



**2024**  
**Sustainability**  
Report

**RANDONCORP**  
Building **tomorrow**



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## Introduction

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Luan Athirson Baggio,  
Randon employee



# About this report

GRI 2-2, 2-3, 2-5

We are pleased to present Randoncorp's 2024 Sustainability Report. This document showcases the results, challenges, initiatives, and main highlights of the Company and its business units, covering the period from January 1 to December 31, 2024—aligned with the organization's financial reporting cycle. It also includes relevant information that emerged in 2025 during the report's preparation.

With the goal of fostering transparency with our stakeholders and ensuring accountability to society, we publish our report annually to update progress and detail practices focused on sustainability. The content of this publication reflects the expectations of our key stakeholders, who were consulted through the double materiality assessment process (see more on [page 7](#)).

The document underwent an independent assurance process conducted by Bureau Veritas.

We follow the most internationally recommended guidelines for report preparation. The standards and frameworks adopted in this document include:



## GRI

We have adopted the 2021 version of the Global Reporting Initiative (GRI) Standards, applying the "in accordance with" approach. This methodology is recognized as the most widely used globally for sustainability reporting. Our disclosures are identified throughout the text by the acronym GRI, and a full list can be found in the GRI Content Index starting on [page 143](#).



## Integrated Reporting

We also follow the Integrated Reporting guidelines, developed by the International Integrated Reporting Council (IIRC). Our Business Model on [page 37](#) illustrates how we create value through each of the capitals. We also provide a capital map at the end of the document.



## SASB

For the fourth consecutive year, we have followed the guidelines of the Sustainability Accounting Standards Board (SASB), which are widely used in sector-specific international reporting. Our disclosures are identified throughout the text by the acronym SASB, and a full list can be found on [page 143](#) onwards.



## SDG

As a signatory to the United Nations Global Compact, we are committed to the Sustainable Development Goals (SDGs). The Materiality chapter on [page 7](#), explains the relationship between our material topics and the SDGs. A map of the SDGs is also included at the end of the report.



If you have any queries or feedback about this report, please write to [ri@randoncorp.com](mailto:ri@randoncorp.com).





# Message from the Chairman of the Board

GRI 2-22

The year 2024 was one of business growth for Randoncorp, marked by progress in our ESG commitments and a genuine show of solidarity and respect for the people affected by the flooding in Rio Grande do Sul state.

We made important strides in expanding the Company's international footprint, investing in developed economies with hard currencies and significant market potential. Last year we announced the largest acquisition in Randoncorp's history through our Frasle Mobility division: the purchase of Kuo Refacciones, a company operating in Mexico's aftermarket segment. We also acquired European Braking Systems (EBS), a European auto parts company and the UK's leading provider of brake system aftermarket. In early 2025, we entered the U.S. market for trailer axles and suspensions with the acquisition of assets from AXN Heavy Duty.

We are strengthening the resilience of our business by increasing our presence in the international and aftermarket sectors, while continuously adding innovation and value-added services, particularly in the logistics chain. The strategic importance of agribusiness is also noteworthy.

These factors are fueling our expansion and showing that our strategy is on the right track. The upgrade of Randoncorp's credit rating to brAAA by Standard & Poor's Global Ratings (S&P) is a recognition of our achievements and bodes well for the future.

And we are doing all this without compromising on sustainable practices, firmly steeped in our ESG Ambition, which allows us to move forward with a strong commitment to people, the planet, and business. In 2024, we completed our first sustainable funding initiative, in partnership with the International Finance Corporation (IFC), a financial institution of the World Bank Group, enabling us to advance our sustainability agenda. The disbursement of these funds validated the consistency of our practices.

Among everything we accomplished in 2024, I highlight the social actions we took in response to one of Brazil's most severe climate-related tragedies, when Rio Grande do Sul state (RS) was devastated by floods. From the outset, we supported affected employees and their families and joined forces with partners to aid impacted communities. This mission is not yet complete, as we remain actively involved in the reconstruction of RS.

In March 2025, we announced a transition in corporate governance: in September, Sérgio L. Carvalho will step down from his role as Randoncorp CEO and as Frasle Mobility President and CEO. This change was already planned and was requested by Sérgio. He will continue to contribute to the company as a Senior Executive Advisor. Daniel Randon, Randoncorp President, will assume the role of Company CEO and President of Frasle Mobility – which will appoint Anderson Pontalti as its new CEO. Daniel is returning to executive management at a different time, marked by greater governance maturity.

On behalf of Randoncorp, I would like to thank Sérgio, who bequeathes a leadership legacy epitomized by simplicity, authenticity, ethics, innovation and appreciation of our people.

We remain committed to creating value for our stakeholders. I invite you to explore the journey we undertook in 2024.

## David Abramo Randon

Chairman of the Board of Directors





# A word from our President

GRI 2-22

In the year we celebrate 75 years of history, we have many achievements to be proud of. I sincerely thank our stakeholders, who contributed to transforming Randoncorp from a small mechanical workshop in Southern Brazil into a multinational with a global presence. In 2024, we made significant acquisitions that enabled us to further expand our reach, extending our operations overseas to clients in over 125 countries.

Constant transformation requires a strong internal culture and leadership prepared to face new challenges. In 2024, we restructured our governance model to support this expansion. Key developments included the creation of the CPCO (Chief People and Culture Officer) position and two Executive Vice Presidencies—one focused on managing operations in South America and the other on global markets. We now have a highly prepared Executive Committee, ready to face business challenges and support our goal of enduring sustainable growth.

Moreover, we continue to direct efforts toward essential and strategic initiatives, such as promoting diversity, equity and inclusion. Respect, well-being, and the appreciation of our people will always be core principles of our business conduct. We remain mindful of the need for continual evolution and recognize that building the Company's future relies on progress on these fronts in collaboration with our stakeholders.

Another growth pillar is innovation, which has established Randoncorp as a global developer of disruptive technologies for sustainable mobility. This year, we achieved a record number of patents filed at the INPI (National Institute of Industrial Property) and introduced key innovations to the market, such as the AT4T—a 100% Brazilian technology that delivers greater operational efficiency for logistics in controlled environments, enhancing safety standards and optimizing operating costs, to the benefit of our clients.

Our sustainability journey has deep roots, and social concern has been present since our founding. The Elisabetha Randon Institute (IER), created in 2003, coordinates our community outreach initiatives and continues to make us proud with its growing maturity. In 2024, the IER took a leading role when Rio Grande do Sul—where our Company was founded and where many of our operations are located—was devastated by severe flooding. The resilience demonstrated by our team in these circumstances was essential for us to move forward.

The situation prompted a massive mobilization across Randoncorp's business units. We paid particular attention to the approximately 300 employees affected by the floods, providing ongoing support to them and their families. After the initial emergency phase, we remained focused on recovery efforts, helping rebuild the state—particularly damaged bridges and schools. We understand that this work will require long-term commitment, and remain fully engaged in supporting this recovery process.



In 2024, we made significant progress on our public commitments. Highlights include increasing the share of women in leadership by over 80% compared to 2020, and inaugurating the Caldeira Verde (Green Boiler), which will enable us to reduce our total carbon emissions by 20%.

I would like to extend my heartfelt thanks to all Randoncorp colleagues—our true protagonists—and invite everyone to stay engaged with our purpose of "Connect people and riches to generate prosperity". Together, we will build a more sustainable tomorrow.

**Daniel Raul Randon**

President



# Materiality GRI 3-1, 3-2

In 2024, we maintained the material topics defined during the review process conducted in the previous year, as there were no significant changes in our operations.

The analysis—carried out with the support of a specialized consultancy firm and, for the first time, based on the double materiality concept—identified the most relevant topics related to potential financial and socio-environmental impacts posed by the Company’s business strategy. This assessment considered both risks and opportunities across internal and external value flows.



Our various stakeholders responded to the online survey and participated in interviews and working meetings for the development of the current materiality assessment.



ESG AMBITION PILLAR	MATERIAL TOPIC	DESCRIPTION	PRIORITY SDGS
<b>Planet</b> 	Product lifecycle management	Assessment of impacts throughout the product lifecycle, aiming to map and reduce our ecological footprint, introduce changes in raw materials, and drive design innovation to enhance performance and socio-environmental impact.	<div>67911</div> <div>121314</div>
	Climate change and air quality	Managing greenhouse gas (GHG) emissions, including emissions from processes such as: burning fossil fuels (oil, coal and natural gas) to produce energy to power company vehicles and facilities and the management of atmospheric pollutants, considering the impact of emissions produced by machinery and fleets.	<div>37911</div> <div>13</div>
<b>People</b> 	Attracting, developing and retaining employees	Mechanisms related to people and culture management to foster engagement, implementing strategies for training, development, and recognition, aiming to reduce turnover and enhance the company's performance as an employer brand.	<div>15810</div> <div>16</div>
	Human rights and industrial relations	Ensuring that internal processes are in place to prevent and address human and labor rights violations in our operations and supply chain. Promoting and respecting diversity, equity, and inclusion within the company.	<div>581012</div> <div>16</div>
	Employee health, safety and well-being	Protecting employee well-being and health by managing the organizational environment in a way that supports the mental and physical health of our employees and their families.	<div>381016</div>
<b>Business</b> 	Innovation & technology	Investment in innovation, connecting with the entire ecosystem in pursuit of disruptive solutions that enable product adaptability to emerging scenarios, market trends, and business model changes.	<div>9</div>
	Data privacy and security	Securely managing the collection, retention and use of sensitive and confidential information, safeguarding cybersecurity and data privacy in compliance with the Brazilian General Data Protection Regulation.	<div>91216</div>
	Product safety and excellence	Management practices and investments to ensure product quality and safety aimed at the automotive market, ensuring their efficiency and focusing on the safety of the end user. This includes the management of socio-environmental impacts resulting from product use. We are also seeking to invest in mitigating potential reputational and regulatory risks arising from improper product marketing practices.	<div>791112</div> <div>1317</div>
	Ethics, integrity and compliance	Transparent reporting, anti-corruption compliance, disseminating our Code of Ethical Conduct in our organizational processes, well-structured and regulated governance bodies, and combating anti-competitive practices and bribery.	<div>816</div>





# 2024 highlights

## Planet



- **Response to CDP\***, underscoring our commitment to the environmental agenda and transparency.
- Embedding of **carbon footprint calculations** into products and processes, steering our decisions toward sustainable alternatives.
- Launch of a supplier engagement project to **map Scope 3 emissions**.
- Inauguration of the Green Boiler, which will **reduce** Randoncorp's total carbon **emissions** by **20%**.
- Investment in infrastructure, focused on cutting-edge technologies for **wastewater recycling**.
- Greater use of electricity from **renewable sources**, reaching **65%** of total consumption.

\*formerly Carbon Disclosure Project.

## People



- **Mobilization and broad network of solidarity in response to the flooding in Rio Grande do Sul**, offering immediate support to affected employees and engaging in community rebuilding efforts across the state.
- The company invested a record **R\$ 64 million** in safety, focusing on reducing risk in its operations and advancing toward the elimination of serious accidents.
- The percentage of **women in leadership roles** increased to **20%**, compared to 11% at the end of 2020.
- Launched the **Safety Master Plan**, which outlines the main guidelines and practices related to the topic, along with the **Bonsai Project**, part of the Safety Culture Program, aimed at fostering a culture of caring leadership.
- It also advanced the management of psychosocial factors by integrating aspects of **physical and mental health**.
- The international career program named **Global Positions** was launched.
- The **"Immigrant Journey"** program was structured to onboard and support immigrant employees, promoting an inclusive workplace.
- We carried out the fourth edition of the women's career fast-track program, **Her Journey**, with a focus on developing leadership within factory environments.
- The company also expanded and revitalized its career transition benefit (offboarding), **"New Paths | Journey of Prosperity"**, making it accessible to professionals country-wide.



# 2024 highlights

## Business



- Celebration of **75 years** of Randon – OEM vertical, the pioneering company of Randoncorp, and **70 years** of the Fras-le brand.
- Acceleration of the **internationalization process**, with major acquisitions such as Dacomsa (Kuo Refacciones) in Mexico (announced in 2024 and completed in 2025), and EBS in the United Kingdom.
- **Record sales and the highest Ebitda** in Randoncorp's history.
- **Restructuring of the Executive Committee** (Comex) to support the international expansion process and creation of the Chief People & Culture Officer position.
- **Updating the SAP S/4HANA** software, instilling agility, security, and compliance in processes.
- **R\$ 500 million in financing** from the IFC (International Finance Corporation), boosting the Company's ESG agenda.
- **Upgrading Randoncorp's** credit rating to brAAA by the credit rating agency Standard & Poor's Global Ratings (S&P), with a stable outlook.
- Record number of **73 patents** registered at the INPI (National Institute of Industrial Property).
- **Inaugurating** the new Castertech facility in Mogi Guaçu (SP) and **construction** of a new Suspensys unit.
- **Acquiring Delta Global**, a portfolio company of RV, focused on fleet management, technology, and assistance (finalized in 2025).



# 02

## About Randoncorp

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Randoncorp employees Jairo Castro da Silva and Richenat Joseph Charle from Randon, and Lucas dos Santos

# About us

GRI 2-1, 2-6

**We are a global company, built by people, working to deliver solutions for the future of sustainable mobility.**

We manufacture automotive equipment and systems and offer transportation services based on valuing our people, generating profit sustainably, and fostering trust, innovation, and technology. Our headquarters is located in Caxias do Sul (RS), and we are present in more than 125 countries through our products. Our organizational structure comprises 51 subsidiaries, 14 affiliates, and 10 majority-owned companies and joint ventures, distributed globally.

In 2024, we continued our accelerated growth and international expansion cycle, aiming to increase our resilience, reduce exposure to the domestic market, diversify revenue sources, and mitigate the effects of economic fluctuations on our results. Related developments of note include the announced acquisition of the auto parts aftermarket division from Mexican group Kuo Refacciones (Dacomsa), which positions us as leaders in the Mexican aftermarket segment, and the purchase of EBS (European Braking Systems), the leader in the same segment in the United Kingdom.

## Our purpose



CONNECT PEOPLE AND RICHES, TO GENERATE PROSPERITY

## Our principles



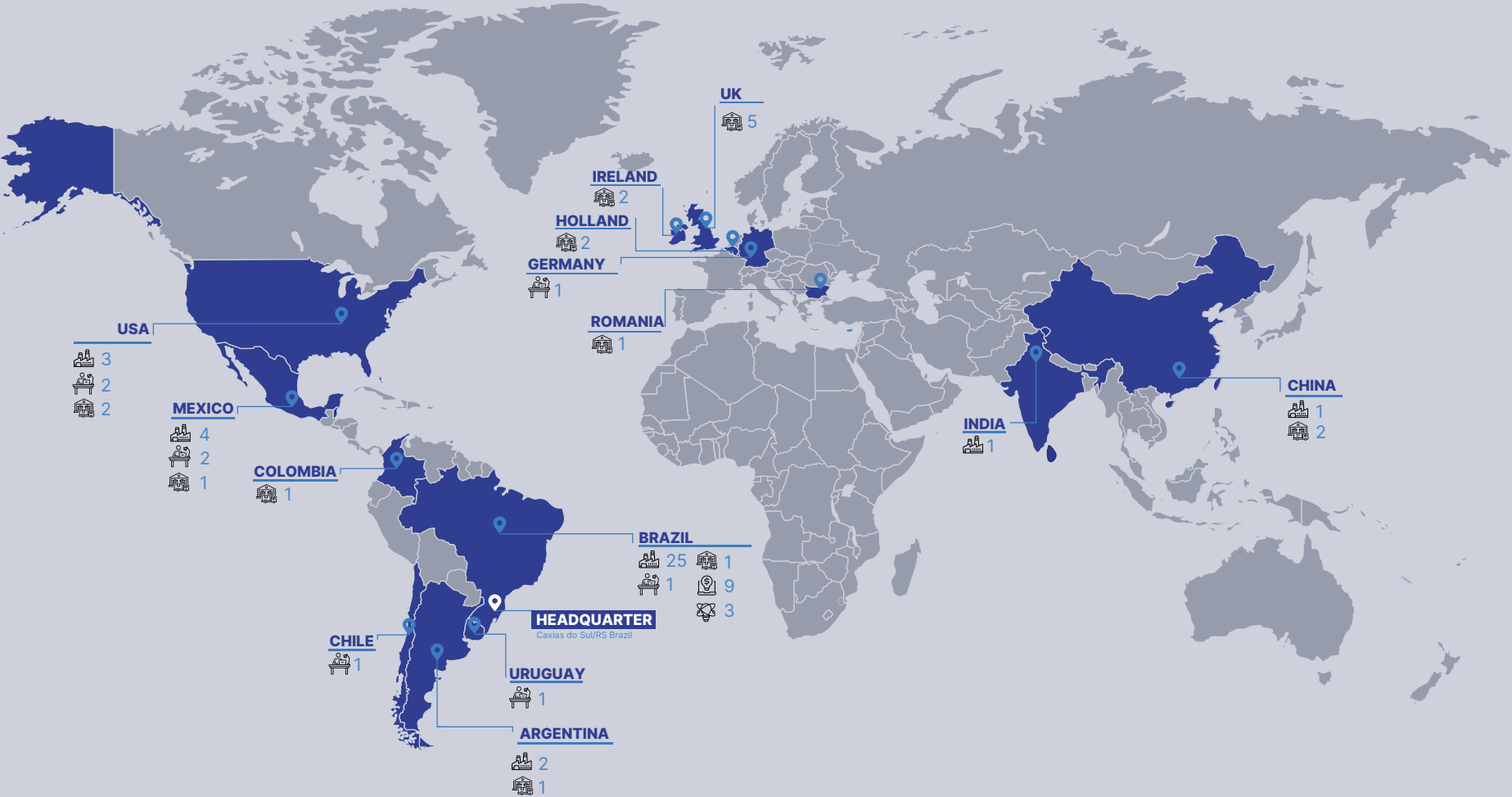
- SATISFIED CUSTOMERS
- ETHICS
- INNOVATION AND TECHNOLOGY
- PROFIT WITH SUSTAINABILITY
- VALUED AND RESPECTED PEOPLE
- IMAGE AND LEGACY PRESERVATION
- SAFETY & QUALITY
- WE ARE RANDONCORP

Geographic diversification is also taking place within Brazil, with a good example being the inauguration of the Castertech facility and the construction of the manufacturing plant for Suspensys, part of the Auto Parts vertical, in Mogi Guaçu (SP). In addition to bringing us closer to our customers, this move promotes logistical optimization and mitigates risks associated with extreme weather events that may occur in specific regions.

Our products are sold  
in more than 125 countries



Global presence GRI 2-6



 Industry | 36

 Commercial Offices | 8

 Distribution Centers | 18

 Financial and digital services | 9

 Innovation | 3

# Randoncorp by the numbers



**16,727**

employees

**8,511** RAND6

suppliers

**38,000+**

shareholders

**93**

distributors  
in Brazil and 191 abroad



R\$ **11.9** billion

in net revenue

R\$ **6.9** billion

of loans granted at  
Banco Randon

R\$ **8** billion

in credit sold by Randon  
Consórcios



The largest

auto parts manufacturer in South America

Aftermarket leader

in Latin America

The largest

manufacturer of trailers in Latin America,  
and one of the largest in the world

Third largest

coop-payment plan administrator  
for heavy vehicles in the country



**130,000**

tons approximate foundry  
capacity\*

**1.8** million

parts for  
commercial vehicles

**28,000**

trailers delivered annually

**108** million

friction material parts sold

# Business verticals

Randoncorp is structured into five business verticals that operate synergistically and offer complementary solutions to its clients. Learn more below about each vertical and the main brands within them, which are recognized as market leaders in their respective segments.



## Auto Parts



## Motion Control



## OEM



## Financial solutions and services



## Advanced technology and Headquarters

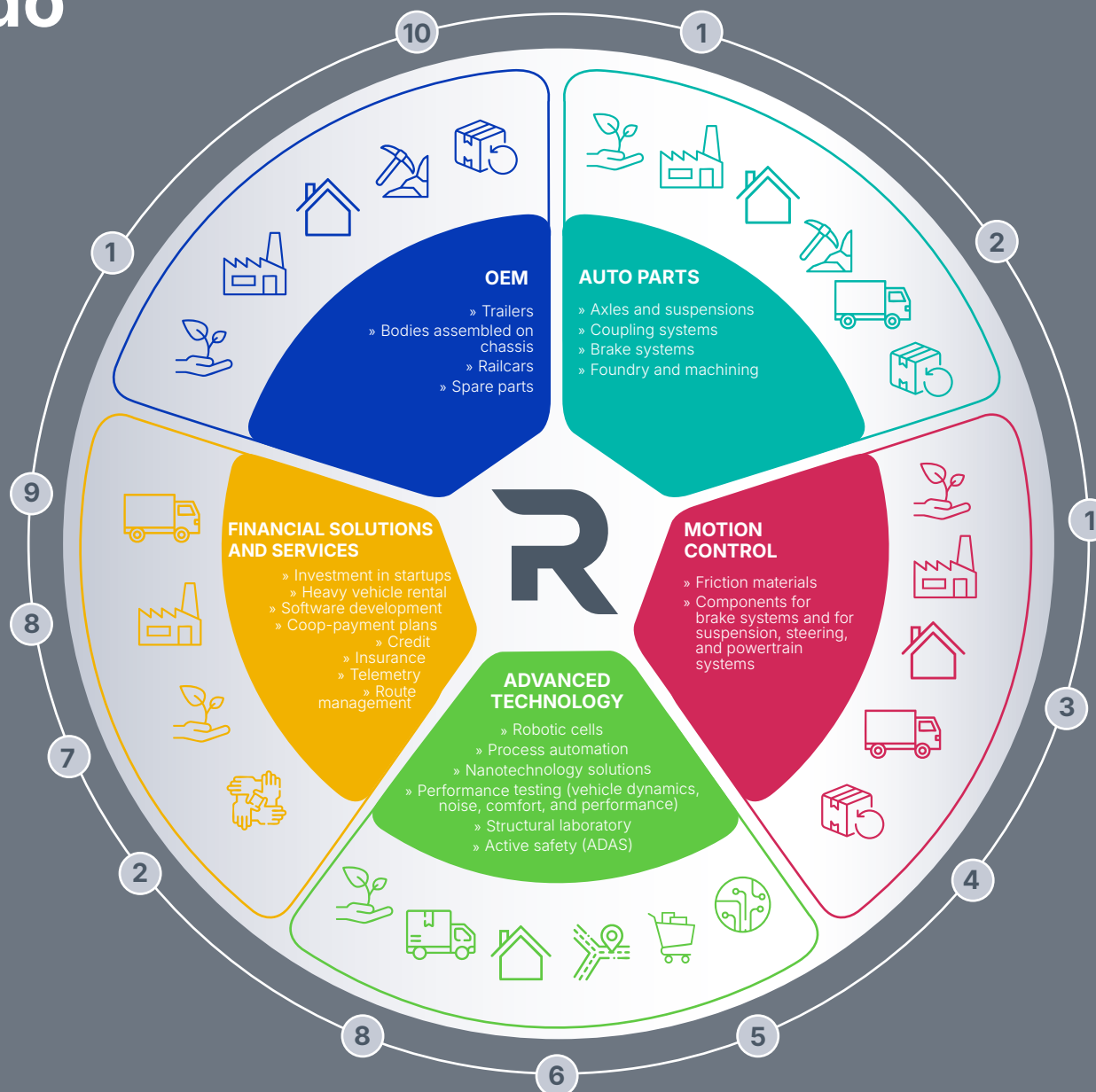


Learn more about each vertical on the [following pages](#)

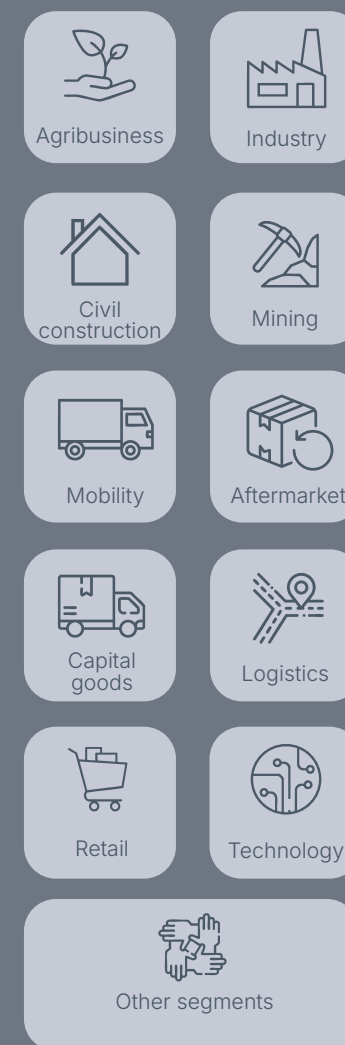
# What we do

## MAIN CUSTOMERS

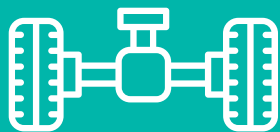
- 1 Truck, bus and trailer manufacturers
- 2 Agricultural equipment manufacturers
- 3 Distributors
- 4 Auto part retailers
- 5 Freight transporters
- 6 Freelancers
- 7 Randoncorp suppliers, distributors and customers
- 8 Logistics companies
- 9 Tech firms
- 10 Randoncorp companies



## MAIN MARKETS







## Auto Parts

With national leadership and an international footprint, we provide comprehensive auto parts solutions such as suspensions, axles, brake systems, coupling systems, electromobility solutions, and wheel end systems in cast and machined parts for commercial vehicles, agricultural equipment, and machinery.

