ORNARE

COMPANY PROFILE 2024

“TO FULFILL DREAMS THROUGH UNIQUE PROJECTS, CAPABLE OF DELIVERING COMFORT AND WELL-BEING TO PEOPLE BY CONTEMPLATING INNOVATION, DESIGN, AND TECHNOLOGY, AS WELL AS CONTRIBUTING TO THE DEVELOPMENT OF SOCIETY”

Murillo Schattan

SUSTAINABILITY

PRESERVATION OF NATURAL RESOURCES

DEVELOPMENT OF PEOPLE

RESPECT AND DIVERSITY

LOYALTY

TRANSPARENCY

ETHICS AND COMMITMENT

ORIGINALITY

INNOVATION AND CREATIVITY

ECONOMIC DEVELOPMENT

EXCELLENCE IN PRODUCTS, SERVICES AND OPERATION

ORNARE was founded in 1986 with the purpose of fulfilling dreams through unique projects, capable of delivering comfort and well-being to people by contemplating innovation, design, and technology, as well as contributing to the development of society.

We are proud to be a sustainable company, embracing diverse cultures. We constantly strive for excellence in our products, services, and operations.

With an international presence, we operate based on ethics, aware of our responsibility as a reference in the market in which we operate. We are an intense company, led by passionate and committed individuals. We promote development and self-realization. We adopt working conditions that respect and value the potential of each individual, understood as a positive force for changing the world by transforming lives and generating value for society. Therefore, we are committed to pursuing a business model that is increasingly sustainable, prosperous, and socially just for future generations.

Our socio-environmental concern permeates all processes, products, and operations throughout the production chain.

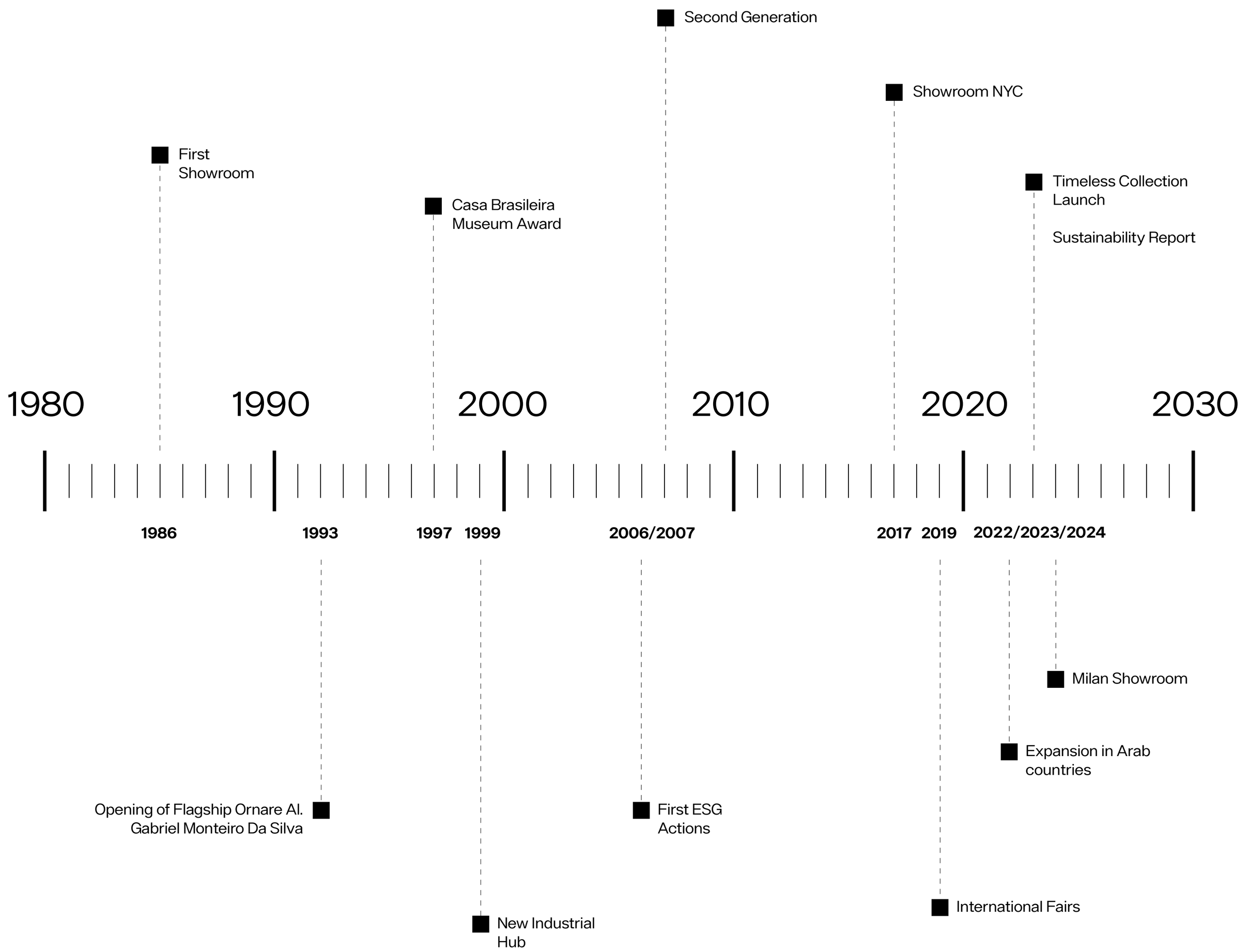
Today, reflecting on our journey from a global perspective, we affirm that we have always remained dedicated to embracing best practices regarding the environment, social responsibility, and corporate governance. Throughout this presentation, we want to share our commitments made to society.

