. Below this, there is a paragraph in Portuguese: 'Bem-vindo ao Canal Ético da Grupo WTorre, desenvolvido para garantir que qualquer situação que viole princípios éticos, políticas, padrões de conduta e legislação atual seja relatada com segurança, anonimato (se desejado) e de forma confidencial.' This is followed by another paragraph: 'As informações divulgadas neste Canal Ético serão recebidas pela BDO Brasil, empresa independente e especializada, assegurando confidencialidade e sigilo absoluto, sem nenhum tipo de conflito de interesse. Se desejar, você também pode enviar sua declaração por e-mail para grupowtorre@canaletico.com.br.' There are two red buttons: 'FAZER UM RELATO' and 'ACOMPANHAR RELATO'. At the bottom, a disclaimer states: 'Este Canal Ético não é um serviço de emergência. Não use este serviço para denunciar situações que representem uma ameaça imediata à vida ou à propriedade, pois os relatos enviados para este Canal Ético podem carecer de resposta imediata. Se você precisar de ajuda de emergência, entre em contato com os serviços de emergência locais.'

Remuneration Policy

GRI 2-19 | GRI 2-20

The company has a linear Remuneration Policy, which applies to all levels of management. This policy outlines the parameters for salary increases, which are limited to once every 12 months. The process of determining salaries and their increases is led by the Human Resources department, which must be requested by direct management. The final decision takes into account:

- available budget;
- the employee's last three performance appraisal scores (if available) and
- evidence of performance.

The Human Resources team also conducts ongoing market research and hires an external consulting firm every two years to study positions and salaries. Based on this information, the company updates the salary schedule, a document used to track salaries and experience levels.

Codes and policies

GRI 2-23 | GRI 205-1 | GRI 205-2 | GRI 205-3

The Code of Conduct describes the conduct and safety policies applicable to all people coming to Allianz Parque. Failure to comply with the rules will result in the impossibility of entry or removal, as well as civil and criminal consequences.

The Internal Code of Conduct adopted by Allianz Parque is in line with the conventions of the International Labor Organization (ILO) and the principles of the Universal Declaration of Human Rights, rejecting any violation of human rights, the use of child labor, forced labor, labor analogous to slavery and work in degrading or dangerous conditions, conditions that must be strictly respected, including by its service providers.

The Code is approved by Human Resources, Legal and the Real Arenas VP.

The Sustainability Policy is linked to the United Nations (UN) Sustainable Development Goals and the Greenhouse Gas (GHG) Protocol, a global standard for companies and organizations to measure and manage greenhouse gas emissions. Its application extends to all of the organization's activities and business relationships.

The commitments described in the Sustainability Policy were approved in January 2023.

The Internal Privacy Policy complies with the General Data Protection Law (LGPD) and is in line with the commitment of the companies that make up the WTorre S.A. group to treat the Personal Data to which they have access in accordance with the best national practices. The purpose of this policy is to inform the employees, in a transparent and objective manner, of how they will handle data in the course of their activities, as well as other applicable information regarding their privacy practices.

The Remuneration Governance, Personnel Movement and Performance Bonus policies together make up Allianz Parque's HR Policy. They govern the company's entire people management process and are widely disseminated internally.

The Anti-Corruption Policy incorporates the concepts applied in the anti-corruption laws, in particular the Anti-Corruption Law (Law No. 12.846/2013), the Antitrust Law (Law No. 12.529/2011), the Law on Tenders and Contracts (Law No. 8.666/1993), the Law on Administrative Improbities (Law No. 8.249/1992), as well as the UK Bribery Act 2010 and the US Foreign Corrupt Practices Act of 1977 ("Anti-Corruption Laws").

This policy applies to employees at all levels and to third parties and reinforces the commitment to conduct all

business with the highest standards of honesty and integrity. It is part of its practices to document all of its operations in accordance with applicable accounting standards and laws, and to substantiate them with original documents that are retained for the period required by law.

Among the inherent business risks of the company associated with the Anti-Corruption Policy are: bribery of public and private sector officials, influence peddling, political contributions, facilitation payments, and other similar activities.

The Anti-Corruption Policy is presented to employees during the onboarding process and to suppliers when contracting services.

All company policies are accessible to employees via the company intranet. In the event of new policies or updates, communications are sent with confirmation of receipt to ensure that all employees have had access to the policies. In 2023, the company did not identify any instances of corruption.



**To access the Code of Conduct,
click here**

Sustainability sweep

GRI 2-23 | GRI 2-24 | GRI 2-25

The question of whether Allianz Parque would be sustainable has never been in doubt. From the project's conception, it was clear to the parties involved that this was an initiative based on the best environmental and social practices, and so it has been. Each year, the company works on enhancing its conduct, evolving, and innovating in all aspects of reducing its environmental impacts. Allianz Parque is a leading example in the industry and is committed to maintaining this position. The company consistently acts at the forefront of this agenda.

The organization maintains a dedicated Sustainability management team, acting as the guardian of its environmental and social commitments. This team is supported by various departments across the company to address specific sustainability aspects.

Allianz Parque has taken the initiative to become a signatory to the UN Global Compact, to sign the Towards Zero Waste Commitment, and to draw up the first Greenhouse Gas (GHG) emissions inventory.

The teams involved in these initiatives are engaged in planning, working groups, training on the topics on the sustainability agenda, and acting as advisors to the managers of the other areas on the topic.



A recreational activity about the environment during the Workplace Accident Prevention and Environment Week

Mission, Vision, Values and Purpose

Allianz Parque's sustainability management is based on and guides its actions from the Mission, Vision, Values and Purposes described below.

MISSION

Entrepreneurship with responsibility

Promoting entertainment that is both responsible and has a positive impact on the ecosystem.

VISION

Inspire and amaze by example

To be an effective and dynamic organization that stands out for its innovative character, with a high capacity to establish constructive relationships, inspiring and being inspired by initiatives that generate value for the publics it relates to.

VALUES

Care

caring for people | caring for the future | caring for the planet

Ensuring smooth communication with stakeholders and promoting good practices aimed at operational efficiency, caring for people and the environment.

Inspire - audiences we engage with

Inspire to positively transform our value chain by ensuring the strategic nature of the sustainability agenda.

Innovate - business

Promoting innovation to meet core challenges

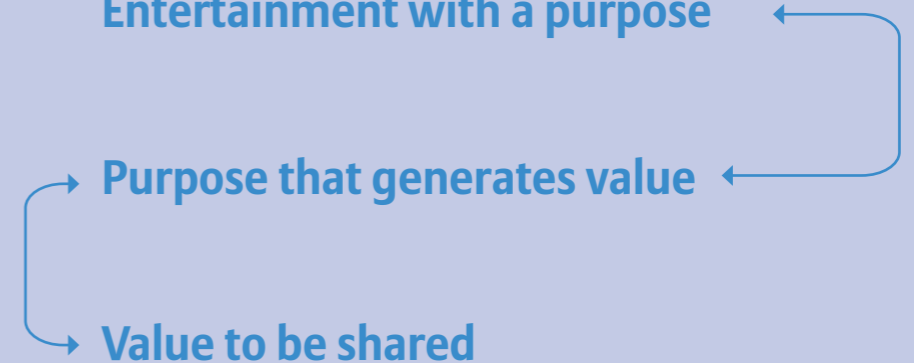
PURPOSE

Sustainability for Allianz Parque is:

Entertainment with a purpose

Purpose that generates value

Value to be shared



Sustainability Policy

GRI 2-22 | GRI 2-26

Allianz Parque’s Sustainability Policy, presented earlier in this report, is disseminated among employees from the onboarding stage, with constant reinforcement through internal communication channels. In 2023, the subjects pertaining to this policy that were covered in training sessions included: Ethical Channel; General Data Protection Law (LGPD); fighting corruption; and preventing harassment.