**Customers:** truck and bus manufacturers, trailer builders, auto parts distributors and retailers, and manufacturers of agricultural and construction equipment.

**Structure:** 15 industrial units — 13 in Brazil and 2 abroad—and 9 distribution centers overseas.



Manufacturing of brake systems for trucks, buses, and trailers in South America and the United States. Through its subsidiary EBS, it also operates in European and Asian countries.



It provides technological solutions for wheel end systems, producing hub and drum assemblies, cast brackets for axles and suspensions, and parts for agricultural equipment.



It also delivers solutions in suspension systems, axles, electromobility, and services for commercial vehicles.



The company is actively engaged in the development, manufacturing, sale and associated services of components and systems for trucks, trailers and buses. Global technology leader in Fifth Wheel systems.

### Master Freios acquires control of the UK's EBS

In October 2024, Master Freios, a joint venture with the Cummins Drivetrain and Braking Systems group, announced the acquisition of EBS – European Braking Systems, in the United Kingdom, for approximately 56 million pounds sterling (around R\$ 410 million).

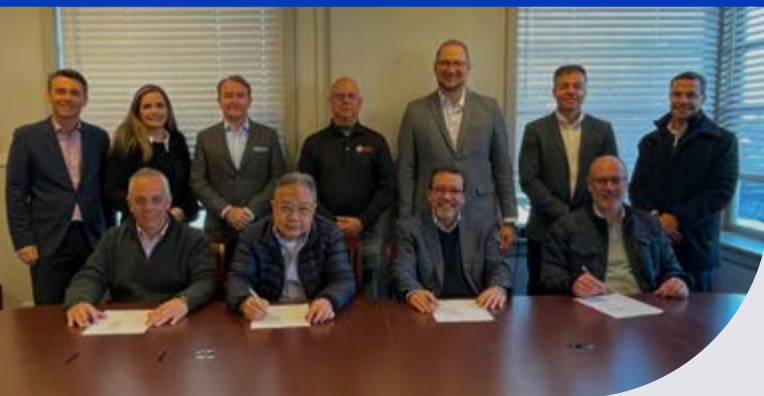
EBS is among the leaders in the UK aftermarket and has a broad portfolio of aftermarket solutions in the automotive industry, manufacturing and distributing air brake components and commercial vehicle control systems such as chambers, valves, cylinders, and clutch servos, among other products. The company has two facilities in the United Kingdom and also operates in China, Ireland, the United States, the Netherlands, and Romania.

Under the acquisition, Master Freios incorporated EBS Group's expertise, infrastructure and distribution network, expanding its footprint in major markets across Europe and Asia.



Click here to [learn more](#)





### Purchase of AXN Heavy Duty marks entry into the U.S. trailer axles and suspension market

In January 2025, we announced the acquisition of AXN Heavy Duty's operations, headquartered in Louisville (USA), through the subsidiary Randon Auto Parts North America LLC. The transaction entails purchasing assets from the American company and marked Randoncorp's entry into the U.S. trailer axles and suspension market.

AXN has been present in the North American market for 16 years and is one of the most established players in the segment there. This move is part of Randoncorp's business internationalization strategy, expanding its auto parts portfolio and operations in developed economies.

### New facilities in Mogi Guaçu (SP)

In November 2024, the new Castertech plant opened its doors in Mogi Guaçu (SP), in a manufacturing facility occupying 240,000 m<sup>2</sup>. This operation elevates the company's annual production capacity to 105,000 metric tons of cast and machined parts. The site features a physical structure of 10,000 m<sup>2</sup> and a highly automated manufacturing process, with an emphasis on connectivity and a foundry capacity of more than 22,000 metric tons per year. It will also produce over 350,000 brake drum units annually once in full operation.

A new Suspensys plant is also under construction on the same site as the Castertech facility, with opening planned for 2025. The new plant will supply front axles to the bus and truck fleet produced by Mercedes-Benz do Brasil.

This is the largest deal in Randoncorp's history, with expected revenue for Suspensys of approximately R\$ 7 billion over the 10-year term of the contract.

The Mogi Guaçu plant will have a production capacity of **350,000 brake drums per year**





## Motion Control

Frasle Mobility is a Brazilian multinational renowned for its strong presence in the auto parts aftermarket and for supplying components to OEMs. Boasting high-quality products and well-known brands in its portfolio, it develops seamless solutions in services and products for motion control, including friction materials and components for brake, suspension, steering and powertrain systems.

**Customers:** include original equipment manufacturers, distributors and auto parts retailers.

**Structure:** 12 industrial units (5 in Brazil and 7 abroad), 9 distribution centers (1 in Brazil and 8 abroad), 6 sales offices, and 1 technology center.

It operates plants in strategic locations such as Brazil, Mexico, the United States, Argentina, India, and China, and its products are sold in over 125 countries. Since 1996, Frasle Mobility has been controlled by Randoncorp, jointly operating innovation leaders such as the Randon Technology Center (CTR) and NIONE, a global pioneer in nanoparticle technologies.

With 12 industrial units and 9 distribution centers, Frasle celebrated its 70<sup>th</sup> anniversary in 2024



## Acquisition of Dacomsa cements leadership in Latin American markets

In 2024, Frasle Mobility announced the acquisition of Kuo Group's aftermarket division, known as Kuo Refacciones, a leader in the Mexican automotive market. The transaction was closed in January 2025 for approximately R\$ 2.2 billion and is the largest ever carried out by the Company. This acquisition positions Frasle Mobility as the leader in the three main automotive aftermarket markets in Latin America: Brazil, Mexico and Argentina.

The acquired company, rebranded Dacomsa post acquisition, is part of the Company's expansion and growth cycle, enlarging Frasle Mobility's international footprint.

# Brands in the Frasle Mobility Portfolio

Frasle Mobility operates as a house of brands, encompassing other strong and complementary brands. The company closed 2024 with 16 brands. At the beginning of 2025, following the completion of the Kuo Refacciones acquisition, ten more brands were added to the portfolio.

See below the brands that make up Frasle Mobility:



\*Incorporated into the portfolio in 2025 following the successful acquisition of Kuo Refacciones, from which Dacomsa emerged.  
\*\* Exclusive to Brazil.





## OEM

Offers a range of cargo transport equipment, including trailers, truck bodies and railcars, as well as parts for the aftermarket.

**Customers:** large logistics companies, shippers, fleet operators, and independent truckers.

**Structure:** 8 industrial units (6 in Brazil and 2 abroad), 1 commercial office, 93 dealers in Brazil, and 191 abroad.

## RANDON

The largest manufacturer of trailers in Latin America and among the top ten globally. Also recognized as the leading Brazilian exporter in the segment.



### 75 Years Building the Future

A history of seven and a half decades dedicated to generating prosperity. More than 600,000 trailers have been produced—including trailers, and truck bodies—in various configurations such as grain, dump, tanker, dry van, curtain-sider, reefer, sugarcane, timber,

silos, general cargo, and dry cargo. Randon is also active in the railcar segment.

To celebrate its 75<sup>th</sup> anniversary, Randon launched a special commemorative line—New R 75—with exclusive designs, featuring unique color schemes and graphics.



## Financial solutions and services

# Rands

The Rands brand, launched in 2023, consolidated this vertical's portfolio by offering the market a complete range of financial services and solutions.

It provides coop-payment plans for asset acquisition, financial services, insurance, digital services, telemetry and fleet management, investments and startup acceleration, heavy vehicle and equipment leasing, and an open innovation platform that connects companies, individuals and startups.

**Clients** include individuals and legal entities from the transportation and logistics sectors, aftermarket, agri-business, retail, technology, and innovation.

**Structure:** Rands comprises 9 business units, including 1 bank, 1 coop-payment plan administrator, 1 open innovation company, 1 insurance brokerage, 1 venture capital firm, 2 heavy vehicle leasing companies, 1 software solutions unit, and 1 fleet management unit.



### Financial solutions

Rands offers complete financial solutions for individuals and businesses through its coop-payment plan administrator, bank, and insurance brokerage.



### Technology and innovation

With a focus on fostering innovation and technology, Rands:

- Drives new business through startup acceleration, networking, and investment via RV (Randoncorp's corporate venture capital arm)
- Forges connections with the innovation ecosystem of partner companies through Conexo, its innovation platform
- Designs, develops, and maintains digital solutions via its subsidiary DB
- Provides assistance and services through the recently acquired Delta Global.



### Leasing and Fleet Management

Operates under the Addiante brand, a joint venture between Randoncorp and Gerdau Next, offering heavy vehicle and equipment leasing services.

## Increased Ownership of Delta Global

We expanded our investment in Delta Global, increasing our ownership to 80% of its share capital. This initiative strengthened the partnership that began in 2021, when the RV unit made its initial investment as part of its startup investment journey.

Delta specializes in fleet management and technology solutions, offering one of the most comprehensive platforms on the market by combining cutting-edge technology, telemetry, data management, and assistance services. Founded in 2015, the company manages more than 600,000 vehicles and serves major insurance companies, insurance brokers, and key players in the transportation and logistics sector. This investment intended to enhance this offering, expand the customer base, and strengthen Rands' service platform.



## Rands and Patria's high-growth funds announce investment in coop-payment plan and insurance units

The investment agreement with the global alternative asset manager ramps up Rands' ambition to become one of Brazil's largest platforms for financial solutions. The contract was signed in April 2025, and the transaction is currently under review by regulatory bodies and authorities.



## Advanced Technology and Headquarter

This vertical develops new product technologies aligned with mobility megatrends and accelerates our industrial digitalization process through automation, robotics and data intelligence. The Corporate Center provides strategic and administrative support across the Company.

**Clients:** Randoncorp companies, industrial firms and startups.

**Structure:** 1 industrial automation unit, 1 technology center, 1 commercial office, 1 industrial unit, and 1 headquarter.



One of the largest independent technology centers in the automotive sector in Latin America, the Randon Technology Center (CTR) works on the development and certification of products for the mobility industry.



It develops customized industrial automation solutions.



The company specializes in the development, production and application of nanotechnology in products such as polymers, paint pretreatment, cosmetics, and energy.

## Headquarters (Corporate Center)

Focused on defining the Company's strategic guidelines, the Corporate Center aims to optimize and standardize processes, generating synergy gains and boosting results across all business units. It encompasses the Holding, Information Technology and Shared Services Center (IT & SSC), and Corporate Purchasing departments.

CTR is one of the largest technology centers in the automotive sector in Latin America





# Future vision

We are people working for people, and we build the future with innovation, ethics and sustainability. Guided by our strategic principles, we define our aspirational vision for the next ten years and translate it into clear goals, supported by measurable metrics and indicators.

We have a structured and comprehensive strategic planning process designed to align long-term vision with operational execution and to ensure that the company reaches its objectives in a sustainable and efficient manner.

The starting point is our set of strategic principles, which are enduring and serve as a guide for formulating and delivering on strategy across all business verticals.



-  Complete customer focus
-  Differential in innovation and technology
-  Diversification with focus
-  Leveraging synergies
-  Financial strength
-  Company desired to work for
-  Sustainability prioritized (ESG)

Our strategic planning process considers short-, medium-, and long-term horizons, incorporating ESG (Environmental, Social, and Governance) issues at every stage. The same methodology is applied to all business verticals.

We have a long-term vision that defines where the company wants to be within a ten-year horizon. To achieve this vision, the Company develops a strategy with medium-term plans lasting five years, reviewed every two years, which include strategic ambition indicators such as revenue, market share, and sector distribution.

Randoncorp accordingly completes a full planning cycle every two years, revisiting its long-term vision and strategies. The year following the full cycle is dedicated to reporting and executing the plan. The Company also updates its Annual Operating Plan (AOP) every year, which focuses on the upcoming year and is designed to track execution, with emphasis on financial and operational indicators.

The entire process involves various departments and levels of the organization, aligning perspectives and ensuring that everyone is working toward the same goals. The plan is validated internally by the business verticals, the Executive Committee, and the Board of Directors. After this final stage, the indicators and projects are cascaded to the operational areas.

The planning also defines how investments in environmental, social, and governance (ESG) projects should be allocated, promoting our sustainability agenda and fulfilling our public commitments.



# Stakeholder engagement

GRI 2-29

Randoncorp maintains a transparent and close relationship with its key stakeholder groups, aiming to engage them in its sustainability strategy and business objectives.

Check below the main initiatives carried out with priority stakeholders:



Employees	Suppliers	Shareholders and investors	Community	Customers
<ul style="list-style-type: none"><li>▪ Induction initiatives for new employees</li><li>▪ Internal events, culture and engagement programs</li><li>▪ Celebrations of special dates, including the traditional Christmas Party</li><li>▪ Monthly meetings <i>Via de Mão Dupla</i></li><li>▪ Family Visits Program</li><li>▪ Coffee with management and the president</li><li>▪ Service anniversary recognition</li></ul> <p>Learn more on <a href="#">page 65</a></p>	<ul style="list-style-type: none"><li>▪ Annual supplier meeting to strengthen relationships and recognize top suppliers in specific categories</li><li>▪ Workshops and tech days to foster knowledge exchange and reinforce collaboration</li></ul> <p>Learn more on <a href="#">page 61</a></p>	<ul style="list-style-type: none"><li>▪ Annual event Randoncorp Day</li><li>▪ Events focused on environmental, social and governance (ESG) issues</li><li>▪ Specific videoconferences held when press releases are made</li><li>▪ Site visits</li><li>▪ Participation in conferences and roadshows organized by the capital markets</li><li>▪ Quarterly results disclosed through press releases and videoconferences</li><li>▪ Website updates</li></ul> <p>Learn more on <a href="#">page 49</a></p>	<ul style="list-style-type: none"><li>▪ Development of programs by the Elisabetha Randon Institute (IER)</li><li>▪ Support for local initiatives using tax-deducted funds</li><li>▪ Actions for community development and emergency response, such as those carried out during the 2024 floods</li></ul> <p>Learn more on <a href="#">page 81</a></p>	<ul style="list-style-type: none"><li>▪ Conducting satisfaction surveys</li><li>▪ Customer services</li><li>▪ Participation in trade fairs, with a focus on strengthening relationships with our clients</li><li>▪ Engagement actions coordinated by marketing teams</li></ul> <p>Learn more on <a href="#">page 59</a></p>

# Awards and recognition

Brazil



## TOP Open Corps Award from the 2024 100 Open Startups Ranking

Randoncorp shone in open innovation, achieving 1<sup>st</sup> place in the Automotive and Vehicles category and 27<sup>th</sup> place in the overall ranking.

## Best in ESG / Exame Magazine

The Company ranked among the top ESG companies and received 1<sup>st</sup> place in the Capital Goods and Electronics category.



## Apimec-IBRI Award

Randoncorp was the winner in the Small/Middle Cap category in the award organized by the Association of Capital Market Analysts and Investment Professionals of Brazil (Apimec) and the Brazilian Institute of Investor Relations (IBRI), recognizing best practices in the capital markets.

## Anefac Transparency Trophy

Recognized by Anefac (National Association of Executives) as one of the 10 most transparent companies with revenue between R\$ 5 billion and R\$ 20 billion.



## Award for Best Practices in Legal Department Management / Intelijur

Randoncorp was certified for best practices in legal department management in the award granted by Intelijur – Legal Intelligence. This is the second consecutive year that the company has ranked amongst the best of the country.

Our Finance Department and our CFO were finalists and selected among the top ten legal cases in the Intelijur – Legal Intelligence award, which brings together legal department managers from various companies.

## Top Ser Humano / ABRH

Randoncorp was honored with the 2024 Top Ser Humano e Cidadania award, granted by the Brazilian Association of Human Resources – Rio Grande do Sul Section (ABRH/RS). In this edition, the company was recognized in the Organization category for the success story "Journey of Excellence in Randoncorp's IT & Shared Services Center.

## Filasa (Financial & Law Summit Awards)

We received this award for the second time in as many years. In the same ceremony, the company's Finance Department and CFO Paulo Prignolato were among the finalists in the categories of Best Finance Department among automotive industries and Best CFO of the Year, respectively.



## Valor 1000 / Valor Econômico Newspaper

In this ranking recognizing the financial performance of Brazil's 1,000 largest companies, Randoncorp ranked 3<sup>rd</sup> in net revenue growth and 4<sup>th</sup> in financial leverage and interest coverage.



## Brazil



### 100+ Innovative IT use / IT Forum

Recognition for the Flows project, a tracking platform that enables inventory reduction and operational cost savings.

### Merco ESG Responsibility

Recognition in the Merco ranking (Corporate Reputation Business Monitor) – ESG Responsibility Brazil, achieving 2<sup>nd</sup> place in the Capital Goods category.

### Agilidade / Agile Trends Award

Ranked among the ten most agile companies in Brazil for the success case “Use of Agile Approaches”.

### Travel Excellence Award in the SAP Concur Customer Excellence Awards 2024

Recognition by SAP for excellence in technology for expense and travel management.

### NTC Transportation Suppliers Award

Randon received the award presented by the National Cargo Transporters Association (NTC&Logística) in the Bodies and Trailers category.

### Top of Mind in Transportation

Randon was the most recalled company in the Trailers category for the seventh consecutive year in the award organized by the TranspoData editorial group. The initiative highlights the most recalled brands by business owners and professionals in the transport segment, including specialists, fleet operators, truck drivers, and independent operators from the length and breadth of Brazil.

### The Biggest and Best in Transportation Awards

Fras-le was recognized as the best manufacturer of parts for trucks and buses in the 37<sup>th</sup> edition of the awards organized by OTM Editora.

### Marcas da Oficina/Cinau Award

In the Brake Pad category, Fras-le ranked 1<sup>st</sup> among the most purchased brands. Nakata was the most recalled brand in the Suspension Pivot category and also ranked 1<sup>st</sup> as both the most recalled and most purchased brand in the Steering Bar/Steering Tie Rod category. Fremax was the top brand in the Brake Disc category, being both the most recalled and most purchased. Lastly, Controil received two recognitions: 1<sup>st</sup> place in both Master Cylinder (most recalled and most purchased) and Brake Booster (most purchased).

### Export RS Award

Randon maintained its leadership as an exporting company, earning its seventh consecutive win in the award granted by ADVB/RS. The OEM division was also recognized for the success case “Exportation of the first fully electric Hybrid R assemblies” delivered to the mining company SQM for use in the mineral extraction process in Chile.

### TecDoc®

The Fras-le, Fremax, Juratek and ABTex brands earned the highest recognition seal from the TecDoc® platform, becoming Premier Data Suppliers. The certification reflects excellence in the quality and reliability of data provided, strengthening the Company's position among potential buyers in global aftermarket sectors.

### Best of the Year Award by Sindirepa-SP

The Fras-le, Fremax, and Jurid brands were highlighted in the 15<sup>th</sup> edition of the award, which evaluated the best auto parts brands in 16 categories, based on the opinions of 413 repair professionals from São Paulo state. Fremax was recognized as the leader in the Brake Disc category, while Jurid and Fras-le secured 2<sup>nd</sup> place in the Brake Pad category.

## Regional



### Mulher Cidadã / Legislative Assembly of RS

Maurien Randon Barbosa, CEO of the Elisabetha Randon Institute, was honored by the Legislative Assembly of Rio Grande do Sul for her community work in support of women.

### 500 Largest Companies in the South / Amanhã Group

Randoncorp ranked 21<sup>st</sup> overall in the southern region, 8<sup>th</sup> among the 100 Largest Companies in Rio Grande do Sul, 6<sup>th</sup> in Net Revenue, and 17<sup>th</sup> in Net Equity in Rio Grande do Sul.

### Top of Mind / Amanhã Group

In the 34<sup>th</sup> edition of the Top of Mind – As Marcas do Rio Grande award, a ranking compiled by Amanhã Group highlighting the brands most recalled by people in Rio Grande do Sul, Randoncorp was recognized in the Corporate/Brand of Rio Grande category, ranking among the top ten.

### Innovation Champions / Amanhã Group

Randoncorp ranked 9<sup>th</sup>, progressing three positions from the previous year.

### Best Workplaces / GPTW

Randoncorp companies were recognized among the Best Companies to Work For in the survey conducted by Great Place to Work (GPTW) for companies in Rio Grande do Sul state. Master Sistemas Automotivos and Castertech, both in the corporate category, ranked 14<sup>th</sup> and 17<sup>th</sup>, respectively. These units also ranked 1<sup>st</sup> and 2<sup>nd</sup> in the GPTW Serra Gaúcha-specific ranking. A total of 15 companies were listed.

In the state-wide survey, Randoncorp's Information Technology and Shared Services Center (IT&SSC), which falls under the mid-sized companies category, ranked 17<sup>th</sup>; in the Serra Gaúcha regional survey, it secured 1<sup>st</sup> place. The department also received special recognition in the Mental Health category of the award. In the same regional ranking for mid-sized companies, JOST Brasil secured 8<sup>th</sup> place. For the first time, Rands—Randoncorp's platform for financial and service solutions, which includes the brands Randon Consórcios, Randon Seguros, Banco Randon, RV, and Conexo—was featured, ranking 7<sup>th</sup>.



### Marcas de quem decide / Jornal do Comércio

Randoncorp was ranked among the five best Innovative Brands from Rio Grande do Sul in the 2024 ranking, taking 2<sup>nd</sup> place in both recall and preference. The Company was also among the top ten in the Large Rio Grande do Sul Brand category, ranking 4<sup>th</sup> in recall and 5<sup>th</sup> in preference.

Racon also placed 2<sup>nd</sup> in both recall and preference in the Coop-payment plan category. The brand operates in the real estate and vehicle segments and has a franchise network comprising upwards of 200 sales points spanning 13 Brazilian states. It is managed by Randon Consórcios, one of the companies that make up Rands, Randoncorp's Financial and Service Solutions vertical.

### Mérito Metalúrgico Gigia Bandeira Award / Simecs

Randoncorp CEO Sérgio Carvalho received recognition from Simecs (Metalworking Industry Trade Association of Caxias do Sul).



## International



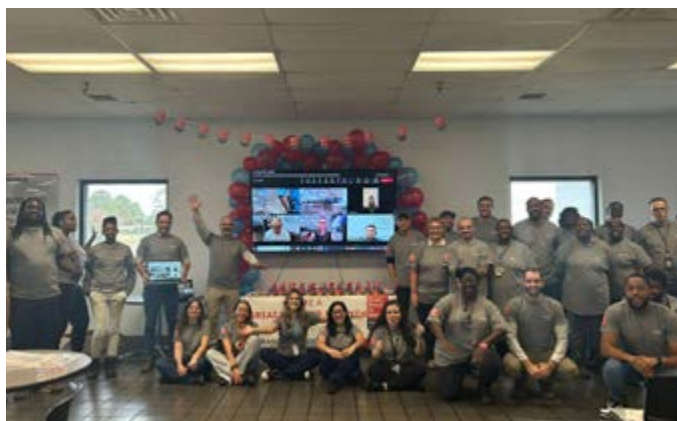
### Daimler Truck Supplier Award 2024

Randoncorp became the first Brazilian company to receive the Daimler Truck Supplier Award, joining six other global companies recognized by Mercedes-Benz for outstanding performance in developing innovative solutions. The company operates in this area through its Auto Parts business vertical.