A COMPANY THAT GENERATES VALUE FOR BRAND AND FOR SOCIETY

ORNARE offers varied solutions for kitchens, closets, home theaters, living rooms, home offices, and bathrooms, always preserving the style and individuality of each client. For the development of its products, it maintains partnerships with major names in international architecture.

Founded by Murillo Schattan and Esther Schattan with the challenge of innovating and pushing boundaries with inspiration and creativity, the company generates value not only for the brand but also for society. Providing environments that promote quality of life is our way of acting in the world and transforming lives.

Now, the focus is on expanding the company's international expansion and establishing a presence in strategic global markets.



MATERIALS

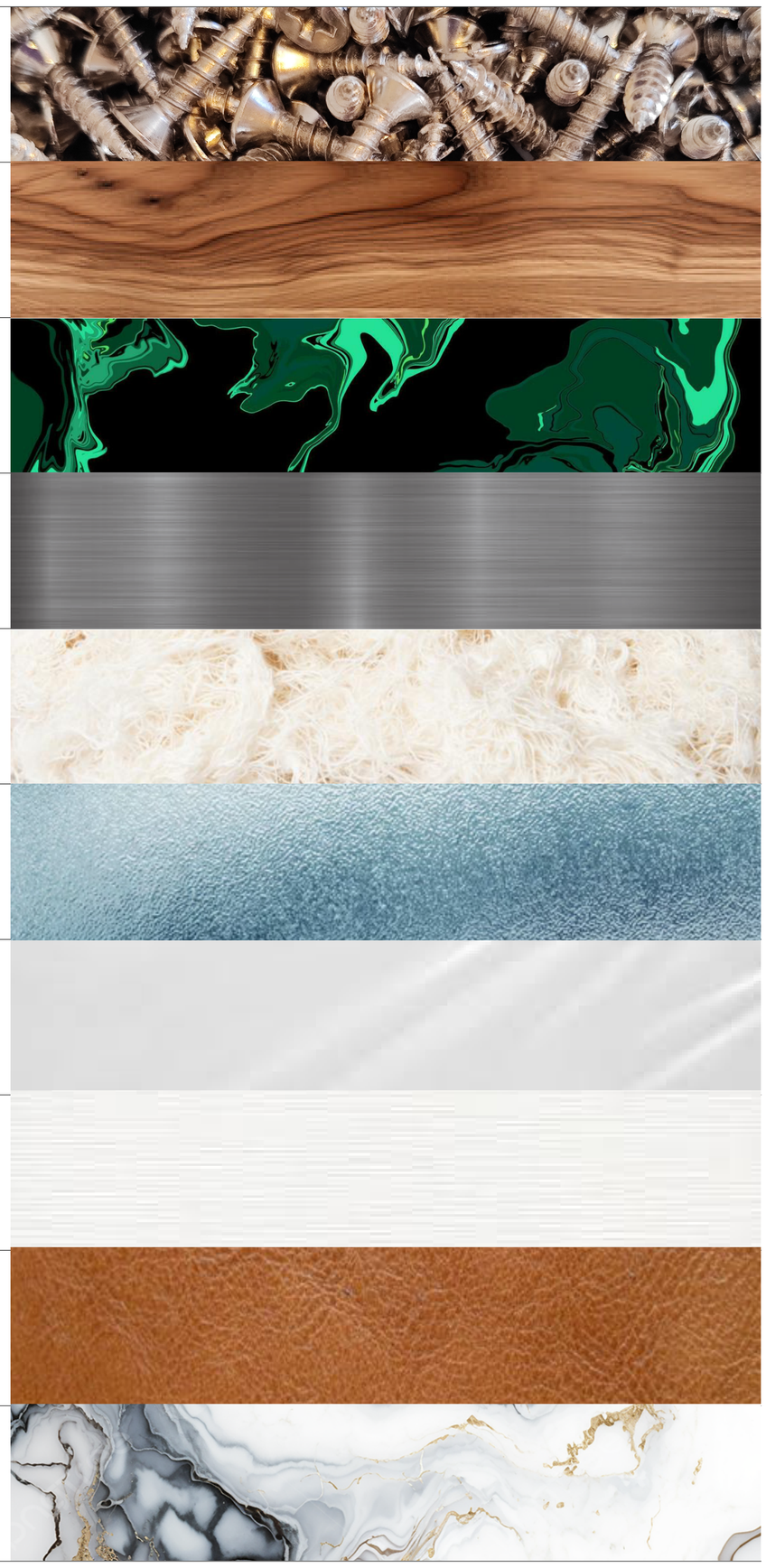
FINE MATERIALS AND LONG-LASTING RELATIONSHIPS

The longevity of the brand depends on our ability to continue providing innovative products, designed with refinement and associated with exceptionally high-quality materials. The extreme care in selecting raw materials not only consolidates our legacy but also forms part of a broader strategy for supply chain resilience.