Any violation of this policy should be reported to the Sustainability department or through the Ethics

Channel. In order to evaluate the results and effectiveness of the training, management monitors the data and complaints received through the Ethics Channel.

The contractors also take part in face-to-face training on the Arena’s environmental and community commitments, including topics such as noise, waste generation, and air pollution.



Strategic sustainability themes prioritized in 2023:

- Innovation
- Risk Management
- Transparency, ethics and integrity
- Impact on the community
- Diversity, equity and inclusion
- Health and safety

- Climate change / CO₂ neutralization
- Solid waste / Zero waste
- Energy Efficiency



Stakeholders

GRI 2-29

Allianz Parque is monumental in every respect and managing a project of this magnitude in Latin America's largest city requires dialogue with various stakeholders, which in the business model adopted by the company include: suppliers and commercial partners; event promoters; public authorities; employees; sponsors; the neighborhood and wider society; Sociedade Esportiva Palmeiras; clients and consumers; and the controlling group.



Public Authorities

The scale of the events held at Allianz Parque necessitates dialogue with the public authorities at municipal and state levels to align actions aimed at:

- mobility, such as traffic disruption or displacement of traffic on certain roads;
- public safety, in view of the large crowds generated;
- surveillance against illegal trade activities;
- urban cleaning;
- and preservation of public spaces, with a particular emphasis on the care of the Conde Francisco Matarazzo Junior Square, which is located in close proximity to the Arena.

This close relationship and exchange of information takes place in regular meetings involving representatives of the relevant bodies, event promoters' teams, and arena managers.

Staff

Direct employees are the guardians and spokespeople of Allianz Parque's culture and are responsible for ensuring the company's objectives are delivered to other stakeholders.

Sociedade Esportiva Palmeiras

The partnership between Palmeiras and Allianz Parque is mutually beneficial. The club is responsible for the operation and income generated from matches, as well as receiving a percentage of sponsorship, services, box rentals, and any other events held at the venue. At the same time, it no longer has the task of managing the asset, which means it can now devote more of its time to soccer, the main activity of its business. Allianz Parque, on the other hand, relies on the club as a major anchor, which adds grandeur and guarantees the staging of matches, while being able to take advantage of all the commercial potential offered by the Arena.

Controlling Group

Allianz Parque is a company owned by WTorre S.A. and, as such, the organization's shareholders are a priority audience. All reports and dialogue with this group are the responsibility of the VP Real Areas and CEO WTorre S.A.

Neighborhood and Society

Allianz Parque is in the Vila Pompéia neighborhood, which is a mix of residential and commercial properties. There are large condominiums for both uses, as well as shopping malls. Francisco Matarazzo Avenue, where it is located, is a major thoroughfare with heavy traffic from individual and collective vehicular transport. It is an important link in the city's transportation network. This context makes the neighborhood our most sensitive stakeholder.

In recognition of this context, the company is dedicated to mitigating its impacts and has established multiple communication channels as part of the Good Neighbor Program, which will be elaborated on further in this report.

Customers and Consumers

More than two million people visited Allianz Parque in 2023. These encompass concert spectators, sports enthusiasts, restaurant patrons, corporate event participants, social activity attendees, and other consumers of the diverse products and services provided by the Arena.

The company is dedicated to providing every one of them with safe access, exceptional service quality, respect, and a commitment to embracing individual differences. The primary channels of communication with this audience are social media platforms and, physically, newsletters distributed in the Arena's spaces.

Allianz Parque Sponsors

Allianz Parque's sponsors play a vital role in the venue's operations. They are partners who receive brand promotion in various formats and platforms in exchange for their collaboration. The relationship with these stakeholders is based on transparency, trust and reliability in the company's operations. They are informed of the organization's actions through the WT News electronic newsletter.

Allianz Seguros

Naming rights

Prevent Senior

Official healthcare provider

Seara

Official food supplier

Heineken

Official beer

Coca-Cola FEMSA

Official supplier of non-alcoholic drinks and ready-to-drink beverages

Motorola

Official smartphone

Dahua Technology

Technology partner

Caoa Chery

Official vehicle manufacturer

Galera.bet

Official sports betting exchange

Rochinha

Official ice cream

Banco Pan

Official bank

Pede Pronto

Official food and drink ordering app

Suppliers and event promoters

In the case of corporate events and large concerts, Arena maintains a commercial relationship with event producers and suppliers of a wide range of services.

The Allianz Parque lease agreement is executed with the event promoter, who assumes responsibility for managing all third-party entities, with ongoing oversight and guidance from our dedicated team.

Allianz Parque has established an exclusive agreement with Gourmet Sports Hospitality for the provision of food and beverage services, ensuring consistent operations across all events and matches hosted at the venue.

Large-scale events typically involve the participation of professionals from the following sectors:



Comercial partners

The commercial partners who operate each of Allianz Parque's spaces are also key stakeholders. They are:

Gourmet Sports Hospitality, responsible for managing the BRAZA Gastronomia and La Coppa Ristorante restaurants;

Nagairô Sushi Restaurant;

TFT Eventos, responsible for managing Parque Mirante;

Soccer Hospitality, responsible for managing the Fanzone Experience;

Estapar, responsible for managing the parking lot;

Arena Experience, responsible for managing the tour;

Base Coworking;

NSG Comércio do Vestuário manages the Palmeiras store;

L'antico Barbiere Della Arena.



SUSTAINABILITY ON THE FIELD

- 28 Historical Building
- 29 Waste Management
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- 32 Energy
- 33 Emissions
- 34 Technology takes the stage

Historical Building

Our commitment to the surrounding community and the environment as a whole was evident even during the demolition phase of the previous structure. Techniques such as water spraying to reduce dust and the total reuse of steel have set the tone for this commitment. Concrete was crushed and repurposed, achieving an impressive 90% reuse rate.

The removed turf from the field is now on display in Franklin Roosevelt Square, located in downtown São Paulo, following its donation to the City Hall for repurposing. In addition, the topsoil was donated and used to fertilize other green areas in the city.

With the construction underway, additional precautions were adopted, with emphasis on the use of excavation for installing the piles, instead of the more traditional technique of driving them, a process known for its high noise levels.

Construction was carried out in accordance with the Leadership in Energy and Environmental Design (LEED) standard and in compliance with the requirements of the Silver certification category. This required the implementation of various measures, including the control of volatile products, reverse logistics of materials, the prioritization of high-performance products, and other actions.