### IAAF Annual Awards

For the second consecutive year, Juratek, one of the brands within Frasle Mobility, took the limelight in the annual awards organized by The Independent Automotive Aftermarket Federation in the United Kingdom. Juratek won the Automotive Supplier of the Year award in the Service category.



### Best Workplaces / GPTW

Frasle Mobility's Alabama site (USA) achieved an approval rating of 81%, while Frasle Mobility Head Office Colombia, based in Bogotá, scored 86% in the Great Place to Work survey.

### Extel (Institutional Investor)

Randoncorp received several plaudits in the Extel awards, the new name of the recognition program formerly organized by Institutional Investor magazine: 1<sup>st</sup> place in the Capital Goods sector Small Caps category; Sérgio Carvalho was recognized as Best CEO, Paulo Prignolato as Best CFO, and Randoncorp also received awards for Best Board of Directors, Best Investor Relations Program, Best Investor Relations Team, Best ESG Practices, Best Investor Event, and Best Investor Relations Professional, with 2<sup>nd</sup> and 3<sup>rd</sup> place placements.



# 03

## Value creation

- » ESG ambition
- » Governance and ESG Commitment
- » Voluntary commitments and pacts
- » Business model
- » Our performance

Randoncorp employees (Maria Caroline Almeida da Silva Bogot, Alene Batista and Inaia Kania Pinto)

# ESG ambition




At Randoncorp, we believe that planning for the future is an opportunity to build a more sustainable, ethical, efficient and prosperous tomorrow for everyone. Our ESG Ambition defines the strategic pillars, commitments and targets to promote the sustainability of our business and our value chain.

Launched in 2021, the ESG Ambition was developed from a materiality assessment that identified the most relevant topics for the company, from the perspective of investors (based on ESG market indices), leading frameworks (GRI, SASB, and SDGs), best practices in the sector, and the Company's strategic direction. Based on this assessment, goals, commitments, and strategic pillars were defined using 2020 as the base-line year.

Following our materiality revision in 2023 (see more on [page 7](#)), we also updated the pillars of the ESG Ambition, which have been restructured from five to three: Planet, People, and Business, directly aligned with environmental, social and governance—the meaning of the ESG initialism. The public commitments remain the same as those defined in 2021, and each year we report on our progress and the actions we are taking to achieve them.



## Progress on our public commitments

PILLAR	COMMITMENTS	2020 BASELINE	CRITERIA	AIMS
<b>Planet</b> 	Reduce greenhouse gas emissions by 40% by 2030.	<div> <div>2.72</div> <div>2.41</div> <div>1.91</div> </div> <div>202020232024</div>	kgCO <sub>2</sub> e/hours worked, covering scope 1 and 2 emissions. Methodology: GHG Protocol.	Minimize the impact of greenhouse gas emissions on climate change, aligned with the Sustainable Development Goals.
	Zero industrial landfill waste disposal by 2025.	<div> <div>24%</div> <div>23.3%</div> <div>13.25%</div> </div> <div>202020232024</div>	Waste directed to industrial landfills in relation to the total waste generated in our operations.	Foster the circular economy by adding value to generated waste and eliminating the risk of environmental liabilities.
	Reuse 100% of treated wastewater by 2025.	<div> <div>50%</div> <div>50%</div> <div>55.70%</div> </div> <div>202020232024</div>	Water recycling at plants with onsite wastewater treatment plants.	Manage water sustainably by optimizing the use of this natural resource in our operations.
<b>People</b> 	Double the number of women in leadership positions by 2025.	<div> <div>11%</div> <div>16%</div> <div>20%</div> </div> <div>202020232024</div>	This indicator includes leadership, coordination, management, and executive positions in companies located in Brazil.	Increase the representation of women and ensure equal leadership opportunities at all levels of the Company through a diverse and inclusive culture.
	Zero serious accidents.	<div> <div>-</div> <div>0.18%</div> <div>0.10%</div> </div> <div>202020232024</div>	Serious accidents are those resulting in permanent injuries and/or fatalities. Total serious injuries: no. of serious accidents x 1,000,000/hours worked.	Cultivate safe and protected workplaces, ensuring employees have appropriate conditions to perform their duties.
<b>Business</b> 	Increase annual net revenue generated by new products.	<div> <div>-</div> <div>57.4%</div> <div>44.4%</div> </div> <div>202020232024</div>	This includes revenue from products launched in the last five years by companies located in Brazil, divided by the Company's net revenue from Brazilian operations.	Ensure the Company's longevity through continuous development and launch of products that provide societal benefits, especially social and environmental ones.





# ESG Governance

We maintain a clear and structured ESG governance framework, ensuring well-defined roles and responsibilities across the bodies that comprise it. Sustainability is an interdisciplinary topic at the Company. A multidisciplinary squad, composed of employees from different departments related to the material topics of the ESG Ambition, is part of the Company's governance structure. In 2025, Randoncorp will also have a dedicated ESG management team, further bolstering its strategy.

In March 2024, we approved our Sustainability Policy, a key milestone for the Company. It formalized practices we had already adopted in a document that sets forth the guidelines, principles, and responsibilities for delivering our ESG agenda, as approved by the Board of Directors.

The Company has an ESG Committee, a non-statutory and operational body that meets every two months. It is tasked with advancing the ESG agenda within

the Company, monitoring trends, and anticipating demands. The committee is headed by a member of the Executive Committee (in 2024, EVP and COO Anderson Pontalti; and starting in 2025, CPCO Marcos Baptistucci) and is composed of directors and managers responsible for the material topics related to our ESG Ambition. This body is essential to the advancement of Randoncorp's sustainability agenda, acting as a driver of continuous improvement and alignment with global best practices.

The most relevant sustainability topics are reported quarterly to Randoncorp's CEO, Daniel Randon, and are periodically shared with the Board of Directors, either for reporting or decision-making purposes, depending on the need.

**See below the main responsibilities of each governance body.**



We are preparing to adopt the practices established by CVM Resolution 193 (as amended by CVM Resolution 219 of 2024), which regulates the preparation and disclosure of sustainability-related financial information, based on the international standards issued by the International Sustainability Standards Board (ISSB).

In 2024, we conducted a gap assessment to identify the main areas for improvement and the initiatives that need to be developed in the coming years to fully comply with ISSB standards for reporting starting in 2027 (referring to the 2026 cycle).



"It is with great satisfaction that I represent the Executive Committee in Randoncorp's sustainability agenda.

We have five public commitments and have consistently advanced initiatives that promote environmental efficiency, social inclusion, and the strengthening of ethical and transparent practices.

Shoulder to shoulder with our Executive Committee, I am committed to helping progress this agenda, pursuing continuous improvement and alignment with global best practices, aware that sustainability is not just a strategic pillar, but a collective responsibility that must permeate all decisions within our Company. I am very happy and proud to see that beyond our achievements, sustainability is a crosscutting topic in our organization – a key factor behind our progress."

**Marcos Baptistucci**  
Chief People and Culture Officer (CPCO)

### ESG Committee

- Ensure that ESG practices and the planning for sustainable growth are conducive with Randoncorp's strategy
- Evaluate and propose participation in sustainability-related voluntary initiatives and commitments, and ensure their fulfillment;
- Revising the Annual Sustainability Report
- Monitor the execution of projects aimed at improving sustainability practices across the environmental, social, and governance dimensions (ESG);
- Track compliance with both public and internal commitments undertaken by the Company under the ESG Ambition;
- Support departments and managers in ESG-related topics
- Review the Sustainability Policy and propose updates to ensure alignment with market best practices.

### Board of Directors

- Resolve the Sustainability Policy, its amendments, and proposals related to ESG;
- Periodically monitor the Company's public commitments and its compliance with economic, social, regulatory and environmental factors and corporate governance guidelines.

### Executive Committee

- Spearhead sustainability actions and ensure compliance with related principles and regulations
- Define ESG strategies and goals
- Develop the annual operating plan and the corporate budget for sustainability
- Decide on the voluntary participation of any subsidiary in global initiatives or inclusion in financial market sustainability indexes
- Issue opinions on proposed changes to the Sustainability Policy.

### Board of Executive Officers

- Represent and support Randoncorp in sustainability events and forums
- Sponsor the ESG Committee
- Appoint the ESG Committee's director and coordinator
- Approve ESG strategies and targets developed by the Executive Committee;
- Report and forward sustainability-related topics to the Board of Directors.



We maintain an **ESG governance structure with clearly defined roles** and responsibilities across all governing bodies



**See here** Randoncorp's Sustainability Policy





## Membership of trade associations GRI 2-28

We play an active role in business and industry associations to contribute to the business environment and to the transformation of the transportation sector.

### See below the main organizations we are part of:

- American Chamber of Commerce for Brazil (Amcham Brasil)
- Brazilian Railway Industry Association (Abifer)
- Brazilian Association of Listed Companies (Abrasca)
- Brazilian Association for Business Communications (ABERJE)
- Brazilian Association of Coop-payment Plan Administrators (Abac)
- Brazilian Foundry Association (Abifa)
- Brazilian Association of Private Equity and Venture Capital (ABVCAP)
- Brazilian Banking Association (ABBC)
- Brazilian Industrial Development Agency (ABDI)
- Brazilian Startups Association (ABS)
- National Association of Vehicle Manufacturers (ANFAVEA)
- Brazilian Machinery and Equipment Industry Association (ABIMAQ)
- National Association of Entities Promoting Innovative Enterprises (Anprotec)
- Brazilian Association of Capital Market Analysts and Professionals (Apimec)
- National Association of Auto Parts Distributors (Andap)
- Brazilian Association of Truck Equipment Manufacturers (Anfir)
- National Association of Finance, Business Management and Accounting Executives (Anefac)
- Serrana Association of Human Resources (ARHSerrana)
- Chamber of Trade, Industry and Services of Caxias do Sul (CIC)
- Business Excellence Center (Cenex)
- Itaú Cube
- National Confederation of Industries (CNI)
- Community Council for Public Safety (Consepro)
- Fedeasul
- Rio Grande do Sul State Federation of Industry (Fiergs)
- Heavy Duty Manufacturers Association
- Inova RS
- Brazilian Institute for Corporate Governance (IBGC)
- Brazilian Institute of Finance Executives (IBEF)
- Brazilian Investor Relations Institute (IBRI)
- Industrial Development Research Institute (IEDI)
- Instituto Unidos Brasil
- Instituto Caldeira
- Instituto Ethos
- Instituto Hélice
- Besc Humanities and Economics Institute
- Competitive Brazil Movement (MBC)
- SAE Brazil
- Metalworking Industry Trade Association of Caxias do Sul (Simecs)
- Interstate Syndicate of the Rail and Road Materials and Equipment Industrial (Simefre)
- National Trade Union of the Automotive Component Industry (Sindipeças)

## Voluntary commitments and pacts

We have undertaken public commitments to contribute to the sustainable development agenda:

### Global Compact

In 2021 we became a signatory of the United Nations (UN) Global Compact, which calls on the global business community to adopt ten fundamental principles in the areas of human rights, labor relations, the environment and anti-corruption.



### Business Pact for Integrity and Against Corruption

We have been a signatory the Business Pact for Integrity and against Corruption of Instituto Ethos since 2019, which aims to build a more ethical and responsible market and eradicate bribery and corruption.

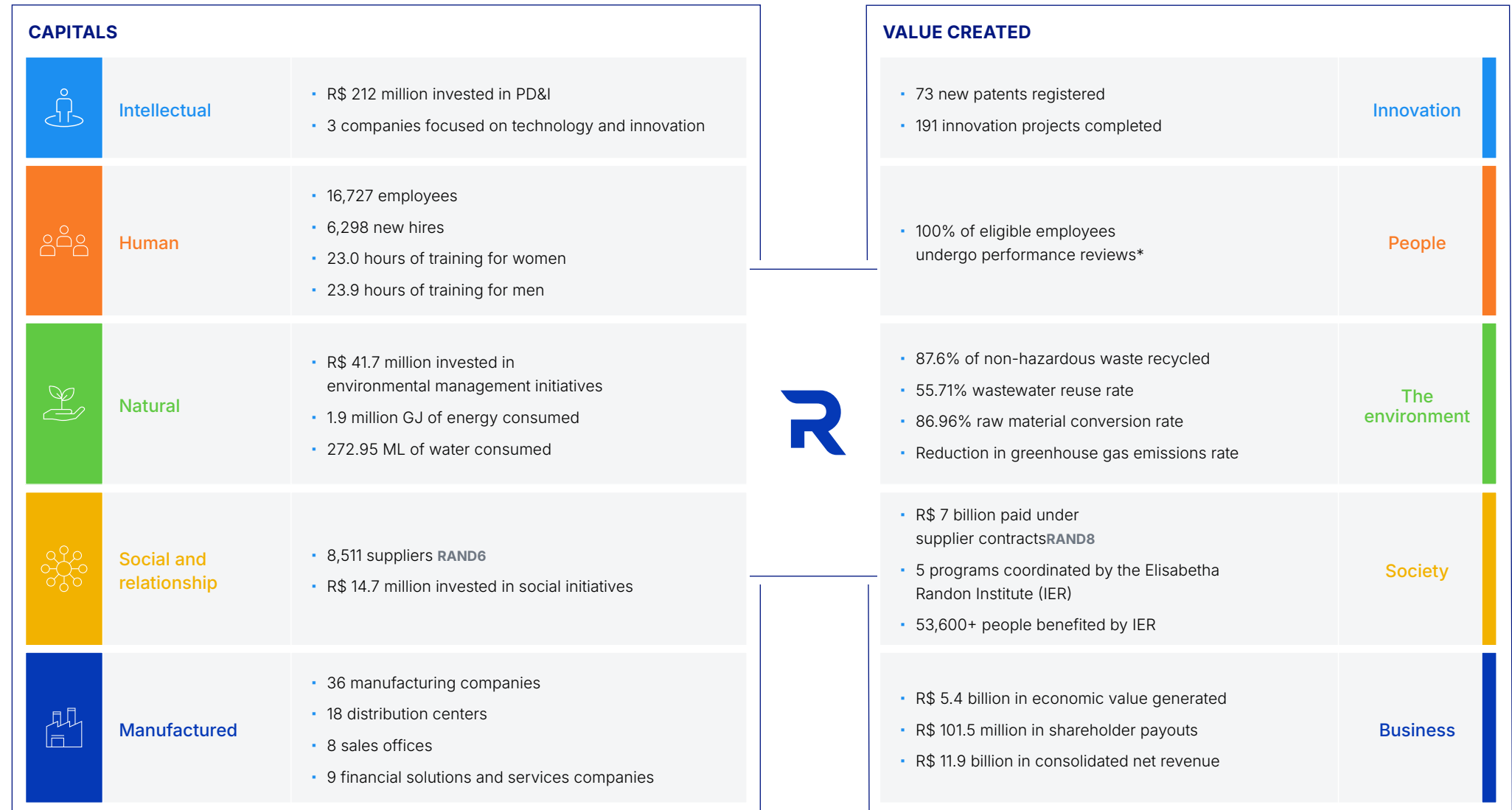


## Randoncorp participates in the World Economic Forum in Davos

At the 2025 edition of the World Economic Forum, held in Davos, Switzerland, Randoncorp co-organized the Brazil House alongside BTG Pactual and other partner companies. This strategic space was created with the aim of strengthening Brazil's role in the global business landscape. Brazil House was assembled on Davos' main street, the Promenade, and served as a strategic meeting point for leaders from both the private and public sectors, reinforcing Brazil's presence in international business discussions.



# Business model



\* Eligible individuals are those in executive, management, and administrative positions. The Director level includes C-level executives.



# Consolidated Net Revenue Sets New Record

Randoncorp closed 2024 with consolidated net revenue of R\$ 11.9 billion, an increase of 9.4% on the previous year and the highest ever in its history. Adjusted EBITDA reached R\$ 1.6 billion, a 6% increase over 2023, with an adjusted EBITDA margin of 14%. These results reflect the solid performance of the Company's verticals and the achievements primarily driven by business expansion in international markets and the aftermarket segment. Our core business, auto parts, showed strong demand throughout the year for both heavy and light vehicles, in OEM and aftermarket segments, representing over 60% of our consolidated revenues. As more profitable operations, these segments give us greater confidence of healthy future earnings.

## 11.9 B

Randoncorp's consolidated net revenue in 2024 (R\$)

## 1.6 B

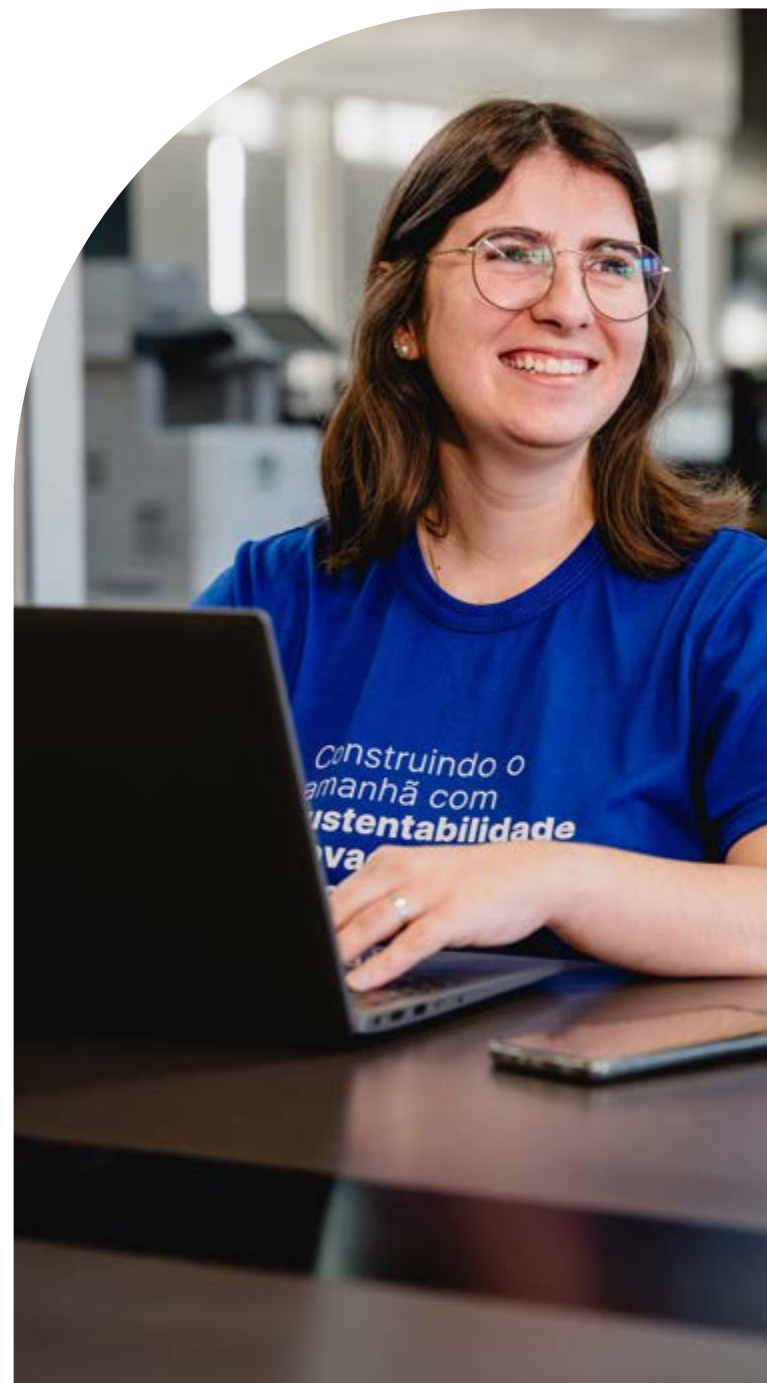
of adjusted EBITDA (R\$)

In this cycle, we also achieved new records, and the consistency of our strategy and execution enabled us to attain, for the first time, the brAAA corporate credit rating from credit rating agency S&P.

The year was also marked by multiple challenges. In 1Q24, we updated our ERP system, which resulted in fewer working days and affected product availability. We then closed the Fanacif manufacturing plant, a subsidiary of Frasle Mobility, which impacted 2Q24 results. During the same period, we faced the floods in Rio Grande do Sul state—undermining earnings mainly due to logistical difficulties.

Additionally, the trailer market linked to agribusiness began showing signs of deceleration, with significant declines accumulating from 3Q24 onward, affecting the performance of the OEM Vertical.

Despite this setback, our diversified business model shored up our revenues and profitability and were able to deliver on the projections announced in our annual guidance.





## Direct economic value generated<sup>1</sup> (R\$ thousand) GRI 201-1

	2023	2024
Revenue <sup>2</sup>	14,383,036	15,664,117

<sup>1</sup>The reporting format was reformulated to enhance clarity and ensure compliance with GRI guidelines. The information for 2023 has been revised and duly restated. **GRI 2-4**

<sup>2</sup>Revenue components include: revenue, equity income, rental income, royalties (gain/loss and monetary restatement), and finance income.

## Economic value distributed (R\$ thousand)<sup>1</sup> GRI 201-1

	2023		2024	
	Amount (R\$)	Percent	Amount (R\$)	Percent
Operating expenses	9,369,794	67.97	9,906,769	67.10
Employee wages and benefits	1,448,448	10.51	1,747,268	11.83
Payments to providers of capital <sup>1</sup>	1,610,914	11.69	1,531,890	10.38
Payments to government (by country)	1,347,879	9.78	1,564,038	10.59
Community investments	8,216	0.06	14,647	0.10
<b>Total</b>	<b>13,785,251</b>	<b>100</b>	<b>14,764,612</b>	<b>100</b>

<sup>1</sup>The reporting format was reformulated to enhance clarity and ensure compliance with GRI guidelines. The information for 2023 has been revised and duly restated. **GRI 2-4**

<sup>2</sup>Components considered under payments to capital providers include: interest expenses, interest on equity, and dividends.

## Economic value retained (R\$ thousand) GRI 201-1

	2023 <sup>1</sup>	2024
Economic value retained	597,785	899,505

<sup>1</sup>The figures have been adjusted to better reflect the company's actual performance during the period. **GRI 2-4**

## RANDONCORP - Summary financials (R\$ thousand)

Summary financials (R\$ thousand)	2024	2023	Change (%)
Total gross revenue	14,595,233	13,398,120	8.93
Consolidated net revenue	11,915,740	10,887,843	9.44
International revenue in USD	437,788	466,691	-6.19
Consolidated gross profit	3,184,151	2,793,355	13.99
Gross margin (%)	26.7	25.7	3.89 pp
Consolidated Ebitda	1,622,549	1,570,220	3.33
EBITDA margin (%)	13.6	14.4	-5.56 pp
Adjusted Ebitda	1,671,897	1,576,728	6.04
Adjusted Ebitda margin (%)	14	14.5	-3.45 pp
Consolidated net income	408,501	381,687	7.03
Net margin (%)	3.4	3.5	-2.86 pp
Net income per share R\$	1.24	1.16	6.9

## RANDONCORP - Financial headlines (R\$ thousand)

Financial headlines (R\$ thousand)	2024	2023	Change (%)
Consolidated equity	3,229,923	2,777,776	16.28
Investments	1,576,777	948,221	66.29
Net Debt	4,681,510	3,174,679	47.46
Net debt (excluding Banco Randon)	2,598,217	1,584,986	63.93
Leverage	2.89	2.02	42.7
Leverage (excluding Banco Randon)	1.63	1.03	58.4
ROE	14.7	13.9	5.76 pp
ROIC	10.9	14.1	-22.7 pp



## Randoncorp achieves top corporate rating brAAA from S&P

The credit rating agency Standard & Poor's Global Ratings (S&P) upgraded Randoncorp's corporate rating on the Brazil National Scale from brAA+ to brAAA, with a stable outlook. This marks the first time the Company has reached the highest rating a company can achieve in this category. The upgrade reinforces investor confidence and unlocks additional financing opportunities.