Wood is the most commonly used material at ORNARE: always certified, used rationally, purposefully, and with the highest possible quality. Primary materials are increasingly being replaced with recyclables, and we only use water-based paints. ORNARE maintains exceptionally close and long-lasting relationships with raw material suppliers, a strategic and essential item for the portfolio's products.

As a result of complying with programs to obtain official certifications, ORNARE ensures that the materials adopted adhere to good practices regarding human rights and environmental standards. To ensure high-quality standards, we establish a dialogue based on trust from the beginning of each commercial partnership. Business transparency combines with social and environmental aspects, including relevant steps during the supplier qualification, approval, integration, auditing, and constant monitoring processes.

HARDWARE	**33,50%**
WOOD	**26,53%**
VARNISHES, RESINS, PAINTS	**16,39%**
ALUMINUM	**6,09%**
BASIC INPUTS	**5,70%**
GLASS	**5,13%**
PLASTIC	**2,61%**
EDGE BANDING/PVC	**2,62%**
LEATHER	**1,35%**
STONE	**0,44%**



PRODUCTS

The sustainable development of products is complex, especially in a portfolio with 34 lines totaling 114 items. It requires research, evaluation, and experimentation, as well as rigorous selection of materials, production methods, packaging, and transportation methods, as well as recycling and waste disposal.