The project was also designed with people's well-being in mind, and was built with thermoacoustic treatment, which attenuates noise outwards and temperature inwards. One aspect of this treatment is the application of a white coating to the roof. This has the effect of reducing indoor temperatures by between 40% and 70%, as well as reducing ultraviolet rays by 96%. It reflects up to 80% of the sun's rays.

The visually appealing frontage has its weave design inspired by a wicker basket, and is constructed entirely of stainless steel, which cleans itself naturally with rainwater, reducing the need for chemical sanitizing materials. The holes in the sheets have five dimensions and allow for ventilation of 35% of the total vertical surface area, which has the effect of reducing energy consumption and improving the Arena's climate control.

Allianz Parque was born sustainable and that's how it's growing. The same principles that guided the construction phase are still in place for each new project, renovation, or improvement.



Waste management

GRI 3-3 | GRI 306-1 | GRI 306-2 | GRI 413-2 (material topic)

Major events and the operations of the restaurants based at Allianz Parque are a source of waste generation. In light of this situation, the company has made it a priority to reuse and dispose of these materials properly.

All the waste is sorted. Recyclable materials are shipped to partner cooperatives, while organic waste is transported to composting facilities for conversion into fertilizer

The refuse is disposed of in landfills, with 103 tons of category IIA and IIB material being sent there in 2023. The total volume consisted primarily of toilet waste and recyclable waste that had been contaminated with organics,

rendering it unsuitable for transfer to cooperatives.

Waste classified as hazardous is collected by companies that specialize in the treatment and decontamination of these materials.

Furthermore, the organization has implemented measures to reduce waste generation, such as removing disposable cups from administrative areas and replacing them with glass or ceramic cups. A comparable initiative was implemented at Parque Mirante, where reusable cups and bowls were acquired for use at events held on the premises.

The main activities generating solid waste at the Arena are:

Daily operations

- Nagairô Sushi, Braza Gastronomia and La Coppa Ristorante;
- Food and beverage preparation - GSH;
- Base Coworking;
- Management of the Real Arenas / Allianz Parque business.

Occasional operations:

- Various events taking place in the Arena's spaces;
- Shows and games with audiences of up to 50,000 people.

Total waste generated and destined for final disposal

GRI 306-3 | GRI 306-5

Waste	Origin	Output (Kg)	% of the total	Storage at Allianz Parque	Destination
Conama 307					
Rubble	Construction / Maintenance	5,800	1.8	5m³ skip	Transshipment and Sorting Area (ATT) in the city of SP
Wood	Construction / Maintenance	5,000	1.6	5m³ skip	Energy burn
ABNT (Brazilian Association for Technical Standards)					
Aluminum	Concerts/matches and daily operation	33,955	10.7%	Sorting area / Big Bag	Recycling by third parties
Paper and cardboard	Concerts/matches and daily operation	41,884	13.2%	26m³ skip	Recycling by third parties
Plastic	Concerts/matches and daily operation	18,254	5.7%	Sorting area / Big Bag	Recycling by third parties
Glass	Concerts/matches and daily operation	17,263	5.4%	Sorting area / Boxes	Recycling by third parties
Styrofoam	Concerts/matches and daily operation	145	0.0%	Sorting area	Recycling by third parties
Recyclables sorted by third parties	Concerts	24,760	7.8%	26m³ skip	Recycling by third parties
Coffee pods	Daily restaurant operation	320	0.1%	Pump	Coopercaps
Waste / Sanitary	Concerts/matches and daily operation	103,000	32.4%	Plastic bag for waste	Landfill
Cooking oil	Concerts/matches and daily operation	1,285	0.4%	Pump	Recycling by third parties
Organics	Concerts/matches and daily operation	66,705	21.0%	Pump	Composting by third parties
Total		318,371			



Clean up of the Surroundings and Chain Transformation

GRI 413-2

Allianz Parque is aware of the volume of waste discarded on the streets by the public, street vendors, and other individuals when large events are held. As a result, the company has established a contractual agreement with event promoters that the organizer is responsible for privately paying for cleaning up around the Arena. The Allianz Parque team oversees the execution of this task during and after the event.

Zero Waste Commitment

In 2023, Allianz Parque signed the Zero Waste Commitment with the Zero Waste Brazil Institute, with the objective of achieving 90% diversion from landfills. All direct employees of the company and service providers of businesses housed in the Arena have been informed and sensitized to the issue. Trash cans and signs were spread throughout the Arena.

Organic Waste

In 2023, a cold room was installed at the Arena, which improves operational efficiency and allows more organic waste to be stored for longer, reducing the number of trips needed to transport it to the composting site. The room is advantageous from a logistical and sanitary standpoint, as it slows down decomposition and reduces vectors and smells.





Water

GRI 3-3 | GRI 303-1 | GRI 303-2 | GRI 303-3 | GRI 303-4 | GRI 303-5 (material topic)

Usage Efficiency and Reduction

In addition to generating waste, the operation of Allianz Parque, with its constant hosting of major events, also requires a significant volume of water. The company receives approximately 40,000 m³ per month from the São Paulo state water company Sabesp and has four tanks with a storage capacity of 160 m³, supplied by rainwater collection.

In order to mitigate the impacts of this need, the organization has implemented the following measures to reuse and reduce consumption:

- rainwater harvesting system to supply the toilets and the lawn hydration system, with an estimated 87% reduction in the use of water from Sabesp;
- installing highly efficient hydraulic equipment in the restrooms, such as taps with automatic shut-off to reduce consumption;
- installation of foam soap dispensers in bathrooms, a type of product that requires less water in its composition than traditional liquid soap.



80%*
of the Arena's water consumption
during events is grey water

*The remaining 20% of water consumption on event days comes from the water supply network.

Energy

GRI 3-3 | GRI 302-1 | GRI 302-3 | GRI 302-4 | GRI 302-5 (material topic)

Another key commitment in our activities is to improve the efficiency of our electricity consumption. Energy consumption management is a key focus both in Allianz Parque facilities and in the guidelines for commercial partners, suppliers, and event promoters. The bills received from the utility company are managed by the area responsible for the entire project, as is the management of fuel consumption when power generators are used.

The energy consumed at the Arena is sourced from the Free Energy Market, with 50% of this energy being renewable. In order to enhance the efficiency of its energy systems and mitigate environmental impacts, the company initiated a study in 2023 to install photovoltaic panels on the roofs of the building.

For major events, generators are installed to ensure a reliable supply of energy.

In 2023, Allianz Parque invested **R\$200,000** to upgrade its lighting to **LED** technology, which resulted in a **600MWh** reduction in consumption compared to 2022, equivalent to **63%** of the total.



6 GWh
electricity



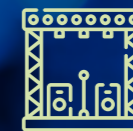
4.74 GWh
Total generator usage



4 GWh
in 39 concerts
(diesel)



720 MWh
in 39 matches
(diesel)



100 MWh
Amigos Show
(biodiesel)

Emissions

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

In line with its commitment to enhance ESG practices, Allianz Parque conducted its first greenhouse gas (GHG) inventory in 2023. This analysis focused on the company's emissions on days when no major events were held. The study was conducted by a specialized consulting firm using the GHG Protocol 2024 tool.