According to the agency's report, the upgrade is based on the expected successful consolidation of recent acquisitions, which align with Randoncorp's strategy to diversify its international operations while increasing the share of the aftermarket segment in its portfolio. The agency also mentioned the projected growth in the automotive market in the coming years, with a recovery in sales in the United States, and additional production capacity from the new plants in Mogi Guaçu. To learn more about the company's rating and outlook, [access the full rating report](#).

## Sustainable Finance

In February 2024, Randoncorp carried out its first issuance of sustainability-linked bonds (SLBs), totaling R\$ 500 million, indexed to the achievement of ESG targets.

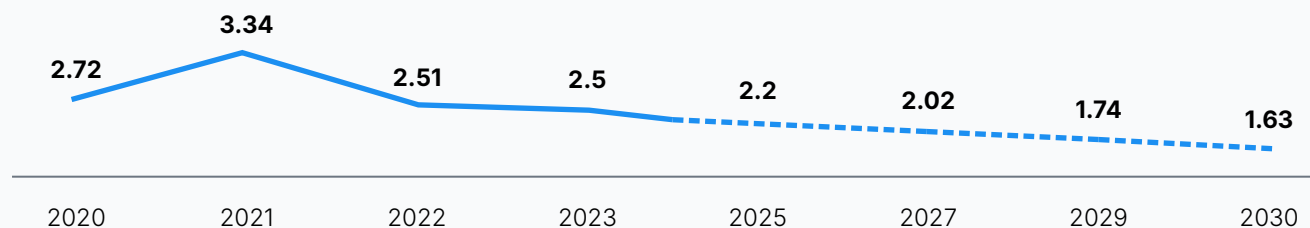
The issuance was made in partnership with the International Finance Corporation (IFC), a financial institution from the World Bank Group known for its sustainable practices in emerging markets. The proceeds were equally allocated between Randoncorp and Frasle Mobility. The IFC conducted a rigorous two-year evaluation of the Company, and the release of funds is a recognition of the consistency of its adopted practices. The financing has a maturity of up to nine years, with a two-year grace period before principal repayment begins.

This issuance is indexed to the Company's Sustainability-Linked Financing Framework and is contingent on the fulfillment of sustainability performance indicators (KPIs). The selected KPI refers to Randoncorp's public commitment to ease CO<sub>2</sub> emissions by 40%, a target included in the Company's ESG Ambition, reinforcing its commitment to sustainable business—including its financial strategy.

The funds are being primarily directed toward projects such as the development of environmentally sustainable products and the greater use of renewable energy. Among the projects already benefiting from the financing are the Green Boiler, which significantly reduces carbon emissions; health, safety, and environmental (HSE) initiatives; and the development of environmentally sustainable products.

The KPI establishes that the emissions must be reduced as follows:

### Emissions intensity\*



\*KgCO<sub>2</sub>e/hours worked

The target is based on the previous year's emissions. This target will be validated at the beginning of next year.

In 2024, the Company's emissions intensity was 1.91 kgCO<sub>2</sub>e per hour worked, in line with the timeline and goals established in its Sustainability-Linked Financing Framework.



# 04

## Sustainable business

- » Governance structure
- » Investor relations
- » Ethics, integrity & compliance
- » Code of Ethics
- » Ethics Hotline
- » Data privacy and security
- » Product safety and excellence
- » Supplier management

### RELATED SDGS



Randoncorp employees (Maria Caroline Almeida da Silva Begot, Helen Francine Corso Reis da Silva and Alene Batista)

# Governance structure GRI 2-9

Listed under corporate governance Level 1 on B3, Randoncorp is mindful of best practices, tracking market trends and globally recognized procedures, including recommendations from the Brazilian Institute of Corporate Governance (IBGC) and the Brazilian Securities Commission (CVM).

**Learn more about Randoncorp's governance structure and its responsibilities:**



The Company monitors market trends and recommendations issued by IBGC and CVM

## General Meeting

The Annual General Meeting of shareholders is held at least once a year to analyze and vote on the financial statements, allocate net income, distribute dividends, and elect members to the Board of Directors and Fiscal Council, when applicable. It may also be convened on an extraordinary basis whenever necessary. Decisions are approved by majority vote of those in attendance.

In 2024, Randoncorp distributed to its shareholders a portion of adjusted net income exceeding the minimum legal and statutory threshold of 30%, totaling 46% of said income. Shareholders unanimously approved this allocation, recognizing the contribution of shareholders and investors who believe in the business.

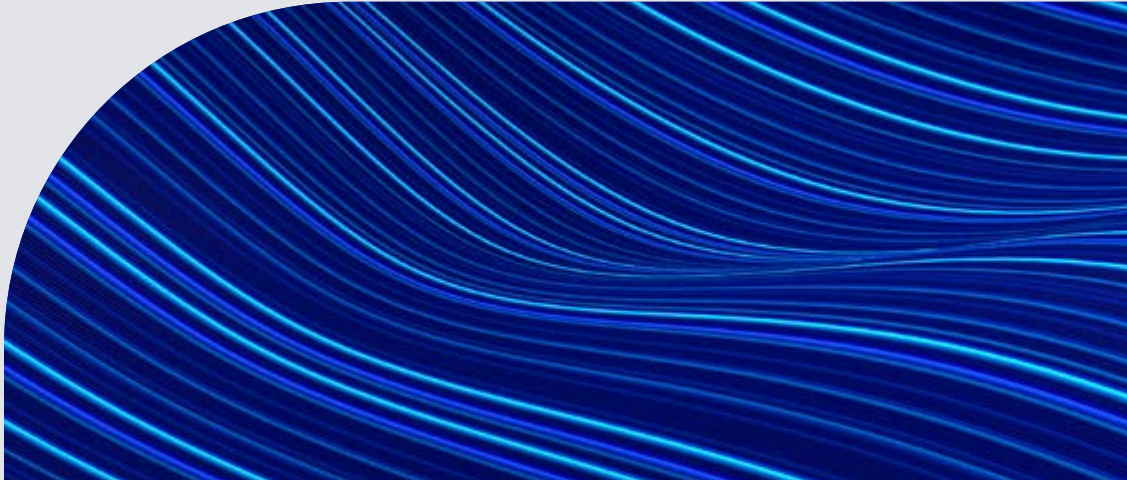


For more information about Shareholder Meeting procedures, please see the [Company's Bylaws](#)

## Fiscal Council

In 2024, the Fiscal Council was once again convened during the Annual Shareholders' Meeting held in April. One member appointed by the controlling shareholder and one appointed by noncontrolling shareholders were renewed, bringing the board to four men and one woman.

The Fiscal Council operates independently of management and the external audit. It is responsible for reviewing registration and control processes, monitoring the actions of the Company and its subsidiaries' management, and issuing opinions on financial statements, among other duties established by law.







In 2024, two-thirds of Randoncorp's directors were independent

#### Board of Directors GRI 2-10, 2-11, 2-12, 2-13

The Board of Directors is the highest governance body within the Company, holding deliberative functions and responsibilities defined by law, the Bylaws, and the Internal Regulations. It is tasked with setting general business guidelines and direction, taking into account Randoncorp's impacts on society and the environment—far beyond just economic and financial performance. We have a structured nomination and selection process for members of the Board of Directors and its committees, governed by the Nominating Policy. This policy ensures transparency, diversity, independence, competency profiles, time commitment, and a rigorous evaluation of candidates.

The Board may be composed of three to nine members, shareholders or otherwise, elected at the General Meeting for a renewable unified term of two years. At least one-third of the Board members must be independent, and in 2024, two-thirds of them were. The Chair and Vice Chair are appointed by the Board at the first meeting of the term. The Chair does not currently hold an executive role in the organization.

The Board meets at least six times a year and may convene extraordinary meetings as needed. Decisions are made by majority vote; however, historical records show that decisions are typically unanimous.

The Board may create advisory committees or working groups to support its activities. Members of these committees may include Board members, Company executives, and external specialists, depending on the subject matter of each committee.

The Board plays a key role in shaping and updating the guidelines for sustainable development, aligning them with Randoncorp's founding principle of profit with sustainability. Its responsibilities include setting the general direction of the Company's business, plans, projects, and economic-financial, industrial and commercial guidelines, both for Randoncorp and its subsidiaries—always considering the social and environmental impact of operations. It also monitors the progress of initiatives aimed at meeting established objectives and oversees risk mitigation and impact management plans.

Regarding human resources policies—such as succession planning and the compensation model for executives and managers—the Board is supported by the People Committee.



Alexandre Randon, Ana Carolina R. Strobel, David A. Randon, Vicente F. Assis and Pedro Ferro Neto (from left to right)




Learn more about this subject on [page 44](#)

Members GRI 2-9

In 2024, the Board was composed of five members, three of whom were independent, with a term ending in April 2025. The following table provides an overview of the Board members' profiles.



The full profiles of current board members can be viewed on the [Company's website](#)

		David Abramo Randon	Alexandre Randon	Ana Carolina Ribeiro Strobel	Pedro Ferro Neto	Vicente Furletti Assis
Gender		Male	Male	Female	Male	Male
Age group		60-70	60-70	50-60	60-70	60-70
Independence		✗	✗	✓	✓	✓
Term in office (in years)		5	15	4	8	3
EXPERIENCE	Management	✓	✓	✓	✓	✓
	M&A	✓	✓	✓	✓	✗
	Automotive sector	✓	✓	✗	✓	✓
	Technology	✓	✓	✓	✓	✗
	People	✓	✓	✓	✓	✓
	ESG	✗	✓	✓	✗	✓
	Finance/investment	✗	✗	✓	✗	✓
	Capital intensive industry	✓	✗	✗	✓	✓
	Executive functions instead of administration roles	✓	✗	✗	✓	✓



## Evaluation and improvement

GRI 2-17, 2-18

Every two years, an assessment is conducted to evaluate the effectiveness of the Board of Directors through specific questionnaires answered by the board members themselves and by executives. The objective is to evaluate the performance of its members and identify opportunities for improvement. Based on the findings, actions are implemented to increase the Board's effectiveness. The next evaluation cycle takes place in 2025.

With the support of Corporate Governance, the Chair of the Board of Directors proposes regular refresher courses focused on risk management and governance, enabling members to stay current with market best practices. In 2024, members of the Board of Directors, along with the Fiscal Council, Executive Board, and Executive Committee, participated in the Code of Ethical Conduct Training, delivered via Randoncorp's UGRC Platform – Universe Governance, Risks and Compliance.

Additionally, as part of its responsibility to ensure governance best practices are followed, the Company's initiatives are aligned with ESG criteria, the Board conducts visits to several operational plants to learn about and participate in innovative projects, such as green technology products, renewable energy initiatives, and modern, high-tech production units. This practical approach fosters continuous improvement in collective knowledge and strengthens the integration of sustainability with the Company's strategies.



New Executive Committee structure effective from September 2025.

### Executive Board

The Executive Board is responsible for managing the business, carrying out executive administrative acts in line with the Board of Directors' guidelines, representing the Company before third parties, preparing reports and budget proposals, among other duties.

The directors are elected by the Board of Directors for a renewable unified two-year term. As of now, the Company's Executive Board is composed of five members, elected in April 2023 with terms until April 2025, 67% of whom are professionals who developed their careers within Randoncorp. [GRI 202-2](#)



See the complete organizational chart on [pg. 47](#)



The officers' full profiles can be viewed on the [Randoncorp website](#)

### Executive Committee

The Executive Committee (Comex) is a non-statutory body in charge of the direct and strategic management of Randoncorp's business units, with no fixed term. In 2024, we made changes to the Executive Committee to better align governance with business strategy, enhance agility, and support the Company's internationalization process. To accelerate cultural transformation, the role of Chief People and Culture Officer (CPCO) was created and assumed by Marcos Baptistucci, a professional with extensive experience in multinational companies.

Ricardo Escoboza expanded his scope of responsibility by becoming Executive Vice President for South America. In addition to serving as COO of the Auto Parts vertical, he also oversees the OEM vertical in that region. In addition to serving as COO of the Motion Control vertical, Anderson Pontalti assumed the position of Executive Vice President for International Operations. He is also responsible for the Auto Parts and OEM verticals in international geographies, excluding South America.

# Governance changes

In March 2025, Randoncorp announced that Sérgio L. Carvalho was stepping down from his positions as Company CEO and Frasle Mobility President and CEO, effective September 01 this year. Current Randoncorp President Daniel Randon will assume the role of Randoncorp CEO and President of its subsidiary Frasle Mobility.

This transition is already planned within the Company’s governance structure and reflects Sérgio’s personal and professional plans, including his wish to return to the United States, where his family resides. He will continue to support Randoncorp as a senior executive advisor in an independent external consulting capacity. In this new role, he will contribute to the Company’s strategic planning and remain a board member of the joint ventures Master Freios and JOST Brasil.



Risk Management is responsible for identifying, classifying and defining strategies to address risks

## Operational Committees

Randoncorp has the following committees to align organizational practices with corporate strategy: the Ethics Committee, the ESG Committee, and the Brand and Reputation Committee. These committees report directly to the Executive Presidency and ensure compliance with the Company’s internal and public commitments.

## Internal Audit Department

This department reports to the Board of Directors and plays a key role in protecting and adding value to internal control processes. Its professionals carry out their work independently, objectively, and always with impartiality, ensuring operational efficiency by verifying management processes, administrative internal controls, and governance practices.

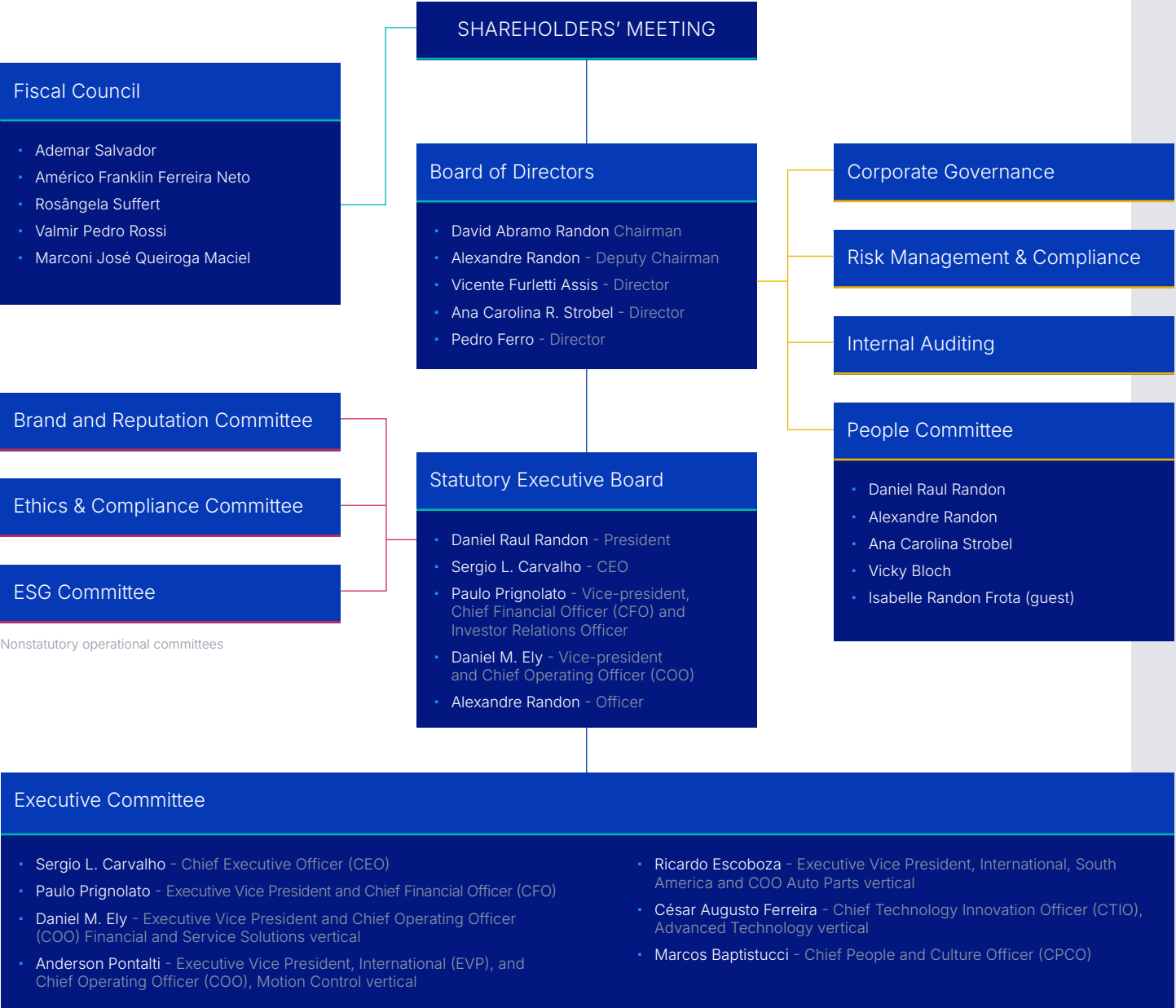
## Risk Management & Compliance

Regarding risk management, the responsible department is tasked with identifying corporate risks and classifying those considered priorities, establishing the most appropriate methodology for their management. A response strategy is defined for each assessed risk. This area is also responsible for promoting a risk management culture by monitoring its indicators in close partnership with the business verticals. Compliance is responsible for disseminating the culture and the ID Randoncorp Integrity Program, ensuring compliance with laws, regulations and the Company’s commitments, and managing the Ethics Channel to prevent, detect and remedy risks—aligning everyone’s actions with Randoncorp’s purpose and principles.

## Corporate Governance Office

Corporate Governance, which answers to the Board of Directors, is committed to enhancing the corporate governance system, aiming to ensure the Company’s sustainability and greater agility in decision-making processes, while continuously seeking opportunities for improvement. It works to maximize the performance of governance bodies by ensuring that decision-making and opinion-forming processes are well-supported and informed, with materials provided in a timely manner and in appropriate formats, scope, and content.

Organizational chart GRI 2-9



Independent audits

The Company is audited by an internationally recognized independent audit firm, responsible for reviewing its accounting records and internal controls and issuing specific opinion reports. The Board of Directors is tasked with selecting and replacing the audit firm. The former may also request periodic reporting on completed and ongoing audit work, and an audit scope upgrade if necessary.

In March 2024, the Board of Directors approved the engagement of KPMG Auditores Independentes Ltda. to replace Ernst & Young Auditores Independentes SS. as the Company's independent auditor for financial statements prepared from January 01, 2024, onward. The change was made in compliance with the mandatory audit firm rotation requirement after a five-year period.



## Compensation Policy GRI 2-19, 2-20

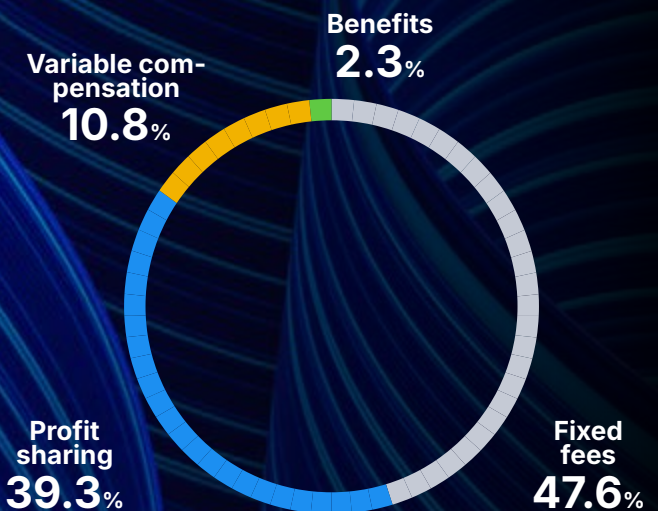
Our Compensation Policy for senior leadership was conceived to attract and retain outstanding professionals, contributing to business longevity and value creation. The compensation of governance and fiscal council members is determined based on an annual market survey conducted on companies from various sectors comparable to the Company, to ensure competitiveness and assess the need for salary adjustments and goals aligned with the strategic plan.

Each year, the People Committee recommends compensation for executives, including members of the Board of Directors, the Executive Board, and the Fiscal Council Board. This proposal is then analyzed by the Board of Directors. Approved proposals are submitted for resolution at the Annual General Meeting, which defines the total compensation amount in accordance with Brazilian Corporation Law. The Board of Directors is then responsible for allocating the amounts among statutory officers and board members in a specific meeting.

The compensation of the Board of Directors, the Executive Board, and the Oversight Board is approved annually by shareholders at the Annual General Meeting. Board of Directors' members receive fixed monthly compensation, which is internally distributed among directors at a board meeting, within the overall amount set by the General Meeting. In addition to fixed compensation, the Executive Board receives a benefits package and variable compensation based on profit sharing, dependent on the achievement of short- and long-term goals and results. Oversight Board members, in turn, receive equal fixed compensation, along with reimbursement of travel expenses, as provided by the applicable legislation.



**R\$ 25.6 mn**  
paid to Board of  
Directors and  
Executive Board



Further information about  
leadership compensation  
is available in our  
**Compensation Policy**





# Investor relations

Our relationship with investors and financial market agents is underpinned by ethics and transparency. We provide clear information and strive to align expectations about the Company's future through interactions and communications with the market, establishing a relationship of credibility and trust.

Listed on the stock exchange since 1971, we are part of the B3's Level 1 corporate governance segment, yet we adopt practices that go beyond this level's requirements, including: rules of procedure for boards; compensation policies; nomination of members to the Board of Directors, advisory committees, and Executive Board; risk management; related-party transactions and securities trading; internal audit; and the payment of a minimum non-discretionary dividend of 30%, among other things. We have over 38,000 investors and have received the APIMEC Attendance Label (Association of Capital Market Analysts and Investment Professionals of Brazil) for holding investor meetings in partnership with the association for 24 consecutive years.

Our Investor Relations website is constantly updated with key facts and Company results. We host quarterly earnings video conferences to present our performance and explain relevant events such as acquisitions and significant changes in governance. In 2024, our annual Randoncorp Day event took place in June at the B3 headquarters in São Paulo, during which we unveil our business strategies.

In November that year, we also held an investor event at Fenatran, the largest international road freight transport fair in Latin America, in São Paulo. We showcased product innovations and participants had the opportunity to engage with the Company's executives.

To keep up to date on the Company's latest developments, visit: [ri.randoncorp.com](https://ri.randoncorp.com).



## ESG Ambition Event

Each year, we host the ESG Ambition event, engaging shareholders and investors to share the results of our sustainability strategy. [Watch the 2024 ESG Ambition event here.](#)



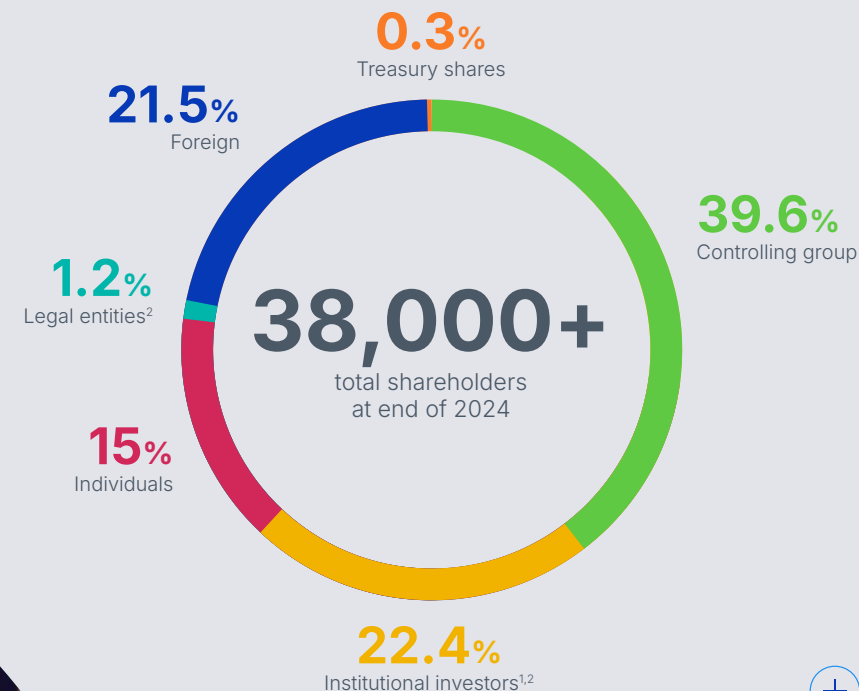
## Recognition for market practices

In 2024, our capital market relationship practices were extolled by the Extel ranking (Institutional Investor) and also by the APIMEC IBRI Award.

