



2023

Sustainability

Report

Summary version

Message from the Board

The year 2023 will be remembered in Priner's history as its 10th anniversary as a Group and a milestone in our expansion, marked by a turnover exceeding R\$1 billion, new contracts totaling R\$1.9 billion, and an EBITDA of R\$126 million.

The credit for the achievements is shared among several key players: our 5,567 employees, whose dedicated work is crucial; our experienced leadership and board members, responsible for an exemplary business strategy; as well as shareholders and clients, whose continued support inspires us to constantly strive for excellence and innovation in services.

Driven by our goal **#rumoa1bi**, established in our home state of Bahia, we continue to experience exponential growth, especially in recent years since going public on the

B3 stock exchange in the *Novo Mercado* segment. We are proud to have more than 30 service lines offered by our 11 brands, organized into three business units: Industrial Services, Infrastructure and Integrity Engineering and Inspection.

On the next pages of this abridged version of the Priner Group Sustainability Report 2023 (full version available [on our website](#)), we present the key highlights of our expansion and achievements, the challenges we have overcome so far and, most importantly, the opportunities that lie ahead. Our 2026 Vision is clear: expand our market through an innovative portfolio, consolidating Priner as a choice of value and reliability for everyone involved.

Through new company acquisitions, more qualified people, the diversification of

activities and business lines in synergy, we continue steadfast in our commitment to generate value for the people who place their trust in our Company, as well as for the community, particularly those situated in the surroundings of our operations. As such, we communicate our ongoing search for a balance between economic and financial results, corporate governance, environmental preservation and social responsibility.



Tulio Cintra
CEO of Priner S.A

To Priner, incorporating the ESG pillar into the business means working in the present while looking to the future, attaching equal importance to what is valuable for the business and for society.

Enjoy your reading!

Tulio Cintra
CEO of Priner S.A

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HIGHLIGHTS 2023



10 years

of the Priner Group,
with **3 own business
units and 11 brands**



R\$ 1 billion

in net revenue



5,567

employees



1st Inventory

of GHG Emissions

R\$ 1.9 billion

in new contracts

R\$ 129.7 million

in investments

ROIC of
15.9%

12,552

active registered suppliers

+ R\$ 500,000

earmarked for social projects
via Incentive Laws



+ 30

solutions offered to
+8 business sectors

R\$ 126 million

in EBITDA

R\$ 7million

invested in **professional
training and human
development**

Increase of **16%**
of **women** on the Company's
staff

Program for
Skills Management

1st Survey

of Organizational Climate

Net Promoter Score (NPS) in
zone of excellence with
76 points

Company profile

The Priner Group is an integrated **multi-service platform comprised of 11 brands that provide customized maintenance** engineering solutions for clients from different industrial and infrastructure segments in Brazil. The company operates in the onshore and offshore markets, primarily in the oil and gas, petrochemical, chemical, pulp and paper, mining and steel industries.

It was established in 1982 as a single-service company specializing in scaffolding assembly services for companies, as a business division of Mills Estruturas e Serviços de Engenharia S.A. In 2013, it became an independent company through a spin-off and was acquired by a Private Equity investment fund (Fundo de Investimento Private Equity - FIP), managed by Leblon Equities. It then adopted the name Mills|Si until 2016, when the transition to the

new brand - PRINER - was completed. It became a publicly-held company (PRNR3) in 2017 and, in 2020, it carried out its Initial Public Offering (IPO) on B3, enabling it to be listed in the Novo Mercado segment.

On its tenth-year anniversary in 2023, the Priner Group continued to pursue its strategy of intense expansion by providing services of high recurrence and value while offering a diversified portfolio of solutions and technology for the maintenance of client assets (see our full timeline on our [website](#)).



Priner DNA



Mission

Building and **preserving** industrial assets by **training** people and **protecting** lives and the environment.



Vision 2026

Expand our market through an innovative portfolio, enabling our Group to become a choice of value and reliability to our stakeholders.



Values

- › **Safety:** we are strict when it comes to compliance with the highest safety standards.
- › **People:** we value every individual, promote diversity and inclusion and are passionate about the development of others.
- › **Innovation:** we search for the best solutions to maximize results for every client.
- › **Ethics and transparency:** we operate ethically and transparently in all circumstances.
- › **Quality:** we honor our deliveries and value the quality of our services, products and information.