The emission factors considered were those suggested by the Brazilian GHG Protocol Program, in line with the IPCC Guidelines for National Greenhouse Gas Inventories (2006), a document from the Intergovernmental Panel on Climate Change (IPCC). The analyses were conducted on the following scopes:

- **Scope 1** - comprises emissions derived from stationary combustion, including the burning of fuel in generators and torches, as well as fugitive emissions from air conditioning equipment.
- **Scope 2** - encompasses emissions resulting from the use of electricity.
- **Scope 3** -- includes emissions generated by: transportation and distribution, solid waste and liquid effluents generated, travel, displacement of employees and leased assets.

In this first inventory, emissions from diesel-powered generators used on big event days at the Arena were not taken into account.

The calculation approach is based on location, purchasing choice and operational control.

In the case of Allianz Parque, Scope 2 emissions represent the most significant contributor to the company's overall carbon footprint, primarily due to the consumption of electricity from non-traceable sources.

Within the Scope 1 emissions categories, fugitive emissions are the most significant, due to the number of refrigerant gas refills used in air conditioning systems. Emissions from stationary combustion, on the other hand, were relevant mainly due to the burning of fossil fuel in the generators (diesel oil). Diesel consumption on the days of major events is not included in the scope of the Allianz Parque 2023 gas inventory. This is due to the fact that these are operating costs managed by the event promoter.

In consideration of both direct and indirect emissions, Scope 3 emissions have the most significant impact on the activity, particularly within the categories of solid waste generated and leased assets (natural gas consumption in restaurants).

The inventory effort has enabled Allianz Parque to lay the foundations for the management of its emissions, with the aim of reducing and offsetting them. The inventory will be conducted annually, providing the company with a historical and evolutionary record of its emissions.



123.59 (tCO₂e)

Scope 1 | Greenhouse Gas Emissions
| GHG¹

4.378 (tCO₂e)

Scope 1 | Biogenic emissions²

244.22 (tCO₂e)

Scope 2 | Greenhouse Gas Emissions
| GHG³

290.45 (tCO₂e)

Scope 3 | Greenhouse Gas Emissions
| GHG³

15.50 (tCO₂e)

Scope 3 | Biogenic emissions²

¹ Gases included in the calculations: CO₂, CH₄, HFCs, R-410A.

² Biogenic emissions are those originating from land use, decomposition of dead organic matter and the burning of biofuel.

³ Only CO₂ gas considered in the calculation.

⁴ Gases included in the calculation: CO₂, CH₄, N₂O.

Technology takes the stage

GRI 203-1

The management of Allianz Parque has a state-of-the-art ally: the BMS (Building Management System). The software deployed since the construction of the Arena optimizes processes, reduces costs and resource consumption, and helps with strategic decision-making regarding infrastructure.

BMS autonomously manages all the building's existing systems, anticipating any equipment problems and ensuring that only the necessary energy is used. For instance, this technology activates or deactivates

air conditioning equipment as rooms reach pre-set temperatures. Furthermore, it is a powerful ally in the field of security, reducing the risk of human error.

A total of 320 switchboards are connected to the system. This automation enables Allianz Parque management to operate with a team of just 25 people.

Synthetic turf

In 2020, Allianz Parque implemented the use of 100% recyclable synthetic turf, a measure that enhanced the quality of matches and positively impacted the environment. This switch eliminates the use of pesticides and fertilizers and drastically reduces the volume of water used for irrigation.

Another advantage is the reduction in energy consumption, as artificial lighting is no longer needed for photosynthesis.



+ R\$ 700,000
Invested in environmental
practices in 2023

Initiatives Implemented in 2023

In 2023, Allianz Parque invested over R\$ 700,000 in implementing and improving environmental practices.

Internal Investments

- Implementation of color-coded garbage cans with corresponding guidance throughout the Arena, designed to facilitate improved separation of solid waste.
- Replacement of hand-washing soap dispensers in the restrooms throughout the Arena;
- Replacement of paper towels for drying hands in the restrooms throughout the Arena;
- Changing the toilet paper type so it dissolves in water;
- Installation of a cold room for organic solid waste management;
- Replacement of luminaires with more efficient, lower consumption LED fixtures;
- Investing in the energy telemetry system to improve traceability throughout GSH concession stands.
- Investment in infrastructure to reduce the leakage of noise from within the Arena.
- Completion of studies and reports with the Institute of Weights and Measures (IPT)
- Execution of various construction works
 - Closing the sealing gaps in the upper grandstand;
 - Reduction of the light gap in the vomitory access used by large vehicles, such as those used by the Fire Brigade;
 - Closing of the C1 dock fence with masonry;
 - Installation of fire doors on the emergency staircases in the circulation corridor of the 5th floor;
 - Acoustic sealing of the catwalk access gates.

Outward investments

- Maintenance of the sidewalk around the Arena;
- Accessibility of ticket offices (visual signage and tactile flooring, refitting of the service booth)



PEOPLE ON STAGE

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Who's behind the show

GRI 2-7 | GRI 2-8

Everything at Allianz Parque is about people. They are the heart and soul of the business. They are the audience, but they are also the ones behind the scenes, making the magic happen.

The company's dedication to listening to and collaborating with employees, neighbors, and other stakeholders is a permanent priority.

The company employs 92 permanent staff members, all of whom are based in São Paulo. This total includes three youth apprentices, two interns, and the organization's top management, which is comprised of a vice-president, five directors, and three managers. These professionals are responsible for setting strategic goals and overseeing operations to ensure the company's overall success.

In addition to these, around 300 third-party employees are engaged in the day-to-day operations of the businesses housed in the Arena.



92
staff members



37
women



55
men



Lecture on accessibility in entertainment during the Workplace Accident Prevention and Environment Week

Staff by gender and employee category (%)

GRI 405-1

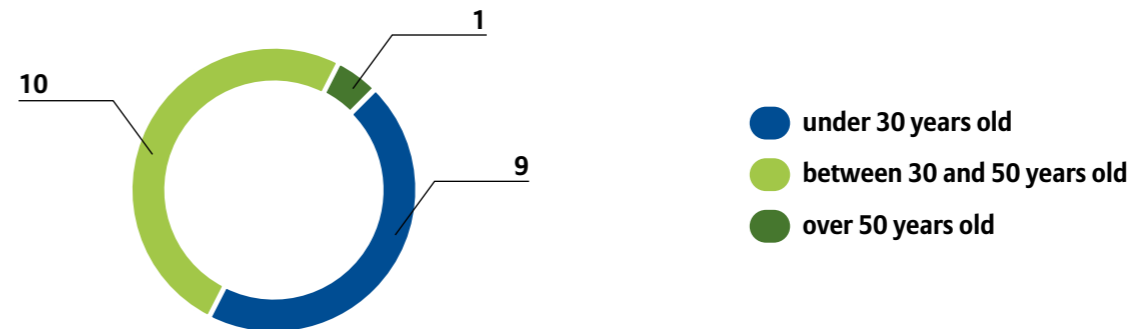
Employee category	2023		
	Permanent staff	Men	Women
Executive Management	6	4	2
Management	18	11	7
Professional	44	16	28
Administrative and operational technician	24	24	0