## Shareholder profile

Randoncorp's shares are traded on B3 under the ticker symbols RAPT3 and RAPT4. There are 116,515,527 common shares and 212,815,006 preferred shares, with a market value of R\$ 3.1 billion at the end of 2024. The controlling group holds 39.6% of the Company's total shares.

The total number of shareholders at the end of 2024 was 38,494.



<sup>1</sup> Investment funds and clubs

<sup>2</sup> Companies, banks, brokerages, and associations

Learn more about this subject on [page 49](#)



Every year, we host **Randoncorp Day**, an event in which we present our business strategies to shareholders. [Watch it here](#)





**See more information**  
about our Integrity  
Program and explore  
related policies and  
documents

# Ethics, integrity and compliance

GRI 2-23, 2-24, 3-3 - Ethics, integrity and compliance

Ethics form the cornerstone of our relationships with stakeholders, and we require ethical conduct of our employees, suppliers, and business partners. We maintain an Integrity Program, ID Randoncorp, to guide and promote best business practices and to support the monitoring of conduct across our network of relationships.

Communication of these guidelines is structured and continuous. The ID Randoncorp Program is introduced to all employees during onboarding, including a presentation of the Code of Ethical Conduct and corresponding training. Employees also sign a declaration of awareness and commitment. In 2024, internal compliance communications were reinforced, enhancing the use of the UGRC Portal (Governance, Risk and Compliance Universe), which offers training on anti-corruption and other compliance topics through videos and discussions that encourage employee reflection. During the year, 100% of our workforce and members of senior

management were informed about anti-corruption policies and procedures. **GRI 205-2**

Aware of the importance of ingraining the ID Randoncorp Program in the Company's culture, we promoted the "ID Journey," which consists of visits by the Risk Management and Compliance team to operational units to present the program to all employees, following a calendar covering different sites and facilities. In 2024, the program was implemented at Randon Triel HT in Erechim (RS) and at Randon and Fras-le Argentina. We reinforced training on the Code of Ethical Conduct on-site at sites in both Brazil and abroad. Additional virtual training sessions were made available addressing ethics in everyday situations. We were also present at the Elisabetha Randon Institute (IER) and the Hercílio Randon Institute (IHR) for the launch of our virtual assistant named Norma, developed using generative AI, during the Compliance Day event organized by the department.

ID Randoncorp, our **Integrity Program**, guides and promotes **best practices** in business and stakeholder relationships



We maintain policies and documents that reaffirm our commitment to responsible business conduct. The Anti-Corruption Policy prohibits any form of corruption or bribery and establishes mechanisms to combat such practices. The Compliance Policy sets out guidelines for regulatory compliance and for fortifying an ethical culture at Randoncorp.

These guidelines are aligned with internationally recognized intergovernmental instruments, including the anti-corruption laws of the countries where Randoncorp operates, notably the United States' Foreign Corrupt Practices Act (FCPA) and the United Kingdom's Bribery Act. The commitments include performing due diligence, applying the precautionary principle and respecting human rights.

The organization bolsters its human rights commitment through the Sustainability Policy, which is also available on the corporate governance portal. This policy applies to all Randoncorp operations and stakeholders, including directors, employees, contractors, customers, suppliers, shareholders, the community, and other interested parties.

The documents that enshrine these commitments are approved by the Board of Directors and reviewed annually. They apply to the organization's activities and business relationships, ensuring a comprehensive and consistent approach to responsible business conduct.

**See more information**

about our Integrity Program and explore related policies and documents

We maintain policies and documents that reaffirm our commitment to **responsible business conduct**





# Code of Ethical Conduct GRI 2-23

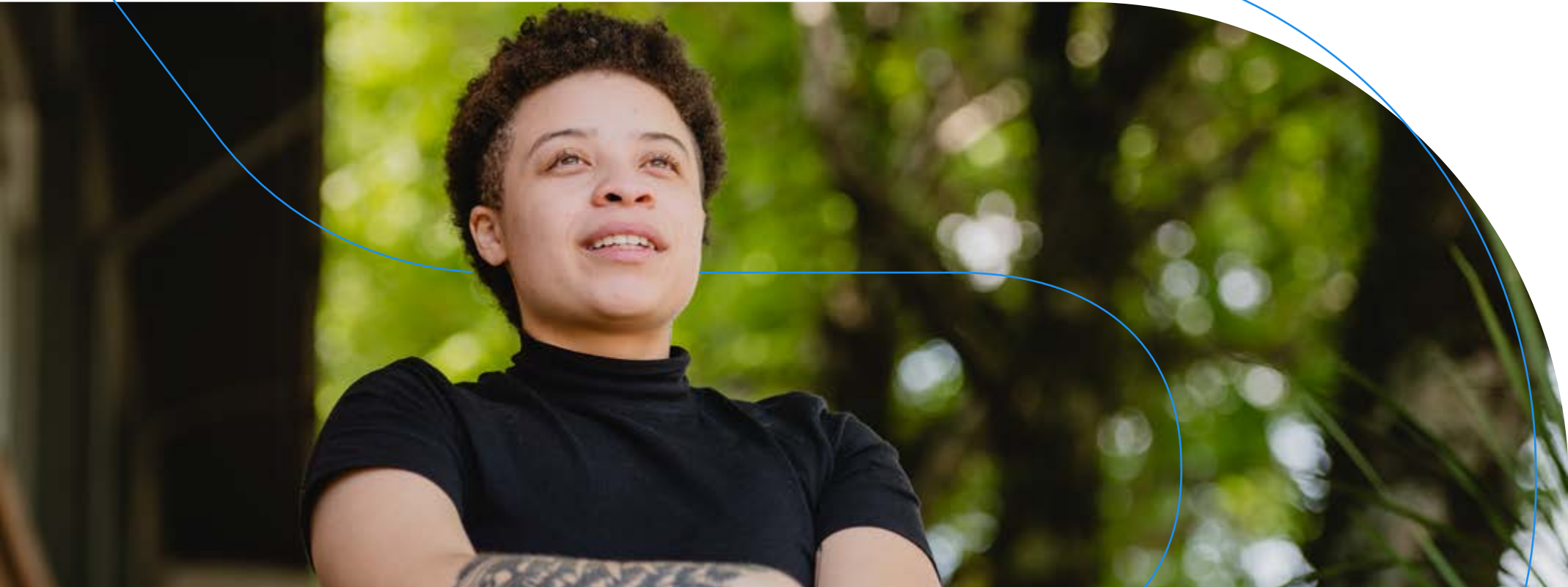
Our Board-approved Code of Ethical Conduct outlines our views on ethics and compiles guidance aimed at ensuring business alignment with our values and principles. The document is presented to employees during onboarding, when they also sign a statement acknowledging and committing to its guidelines.

We also maintain specific policies covering topics such as donations and sponsorships, transactions with related parties, among others.



**See more information**

about our Code of Ethical Conduct





# Ethics Hotline

GRI 2-16, 2-25, 2-26

The Ethics Hotline is available to our stakeholders for reporting any suspected or confirmed violations of our Code of Ethical Conduct, corporate policies, or applicable laws. It is a secure and confidential communication tool that ensures anonymity.

Reports submitted to the Ethics Channel are managed by an independent, specialized company, ensuring full confidentiality and proper handling. The reports are forwarded to Risk Management and Compliance, which take the appropriate measures. In confirmed cases of ethical violations, actions and sanctions are applied in accordance with the Consequences Policy. Situations with greater impact are monitored directly by the Ethics Committee and, when necessary, corrective action plans are formulated to prevent recurrence.

Randoncorp monitors the effectiveness of the Ethics Channel through tracking reports. The channel's effectiveness and the handling of reports are periodically reported to the Ethics Committee and the Board of Directors. Moreover, all registered reports receive a tracking number, allowing whistleblowers to monitor the status of their reports. The Ethics Hotline is available in Portuguese, English, and Spanish, eliminating language barriers.

In 2024, a total of 1,321 reports were registered, covering various types of incidents such as inappropriate behavior, moral harassment, conflicts of interest, procedural errors, and prejudice or discrimination. The status of these reports was classified as follows: 85% have been finalized, with 15.5% deemed substantiated, 68.5% found to be unsubstantiated, 11.4% lacking sufficient data for investigation, 1.9% inconclusive after inquiries, and 2.7% considered outside the hotline's remit; 15% of the total reports are currently under investigation.

The handling of reports submitted through the **Ethics Hotline** is overseen by the Board of Directors and the Ethics Committee



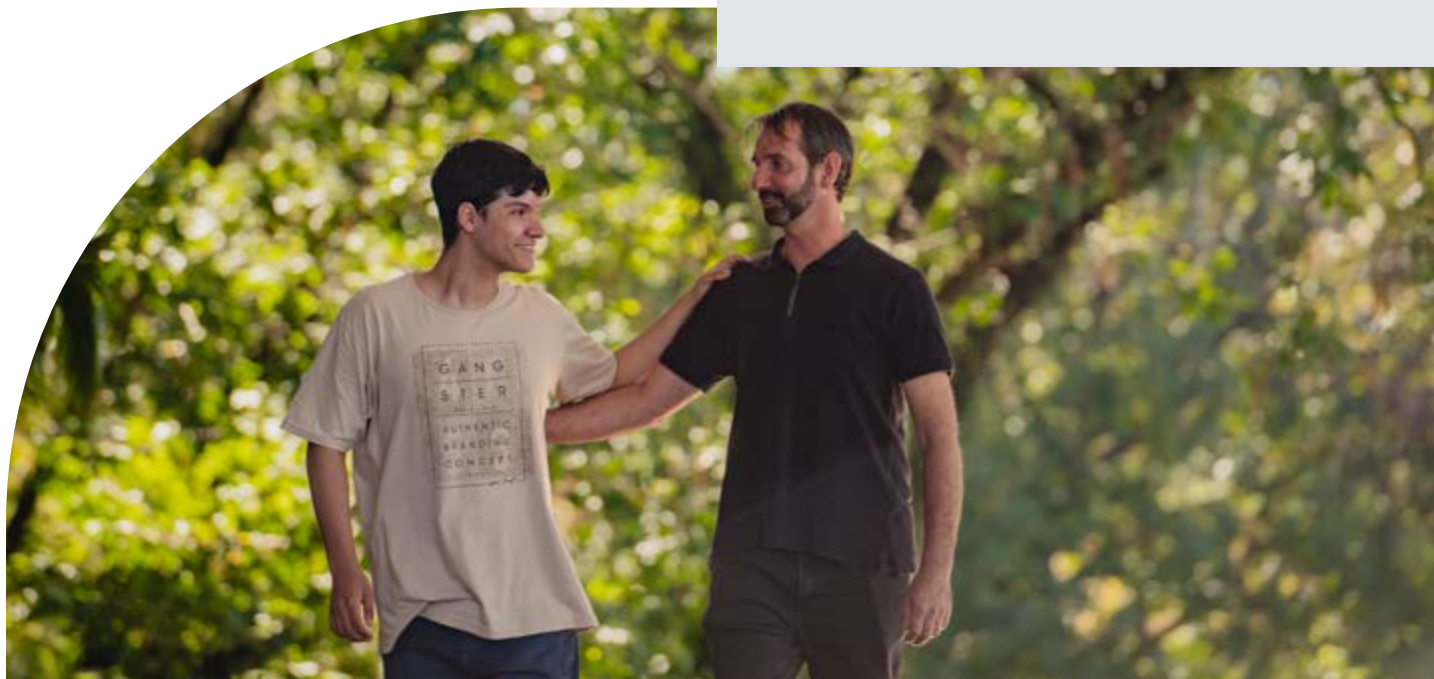
Ethics Hotline contacts:

[www.canaldeetica.com.br/randoncorp/](http://www.canaldeetica.com.br/randoncorp/)

[compliance@randoncorp.com](mailto:compliance@randoncorp.com)

Brazil: 0800-777-0768

United States: 1-800-245-8549





## Conflict of Interests GRI 2-15

Aiming to uphold integrity, transparency and ethics within the Company, we provide documents that establish objective guidelines for managing and preventing conflicts of interest—i.e., situations in which personal decisions or behavior may negatively impact third parties or the company itself.

In addition to the Code of Ethical Conduct, conflicts of interest are also addressed in the Bylaws, the Internal Regulations of the Board of Directors, the Internal Regulations of the Statutory Executive Board, and the Related-Party Transactions Policy. In the case of the Board of Directors, members involved are instructed to disclose the conflict and refrain from participating in discussions and decisions in which such conflicts

exist. This also applies to shareholders attending the General Meeting. Related-party transactions are reported to stakeholders through the notes to the financial statements and the reference form. When they involve significant amounts or strategic matters, they are reported individually through a specific notice to the CVM (Brazilian Securities Commission).

The Ethics Committee is responsible for evaluating potential conflicts of interest and recommending appropriate mitigation measures. In addition, external monitoring through independent audits and reports reinforces the Company's commitment to transparency and compliance. All decisions are recorded clearly and made accessible, promoting greater stakeholder trust.

The Ethics Committee evaluates potential conflicts of interest and recommends appropriate mitigation actions



## Risk management

We conduct risk assessments that could impact the development of our business, aiming to reduce negative effects and leverage opportunities. We adopt the market's best risk management practices, such as the COSO (The Committee of Sponsoring Organizations) framework and ISO 31001 guidelines.

The Risk Management Policy, approved by the Board of Directors, outlines guidelines, strategies, and responsibilities. In addition, the Company maintains formal procedures that describe the corporate risk management process and identify internal control activities. The Board of Directors and the Executive Committee define priority risks, assign responsible parties, allocate resources, and monitor mitigation initiatives.

The internal governance bodies involved are as follows:

- **Risk Management and Compliance Department:** responsible for ongoing monitoring of corporate risks and the Integrity Program, keeping the Executive Board and Board of Directors informed about risk indicators and responses.
- **Executive Committee:** defines the appetite and tolerance for corporate risks based on the assessment of internal and external risk factors.
- **Board of Directors:** evaluates and approves the corporate risk map. It also ensures the effectiveness of the risk management systems and periodically monitors their implementation.
- **Advisory Committees to the Board:** have the role of further analyzing key critical issues and incorporating them into their meeting agendas. This integrated approach ensures that significant concerns are systematically reported and considered at the highest level of the organization's governance.

The integrated risk management process is carried out in four stages:

- **Identification**
- **Assessment and classification** are conducted based on the level of criticality and risk categories—strategic, operational, financial, or regulatory
- **The treatment strategy** may include avoiding, accepting, mitigating or transferred the risk
- **Monitoring.**

Every two years, the corporate risk map is thoroughly reviewed, listing each risk and classifying it according to its level of criticality (low, moderate, significant, or critical). Prioritized risks are addressed and monitored to mitigate impacts and prepare the Company to face adverse situations. The Board of Directors periodically follows up on the progress of mitigation plans. Market benchmarks are consulted for each monitored risk, and its relationship to environmental, social, or governance (ESG) pillars is assessed.

The most recent review took place in 2023 through a process involving all departments, which evaluated the 43 identified corporate risks.

Every three months, the Risk and Compliance Management area meets with the Ethics and Compliance Committee to present updates to the company's risk map, including the status of each risk and, when necessary, the inclusion of new risks to be closely monitored.

Our  
corporate risk  
map is reviewed  
every two years





# Data privacy and security

3-3 - Data privacy and security

The Company maintains an Information Security Master Plan to drive progress by implementing processes, policies, and practices that ensure data protection and operational continuity.

A Privacy and Information Security Committee was established to address topics such as investments, communications, incidents, awareness campaigns, and matters related to Brazil's General Data Protection Law (LGPD), reporting directly to the Executive Committee. This committee comprises representatives from various functions—Legal, Compliance, and Information Security—and has expanded to include representatives from business verticals to obtain more specific insights.

We have control processes in place to ensure that only authorized individuals have access to confidential data. These procedures include two-factor authentication, user and password management, and permission control.

For employees, we have the Secure Connections program, through which we conduct training and awareness activities with the goal of fostering a culture of information security. Topics addressed include personal

The Company continuously monitors its Information Technology (IT) infrastructure to detect and respond to potential cyber threats.

Internal and external audits, conducted by specialized firms, assess compliance with client requirements, market best practices, the information security policy, and BR GDPR standards. Audit findings are used to identify improvement opportunities and strengthen security controls. We are constantly enhancing our digital security and we use the ISF (Information Security Forum) methodology to measure our progress. We conduct evaluations every two years. The latest assessment, observed significant advancement in our maturity on the topic.

data protection, cyberattack prevention, and how to use devices and systems securely. Every October, we hold the Secure Connections Journey, promoting current topics in the information security landscape to both internal stakeholders and external partners.

The Company also runs communication campaigns to share best security practices. In 2024, cybersecurity training on the e-learning platform was offered in Portuguese, English, and Mandarin and made available to partners.

In 2024, Randoncorp began offering its **cybersecurity training** to partners as well





## Data Protection

To ensure compliance with personal data protection legislation, such as the Brazilian General Data Protection Regulation (BR GDPR), the Company has established robust data governance, consisting of policies and procedures for the collection, storage, use, and sharing of personal data.

The Company has a program that seeks **continuous improvement of processes** for the protection and handling of personal data

We developed a program, managed by Risk Management and Compliance, that seeks continuous improvement in processes for protecting and handling this type of data.

The Corporate Personal Data Privacy Policy sets forth the guidelines, strategies, and responsibilities in governance to ensure compliance in data processing. In addition, the Privacy and Information Security Committee (see more on [page 57](#)) aims to discuss actions related to corporate personal data management issues.

## ERP system modernization expands technological connection

In 2024, we completed the process of upgrading our ERP system, migrating from the SAP ECC version used by various sectors of our facilities and corporate center to SAP S/4HANA. This new version provides a modern, intuitive system ready to integrate with other applications and technologies.

With ambitious revenue growth challenges and the consolidation of global business verticals, the company recognized the need to evolve its business management and implement solutions that would

facilitate the integration of new acquisitions being made by the group.

The modernization of systems and processes with SAP S/4HANA makes our operations more efficient and agile, in addition to raising governance and control levels. Our goal is to continue simplifying the Company's technological environment, increasingly bringing functionalities into SAP S/4HANA and reducing dependency on satellite systems or complementary solutions.



## TISAX Certification: stricter information security

TISAX (Trusted Information Security Assessment Exchange) is an information security certification, widely required by European OEMs, who have an even stricter level of requirements on this matter. It covers not only cybersecurity but also physical controls to protect the customer's intellectual property.

In 2024, we began the process of obtaining our first TISAX certification at Frasle Mobility. Throughout the year, the diagnosis and internal audit stages were carried out in preparation for the certification audit.

Pursuing TISAX meets customer demand and applies to units in Brazil, the United States, and China. Since auto parts customers have already mentioned the importance of this certification, we are mapping other companies and units to expand this initiative.



# Product and process safety and excellence

GRI 3-3

We continuously work to improve the quality and safety of our products and are always striving to enhance our services and processes to achieve customer satisfaction by offering increasingly efficient and sustainable solutions.

We use the Integrated Management System (SGI) in our operations, which encompasses the Quality Management System, Automotive Quality Management Systems, Environmental Management, Occupational Health and Safety, and Testing and Calibration Laboratory Competency. We have tools dedicated to process control and management, enabling us to assess the success of our actions and pursue continuous improvement.

Furthermore, we adopt certifications in compliance with international standards, which are important for demonstrating our commitment to quality, safety, and sustainability and also help meet customer requirements.

## 2024 Highlights:

- Achievement of ISO 14001 certification at Frasle Mobility, Pinghu site (China), and ASK Fras-le, in India
- IATF 16949 certification secured by Master, Flores da Cunha unit
- ISO 45001 certification for ASK Fras-le
- Integration of newly acquired units into the Management System, reaching 58 certifications by year-end
- Start of the certification process for Castertech, Mogi Guaçu (SP) site, inaugurated at the end of 2024.



Our products are approved according to the applicable standards in their destination markets

We invest in the prevention and mitigation of potential negative impacts by using the FMEA tool (Failure Mode and Effects Analysis) in the design and manufacturing process to anticipate risks, applying robust approval tests in national and international laboratories, and conducting frequent audits to ensure compliance with safety specifications. We also monitor and analyze root causes and implement corrective action plans, involving the supply chain in resolving failures and using methodologies such as MASP, Lean Six Sigma, and 8D for continuous improvement.

All significant product and service categories are assessed for health and safety impacts in order to make improvements. Our products are approved in accordance with the applicable standards in their destination markets and are subject to rigorous validation and quality assurance processes. The main products are Inmetro certified (National Institute of Metrology, Quality and Technology), following the recommended ordinances and tests, while the others undergo internal testing and validation, often agreed upon with the customer. We adopt a continuous evaluation and validation process to ensure compliance with quality and performance requirements, with zero tolerance for failures in critical items such as brake systems. All projects comply with NR10 and NR12 standards, in what is a systemic and regulatory approach to safety. In addition, frequent



testing identifies opportunities for safety and quality improvements, with the adoption of technologies for hazard control during operations. **GRI 416-1**

Our subsidiary Frasle Mobility has a Quality Control Circle (CCQ), a continuous improvement program that ingrains a culture of excellence, quality, and safety in its operations, and which has already led to the

implementation of more than 11,000 projects over its 35 years, to the benefit of innovation and efficiency practices. The CCQ encourages employees to form groups and identify improvement opportunities within their workplaces. The categories are safety, quality, and excellence, and should highlight the impact of the proposed initiatives on operations.





# Supplier management

GRI 205-1, 408-1, 409-1, 414-1, 414-2

We recognize that the success of our ESG strategy and performance depends on the commitment of our entire supply chain. For this reason, we aim to engage our suppliers in the pursuit of results and require the adoption of ethical and sustainable processes.

In 2024, we updated the **Supplier Requirements Manual**. This document guides our partners on quality, delivery, logistics, social responsibility, occupational safety, ESG, and cybersecurity, among other topics that must be factored into their operations. In its 9<sup>th</sup> edition, we expanded the focus on ESG and cybersecurity practices, releasing it in three languages (Portuguese, English, and Mandarin). In addition to the manual for direct suppliers, there are specific versions for indirect and aftermarket suppliers.

One of the manual aims is to minimize operational and legal risks by establishing safety standards and regulatory compliance. It also nurtures innovation and efficiency among suppliers by providing detailed guidelines on processes, practices, and targets.

90% of our suppliers were classified in the highest performance levels established by the Company

The document also sets auditable requirements and scoring criteria to assess supplier performance. The evaluation classifies suppliers into categories A, B, C, and D, with those in the last category being excluded from our base.

Our main premise is to work only with suppliers classified as A and B. When a supplier is rated as C, an action plan is developed, and a deadline is set for them to reach levels A or B. If that does not happen, they are automatically excluded from our supply chain. At the end of 2024, 90% of suppliers were classified in levels A and B.

We conduct periodic audits and perform integrity checks (due diligence) on new suppliers, following the guidelines of the Code of Ethical Conduct and Corporate Policies. In 2024, 66 operations were recorded (100%), all of which underwent evaluations. The analysis considered the total number of supplier registrations in relation to the evaluations and due diligences carried out. So far, no significant corruption-related risks have been identified in the due diligence analyses of new suppliers. GRI 205-1



## GHG emissions training

Scope 3 greenhouse gas (GHG) emissions, which are indirect and originate from the supply chain, account for 93% of the total volume for Randoncorp. Due to this relevance, we began planning educational actions to train suppliers on this topic. The intention is to encourage them to monitor, set emission reduction targets, and also engage their own supply chains.