Designing and manufacturing durable items with a long lifespan reduces environmental impact. In our field, this is the greatest contribution we can make in the context of the green economy.

SUSTAINABILITY

THE SUSTAINABLE POSITIONING OF ORNARE AND THE LEGACY FOR SOCIETY

Dealing with the impact of climate change and contributing to mitigate and reduce it is an urgent challenge that humanity faces today. In the face of this scenario, which brings significant threats, companies cannot remain indifferent.

ORNARE's corporate commitment to sustainability has always been present in our business. ESG best practices, besides being a responsibility we assume, represent an opportunity to promote ethics in all our relationships and seek a more sustainable future.

Such practices not only meet the company's high standards but also global parameters regarding indicators of safety, internal climate conditions, and material origin. Hence, investments in obtaining important international certifications.

How can a luxury brand neutralize its environmental impacts? We believe we have a fundamental role to play in this context and nurture great ambitions to transition from a carbon-based economic model to one that is resilient and regenerative. To achieve this, we make decisions aimed at the long term and invest in implementing processes capable of achieving positive results in a low-carbon economy.

Comitê de Solidariedade pela Vida

GREEN BUILDING COUNCIL BRASIL
Membro

NÓS CONSUMIMOS ENERGIA 100% RENOVÁVEL
TRINITY ENERGIA • 2016 - 2022

CARBON FREE BRASIL
NEUTRALIZAÇÃO DE CARBONO

FSC
www.fsc.org
MIX
From responsible sources
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FIND OUT MORE IN THE ESG REPORT HTTPS://WWW.ORNARE.COM.BR/EN/ABOUT-US/

WE NEUTRALIZE THE GREENHOUSE GASES EMITTED BY THE FACTORY

Our approach to addressing climate change has been to measure the carbon footprint and establish goals for reducing direct and indirect emissions.

ENERG EFFICIENCY

ORNARE is certified by Trinity Renewable Energies, which recognizes the 100% reduction in our carbon emissions from electricity consumption by the purchase of renewable energy from sources encouraged by the government (wind, solar by the government (wind, solar, biomass, small hydroelectric and hydroelectric generating stations). We carry out inventory of our emissions and monitor indicators so that our targets are met.

Total emissions since
January / 2023

TCO^2 **eq**

245,499

TCO^2 **bio**

0,915

THE INTERNATIONAL REC STANDARD

This Redemption Statement has been produced for

SEDER INDUSTRIA E COMERCIO DE MOVEIS LTDA - CNPJ 59.738.740/0001-72

by

TRINITY ENERGIAS RENOVÁVEIS S.A

confirming the Redemption of

4 618.000000

I-REC Certificates, representing 4 618.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

COTIA - SP
Brazil

in respect of the reporting period

2023-01-01 to 2023-12-31

The stated Redemption Purpose is

Rastreamento de Consumo de Energia Renovável

SOLAR ENERGY

Photovoltaic solar energy is a renewable, clean, and constant source that doesn't cause harm to the environment, and the panels don't require a large area for installation. At ORNARE, the lighting for the outdoor courtyard is 100% powered by solar energy.

WATER RESOURCES

Water is the most precious natural resource on our planet and using it with rationality and moderation in industrial processes is imperative. ORNARE's factory is 100% supplied by natural underground reservoirs, which form over time from rainfall infiltration.
Currently, a project is being implemented to capture and reuse rainwater for cleaning the factory and its external areas, as well as for irrigation purposes.

WASTE MANAGEMENT

Our production seeks to generate as little waste as possible - which, from ORNARE's perspective, is not seen as trash but rather as valuable recyclable raw materials. Therefore, the more meticulous the separation, the higher its potential for secondary use in other products. As for what cannot be reused, proper disposal of factory waste, selective collection of paper, plastic, and metal, and correct recycling are practices assimilated into our production process.