Staff by age group and employee category (%)

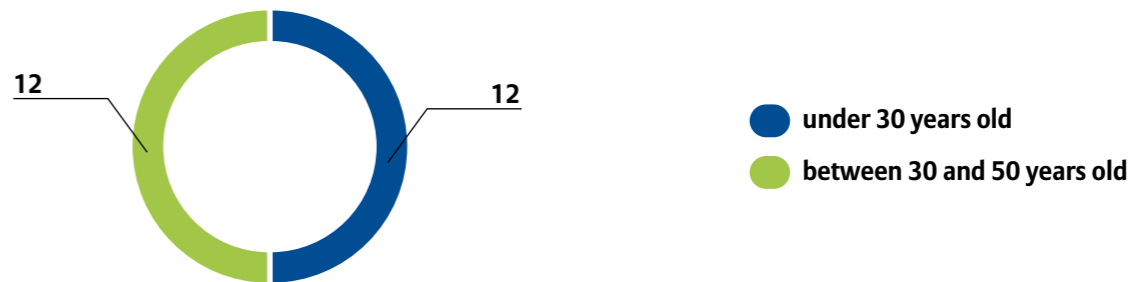
GRI 405-1

Employee category	2023		
	Under 30 years old	Between 30 and 50 years old	Over 50 years old
Executive Management	0	6	0
Management	0	17	1
Professional	8	36	0
Administrative and operational technician	1	23	0

Number of hires by age group



Number of dismissals by age group



Number of dismissals by gender



Training and Qualification

GRI 404-2

In 2023, the leadership training program that began in 2021 continued with High-Performance Employees Who Surprise and Enterprise as its theme.

We provided training to approximately 40 employees on time management and process efficiency, and we also conducted self-awareness activities. The workshop was conducted by an external consultancy and facilitated productive collaboration between the company's divisions.

The trainees and apprentices also took part in training activities. Four of the company's employees conducted voluntary workshops on project management, financial education, personal marketing, and teamwork.

In collaboration with the company's health insurance broker, an online discussion was held with leaders on the topic of managing emotions. The meeting was attended by 19 employees.

Selection and Recruitment

GRI 401-1

Allianz Parque's hiring processes follow standard procedures, beginning with the candidate's journey on WTorre S.A.'s recruitment and selection platform. In recognition of the value of diversity, the company allows the candidate to choose whether or not to state their gender, age, and race. Also as an affirmative measure in relation to diversity, the company advocates that all selection processes for leadership positions have three finalists, at least one of whom is a woman or part of a minority social group.

As part of the recruitment process, candidates are required to complete a cultural fit questionnaire. This is designed to identify compatibility with the company's culture.

In 2023, the company launched an additional platform that provides employees with notifications of open opportunities. The initiative is designed to encourage internal recruitment and job promotions.

Benefits

GRI 401-2

Allianz Parque offers its employees a comprehensive benefits package that goes beyond the legal requirements, including programs designed to promote physical and mental well-

being. Among these are the lactation room, a room for breastfeeding women to express their milk, and a medical plan for pets, which was implemented in response to employee demand.

All direct employees receive:

- life insurance;
- health insurance;
- statutory maternity/paternity leave;
- medical plan for pets;
- GymPass app for health and well-being
- psychotherapy app;
- free access to decompression spaces;
- lactation room;
- parking;
- access to Allianz Parque concert tickets.

Commitment to Staff

GRI 402-1

The recruitment of professionals and the day-to-day running of the company are both governed by the Human Resources (HR) Policy. This document sets out clear processes and ensures that employees know they are part of an egalitarian, isonomic, and fair environment. Furthermore, this commitment extends to the company's obligation to inform employees of any significant operational changes that may impact their work routines at least 30 days in advance.

The HR Policy is accessible on the company's intranet and distributed via an internal email communication with a confirmation of delivery whenever there are updates. All new employees are informed of company policies and the Code of Conduct during the onboarding process.

Everyone is welcome here

Allianz Parque has an area for its employees' pets that is available for use on a regular basis. Additionally, the company organizes the Pet Day event on a periodic basis. This event encourages the presence of animals by creating scenarios and customizing environments.

Organizational Climate

GRI 2-26

To facilitate communication with its staff, Allianz Parque counts on the Pulses platform. Every two weeks, employees receive a link to complete surveys and have the opportunity to report improvements. This helps management understand the organizational climate.



Workforce at Major Events

To accommodate up to 50,000 attendees at major events, an average of 3,000 personnel are required to provide direct support in various areas, including security, food services, cleaning, lighting, technology, and other essential functions.

Considering the 78 events held in 2023, it is estimated that a total of 130,000 worker-days were required during the period.

The hiring and management of these personnel is the responsibility of the companies promoting the events. The number of personnel is sized in accordance with the guidelines of the public bodies responsible for granting the event's permit, and of the Operations department.



130,000
Worker-days
in 2023



Training of internal and external orientation team

Workforce remuneration

GRI 2-21 | GRI 202-1 | GRI 405-2

The company works with a salary table developed with the support of an external consultancy hired every two years and constant market research conducted by the HR team. The organization is committed to complying with all local laws and regulations regarding remuneration.

The percentage of the pay raise is applied through a collective bargaining agreement. In 2023, the salary increases were implemented in the following way:

- 3.89% for salaries up to R\$ 6,327.00;
- A flat increase of R\$ 246.12 for salaries over R\$ 6,327.01;
- Contracts with legal entities are updated according to the National Consumer Price Index (IPCA).

The ratio between the lowest salary in the company and the minimum wage in the state of São Paulo is 1.45 for men and 1.18 for women. The ratio of the company's highest remuneration to the average annual remuneration of all employees is 12.76.

In terms of salary adjustments, the ratio between the percentage increase of the highest salary and the average percentage increase of all employees is 4.061.



Workplace Health and Safety

GRI 3-3 | GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 403-10 (material topic)

To ensure workplace health and safety, Allianz Parque conducts ongoing operational analyses and reviews documentation for each contract with event promoters. Additionally, workers are trained before their assignments at the Arena.

Due to the nature of our business, we undertake activities that pose risks, including working at heights, in confined spaces, with heat exposure, and using machinery and equipment. We conduct preliminary risk analysis through qualitative and quantitative inspections performed by certified occupational safety experts.

The company offers continuous training and provides all necessary personal protective equipment (PPE). Office staff also receive guidance through initiatives by the HR department and are supplied with PPE suitable for the risks associated with their duties.

The organization also partners with Expert, an external entity, to handle essential documents including: Risk Management Program (RMP), Occupational Health Medical Control Program (OHMCP), Insalubrity and Hazardousness Report (IHR), ergonomic analysis, Hearing Conservation Program (HCP), and manages absences by submitting information to eSocial, initiating Occupational Accident Communications (CAT), issuing Social Security Occupational History Profiles (SSOHP), and overseeing Occupational Medical Absence Certificates (OMAC). All information is kept confidential, with access granted only to authorized personnel through individual login

credentials. Staff members with access to this information undergo continuous training and awareness sessions emphasizing the significance of information confidentiality. All employees are briefed on the potential utilization of this information by the company and are required to sign a consent form acknowledging it.