Audits also intend to ensure compliance with quality, health and safety, environmental, and human rights requirements, covering topics such as forced and child labor. The frequency of this process varies from one to five years, depending on the supplier's category. During the year, no risks of forced, slave-like, or child labor were identified.

The organization also selects its new suppliers based on environmental criteria. In this process, requirements are established for all suppliers, and a process audit is carried out specifically for direct material suppliers.

The selection criteria include compliance with environmental legislation, obtaining environmental certifications, and meeting corporate social responsibility obligations, as outlined in the requirements manuals for suppliers of materials and services, both direct and indirect. **GRI 308-1**



[Click here](#) to access the Randoncorp Direct Supplier Requirements Manual

We are investing in the digitization of our purchasing processes to make them more efficient and reduce operational workload. This initiative allows us to optimize price management, order tracking, and other relevant information for supplier relationships. The project started in 2024 and is forecast for conclusion in the first half of 2025.

### Supplier Conference

We hold an annual Supplier Conference, an event where our main suppliers can learn about market trends, strategy updates, new business opportunities, and results. At the end of the meeting, a Supplier Awards ceremony is held, recognizing the best performers in the categories of Competitiveness, Innovation and Technology, and ESG.

In 2024, some 80 companies and 200 participants attended the meeting. This edition included thematic panels on ESG, cybersecurity, and artificial intelligence. It also featured an interactive dynamic where suppliers answered questions in real time, which enabled us to map the level of knowledge and engagement of the supply chain on critical topics and plan training actions.



## Supplier Awards: 2024 headlines

The 2024 edition of the Supplier Awards featured 85 projects submitted across three categories: Competitiveness, Innovation and Technology, and ESG.

### Competitiveness

The winner was Arvedi Metalfer do Brasil, based in Salto (SP), for a project involving changes in raw material and manufacturing processes of a suspension component, resulting in more competitive costs.

### Innovation and Technology

PPG Indústria do Brasil won the award for developing a new paint formulation that reduced processing time and energy consumption.

### ESG

The winner was ArcelorMittal do Brasil, with a steel production project focused on easing greenhouse gas (GHG) emissions.



# 05

## Valued and respected people

- » Attraction, development and engagement
- » Performance management
- » Human rights and labor relations
- » Diversity, equity and inclusion
- » Health, safety and well-being
- » Social responsibility

### RELATED SDGS



Rosimeri Luiz Vieira,  
Master employee



## Expanding the focus on people management

To expedite cultural transformation and strengthen the employer brand during this period of the Company's expansion and internationalization, the position of Chief People and Culture Officer (CPCO) was created in 2024. This role is primarily responsible for managing issues related to health, safety and environment (HSE), ESG, people and culture, brand and reputation, and labor and union relations. Executive Marcos Baptistuucci, who has extensive experience in multinational companies, joined Randoncorp to assume the role.

We strive to create a workplace where employees feel respected, appreciated, and safe. We care for each person's well-being and safety and promote both professional and personal development. Our People Management Policy prioritizes ethics, equity, and equal opportunities and treatment.

At the end of 2024, Randoncorp had 16,132 employees working in 15 countries. Including interns and young apprentices, the total number rose to 16,727.

16,727 employees,  
interns, and **young  
apprentices** spanning  
15 countries







# Attracting, developing and engaging employees

GRI 2-7, RT-IG-000.B, GRI 3-3

Our employer brand is an essential strategy for the Company. We continue working to strengthen it in order to attract and engage professionals, and to this end we rely on our EVP (Employee Value Proposition) pillars:

- Global presence
- Innovation and technology
- Dynamic drive
- Sustainable mindset
- Universe of opportunities

In line with the EVP, we developed a digital, structured talent attraction and recruitment process focused on agility and candidate experience. The job openings are published on our careers page, on our social media channels and on the [Join Us page](#).

We actively publicize our employer brand in the media, on social media and also at fairs and events such as South Summit, Mercopar, Fenatran, SAE Congress and Iberomat (Chile).

In 2024, we became honorary founders of Instituto Caldeira (an innovation hub that promotes networking between corporations, startups, universities and the

public sector, generating a transformative movement to foster the technology and innovation ecosystem) and Sponsors of Campus Caldeira (an educational platform of Instituto Caldeira that trains and inserts young talents into the New Economy). Throughout the year, our recruitment team participated in several events organized by the Geração Caldeira program, supporting the selection of young people for the training classes and their employability.

With an emphasis on expanding our internationalization movement, talent exchange and reinforcing our concept of international operation, we launched the talent mobility program called Global Positions. Under the program, certain job opportunities at Randoncorp will be open to professionals from around the world, whether they are internal or from the job market. Taking advantage of our extensive footprint and the growing volume of open positions, global openings can therefore offer opportunities anywhere in the world where we operate, reinforcing the truly global concept.

In 2024, three professionals had the opportunity to take on new challenges in the United States, China and Germany through the program. The expectation is that

this professional movement will occur even more significantly in the coming years, promoting valuable exchanges of knowledge, culture and experience among Randoncorp units around the world. We believe that this initiative will not only strengthen our international presence and universe of opportunities but also expand our capacity for innovation, adaptation and responsiveness to global demands.

We monitor our progress in attracting and engaging employees with goals and indicators such as effectiveness rate (retention after 90 days), internal hiring rate, voluntary and overall turnover, and annual consolidated e-NPS (Employee Net Promoter Score).



[Click here](#) to visit the Join Us page

# Our way of doing

Our way of doing encompasses the set of organizational skills that clearly guide the paths our employees should follow on their self-development journey. These skills are essential for promoting a healthy, innovative, and sustainable workplace. **These are:**

## Positive influence



Influencing and inspiring people is a crucial skill in the corporate world. Acting in accordance with the organization's principles and values creates a collaborative and safe environment, conducive to change and innovation. Demonstrating coherence between feelings, words, and actions generates positive experiences and strengthens trust among colleagues. Encouraging colleagues to achieve the company's goals with enthusiasm fosters a positive and motivating organizational climate.

## Execution orientation



Achieving results requires concrete actions aligned with Randoncorp's purpose and values. Expanding results through efficient execution drives the sustainable development of the business and creates value for stakeholders. Staying focused on objectives and being proactive are traits that set us apart and spur organizational success.

## Self-awareness and continuous learning



Personal and professional development is a continuous process that requires commitment to comprehensive self-development, covering physical, emotional, and intellectual aspects. This commitment must be exercised autonomously and sustainably, but always responsibly. Being attentive to one's own development allows employees to identify strengths and areas for improvement and to adopt new skills and knowledge.

## Collaborative performance



Forging constructive working relationships, based on acceptance, cooperation, and mutual respect, is essential for collective success. Engaging empathetically and dedicating oneself to interpersonal relationships strengthens the team and improves communication. Effective collaboration is the foundation for building creative and innovative solutions, which are essential to enhance the organization's collaborative culture.

## Strategic Vision



Recognizing trends, opportunities, and risks and translating them into business actions is a vital skill for ensuring organizational sustainability. Connecting the necessary agents and promoting continuous and collaborative innovation is essential to keeping the company competitive and relevant in the market. A comprehensive view enables employees to make more informed and strategic decisions, contributing to the organization's growth and longevity.



# Performance management

GRI 404-3

Our performance management is designed according to different functional levels, ensuring that all employees receive continuous and constructive feedback from their managers. This strategy aligns expectations and identifies development opportunities.

We have conducted formal reviews for management positions since 2016 and also for administrative positions since 2020, via the GED (Performance Management) platform. The reviews are based on organizational skills and include self-assessments alongside feedback from managers to promote continuous improvement.

## Appraisal method:

- **Executive Board:** 360° evaluation, involving feedback from team members, peers, and superiors
- **Management and Coordination:** 270° evaluation, with feedback from team members and superiors
- **Administrative staff:** review based on organizational skills and self-assessment.

To ensure consistency and fairness, we conduct calibration sessions at the management levels. This ensures that reviews are fair and aligned with organizational goals. We want to help employees reach their full potential and progress in their careers. We set goals that engender continuous development and contribute to forming a talent pool essential to business growth. In 2024, 100% of eligible employees\* underwent performance and career development reviews.

Aiming to ensure business continuity and the availability of talent and leadership, professionals are supported throughout their development journey based on the needs identified in the performance review cycle. This plan is customized for each individual, ensuring the necessary support for their growth and preparation for future responsibilities.

The performance review process also provides important data to identify and develop the talents needed to lead the company into the future. Our commitment is to build a talent pool ready to take on challenges and take the company forward.

\* Eligible individuals are those in executive, management, and administrative positions. The Executive Board level includes C-level executives.



Development GRI 404-1, 404-2

Our skills form the cornerstone of our organizational education and development strategy. Guided by the People Management Policy and the Education and Development procedure, our programs foster the improvement of knowledge, skills, and mindsets, offering specific training that addresses function-specific requirements and both individual and collective needs identified through feedback and performance reviews.

Each business unit within Randoncorp has autonomy to financially support training and educational activities for its professionals based on strategic and operational needs.

Our training platform, Pra.Vc – Randoncorp Learning Portal, encourages autonomy and proactive engagement in personal and professional development. It offers both elective and mandatory learning paths and courses. The company provides various spaces with equipment access points to facilitate course completion.

The platform was overhauled in 2023 to improve the learning experience and received further enhancements in 2024, including the introduction of the Hand-Talk application, which translates text and audio into Brazilian Sign Language (Libras), making the portal even more accessible.

Among the key focuses of our corporate training are:

- **Quality:** so that our employees understand best practices and meet certification standards, norms, and client requirements. In 2024, we held a kick-off workshop for the annual development track, engaging around 450 employees who were involved in the year's training journey. This session emphasized the importance of compliance with company standards and the development of organizational skills.
- **Safety:** to cultivate a culture of accident and risk prevention in alignment with our Safety and Quality principle, we conduct ongoing training to ensure employees understand and stay updated on workplace safety protocols. In 2024, a positive development was the training of approximately 200 brigade members specializing in areas such as high-altitude rescues, chemical emergencies, and confined space rescues.
- **LOTO – Lockout & Tagout:** launched in 2024 on the Pra.Vc platform, this training was customized to Randoncorp's specific reality. It trains professionals who perform machinery and equipment maintenance to identify risk factors, apply proper tagging procedures, and safely isolate energy sources to ensure their own safety and that of others during interventions.
- **Language courses:** we strengthened the program with the aim of developing professionals for an organization with a global culture, using an interactive online platform offering instruction in 24 languages. Participant selection is based on the professionals' interest through a registration process, taking into consideration their engagement with the language in their daily work.

Average hours of training per employee by gender GRI 404-1



Sites based in Brazil were counted.





## Leadership

Our leadership development program is one of the main pillars of our strategy. We invest in our leaders by providing tools that prepare them for present and future challenges, support career growth, and enable them to inspire their teams, in addition to serving as a means of attracting and retaining talent.

To prepare our leadership for business challenges amid a rapid expansion and cultural transformation, we implemented the Leadership in Motion program, which aims to sharpen organizational skills, foster professional development and career advancement, and enhance team engagement and development. **The program works on the following fronts:**

- **Coaching and mentoring:** individual programs that support and accelerate the development of organizational skills and enhance leadership performance.
- **Behavioral development:** we partner with CNEX, an institution offering learning, training, and behavioral development solutions for leaders.
- **Technical development:** we offer tracks and technical training on topics relevant to leadership roles. In 2024, we held the Secure Connections Journey, providing training to the entire leadership on safe behavior and cybersecurity risks. Upon completion of the training, leaders became responsible for sharing the knowledge with their teams, reinforcing the importance of the topic and their role as educational leaders.
- **Benchmarking visits:** visits to national and international organizations for learning and experience exchange.

In addition to development programs, we also held the Leadership Meeting, an annual management event designed to bolster our organizational culture and reflect on the future of the business. In 2024, the theme was People and Business, focusing on feedback and development conversations, while also presenting the company's achievements and future outlook.

For young leaders, Randoncorp launched the Leadership of the Future program in 2024 in partnership with Conexo. This program was designed to equip professionals in their first leadership roles with the tools and skills needed to lead teams in a constantly evolving business environment. Focusing on communication, people management, decision-making, and problem-solving, the program also prepares senior leaders to address generational conflicts and new technologies, such as artificial intelligence. Three sessions were held in 2024, involving around 65 participants in total.

We invest in our leaders so they are equipped to face present and future challenges and grow in their careers





We develop programs and initiatives aimed at the **professional development** of young people, offering training and access to their first job

### Apprenticeship programs

The Qualificar Program is an initiative of the Randoncorp Professional Education Center, created in 2005 in partnership with SENAI (National Industrial Training Service) in Caxias do Sul. The program aims to provide professional training to young people aged 16 to 24. Located within the Randoncorp facilities, the Qualificar school has a physical area of 1,650 m<sup>2</sup>, divided into classrooms, an integration space, a computer lab, locker rooms, and a large workshop. Since its inception, more than 1,100 young people have gone through the program. In 2024, 147 students attended the course.

Throughout the year, we continued induction activities for apprentices. Noteworthy initiatives include the Innovation Gran Prix—an immersive activity at Frasl Mobility, in which students were challenged to present solution proposals—and the Improvement Showcase, where students were encouraged to identify improvement opportunities using the Lean Six Sigma methodology. We also held an immersion program that promoted guided visits to the Qualificar facilities so that People and Culture teams and leaders could observe the practical activities developed there.

Elsewhere, we launched the Dual Program to facilitate the apprentice's entry into the job market. This brings students in the second half of the course to work within the organization in roles defined by the HSE and People and Culture teams, together with SENAI.

In partnership with SENAI and CAPS (Psychosocial Care Center), we also developed the PSAI – Program for the Inclusion of People with Mental, Intellectual, and Psychosocial Disabilities. Among the apprentices in the 2023/2024 class—the fourth to date—99% were hired. Its main focus is to prepare apprentices for entering the job market by providing theoretical and practical knowledge so they can perform the tasks required for a specific role in compliance with regulations. This training occurs over one year, with six months of theory at SENAI and six months of practice at our units.





## New Paths | Journey of Prosperity

For 22 years, the company has offered its employees a career transition (offboarding) benefit called New Paths | Journey of Prosperity. Its main goal is to recognize each person's legacy by creating conditions for new life experiences, valuing individual journeys, and enabling connections for a sustainable future.

Participation is voluntary for professionals who wish to plan their external transition from the organization. The journey addresses topics such as comprehensive health, financial education, key strengths, future planning, digital literacy, and new life roles. Sessions are held in a hybrid format, allowing employees from outside Caxias do Sul to participate. The program lasts two years for the general workforce and 18 months for management positions.

In 2024, we continued to promote the program and engage leaders from Randoncorp units in the states of Rio Grande do Sul, Santa Catarina, São Paulo, and Minas Gerais. This dissemination process is integrated with Randonprev (the company's supplementary pension fund) to strengthen the culture of retirement planning and intergenerational collaboration within teams.

In April 2024, when the first cohort under the new structure of the Journey of Prosperity took place, 68 professionals enrolled, with an average age of 56 years, including 12 women and 56 men, who participated in monthly sessions. Of these, 7% participated online. Since its creation, 880 professionals have taken part in preparation for new life cycles.

## Benefits GRI 401-2

At Randoncorp, people management is guided by a strategy aimed at attracting, developing, and engaging talent, strengthening organizational culture, and promoting a healthy workplace. In line with this approach, the Company offers a wide range of benefits tailored to different types of employment contracts.

For full-time employees, benefits include life insurance, health insurance, dental insurance, extended parental leave, private pension plans, transportation/fleet assistance, and meal vouchers or access to company canteens. These benefits are standardized across all operational facilities and follow the guidelines established for units located in Brazil. For part-time employees, benefits are granted exclusively to apprentices. These benefits not only ensure protection and well-being but also reinforce Randoncorp's commitment to valuing people.

Daycare assistance is also offered exclusively to full-time employees, highlighting the company's concern with work-life balance and support for families.

The Company offers a range of benefits to employees, demonstrating its commitment to striking a balance between professional and personal life





# Human and labor rights

GRI 2-30, 402-1, 408-1, 409-1, 3-3

In respect of valuing people, the Company has strengthened its Labor and Union Relations department with the goal of establishing specialized dialog and building joint solutions with union representatives. This department reports directly to the CPCO, ensuring a technical and strategic approach to management.

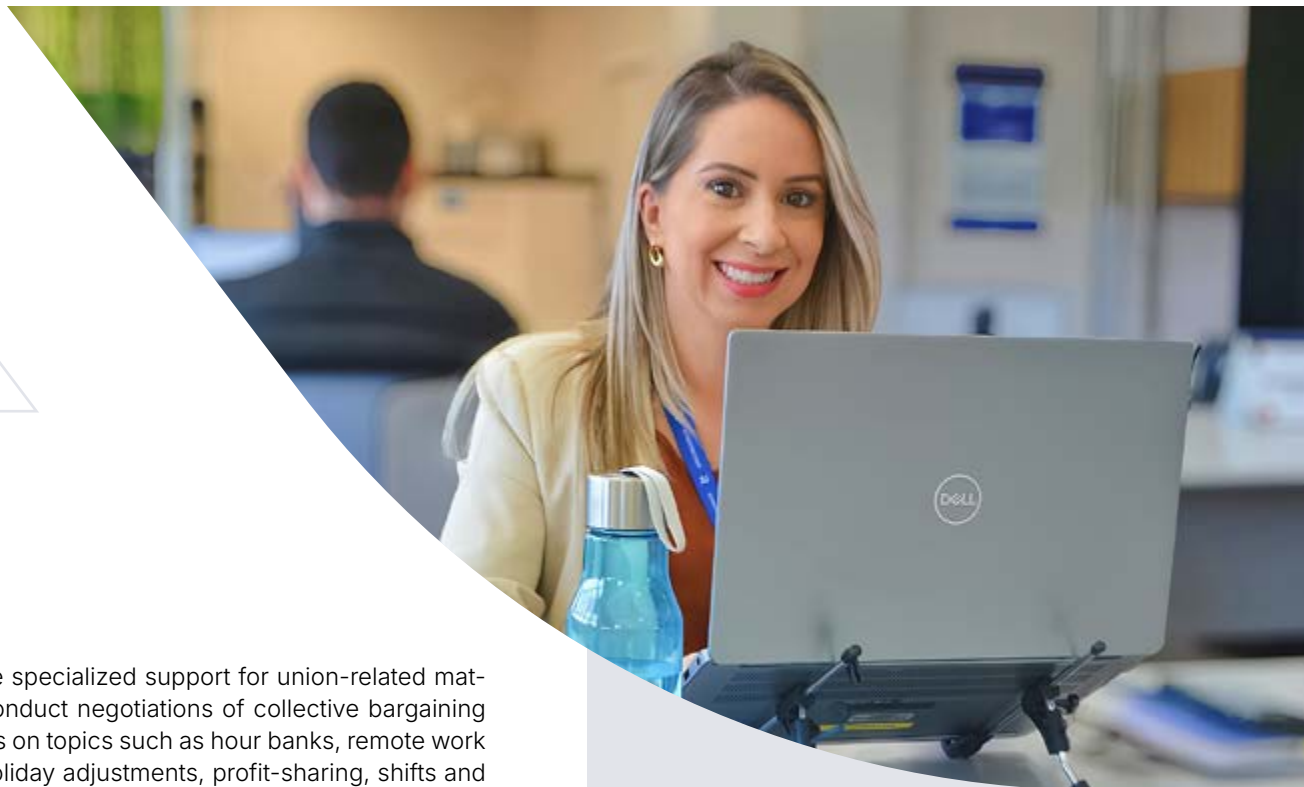
87.7% of our workforce was covered by collective bargaining agreements in 2024. For sites outside Brazil, where collective bargaining agreements do not apply, the company adopts the criteria established by the legislation in force in each country, in addition to following best local market practices.

We maintain open communication channels and ongoing dialog with unions and their representatives at operational facilities, and we also share information regarding labor relations results and future outlooks. Periodic meetings are held with union representatives and employees who are members of commissions, such as the Profit-Sharing Commission and the Internal Commission for Accident and Harassment Prevention (CIPAA). The negotiation of collective agreements aims to eliminate or reduce potential impacts on employees, ensuring a more balanced workplace.

We provide specialized support for union-related matters and conduct negotiations of collective bargaining instruments on topics such as hour banks, remote work policies, holiday adjustments, profit-sharing, shifts and working hours, as well as crisis management, such as during the flooding in Rio Grande do Sul. The organization also participates in employer committees and commissions to exchange experiences and carry out studies on labor and union relations.

We established a minimum notice period of a week and a half to inform employees about significant operational changes. Communication is carried out through internal channels and in-person meetings led by management and leadership.

The Randoncorp Code of Ethics also expresses our absolute rejection of child labor and all forms of forced labor, reinforcing our commitment to human rights, the value of dignified work, and full compliance with current legislation.



We maintain  
ongoing dialog with  
unions and their  
representatives at  
our operational sites





# Diversity, equity and inclusion

ESG 4

Connected to our principle of Valued and respected people, we are committed to building an inclusive workplace for all individuals, appreciating differences and respecting each person and their life journey. In 2024, we continued to advance our diversity, equity, and inclusion strategy, focusing on the following areas:

**Inclusive culture:** with the commitment to building a diverse and inclusive environment for all, respecting each person and valuing their differences and life experiences.

**Representation of social groups:** striving for organizational representation across identity markers such as gender, race, ethnicity, people with disabilities, generations, and the LGBTQIAPN+ community, in accordance with society's makeup.

**Inclusive processes and governance:** promoting best practices of inclusion and equity within our organization, aligned with our strategic guidelines and ESG ambition, bequeathing a legacy for our society.

Throughout the year, we conducted a data update for a significant portion of our employees, including self-declaration questions about demographics such as sexual orientation, gender, race, and ethnicity. Following this experience, we plan to conduct an internal census within the Company.

## Affinity groups

We created affinity groups to promote diversity at Randoncorp, which continued gaining momentum in 2024. Since 2022, more than 380 people have been involved and committed to advancing diversity, equity, and inclusion practices within the Company.

These groups provide a platform for discussion, shared experiences and reflection on initiatives that can be implemented across the organization.

In 2024, literacy and communication activities were continued to educate and raise awareness among employees about the topics addressed by each affinity group. Members also had access to development opportunities, such as mentoring, training, and workshops.

See on the next page the purpose of each group and the main campaigns and actions developed in 2024



Women

**Objective:** to pursue gender equity through collective and individual actions that promote respect and the empowerment of women across all levels of the organization.

**Women in all their forms of being!**

**Actions carried out:** career workshops, the exhibition “Women in all their forms of being, workshops on motherhood and parenting, dissemination of information on gender-based violence, and Her Journey – Women in Industry (read more on [page 75](#)).



People with Disabilities

**Objective:** to support physical and digital accessibility issues, enabling the inclusion of people with disabilities, welcoming diversity, and respecting individuals in their wholeness and differences.

**Act to include and transform spaces, relationships, and opportunities. Through this call to action, we raised awareness about the inclusion of all types of disabilities.**

**Initiatives carried out:** lectures and discussion circles on different conditions and how behavior affects inclusive culture; Inclusive CRR (Randoncorp Relationship Center) with Brazilian Sign Language (Libras) interpretation at certain times; availability of the sunflower lanyard for professionals who wish to use it; and the beginning of accessibility assessments, which will continue throughout 2025.



Race and Ethnicity

**Objective:** to act with commitment and awareness, connected to our roots, to transform Randoncorp into an environment with ethnic and racial equity, leaving a legacy of opportunity, respect, empathy, justice, and unity—starting now.