Priner Governance

We are a publicly traded company, with shares traded on B3's Novo Mercado, the listing segment with the highest standards of corporate governance in Brazil and which ensures voting rights for all shareholders. In recent years, as the Priner Group has grown, we have strengthened our corporate governance process, which is constantly being revised and enhanced and is based primarily on ethics and transparency. We currently have a robust corporate governance structure that makes the Company more accessible to its stakeholders.

For more details on our structure, governance bodies and their members, visit our [IR website](#).

Ethics and integrity

Our commitment to ethics is a value that is reflected in the policies, guidelines and conduct of the Priner Group. We strive to combine respect for the mission and values that make up our identity with what we practice on a day-to-day basis through the dissemination of our Compliance Program, employee training, internal and external audit activities and risk management and internal controls, aiming to achieve a high standard of compliance.

We consistently improve our processes and risk management by performing the following activities:

- › **Internal Controls**
- › **Risk Management**
- › **Compliance**
- › **Internal audit**
- › **External audit**

In 2023, we added the Compliance area to our governance structure with reporting to the Company's CEO. The area has a multidisciplinary team that includes a Compliance Officer, a full-time employee and also has its own budget.



The main Compliance documents and more information on the subject can be viewed [online](#).

Strategy and vision for the future

We are ready to accelerate our growth, supported by a successful track record of acquisitions that demonstrate the effectiveness of our investments and the potential for further development.

Significant investments in technology have enabled us to carry out higher value-added activities, while the diversification of sectors and services has helped to reduce risk and promote commercial synergy. These initiatives have led to a more balanced and profitable portfolio, in line with Vision 2026, which has increased the organization's wallet share (how much the business is receiving from the consumer's wallet) and market share of the organization.

These results stem from a strategy initially designed and released in 2021, and subsequently revised and updated in 2023. The strategy focuses on robust investments, emphasizing leadership development, technological progress, and the capture of new market opportunities both organically and inorganically.

Priner Strategy

**Competitive edge****Recurring demand
model****Economic sectors****High relevance****Organic growth****Innovation and strategy****New business****Experienced
management**

Expansion in 2023

The Company made some important commercial and market moves in 1Q2023:

- › **January:** acquisition of **Soegeo**, through its subsidiary gmaia.
- › **February:** acquisition of 100% of the shares of **Labteste** and **Tresca**.
- › **September:** acquisition of 100% of the capital equity **Semar**.

These transactions bolster the Priner Group's leadership in inspection services by integrating highly skilled professionals adept at executing complex tasks. This falls in line with the Company's objective of establishing itself as the foremost authority in Integrity Engineering and Inspection across Latin America.

Aligned with its M&A strategy, the acquisitions of 2023 enrich Priner's vision for 2026, creating added value for stakeholders. This is achieved through the broadening of operational capabilities, introduction of new services, and increased specialized service capacity, thereby strengthening the Group's reputation and reliability.

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Sustainability Vision

Sustainability is a fundamental factor in the corporate culture of the Priner Group and is reflected in the continuous search for a balance between economic and financial results, corporate governance, environmental conservation and social responsibility. In alignment with its goal of building and preserving industrial assets, training people, protecting lives and the environment, the Company is committed to expanding its business in line with the precepts of sustainable development.

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ESG Journey

In 2023, Priner set about implementing its Sustainable Management Policy and disseminating it to the various stakeholders. The document sets out the Group's guidelines, commitments and intentions in regard to sustainability.

The Sustainable Management Policy is one of the actions proposed in the ESG Action Plan. Its implementation is supported by the **ESG Forum**, which in 2023 worked on a recurring agenda to oversee the progress of the ESG Journey and hold debates on relevant issues and the Company's challenges for the ESG agenda.

The multidisciplinary background and the contribution of members of the Forum, with their different backgrounds and experiences, underscores the importance of diversity for collective engagement, which continues in 2024.



Our Employees

We value every individual and are committed to diversity, inclusion and investment in human development. People are a structural pillar of Priner, which places the development and care of its employees as one of its values. It is committed to their safety and well-being and to ensuring their full health - both physical and mental.

Confident in the role of our leadership and all our employees, we continuously invest in increasing knowledge, improving skills and developing internal talent. In this way, we strengthen our culture and improve the People and Management practices.

In the last three years, Priner has multiplied, reaching the milestone of **milestone of 5,567 employees**. The increase in this staff structure is driven not only by the Group's recent acquisitions but also by external market demand for trained professionals and the internal need to enhance the services offered. As our portfolio continues to grow, both in diversification and specialization of activities, our workforce must evolve accordingly.