The company assures employees that they can exit any situation where they feel unsafe without fear of reprisal and provides confidential channels for reporting concerns regarding their tasks.

Moreover, Allianz Parque has a monthly meeting of the Internal Commission for Accident Prevention (CIPA), where representatives from each department gather to address critical issues across the company.

In 2023, the company had no workplace accidents or occupational illness cases reported among its staff.

“Não Se Cale” Protocol

Allianz Parque promotes the “Não Se Cale” (Do Not Stay Silent) Protocol issued by the São Paulo State Government. This protocol standardizes procedures to provide support to individuals in private and public spaces, particularly women who may feel at risk in establishments such as bars, restaurants, nightclubs, event venues, and others.

Training sessions on the Protocol are conducted for both internal staff and suppliers, including those who work temporarily within the Arena premises.



Top of the League - Product Quality and Safety

GRI 3-3 | GRI 416-1 | GRI 417-1 (material topic)

The Allianz Parque team conducts training sessions and provides essential resources to enable commercial partners, clients, and third-party companies to adhere to health and safety guidelines, thus ensuring the well-being of their teams and event attendees.

Allianz Parque’s social media channels disseminate essential information about accessibility, gate locations, sectors, and prohibited items in the days leading up to matches and concerts. Throughout events, videos outlining evacuation protocols are shown on the








screens, accompanied by verbal announcements conveying the same information. The same channels are used to disseminate information about the location of ambulatory medical assistance stations.

The internal team at Allianz Parque ensures that regulations, contractual obligations, and operational requirements are met. There are also regulations overseen by external agents, such as accessibility requirements and the “Lei do Psiu” Law, for instance.

Legal operations

Legal requirement	Regulatory authority
Accessibility - Federal Law 13.146/2015 - Brazilian Law of Inclusion of Persons with Disabilities	Federal Prosecutor’s Office
Noise - Municipal Law 16.402/2016 - Urban Silence Program (PSIU)	City Hall
Smoking ban - State Law 13.541/2009 regarding the prohibition of smoking in enclosed spaces	Health Department
Harassment reporting channels - Federal Law 14.540/2022 - Prevention and Combating Program against Sexual Harassment and other Crimes against Sexual Dignity and Sexual Violence. State Law 17.951/2023 - “Do Not Stay Silent” Protocol	PROCON

Allianz Parque shares event guidelines on its social media platforms

-  Official ticket purchase channels;
-  Event age restriction;
-  Guidelines for discounted admission;
-  Access gates;
-  Event schedule;
-  Prohibited items;
-  Responsible disposal.

Community on Screen

GRI 3-3 (material topic)

Building a positive relationship with the surrounding community has been a key focus for the company since Allianz Parque was first conceived. The construction planning included measures to reduce inconveniences and integrated various strategies to mitigate the impacts, especially concerning noise, which was the primary complaint of residents living near the Arena.

Over the years, various initiatives were undertaken, leading to the establishment of the Programa Bom Vizinho (Good Neighbor Program), which is a top priority for the company.



Movimento 50+ Program



Pense Leve Program



Social Tour



Meditation Class



Workshop on Healthy and Sustainable Eating



Saúde de Craque Program

Programa Bom Vizinho

GRI 2-25 | GRI 413-1 | GRI 413-2

The Programa Bom Vizinho (Good Neighbor Program) was created in 2018 as an initiative of Allianz Parque. Its purpose is to enable the company to gain a deeper understanding of the community in which it operates and to establish channels for dialogue with this public. The program's launch included a comprehensive mapping of the neighborhood to identify the profile of residents in the vicinity of the Arena and their primary concerns and/or complaints.

Initially, the survey included visits to homes by Allianz Parque professionals. 49 interviews were carried out, reaching a representative population of 124,494 people.

This information-gathering initiative enabled us to ascertain that the community has a significant elderly population, with over 20 years of residency. This data informed subsequent decisions and the company's social actions.

Following this initial contact, we developed direct communication tools to facilitate this dialogue. Initially, communication was conducted via telephone, WhatsApp, and email. In 2023, the implementation of an app enabled residents to receive relevant information

in advance and participate in ticket draws and activities held at the Arena.

Phone support is offered Monday through Friday, between 10:00 AM and 12:00 PM, and from 2:00 PM to 6:00 PM. On days with events, support starts 2 hours before the gates open until the end of the event. On the days after the event, support runs from 2pm to 6pm.

Within the scope of this program, the Operations team closely monitors event operations in real time, before, during, and after events. This monitoring ensures compliance with all operational conditions required for public safety permits, such as the prohibition of fireworks with loud bangs.

To facilitate uninterrupted resident access during events, a team of trained monitors is deployed at all street access control points. This guarantees seamless passage for residents, minimizing any inconvenience caused by road closures. They assist residents by assessing road safety conditions to enable passage through blockades. The monitors help direct the public to ensure lines do not form on crosswalks or in front of garage gates and pedestrian entrances.

All reported incidents and complaints are reviewed and handled by the Sustainability department, working with relevant teams to consider and implement

improvement measures. The indicators of the program are shared among the Allianz Parque team leaders following each event.



Sensitivity training on the Programa Bom Vizinho for service provider teams at events



Bom Vizinho App

Features:

- Event bulletin board;
- Incident reporting and monitoring;
- Assistance in identification by public safety authorities;
- Enrollment in social projects



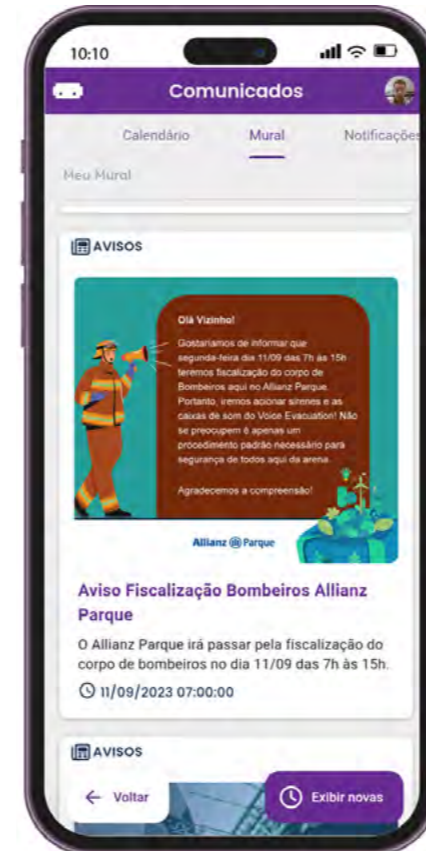
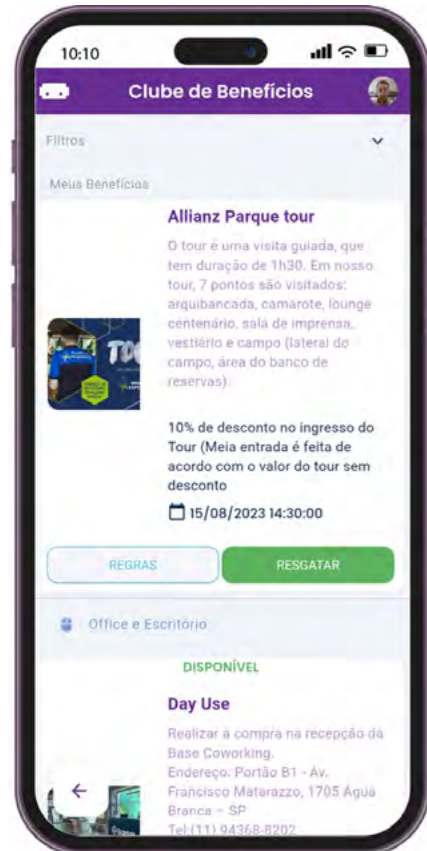
10
supplier
training