**With pride and respect, we made history. For a world without racism, the change is now.**

**Actions carried out:** racial literacy, lectures, and discussion circles to promote education and awareness; the “Raça” exhibition in partnership with photographer Tatieli Sperry; support for immigrants in partnership with the Migrant Assistance Center (CAM) of Caxias do Sul; inclusive CRR with service in Spanish and French; and onboarding of new employees from other countries with simultaneous translation.



LGBTQIAPN+

**Goal:** building a culture of belonging and authenticity at Randoncorp means respecting all LGBTQIAPN+ individuals and promoting a safe, democratic, and inclusive atmosphere across all spaces.

**We play on the team of RESPECT.**

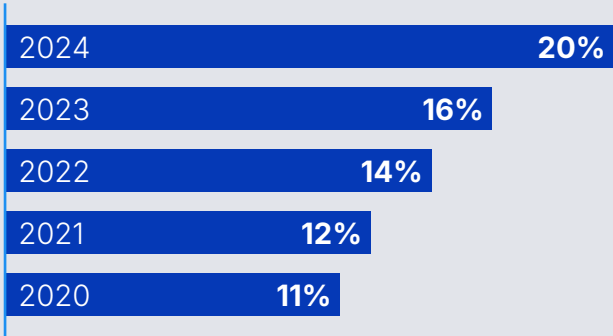
**Actions carried out:** include lectures on gender identity, sexual and affective orientation, the importance of an inclusive environment, and LGBTQIAPN+ community rights; and awareness efforts with the Shared Services Center (CSC) regarding social name usage, ensuring that each person receives documents and system access with the correct name.



## Women in leadership positions

We have publicly pledged to double the number of women in leadership positions by 2025, using 2020 as the baseline year, when the percentage was 11%. In 2024, we continued to advance toward this goal.

Percentage of women in leadership positions



## Her Journey

Her Journey is a career fast-tracking and development program for female professionals at Randoncorp. It is a strategic initiative aimed at promoting diversity and inclusion and fostering the leadership potential of women, aligned with the Company's public commitments and the Sustainable Development Goals (SDGs).

The program includes mentoring sessions for developing potential leaders, covering topics such as personal purpose, empathy skills, intentional behaviors, and future-building. These mentorships offer targeted training for women at different stages of their careers, from coordinators transitioning to managerial positions to specialists preparing for their first leadership role.

The main event of 2024 was the launch of the "Her Journey – Women in Industry" program, which focuses on empowering women as leaders in manufacturing, particularly in the metalworking sector. The initiative seeks to debunk the stereotype that industrial environments are inherently male and showcase the contributions women can make to organizational performance in manufacturing.

The program introduced specific modules with content tailored to the challenges and opportunities of the sector. Discussions covered topics such as leadership in industrial settings, decision-making, and innovation, strengthening the connection between individual development and the organization's strategic goals. Out of 358 applicants, 32 women were selected and began their development journey.

## The Immigrant's Journey

We began structuring The Immigrant's Journey program in 2024, with the aim of integrating and supporting immigrants working at the company, fostering an inclusive workplace. The program, which will be further developed from 2025 onwards, consolidated and enhanced initiatives already aimed at supporting these employees. Randoncorp employs a significant number of immigrants—around 1,300 people across its Brazilian facilities—including Venezuelans, Senegalese, Uruguayans and Argentinians, who hold various roles within the company, including leadership positions.

We believe that the cultural diversity brought by these professionals contributes positively not only to the Company but also to the broader community. That is why we aim to foster a safe space where they can grow and rebuild their lives.

The initial actions of the program already underway include the development of a guide with top tips for immigrants, the creation of a procedure for validating technical course certificates, a review of the onboarding process, Microsoft Office classes in Spanish, and Portuguese language classes.

With **The Immigrant's Journey** program, we aim to foster a safe space where they can grow and rebuild their lives





# Health, safety and well-being

GRI 403-1, 3-3

## Culture of prevention

In 2024, we made the largest safety investment on record in a single year, totaling more than R\$ 64 million. These resources were allocated to promoting a safer workplace and reducing critical risks in our operations, strengthening our commitment to safety.

One of the pillars of this commitment is the "Uma Atitude Muda Uma Vida" ("Life-Saving Mindsets") program, which reinforces the Company's safety culture and encourages employees to:

- Commit to safety
- Take care of themselves, their colleagues, and the workplace
- Stop what you're doing if you see anything unsafe
- Report any unsafe situation
- Put safety first.

We consolidated our strategy to strengthen and sustain a Culture of Safety Excellence, guided by a Master Plan that establishes top-priority safety and health guidelines for all business units. This initiative includes structured routines for tracking improvements, ensuring continuous and effective progress.

We structured our "Life-Saving Mindsets" program and named this journey "Bonsai," symbolizing our visible and invisible commitment to a culture of prevention.

One of this journey's main initiatives was "Caring Leadership", aimed at strengthening the culture of critical risk prevention.

Through "Gemba Mentorship" — a Japanese term referring to the place where activities occur — leaders received support to make prevention routines in the units more effective, fostering a culture of continuous learning and promoting increasingly mature and effective responses to daily challenges.

Through this approach, we are strengthening our principle of safety as a non-negotiable value, ingrained in our culture and present in every action, decision, and behavior.

In 2024, we made  
the **largest safety  
investment** on record  
in a single year



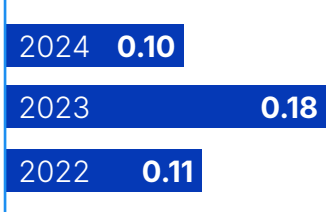
Learn more about this  
subject on **page 133**



Safety of operations

We cultivate safe and protected workplaces, ensuring employees have appropriate conditions to perform their duties. We have publicly pledged to eliminate serious accidents, and to achieve this, we continuously enhance risk prevention, strengthening our safety culture across all operations. Our Occupational Health and Safety Management System (OH&S) complies with legal criteria and standards, encompassing labor laws, International Labour Organization (ILO) conventions, collective agreements and applicable legislation, in addition to our internal OH&S guidelines.

Total serious injuries\*



\*No. of serious accidents x 1,000,000/ hours worked.

We have publicly pledged to **eliminate serious accidents**

Our Health, Safety and Environment (HSE) Policy guides all our operations, ensuring the adoption of safe practices at all hierarchical levels. To prevent and mitigate negative impacts, we follow strict guidelines in accordance with ISO 45001.

We also have a corporate HSE department responsible for setting minimum standards across all plants and ensuring continuous improvement and legal compliance. Thanks to this commitment, most of our companies hold ISO 9001, 14001 and 45001 certifications, reinforcing our standard of excellence and governance in occupational health and safety.

This commitment reinforces our responsibility to ensure an ever safer workplace aligned with the best global practices.



## Health and safety risk management GRI 403-2, 403-7

We continuously monitor the frequency and severity of accidents, aiming to reduce both their occurrence and their impact. To this end, we adopt a structured risk assessment methodology that allows us to identify critical risks, map locations with the highest accident potential, and detect areas with a greater likelihood of serious incidents, letting us prioritize resources to eliminate or reduce the worst risks. This mapping was carried out across all Randoncorp companies, providing a comprehensive and preventive overview.

The main risks identified include suspended load handling, material storage, working at heights, operations involving molten metal (foundries), and the movement of materials using industrial vehicles (forklifts and pallet trucks). Based on these risks, we created themed groups focused on mitigation. These teams include the participation of the plants' industrial managers, with technical support from the occupational safety teams. The collected data is also shared among the units, enabling ongoing knowledge exchanges and the development of collaborative solutions to improve operating conditions and implement preventive and control measures.

We monitor safety indicators and reported incidents monthly, which lets us identify opportunities for improvement. The investigation of root causes and the implementation of corrective actions ensure the ongoing advancement of safety practices, increasing the organization's maturity on this issue.

Beyond their technical role, the groups also play an essential educational role, developing and updating materials such as e-books, procedures, and operational instructions, and promoting the dissemination of best safety practices across Randoncorp. The progress of these initiatives is periodically reported to the Executive Committee, reinforcing the commitment of senior leadership to transparency and governance in occupational safety.

We also provide emergency contact numbers in all facilities, offering immediate support in the event of any safety or health-related incidents. Furthermore, we conduct training and educational activities for employees, reinforcing the safety culture and the individual responsibility of each person in creating a safe space.

## Employee participation GRI 403-4, 403-5

We engage our employees in the development, implementation, and evaluation of the Occupational Health and Safety Management System (OH&S), ensuring a participative and effective approach.

Our main participation channel is the CIPAA (Internal Commission for the Prevention of Accidents and Harassment), which plays a key role in identifying risks, promoting a safety culture, and strengthening a healthy and respectful workplace. Our units certified to ISO 45001 also adopt change management practices, ensuring the continuous involvement of workers in adapting and improving processes.

We also reinforce the role of multidisciplinary Ergonomics Committees by promoting initiatives to enhance employee comfort and prevent occupational diseases and repetitive strain injuries.

The identification of risks and improvement opportunities occurs continuously and systematically. To support this, we use the "Relatar" tool, which allows employees to report unsafe situations. The reports are analyzed by HSE (Health, Safety, and Environment), which, in collaboration with management and other supporting areas, defines the best solutions to eliminate risks and strengthen preventive practices.

With this participative and seamless approach, Randoncorp reinforces its commitment to a safe, healthy, and collaborative workplace in which everyone plays an active role in building a strong and rigorous safety culture.



The Company has a  
structured risk assessment  
methodology that covers all  
Randoncorp companies



In 2024, we conducted a pilot project to track psychosocial factors in high-risk operational areas

### Health and well-being GRI 403-3, 403-6

We have adopted the concept of comprehensive health as Randoncorp's macro strategy. We strive to see the individual as a whole, considering their physical and mental, occupational, and clinical health aspects. Our systematic practices include the mapping of psychosocial risks and the implementation of preventive measures, anticipating the update to NR 01 (to be implemented in May 2025).

Through the Integrated Health System, we offer strategically located health centers, occupational medical care, specialized teams, and a third-party network to serve different regions.

#### Main health services offered:

- Periodic exams and ergonomic assessments to ensure proper working conditions
- Hearing conservation programs and reduction of occupational noise-related risks
- "Active Care" workshops encouraging healthy habits
- Telemedicine consultations via the SSI app
- Quality of life and mental health programs, with psychological counseling and emotional support
- Lectures and workshops on disease prevention and health promotion.

Preventive medicine is based on the workers' epidemiological profile, directing actions to topics such as cancer prevention, sexually transmitted infections (STIs), smoking, kidney diseases, support for pregnant women, and others,

depending on the identified needs. Based on the epidemiological profile, a need was identified for a program focused on controlling workers' body weight. This program offers nutritional counseling to improve employee well-being. The program includes 246 employees who receive guidance on proper nutrition and physical activity. In addition, we offer a health plan with a broad network of accredited professionals to serve employees and their beneficiaries.

In 2024, a pilot project was carried out to screen psychosocial factors in areas requiring high cognitive demand or full attention. The initiative involved 1,900 industrial vehicle operators and another 40 professionals working in information security and telesales. Of these, 230 professionals were referred for follow-up to a support network (psychologists, lawyers, financial managers), and two professionals were reassigned to other roles. In 2025, we will be implementing a mental health program, offering voluntary psychotherapy sessions through an external support network.

We restructured our hearing conservation program by acquiring equipment that allows us to determine whether the use of PPE is working effectively, enabling us to guide proper use and/or seek the best PPE alternative for each employee.

We promote our programs through physical bulletin boards and digital channels, encouraging participation with support from leadership. The quality of services is constantly monitored to ensure effectiveness and continuous improvements.

It is through this comprehensive and structured approach that we redouble our commitment to the health, safety, and well-being of our employees.



## Renovate of the distribution center - Caxias do Sul

In 2025, we renovated the Health Center at the Forqueta site in Caxias do Sul, in partnership with Frasle Mobility. The improvements include new medical and dental offices, procedure rooms, telemedicine services, and areas dedicated to hearing and respiratory protection tests. The Interlagos site is also undergoing renovation, with reopening scheduled for 2025.



### Occupational diseases GRI 403-10

Our health and safety management covers 100% of employees, with all risks mapped through the companies' Risk Management Program. We carry out preventive actions, focusing on eliminating or at least mitigating risks related to occupational diseases, with emphasis on physical, chemical, and ergonomic risks.

In 2024, 11 cases of recordable occupational diseases were logged, mainly involving ergonomics, hearing and musculoskeletal issues, with hearing loss being the main factor. As a preventive measure, we acquired specialized equipment to evaluate the correct use of PPE by measuring its effectiveness for each employee.

We prioritize  
the **prevention**  
**of risks** related  
to occupational  
diseases



# Corporate social responsibility

## Rebuilding the future for Rio Grande do Sul

In 2024, Rio Grande do Sul faced its greatest climate and humanitarian tragedy.

The state where our history began and where most of our operations are located was devastated by floods unleashed by heavy rains, which began at the end of April and extended into May, resulting in loss of life and destruction.

From the outset, Randoncorp and the Elisabetha Randon Institute (IER) joined the vast solidarity network formed to mitigate the catastrophe's consequences. Reinforcing our value of "Valued and respected people," we directed efforts to support the impacted communities, as well as our employees and their families.

The Company mobilized extensively to support affected people, communities, and businesses, leading actions involving its stakeholders. We formed the Crisis Committee to coordinate the relief effort, which met daily during the emergency phase to assess the situation, prioritize demands, and define an immediate action plan. The committee included leaders, including the CEO, the Presidency, and representatives from various Company departments and the IER, with support from the Board of Directors. Its activities continued into early 2025, with meetings later spaced to a monthly schedule.

Watch the video with testimonies from employees affected by the floods.



## Support for employees and families affected by the floods

In such challenging conditions, from the emergency phase onward, we focused efforts on assisting our affected teams in several cities. Taking care of people has always been a priority. Internally, 306 families of employees were impacted, with 206 belonging to the Frasle Mobility unit, Controil site, located in São Leopoldo, a severely affected city.

We provided immediate support to our employees and their families. The leading initiatives included:

**Financial support:** direct donations, early payment of the second installment of the 13<sup>th</sup> month salary and part of the profit-share program (PPR), subsidized loans, and partnerships with companies for the purchase of appliances at reduced prices.



**Care and support:** 100% of the families received visits from Randoncorp teams and executives, including members of the Executive Committee, to assess their needs and demonstrate solidarity in the face of the situation.

**Technical and psychological support:** we offered legal, medical, psychological, and social assistance, as well as civil engineers to evaluate the structural conditions of the affected homes.

**Mental health:** a dedicated program was created and continues to operate in 2025 to support affected employees and their families.



## Fronts of operation

In addition to the immediate support provided to employees and the community and in light of the challenges the state has faced since the emergency phase and throughout this current period of reconstruction, we have structured four lines of action that have guided our initiatives:

- Social impact
- Industrial and Entrepreneurial Development
- Support for Affected Schools
- Road Infrastructure

The social impact translates into actions within the communities in various regions of Rio Grande do Sul. The Elisabetha Randon Institute (IER) is the guardian of our social responsibility initiatives and leads the actions that benefit impacted communities where Randoncorp units are located. Examples of this engagement include logistical support for the distribution of donations, organizing volunteers in affected areas, and participation in the Management Committee of the PIX SOS Rio Grande do Sul. The IER intensified its efforts in this regard, working collaboratively with various organizations.

Industrial and entrepreneurial development is what will drive the economic recovery of Rio Grande do Sul. To restore the financial health of a state devastated across

so many sectors, we believe it is essential to encourage other companies to rebuild through partnerships with key economic agents.

Support for affected schools is one of our commitments to our home state. Valuing education has always been a key driver of our social actions through the IER. We consequently allocated financial resources to help acquire equipment and teaching materials while promoting initiatives aimed at training teachers to provide psychological support to students. The supported schools serve students from São Leopoldo, a municipality where many of our employees reside, especially those connected to Frasle Mobility's Controil site, which was hit overwhelmed the flooding.

Road infrastructure was deeply affected by the climatic events. For us, this is a particularly sensitive issue, as it connects directly with our core business. The history of road transportation is directly linked to the Company's growth, which has always invested in developing innovative solutions for the sector. We directed our expertise and resources to also contribute to the efforts aimed at the reconstruction and modernization of Rio Grande do Sul's road network.

Following the emergency period, Randoncorp is now actively contributing to the reconstruction of Rio Grande do Sul's infrastructure

## Rebuilding bridges

Many bridges were severely affected, requiring extensive public and private efforts to minimize the logistical and mobility setbacks that continue to impact the affected regions, such as Serra Gaúcha and cities in the Vale do Taquari. In collaboration with business associations and local leaders, we carried out a broad coordination effort through specific initiatives based on identified needs.

We provided professionals to assist in project planning and have been directly involved in donating metal structures for the beams that will be used in bridge construction. The first partner supplier to join the project was Gerdau, donating the raw materials used to manufacture the structures in our factories. As the initiative progressed, other partners such as ArcelorMittal, Metasa, and Usiminas also joined and contributed to the projects. In March 2025, eleven bridges were inaugurated in the Vale do Taquari and Serra Gaúcha.





## Call for Proposals for Social Organizations

In December 2024, the Elisabetha Randon Institute (IER) launched a call for proposals to allocate funding to social organizations serving children and adolescents located in Vale dos Sinos, a region extensively affected by the floods.

The initiative was conducted in partnership with the Pró-Social Program, part of the Department of Socio-Productive Inclusion and Special Projects of the RS State Department of Social Development, and allocated R\$ 769,600 to eight organizations. **R\$ 300,000 was allocated via ICMS tax incentives to Instituto Lennon Joel Pela Paz, located in São Leopoldo, near the Frasle Mobility Controil site.**

# 4.7

million

allocated to the activities of the  
Elisabetha Randon Institute

# 53,674

people benefited through  
its programs and initiatives



### Elisabetha Randon Institute RAND7, RAND9, 203-1

We are committed to building a better society for all, and our journey in social responsibility is driven by our actions in education and culture through the Elisabetha Randon Institute (IER). The IER is a Civil Society Organization of Public Interest (Oscip), funded by the Company and its employees. Founded in 2003, it coordinates community social programs, promoting initiatives in the areas of education, culture, social assistance, and road safety, with the goal of transforming lives.

In addition to its regular programs, which prioritize education for road safety and the care of children and adolescents through the Service for Coexistence and Strengthening of Bonds (SCFV), the Institute also contributes to targeted actions during times of greater community need, especially supporting areas near our

operations. The main example of this was the support provided to communities affected by the 2024 floods in Rio Grande do Sul state (see more on [page 81](#)). The Institute also provides guidance to other social organizations in structuring projects and securing funding.

In 2024, Randoncorp invested a total of R\$ 4.7 million to support the activities of the Elisabetha Randon Institute (IER), benefiting 53,674 people through its programs and initiatives. The Institute also supports the allocation of incentivized funds (learn more on [page 86](#)).

**Learn below about the main programs developed by the IER.**



## Florescer Program

With the aim of promoting the holistic development of children and adolescents, the Florescer Program offers educational, cultural, sports, and extracurricular activities outside of regular school hours.

Created over 20 years ago, the IER deploys the program directly in Caxias do Sul and Joinville. It is also run as a social franchise by other institutions that adopt its methodology and receive support from the IER for implementation, educator training, and, when necessary, fundraising. The IER monitors and validates the franchise locations' methodology to ensure the program's quality.

In 2024, 381 children were served at the Caxias do Sul (Interlagos and Forqueta) and Joinville sites, in addition to 809 children served by Florescer franchises in the cities Bento Gonçalves, Vacaria, Erechim, and Maringá.

The IER has also been working to strengthen young students' skills in mathematics and general knowledge in the Florescer Program, helping those interested in entering the Qualificar apprenticeship program (read more on [page 70](#)).

**381** children  
were assisted in 2024

## Professional Initiation

The IER's Professional Initiation Program is aimed at 15-year-olds who have participated in the Florescer Program. Conducted in partnership with the National Industrial Training Service (Senai), it offers a logistics assistant course after school hours, covering areas with high demand in the local labor market.

Over its 20-year history, the program has benefited 1,198 adolescents. In 2024, 80 youngsters completed the program.

**1,198** young people  
participated in the Professional  
Initiation Program up to 2024

Since 2002,  
**19,700**  
services were  
provided through  
the Florescer and  
Professional Initiation  
programs



Learn more about this  
subject on [page 70](#)

## Life Aways

The Life Aways program aims to reduce traffic accidents and produce more conscientious and responsible citizens. The program carries out educational initiatives, such as lectures and theatrical performances in schools and companies, to raise awareness about the importance of road safety. The Vida Sempre Theater, focused on road safety education, performed to 41,154 spectators in 2024.

One of the program's main actions during the year was the renovation of a training truck from Centronor, a driver qualification center located in Vacaria (RS), which benefits 250 people annually. The launch was part of the celebrations of Randon's 75<sup>th</sup> anniversary, a unit of our OEM vertical.







## Volunteering Program

The program aims to encourage, organize, and engage Randoncorp employees in volunteer work that benefits society. The IER establishes partnerships with other organizations to broaden the program's reach.

In 2024, company volunteers played a crucial role during the floods in Rio Grande do Sul. They participated in the restoration work of the EMEF Castro Alves school in São Leopoldo by painting the sports court. More than one hundred volunteers, including Randoncorp employees and their families, took part in the program's activities, totaling more than 98 hours of volunteer work and directly benefiting about one thousand people. Volunteers also helped with the logistics and distribution of kits, clothes, and food, helping around ten thousand people.

## Randon Memorial

The preservation of the Company's heritage is also the responsibility of IER, which coordinates the Randon Memorial, a center dedicated to preserving and disseminating the history of Randoncorp and cargo transportation in Brazil since the 1950s. After extensive and careful document collection and curation work, projects were developed for both the documentary and physical memorials.

# 10,000

people were impacted by  
actions of the Volunteering  
Program



## Supporting our communities RAND7

In addition to the projects developed by the IER, Randoncorp allocates incentivized resources to social and cultural projects for communities through the Solidarity Law. Approximately R\$ 1.1 million of ICMS revenue was allocated in 2024.

These amounts were distributed by the companies: Castertech, Fras-le, Freios Controil, JOST, Master and Suspensys.

As a counterpart, the participating companies allocate 10% of the ICMS payable on the tax-deductible amount to the Sustainability Fund and the State Fund for Supporting Productive Inclusion (FEAIP), ensuring the continuity and positive impact of these initiatives.



Infrastructure investments and services supported GRI 203-1

The organization also makes investments in infrastructure and service support for the local community, primarily in the area of public security. In 2024, the investments were made in cash, through ICMS and a 10% cash counterpart of the invested amount. The allocated funds include R\$ 410,000 for the Civil Police of Caxias do Sul, R\$ 100,000 for the Fire Department of Caxias do

Sul, R\$ 100,000 for the Military Police of São Leopoldo, and R\$ 184,600 for the Military Brigade of Caxias do Sul. The projects run for 12 years.

Funds are allocated in line with the organization's sustainability strategy, reinforcing its commitment to the development and safety of local communities.

Managing community impacts GRI 413-1

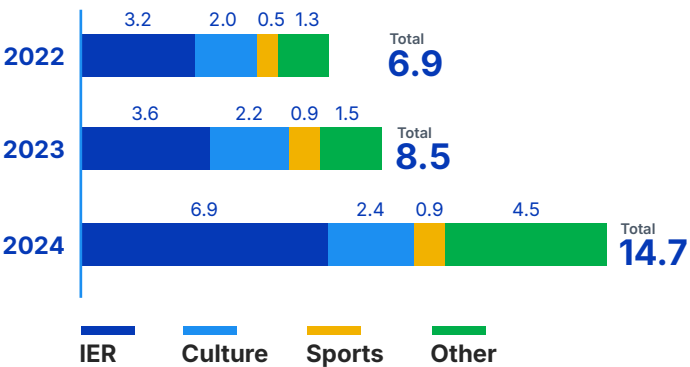
We participate in several external organizations and maintain internal structures to discuss our impacts on the local community. These include occupational health and safety committees, the Council for the Rights of Children and Adolescents (Comdica), the Union of Neighborhood Associations (UAB), and the Social Assistance Council (CMAS).

