

CONSTRUTORA TENDA S.A.

CNPJ/MF nº 71.476.527/0001-35

NIRE 35.300.348.206

Publicly-held Company

MATERIAL FACT

CONSTRUTORA TENDA S.A. (B3: TEND3) (“Companhia” ou “Tenda”), announces to its shareholders and the market in general that the Board of Directors, at a meeting held on this date, approved the initiation of the formal transition process for the position of the Company’s CEO, appointing Mr. Marcos Cruz as successor to Mr. Rodrigo Osmo, after 15 years in the role. The transition process will begin on June 8, 2026 and will last 12 months. At the end of the transition period, Mr. Rodrigo Osmo will be nominated to join the Company’s Board of Directors.

The resolution communicated herein stems from a structured governance and succession planning policy that the Board of Directors maintains as a permanent priority within the Company’s strategic agenda. This institutional and ongoing policy guided a rigorous selection process, conducted in accordance with corporate governance best practices, aimed at identifying a leader whose cultural and management profile is aligned with the Company’s operating model, ensuring the continuation of the Company’s sustainable growth trajectory in the coming years.

Mr. Marcos Cruz served as CEO of Nitro Química for the past 10 years and brings a strong track record, including 14 years as a partner at McKinsey, as well as experience as São Paulo’s Municipal Finance Secretary. Mr. Marcos has proven experience in both the public and private sectors and the ability to keep Tenda’s business focused on its industrial approach and continuous productivity gains.

Over the course of 12 months, Mr. Rodrigo and Mr. Marcos will work jointly through a carefully planned and structured transition period to ensure continuity of the Company’s project. During this phase, Rodrigo will remain with the Company, ensuring strategic continuity, operational stability and alignment with its long-term guidelines. The transition model was designed to ensure consistency in the execution of the strategy and preservation of the Company’s organizational culture, supported by an experienced management team and employees fully capable of making this process as seamless as possible.

“The selection process was lengthy. Marcos had dozens of interactions with Board members and with Rodrigo, so that we could gain confidence in his ability to succeed as Tenda’s CEO, while he developed the conviction that he wanted to join this project as a partner. Marcos Cruz brings strong experience across both the public and private sectors and addresses three fundamental aspects for Tenda: a proven track record leading high-performance teams, the intelligence and depth required to operate within our industrial approach philosophy, and a long-term vision with an ‘owner’s mindset,’ said Claudio Andrade, Chairman of Tenda’s Board of Directors.

Tenda publicly thanks Mr. Rodrigo for his 15 years of dedication to the Company and his valuable contribution to the construction industry. His tenure was marked by positioning Tenda as a benchmark in the sector in Brazil, standing out as one of the most efficient and profitable companies in the segment.

The Company reaffirms its confidence in the strength of its strategy, its governance process, its execution capabilities, as well as its commitment to the continuous creation of value for shareholders, clients, employees and other stakeholders.

Mr. Claudio Andrade, Mr. Luiz Mauricio Garcia and Mr. Rodrigo Osmo will be available to provide further clarification regarding the succession process during a public conference call to be held today, May 7, 2026, at 6:30 p.m. (Brasília time).

[Link to the webcast broadcast](#)

São Paulo/SP, May 7th, 2026.

CONTRUTORA TENDA S.A.

Luiz Maurício de Garcia Paula

Chief Financial and Investor Relations Officer