290
registered
neighbors



270
incidents
treated



TAC

GRI 2-25

In late 2022, Real Arenas signed a Conduct Adjustment Term of Commitment with the São Paulo State Public Prosecutor's Office and São Paulo City Hall, outlining measures to mitigate noise levels.

The agreement included the company's hiring of the Institute of Technological Research (IPT) to evaluate noise emissions at its events, a measure that was implemented. Numerous measurements were conducted throughout 2023, culminating in a report prepared by the IPT. Using this document as a basis, the company will outline a timetable to ensure that commitments are being met accordingly.

Offside Play

The facial biometrics system was deployed to prevent unauthorized ticket sales. The technology ensures that the individual who purchased the ticket, using their personal identification information, is the same person who enters the stadium. Using their personal identification information. Through this collaboration, Public Authorities have access to the data and employ it to intercept suspects and individuals sought by the Justice system at the stadium entrance, using the electronic turnstiles.

In 2023, the Allianz Parque camera system, equipped with facial recognition technology, enabled the arrest of at least 28 suspects wanted by the Military Police. The arrests were facilitated by a partnership between the São Paulo State Public Security Secretariat and Palmeiras.



Entertainment for All

Inclusion and ensuring everyone's right to access entertainment are integral to Allianz Parque's mission. The Arena's infrastructure complies with all legal accessibility requirements and makes every effort to exceed them.

In 2023, another significant project was brought to life: the Sensory Room, designed as a decompression space for neurodiverse individuals. In this space, individuals experiencing crises, hyperstimulation, or dysregulation will have access to qualified professional support.

This initiative will enable individuals with atypical development to feel secure attending large events, knowing they will receive the necessary support if needed.

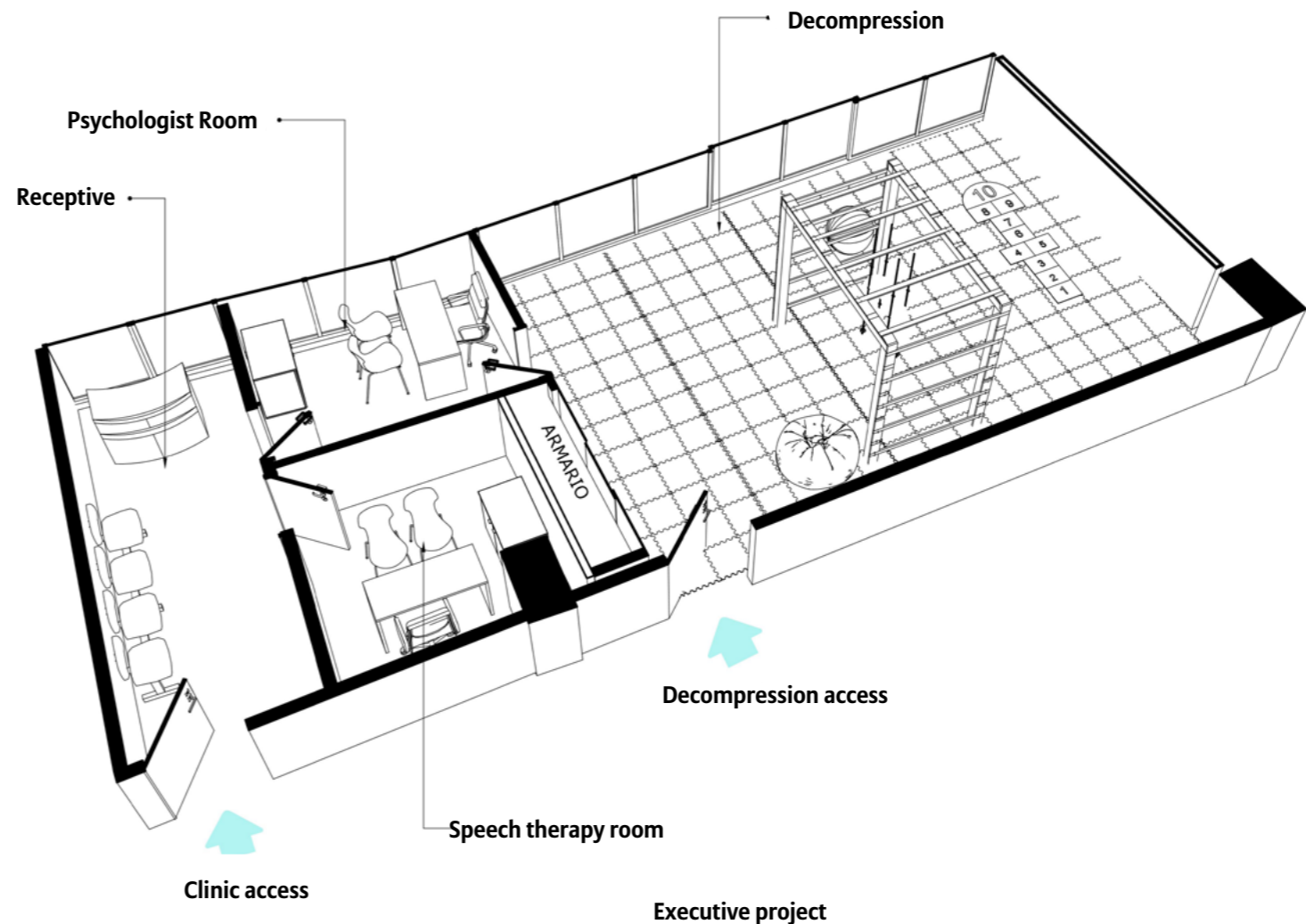
The project was designed using the Ayres Sensory Integration methodology, developed by Jean Ayres, a pioneering therapist in the study of autism globally. Although originally designed to address common cases of Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), and Down Syndrome, the Room will also be equipped to assist in other potential situations, including crises related to anxiety or panic.

Included among the equipment to be provided in the Room are sound-blocking earmuffs, chairs with textured covers, swings, Rubik's cubes, and more. There are also accommodations for companions.

Construction of the Sensory Room commenced in 2023, and technical management will be overseen by the ABA Inclusive clinic, which will commercially operate the space from Monday to Friday as part of the

daily operations. The clinic will offer appointments for speech therapy, occupational therapy, and psychology. The clinic's staff will also be in charge of attending to individuals in the Room during event days.