We work with a specialized team in the management of construction waste so that we can support our clients in the proper disposal of product packaging (cardboard, plastic, among others). These materials are collected, separated, and destined for reuse or recycling, which avoids sending them to landfills and significantly reduces soil impact.

WEIGHING CONTROL / 2023

WASTE	TOTAL JAN TO DEZ
Aluminum	9023
Aluminum chips	1004
Iron	23758,6
Electronic Waste	33,6
Wood	950000
Wires	57
Paper	906,6
Cardboard	17098,84
White Plastic	2453,9
Colored Plastic	869,3
Expanded Plastic	1654,2
Wood Powder	84000
PP/Pet	309,8
Commom Waste	177282,24
Solvent	98641
Glass	177282,24

PEOPLE

A COMPANY DRIVEN BY PASSIONATE AND COMMITTED INDIVIDUALS

ORNARE believes that creativity and innovation are implemented daily through dedication and passion for work. Undoubtedly, this understanding has contributed to the success of the brand, which has become a national reference and gained international recognition.

We see work as a source of excellence and a fundamental means to increase the dignity and self-esteem of each individual. Following the worldview of our founder, Esther Schattan, we invest in empowerment, promoting self-realization and self-determination wherever our business touches people's lives.
Today, employees prefer to belong to an organization that values their uniqueness and connects them to a larger mission and purpose. Therefore, we pay special attention to working conditions and environments and strive to offer healthy professional relationships.

We are convinced that the best results are achieved through teamwork. We offer coaching sessions and seek to promote lifelong learning. We encourage a culture of continuous learning within the company, as well as interest and curiosity, with the aim of cultivating new talents.

AGE RANGE	
19-28	36,21%
29-38	33,18%
39-48	23,13%
49-58	4,67%
59-68	2,8%

AVRAGE LENGTH OS STAY (MEDIAN 5,67)	
-1	40,55%
+1	34,36%
+5	9,28%
+10	7,73%
+15	4,64%
+20	3,44%

WOMEN IN LEADERSHIP POSITIONS	
19-68	35,21%

DIVERSITY IS VALUABLE

Promoting a culture of inclusion and diversity in our organization, with equity and opportunities for all, is an essential value. Experts of all genders, with different backgrounds, nationalities, and educational backgrounds, work together in all areas of the company.

ORNARE encourages social interaction during work hours and leisure time, opening its doors to employees and their families to participate in cultural activities sponsored by the company.

We have relaxation rooms designed to promote interaction and communication, as well as environments for resting. Employees also receive invitations to exhibitions, shows, displays, and other events relevant to each department.

TRAINING AND HUMAN DEVELOPMENT

Continuous employee development is a priority for ORNARE. A dedicated department identifies needs through surveys and performance evaluations, and based on them, offers ongoing training and retraining to all employees and business partners.

The company has a modern on-site training center for hands-on learning, as well as an E-learning platform, focused on courses and online updates for employees from all regions of the country. In the year 2023, we invested 32,393 hours in training in various areas.

Suppliers, on average, participate in 2 hours of training on entrepreneurship, management, and leadership, as well as the adoption of sustainable practices, among other relevant topics to their area of activity.

CODE OF CONDUCT

The ORNARE Code of Conduct establishes our commitment to uphold a responsible, ethical, transparent, and respectful posture in professional and business relationships conducted on behalf of the company.

It is applicable to all employees (employees and administrators) of the ORNARE business group, in Brazil and abroad, and its principles extend to suppliers of goods, services, and materials, partners, customers, and other parties involved and/or interested in our business.

Manual

Social

& Código de Conduta

PRODUCTION & LOGISTICS

ASSEMBLY & TECHNICAL SUPPORT

Located in Cotia, SP, our manufacturing plant is equipped with state-of-the-art machinery. The factory is also responsible for assembly and technical assistance, which puts the entire production cycle under our care and ensures excellence at every stage of the process.