In view of this ever-changing market reality and the Company's commitment to permanently training people, Priner has had a People Management Policy in place since 2022.



In 2023, we reached the milestone of a **16% increase in women** working full time at the organization.

Diversity, Equity and Inclusion

The Diversity, Equity and Inclusion (DE&I) journey began in 2022 with the application of the Priner Group's first Diversity Census, and the progress made in this area shows our commitment to responsible and respectful development. In 2023, we

have furthered our journey by investing in activities focused on valuing every individual, educating them on the topic, and promoting diversity, equity, and inclusion. We consistently foster and ensure a safe and healthy work environment for all employees.

Health and Occupational Safety

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The Health and Safety of our teams is a priority and is addressed in the company's policies, reflected in our Code of Ethics and Conduct, in the acquisition of relevant certifications and in training and corporate education activities, as well as in the Integrated Management System (IMS) Guideline. An important part of the People Management Policy, the document brings together the principles and practices adopted by the company to ensure a safe and healthy work environment.

A few of the main affirmative actions taken in 2023 to promote a safe work environment and contribute positively to people's well-being were:

- › campaigns to disseminate and strengthen the culture of occupational health and safety (OHS)
- › OHS training and qualifications
- › implementation of the Power BI tool for managing Occupational Health and Safety data



49,300 hours

of OHS training

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Climate and Engagement Survey

To achieve our ambition of becoming one of the best companies to work for, we conduct a climate and engagement survey called **"Your Opinion Matters."** This survey allows us to understand our employees' perceptions of the organizational environment and their connection with our Purpose, Vision, and Values (PVV) in a structured manner.

In the first cycle, carried out in 2023, the survey was directed at the Company's indirect audience, including the team of employees directly involved in our core activities, whether in contracts or branch offices. This resulted in a **participation rate of 75.7% and an average satisfaction score of 8.1** regarding the dimensions addressed.



Communities

Aware of the socio-economic context of the regions where it operates, Priner prioritizes people development through ethical conduct aligned with sustainability, thereby strengthening its social commitment across its strategy and operations. In 2023, we proudly advanced our social responsibility efforts by supporting projects through Incentive Laws.

In line with the Integrity Policy against Corruption and following our 2022 Social Investment Guideline, which prioritizes education, health, sports, environmental conservation and socio-economic inclusion, we selected six projects to receive a total of R\$ 500,763.00.



+ R\$ 500,000

earmarked for social
projects via Incentive Laws

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The Priner Group's performance is supported by a robust customer base in the onshore and offshore industry, and in infrastructure, mainly in the oil and gas, petrochemical, chemical, pulp and paper, mining and steel segments. Business growth, especially in 2023, occurred organically, with the company branching into other industry sectors, and inorganically, through the acquisition of companies, which led to an increase in range of services offered to the market.

One of the top highlights of the year was the **customer satisfaction survey (Net Promoter Score)**, which achieved an excellent result. Another innovation was the implementation of the **new Customer Relationship Management (CRM) tool** aimed at improving the customer experience and enhancing relationship management.



Environment

Priner's commitment to environmental management is mostly reflected in its Environmental Management Policy, which highlights the company's commitment to compliance and risk management, the use and preservation of natural resources, attention to environmental oversight and the adoption of good practices related to the subject.

A few of the main actions carried out in 2023 was the monitoring of environmental consumption indicators, the Waste Inventory, the expansion of environmental education campaigns to engage employees and the completion of the **first Greenhouse Gas (GHG) Emissions Inventory**. This delivery represents a significant step for the company, enabling it to better understand its impact in this regard so it can make commitments in line with reality based on the global environmental challenges.

Net Promoter Score 2023

To evaluate the quality of customer care, we chose to use the Net Promoter Score (NPS), a metric that assesses the level of customer satisfaction through a simple question: "From 0 to 100, how much would you recommend Priner's services?".

The survey was conducted by Track.co and received a response rate of 37.7%. The methodology used classifies the consolidated scores into four distinct zones, between 1 and 100. **Priner achieved an NPS of 78, placing it in the Zone of Excellence (second highest).**

Of particular note is the performance of the Infrastructure Business Unit, which achieved 90 points, placing it in the Zone of Delight, a remarkable achievement in the services sector.

Credits

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SR 2023 coordination

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