The development of the space is made possible through sponsorship from companies such as Instituto Adimax, Inova TS Engenharia, Spider Projetos e Equipamentos, Daikin, Saint-Gobain, and LP Marcenaria.



Free Admission

In an effort to create value for the local community, Allianz Parque collaborates with partners and offers its venues for hosting social activities. The following actions were carried out in 2023:



Saúde de Craque

Partnership: Universidade Paulista (UNIP)

Program: Group physiotherapy sessions for seniors, led by UNIP University undergraduate students and supervised by teachers, aimed at improving balance, strengthening lower limbs, and enhancing physical fitness, well-being, and overall quality of life. In 2023, a total of 13 sessions were conducted in the first semester, followed by 14 meetings in the second semester, with the participation of 30 UNIP volunteers, benefiting a total of 60 individuals



Meditation and Auriculotherapy

Partnership: Vila Anglo Basic Health Unit (UBS)

Program: Meditation and auriculotherapy group led by UBS specialists. There were 40 sessions in 2023, with 20 participants each.



Tai Chi

Partnership: Vila Anglo Basic Health Unit (UBS)

Program: Tai Chi practice with the aim of promoting body awareness, self-knowledge and meditation. The program includes exercises combining traditional Chinese medicine practices with activities focused on enhancing mind-body integration. During the year there were 15 sessions, with 30 participants each.

Pense Leve

Partnership: Vila Anglo Basic Health Unit (UBS)

Program: Providing guidance on healthy eating, appropriate medication usage, and promoting healthy lifestyle habits, particularly targeting individuals with diabetes, systemic arterial hypertension, obesity, and dyslipidemia. In 2023 there were nine sessions with 40 participants each.



Social Tour

Partnership: Arena Experience

Program: Free access for 550 young individuals from 17 public schools and social institutions near Allianz Parque to the Allianz Parque Experience Tour.



Movimento 50+

Program: Education on practical techniques for enhancing health and overall well-being in daily life. Four sessions were held during the year, with 40 people attending each one.



Food Collection Campaign

Partnership: NGO Amigos do Bem

Result: 200kg of food collected in 2023



GRI INDEX



A PORTÃO GATE

Allianz Parque

A PORTÃO GATE

GRI Index

Statement of use Allianz Parque reported its Sustainability Management performance, guided by GRI Standards, for the period from January 1st to December 31st, 2023.

GRI 1 used GRI 1: Foundation 2021

	Disclosure Content	Location	Omission / Justification
GRI 2 2021: General Contents			
2-1	Organization Details	8, 16	
2-2	Entities included in the organization's sustainability report	4	
2-3	Reporting period, frequency, and point of contact	4	
2-6	Activities, value chain and other business relationships	8	
2-7	Employees	36	
2-8	Workers who are not employees	36	
2-9	Governance structure and its composition	17	
2-10	Nomination and selection of the highest governance body	17	
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts	16	
2-14	Role of the highest governance body in sustainability reporting	4	
2-15	Conflicts of interest	18	
2-16	Communication of critical concerns	18	
2-19	Remuneration policies	19	
2-20	Process for determining remuneration	19	
2-21	Proportion of total annual remuneration	41	
2-22	Statement on sustainable development strategy	3, 22	
2-23	3 Policy commitments	19, 20	

	Disclosure Content	Location	Omission / Justification
2-24	Embedding policy commitments	20	
2-25	Processes to remediate negative impacts	20, 45, 46	
2-26	Mechanisms for seeking advice and raising concerns	18, 22, 39	
2-27	Compliance with laws and regulations	53	there were no significant cases of non-compliance with laws and regulations or fines paid during the reporting period
2-29	Approach to stakeholder engagement	5, 23	
2-30	Collective bargaining agreements	53	100% of employees hired under the CLT regime are covered according to the collective bargaining agreement with the representative entity.

GRI 3 2021: Material Topics

GRI 3-1	Process to determine material topics	5	
GRI 3-2	List of material topics	5	

Thematic Standards | Material Topic - Community Relations

GRI 3-3	Management of material topics	44	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	11, 34	
	203-2 Significant indirect economic impacts	11	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	45	
	413-2 Operations with significant actual and potential negative impacts on local communities	29, 30, 45	

Thematic Standards | Material Topic - Health, Safety and Welfare

GRI 3-3	Management of material topics	42	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	38	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	38	
	401-3 Parental leave	53	Maternity leave, as mandated by law, was fully utilized by employees in 2023, with all returning to their positions post-leave.
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	39	

	Disclosure Content	Location	Omission / Justification
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42	
	403-2 Hazard identification, risk assessment, and incident investigation	42	
	403-3 Occupational health services	42	
	403-4 Worker participation, consultation, and communication on occupational health and safety	42	
	403-5 Worker training on occupational health and safety	42	
	403-6 Promotion of worker health	42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42	
	403-8 Workers covered by an occupational health and safety management system	42	
	403-9 Work-related injuries	42	
	403-10 Work-related ill health	42	
GRI 404 Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	38	
GRI 406: : Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	18	

Thematic Standards | Material Topic - Waste Management

GRI 3-3	Management of material topics	29	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	29	
	306-2 Management of significant wasterelated impacts	29	
	306-3 Waste generated	29	
	306-5 Waste directed to disposal	29	

Thematic Standards | Material Topic - Product Quality and Safety

GRI 3-3	Management of material topics	43	
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	Disclosure Content	Location	Omission / Justification
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	43	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		No incidents or were recorded during the reported period.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	43	
	417-2 Incidents of non-compliance concerning product and service information and labeling		No incidents or were recorded during the reported period.
	417-3 Incidents of non-compliance concerning marketing communications		No incidents or were recorded during the reported period.
Thematic Standards Material Topic - Corporate Governance			
GRI 3.3	Management of material topics	16	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	41	
	202-2 Proportion of senior management hired from the local community		All managers are recruited exclusively from the local community.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	19	
	205-2 Communication and training about anti-corruption policies and procedures	19	
	205-3 Confirmed incidents of corruption and actions taken	19	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No incidents or were recorded during the reported period.
GRI 207: Tax 2019	207-1 Approach to tax	18	
	207-2 Tax governance, control, and risk management	18	
	207-3 Stakeholder engagement and management of concerns related to tax	18	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	37	
	405-2 Ratio of basic salary and remuneration of women to men.	41	
Thematic Standards Material Topic - Water			
GRI 3-3	Management of material topics	31	



	Disclosure Content	Location	Omission / Justification
GRI 303 : Water and Effluents 2018	303-1 Interactions with water as a shared resource	31	
	303-2 Management of water discharge-related impacts	31	
	303-3 Water withdrawal	31	
	303-4 Water discharge	31	
	303-5 Water consumption	31	
Thematic Standards Material Topic - Energy			
GRI 3-3	Management of material topics	32	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	32	
	302-3 Energy intensity	32	
	302-4 Reduction of energy consumption	32	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	33	
	305-2 Energy indirect (Scope 2) GHG emissions	33	
	305-3 Other indirect (Scope 3) GHG emissions	33	



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