The brand is also recognized for strictly adhering to all market-required standards, a result of committed work and quality requirements in all showrooms spread across Brazil, the United States, and the United Arab Emirates.

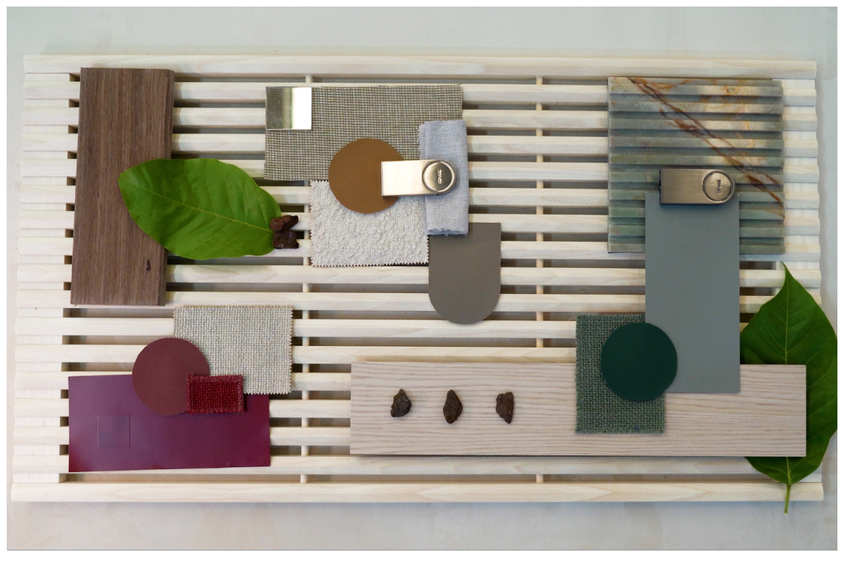
One of the greatest virtues of the ORNARE team is the application of knowledge for the organization's benefit. This practice forms, within the company, multiplicators of engineering and product techniques capable of ensuring the continuity of the work carried out.

EXPASION WORLDWIDE

Countries:	Showrooms:	People:
4	**28**	**850**

WHAT MAKES US SPECIAL

ARTISANSHIP



AUTHENCITY

ELEGANCE

EXPANSION

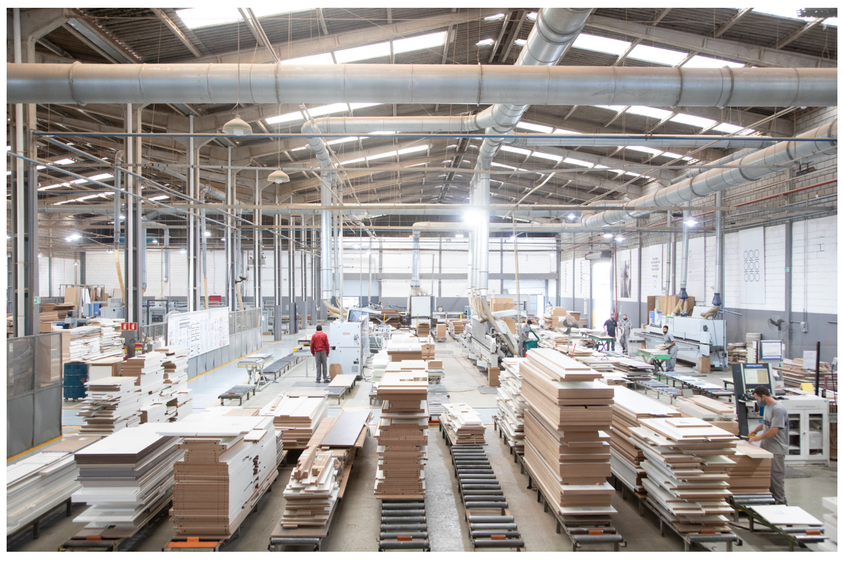
WHAT MAKES US SPECIAL

HIGH-QUALITY

LEGACY

SUSTENTABILITY

TECHNOLOGY



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