Elsewhere, HSE conducts environmental impact assessments, which include monitoring indicators, and we provide formal grievance mechanisms such as a toll-free hotline (0800-644-4142), contact email, suggestion boxes, social media and digital media, meetings and community consultations, an ombudsman, and partnerships with local organizations.



Delivery of a drone to the Caxias do Sul Fire Department to support rescue efforts for victims of the climate tragedy that beset Rio Grande do Sul in 2024

Social investment (in million R\$)





# 06

## Commitment to the planet

- » Environmental stewardship
- » Product lifecycle management
- » Climate change

### RELATED SDGS



Kelin Liciane Richter Franzmann and Andrey Carvalho Nunes, employees of the Randon Technological Center (CTR).

# Commitment to the planet

Mindful of our environmental responsibility, we adopt the rational use of natural resources and continuously invest in minimizing the impact of our activities and products. To reinforce this commitment, we have established public targets and translated them into concrete initiatives. In 2021, we implemented Green Route, a corporate program that guides our efforts and sets concrete actions to mitigate environmental impacts.

Green Route is structured around three pillars:

- **Sustainable environmental development** – focused on economic growth and responsible consumption
- **Technologies and innovations in the environment** – aimed at operational efficiency through better use of inputs and raw materials and, consequently, waste reduction
- **Environmental responsibility** – fostering a culture of prevention and supporting the communities in our geographies.

These pillars strengthen our commitment to continuously improving sustainability indicators, driving progress such as increased use of recycled raw materials, reduced and efficiently managed waste, and the rational use of water in our processes.

RANDONCORP'S PUBLIC ENVIRONMENTAL COMMITMENTS (2020 BASELINE)		ACHIEVED IN 2024
Reduce greenhouse gas emissions by 40% (reduce emissions intensity to 1.62) by 2030	➔	1.91
Zero industrial landfill waste disposal by 2025	➔	13.25%
Reuse 100% of treated wastewater by 2025	➔	55.70%

Rota Verde is the corporate program that establishes actions to mitigate the Company's environmental impacts



## Protecting biodiversity

We continuously monitor wildlife at the Randon Technological Center (CTR) in Farroupilha (RS), documenting species such as amphibians, reptiles, mammals, and birds for over ten years. This effort bolsters the company's commitment to environmental preservation and the inclusion of responsible practices into industrial operations.





# Environmental management

The foundations of our environmental management include the Integrated Management System, which monitors performance indicators such as energy and water consumption and wastewater and waste generation; the Health, Safety and Environment Policy, which reinforces senior leadership's commitment and ensures our operations comply with applicable regulatory standards and certifications; and the Environmental Manual, which provides guidelines for our practices to promote environmental conservation and the protection of people, in alignment with our sustainability commitments.

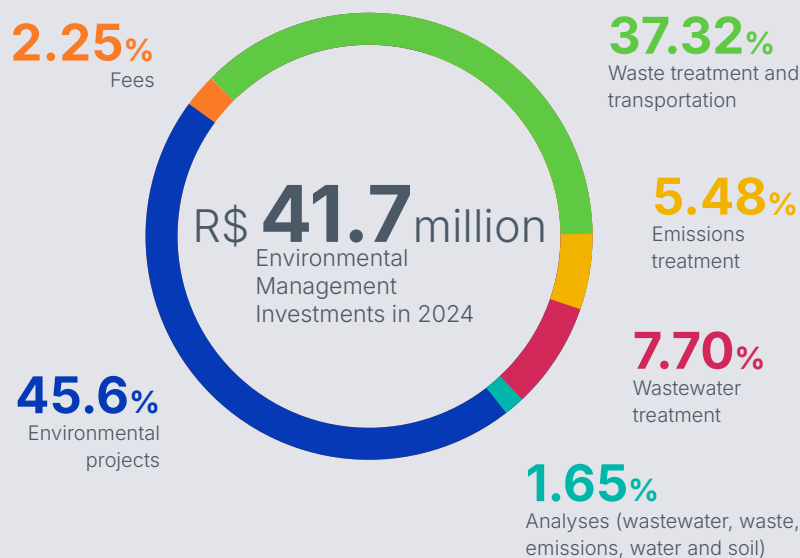
The continuous improvement of our environmental performance indicators is a priority shared across all people and companies of Randoncorp. Each year, we consistently increase our investments in alignment with the goals and outcomes we aim to achieve. Our key strategic indicator refers to the conversion rate, which represents how much of the main raw materials and inputs were effectively converted into products. The unconverted percentage represents losses and/or waste.

In 2024, we invested **R\$ 41.7 million in environmental management**, a 55% increase over the previous year, significantly influenced by major projects

**Resources were prioritized for projects that expand wastewater reuse, promote energy efficiency, and reduce greenhouse gas emissions — with special mention to the biomass boiler at the Frasle Mobility site in Caxias do Sul (known as the Green Boiler), which will allow us to reduce our GHG emissions by 20%.**



**Environmental Management Investments in 2024 (R\$)\* RAND4**



\*The reported sites include: Auttom, Castertech (units in Caxias do Sul, Schroeder, Indaiatuba, and Mogi Guaçu), Randon Technology Center, JOST (units in Caxias do Sul and Campinas), Master (units in Caxias do Sul and Flores da Cunha), NIONE, Randon (units in Caxias do Sul, Araraquara, and Chapecó), Suspensys (unit in Caxias do Sul), and Frasle Mobility (sites in Caxias do Sul, Fremax, Sorocaba, Extrema, Alabama, Pinghu, and India).



## Water and Effluent Management

GRI 303-1, 303-2

Water is an essential resource for our production processes and is sourced from different origins: deep cased wells, rainwater harvesting, reuse of treated wastewater, and local utilities — the latter being primarily intended for human consumption. Although our production does not require large volumes of water, the processes with the highest demand are surface pre-treatment for painting and parts cooling. In these activities, we prioritize the use of treated wastewater, which are also reused in restrooms and for cleaning areas.

We continually strive to reduce water consumption and, whenever possible, implement initiatives such as the reuse of oily emulsions in machining, the recovery of rinsing water from galvanizing via ion exchange, and the use of saving devices such as timed faucets,

dual-flush valves, and flow reducers. We also promote awareness campaigns for employees in both industrial and administrative areas.

Although water use is monitored across all our units, care for this resource is even more rigorous in water-stressed areas, such as the Suspensys units in Mexico; Frasle Mobility sites in Pinghu (China) and India; and the Frasle Mobility Distribution Center in the Netherlands. In these locations, we adopt strategies such as water monitoring and conservation, education and awareness initiatives, and investments in sustainable technologies to minimize impacts and ensure the responsible use of water resources.

In 2024, the Company did not identify any significant environmental impacts related to water in its own activities or its value chain.

We have developed initiatives such as the reuse of oily emulsions in machining, recovery of rinsing waters, among others, to reduce water usage



Learn more about  
this subject on  
**page 134**





### Focus on wastewater treatment and reuse

Wastewater treatment and proper disposal are carried out at 100% of our sites. Some rely on outsourced services, while the Frasle Mobility sites in Joinville, Sorocaba, and Caxias do Sul, the Randon Araraquara unit, and the companies located at the Interlagos site in Caxias do Sul (which houses the Randon, Suspensys, Castertech, JOST, and Master facilities), operate their own wastewater treatment plants.

The Company continuously invests in technologies to treat its wastewater and make it reusable, with the goal of meeting its public commitment to reuse 100% of treated wastewater by 2025. In 2024, companies located in Caxias do Sul developed projects involving new treatment technologies, such as reverse osmosis and ultrafiltration, with implementation scheduled for 2025. In these same locations, investments were also made in distribution networks for water reuse. The Frasle Mobility Fremax site is also expected to complete various

improvements to its treatment plant in 2025 to enable water reuse in cooling towers and floor washing, while the Frasle Mobility Sorocaba site is investing in its treatment plant to allow the use of wastewater in restrooms and irrigation.

The quality of treated wastewater in our companies is monitored periodically through laboratory analyses to ensure compliance with the standards established in operating licenses and applicable legislation.

The treatment plant systems at the Interlagos site follow specific discharge requirements based on the properties of the receiving water bodies, as outlined in CONAMA Resolution No. 430 and CONSEMA Resolution No. 355/2017 — both applied without sector-specific standards. In addition, the Frasle Mobility units (Controil and Fremax sites), Randon Araraquara, and Randon Chapecó also follow CONAMA Resolution No. 430 and the requirements set out in their respective operating licenses.

# 55.7%

is the rate of wastewater reuse in our operations



Learn more about this subject on

page 134

We periodically monitor the quality of treated wastewater in our companies







# Product lifecycle management GRI 3-3

With the aim of increasing environmental efficiency and reducing the impact of our operations, we have endeavored to minimize the ecological footprint of our products, optimizing the use of natural resources, recycling or upcycling waste into the production process, reducing the use of raw materials, and extending product lifespan.

In 2022, we began calculating the carbon footprint of our products, using a comparative approach based on the ISO 14067 methodology. In 2024, we internalized this calculation by creating a dedicated department, allowing this activity to become a continuous process within the Company. This initiative primarily aims to reduce GHG emissions throughout the product's life cycle – from raw material extraction to final disposal.

The first project was applied to the railway brake shoe, manufactured by Frasle Mobility, replacing phenolic resin with inorganic binders, which resulted in a 43% reduction in the carbon footprint and a 20% increase in product durability. Other projects include the use of composite materials technology, marketed under the Composs brand, for manufacturing fenders. Items produced with this technology are lighter, helping reduce fuel consumption. Considering the extraction and manufacturing of raw materials, the Composs product line shows a 16% reduction in CO<sub>2</sub> emissions compared to parts made from steel.

Another study completed in 2024 showed that the modular platform concept adopted by the OEM vertical reduces welding usage by 70%, making the implement one ton lighter and decreasing CO<sub>2</sub> emissions by 10%. Meanwhile, projects such as the e-Sys electric axle, the Z-Came brake, and the niobium hub are underway.

The next phase of this process will involve the product engineering and environmental teams of our units, enabling impact calculations to be performed during the early stages of new product development. The goal is to incorporate this analysis from the design phase, making it an integral part of everything we produce. This approach supports clearer and more assertive decision-making and fosters the development of increasingly sustainable products.

We calculate the carbon footprint of the Company's products and have established a dedicated department to make this a continuous process, contributing to the development of increasingly sustainable products





## Waste management and circular economy GRI 306-1, 306-2

We are committed to zero industrial landfilling by 2025. To achieve this goal, we created a dedicated squad focused on identifying technological alternatives and other solutions that can eliminate the use of industrial landfills, while minimizing costs and environmental impacts. We are also reviewing our processes to identify opportunities for waste prevention, increased recycling, and upcycling of waste as raw materials in our processes or those of our partners.

The waste generated by the Company is collected and monitored internally, always prioritizing reduction, reuse, and recycling. The process includes classifying waste as hazardous or non-hazardous. Storage is controlled at the Waste Centers, and periodic audits are conducted on the suppliers responsible for final disposal.

Our biggest challenge is managing foundry waste such as sand, slag, and refractory. Sand—one of our highest-volume waste types—loses its original properties

after several uses in the foundry process, but can still be used in civil construction. We consider it a significant step forward to direct this waste to the Ecoareia project, which uses it in paving activities. At the Frasle Mobility Fremax site, all sand produced is sent to the Aeropark project, where it is used as a base layer in asphalt. Castertech Mogi Guaçu has already achieved zero industrial landfill waste, not only for foundry sand but also for slag and refractory. The next step is to expand the direction of sand from Castertech's Caxias do Sul unit to Ecoareia, for use in civil construction activities.



Randoncorp has a **public commitment** to zero industrial landfilling by 2025



### Minimizing waste: from material input to output

We manage not only the waste generated in our production processes, but also that which comes from materials purchased by the Company. We use the IMDS software to register materials, allowing the environmental team to assess—and, if necessary, reject—materials and processes with potential negative impact. We prioritize the use of reusable raw materials and packaging, such as wood, plastic and metal. We also conduct nesting reviews to optimize raw material usage, minimizing waste and reusing scraps in the process.

At the material output stage, we carry out environmental offsetting for paper and plastic packaging through recycling, in partnership with specialized companies. Furthermore, waste from cast materials and leftover pieces from the laser process are reused internally at Randoncorp foundries, promoting resource circularity.

We use the **Conversion Rate** as a strategic indicator, which relates the raw material consumed to the amount of waste generated. This indicator currently stands at 86.96%. Each business unit also has specific operational targets and projects aimed at improving this indicator RAND5



### Initiatives for more sustainable waste disposal

- Replacement of metal vapor lamps with LED lighting
- Use of automatic dispensers for powder coatings
- Recycling within the painting booth.

### Waste upcycling

- Upcycling 100% of waste generated in the machining process for foundry furnaces
- The upcycling of oily emulsions in machining, which reduces oil and water consumption by 50%
- Upcycling steel shot to reduce consumption and waste
- Re-refining contaminated oil into base mineral oil
- Internal upcycling of treated oily emulsions in machining from wastewater treatment plants
- Cleaning and reuse of industrial towels in partnership with a specialized supplier, thereby reducing unnecessary consumption and disposal
- Transformation of paint sludge, grinding sludge, contaminated materials, and other hazardous waste into clinker through co-processing
- Recovery and reuse of plastic, metal, and contaminated packaging.





## Reverse logistics GRI 301-3

The main reverse logistics program at the Frasle Mobility site in Caxias do Sul (RS), Pró-Ambiente is carried out with partners and involves the collection of used brake linings, which are then sent for environmentally suitable treatment. These linings are subsequently reused as an energy source in cement manufacturing kilns. The program is aimed at Frasle Mobility's loyal fleet customers.

In 2024, 1,000 tons of used brake linings were collected in the South and Southeast regions. The initiative has two main goals: to strengthen business partnerships between the company and its clients and to ensure the correct and sustainable disposal of these materials.

Since 2021, through a partnership with Eureciclo—a reverse logistics management company for packaging—Frasle Mobility has offset packaging generated by products of the Fras-le, Controil, Fremax, Jurid, and Nakata brands. Waste collected by the partner company, equivalent to at least 32% of the total packaging produced by these brands, is sent for recycling, benefiting recycling cooperatives. Randon unit Caxias do Sul, Suspensys, and Master are also working in partnership with Eureciclo. In 2024, we recycled 1,234,000 metric tons of paper and plastic.

**1,200+**  
metric tons of paper and  
plastic recycled in 2024

We offset part of our  
packaging in partnership  
with a reverse logistics  
management company



## Recycle Max: disposal program gains a new identity

Known previously as Descarte Seguro, in 2024 the program at the Frasle Mobility Fremax site was renamed Recycle Max. It consists of collecting used brake discs and drums from workshops and auto centers to ensure proper disposal and their upcycling as raw material into the production process. Approximately 250 metric tons of materials are collected each month. Under this program, the site reduced industrial landfill waste by 40% between 2023 and 2024 and aims to eliminate landfilling by 2025.

Mechanics in the workshops play a crucial role by separating used parts and handing them over to our team at the time of collection.

The parts go through a smelting process and are transformed into molten iron, ensuring the purity of the metal alloy and maintaining the high-quality standard required for manufacturing new brake discs and drums.



# Climate change

GRI 3-3

Via our ESG Ambition, we have committed to reducing our greenhouse gas emissions (GHG) by 40% by 2030. We have continuously improved our practices, monitoring and managing this indicator annually through our greenhouse gas emissions inventory, based on the GHG Protocol methodology. The inventory allows us to identify our main sources of emissions, especially electricity and stationary combustion using natural gas. For this reason, we aim to increase the use of renewable fuels and energy, adopt low-carbon technologies, and improve energy efficiency. To meet this goal, projects were developed in various units and specific targets were established, as disclosed in the Strategic Planning Guidelines Letter.

In 2024, we made significant progress in reducing our emissions with the inauguration of the Caldeira Verde (Green Boiler), powered by biomass instead of natural gas, preventing the equivalent of 10,000 tons of CO<sub>2</sub> emissions annually. This initiative drives down Randoncorp's total GHG emissions by 20%—half of the total target—and a 60% reduction in Frasle Mobility's emissions. After two years of supplier research and selection, the project received a R\$ 17 million investment and became a reality. The equipment generates the steam required for heating presses, completely eliminating the use of natural gas in this activity.

Although our current goal includes only scopes 1 and 2, we acknowledge the importance of scope 3, which currently represents about 93% of our total emissions. In 2024, we launched a supplier training program to disseminate expertise and encourage the adoption of sustainable practices throughout the supply chain (read more on [page 139](#)).

Another major achievement of the year was the development of a renewable energy roadmap, created in partnership with a specialized consultancy firm, to support our energy transition and help ease scope 2 emissions.

This strategic project involved several corporate areas in designing solutions aligned with operational needs and Randoncorp's environmental commitment.

The roadmap will identify the best alternatives for the Company, including the acquisition of renewable energy through various market formats and renewable energy certificates (I-RECs) for some of our sites.





The Randon Technology Center, Randon Caxias (Logistics Center), and Frasle Mobility units in China and India already operate solar energy systems at their facilities. A new electric substation is also being built at the Frasle Mobility Fremax site in Joinville, which will eliminate the use of diesel-generated electricity, helping us avoid approximately 4,000 tons of CO<sub>2</sub> emissions per year.

Another significant measure is the gradual replacement of industrial vehicles powered by LPG (liquefied petroleum gas) and CNG (compressed natural gas) with electric models. From 2025, we aim to expedite this process so that in the medium to long term, 70% of our fleet will be EVs, only retaining combustion-powered vehicles for the most critical operations.

Also in 2024, we submitted our first disclosure to the CDP, a global organization that evaluates and publishes environmental data from companies and governments. This submission marks an important step in our sustainability journey, reinforcing our commitment to transparency and to communicating our environmental practices.

In 2025, we began mapping the risks and opportunities associated with climate change, categorizing them into physical risks (acute and chronic) and transition risks toward a low-carbon economy. Based on this mapping, projects and investments needed for impact mitigation were identified, and this analysis will be expanded to all operations throughout the year.

We reduced

**1,982.28**tCO<sub>2</sub>e

of scope 1 and 2 greenhouse  
gas emissions

**1<sup>st</sup>** Report

of information for the  
CDP in 2024



## Randon Bank launches low-carbon credit facility

In 2024, Randon Bank launched a low-carbon credit facility to finance the acquisition of the e-Sys electromobility solution from Suspensys. The new facility operates under the BNDES Finame Low-Carbon program, offering financing for the acquisition and sale of systems, machinery and equipment with higher energy efficiency ratings or that reduce greenhouse gas emissions. What sets it apart is that Randon Bank directly handles the operations, offering exclusive rates and terms for financing the item, with a focus on encouraging the adoption of increasingly sustainable technologies among customers and in the market at large. The institution thereby strengthens its collaboration with both new and established partners and expands its portfolio of products and services aligned with Randoncorp's public sustainability commitments, such as reducing greenhouse gas emissions.



AT4T (Randoncorp)



- » Innovation strategy and structure
- » Innovative products
- » Innovative processes
- » Artificial intelligence

RELATED SDGS

<p>1</p> <p>ERRADICAÇÃO DA POBREZA</p> 	<p>2</p> <p>FORMAÇÃO E AGRICULTURA SUSTENTÁVEL</p> 	<p>3</p> <p>SAÚDE E BEM-ESTAR</p> 	<p>4</p> <p>EDUCAÇÃO DE QUALIDADE</p> 	<p>5</p> <p>IGUALDADE DE GÊNERO</p> 
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# Innovation and technology

# Strategy and innovation structure RAND3, GRI 3-3

Innovation is the foundation of our strategy and the essence of our corporate culture. It is a key growth pillar for our companies and essential to our ESG Ambition, driving the development of more sustainable products and processes.

Innovation is only possible through investment and dedication. That's why we allocate approximately 2% of our annual revenue to the development of advanced technologies and count on robust teams and structures focused both on improving existing products and re-searching new technologies and materials—demonstrating the consistency of our innovation strategy.

In 2024, investment in research, development and innovation (RD&I) exceeded R\$ 200 million, mainly directed toward process improvement and automation, operational efficiency gains, and the development of new products and technologies. Our projects focused on sustainable mobility resulted in the filing of 73 patents throughout the year—a historical record for this indicator.

Increasing the annual net revenue generated from new products is one of the public commitments of our ESG Ambition. We believe that developing increasingly sustainable solutions will exert a positive impact not only for our clients but also for society and the environment (learn more on [page 110](#)). This reinforces the fundamental role innovation plays in our strategy, helping embed it in everything we do.



Learn more about  
this subject on  
[page 110](#)

## Sustainable mobility and innovation (2024 data) RAND1

**4.2 B**  
net revenue from products  
launched in the last five years (R\$)

corresponding to

**44.4%**  
of sales from companies  
located in Brazil

**191** R&D  
projects completed

**212** million+  
invested in RD&I (R\$)

**73** patents  
registered



## Sustainable mobility

Our focus on sustainable mobility guides us in developing cleaner technologies. We are connected to the global megatrends in mobility that are driving meaningful changes, impacts, and advancements in the automotive sector, shaping new paths for the future of transportation worldwide. We aim to lead the energy transition in the transport sector by focusing on emissions-reducing solutions.

Driven by technological advances, changes in consumer preferences, environmental concerns, government regulations, and the need to shift the global

energy matrix, we develop and implement technologies that favor renewable energy sources.

In partnership with the Hercilio Randon Institute (IHR), we have created several solutions for sustainable mobility, based on three strategic pillars:

- ✓ Mobility
- ✓ Embedded electronics
- ✓ Smart Materials

We create sustainable solutions around the pillars of mobility, embedded electronics, and smart materials



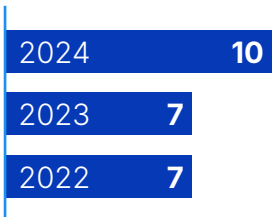




Mobility

We create solutions to meet global demands such as electric mobility, focusing on increasing energy efficiency and reducing carbon footprints. Electrification in the transport sector is not just a trend—it is a fundamental step toward a cleaner, more efficient, and resilient future. With ongoing technological advancements in energy storage systems, propulsion, and electronic control, electric and hybrid commercial vehicles are emerging as a strong solution for optimizing road transport energy, offering benefits such as lower greenhouse gas emissions, noise and air pollution, and operational gains for carriers. An example of a mobility solution is the AT4T, autonomous technology for movement in controlled environments (learn more on [page 110](#)).

Number of mobility projects

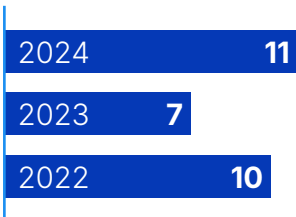


Embedded electronics

These are electronic systems integrated into vehicles, machines, or devices to control, monitor, and optimize their performance. These systems combine hardware (such as sensors, actuators, and microcontrollers) and software (control programs) to perform specific functions autonomously.

They play a fundamental role in ensuring efficient, controlled, and safe operations in transportation and can also serve as a significant competitive advantage for those who use them. They are essential for the advancement of technologies such as autonomous vehicles, electric mobility, and industrial automation. Under this concept, we released solutions such as Randon Smart, a platform with telemetry and sensing systems to generate data for fleet management, and the LWS by Master, a brake lining wear sensor that connects to Randon Smart.

Number of embedded electronics projects



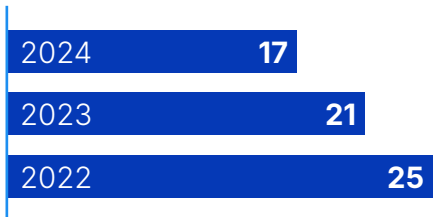
Smart Materials

Smart materials enable the development of more efficient, safer, and more sustainable technologies due to their superior thermal, mechanical, and chemical properties compared to conventional materials available in the market.

Their use enhances the energy efficiency of structural component solutions, as the mass reduction provides greater vehicle range and lowers greenhouse gas emissions.

Their development and application involve concepts such as biomimetics, computational mathematical modeling, and generative design. Fenders using Composs technology are one of the examples.

Number of smart materials projects



## Innovation structure

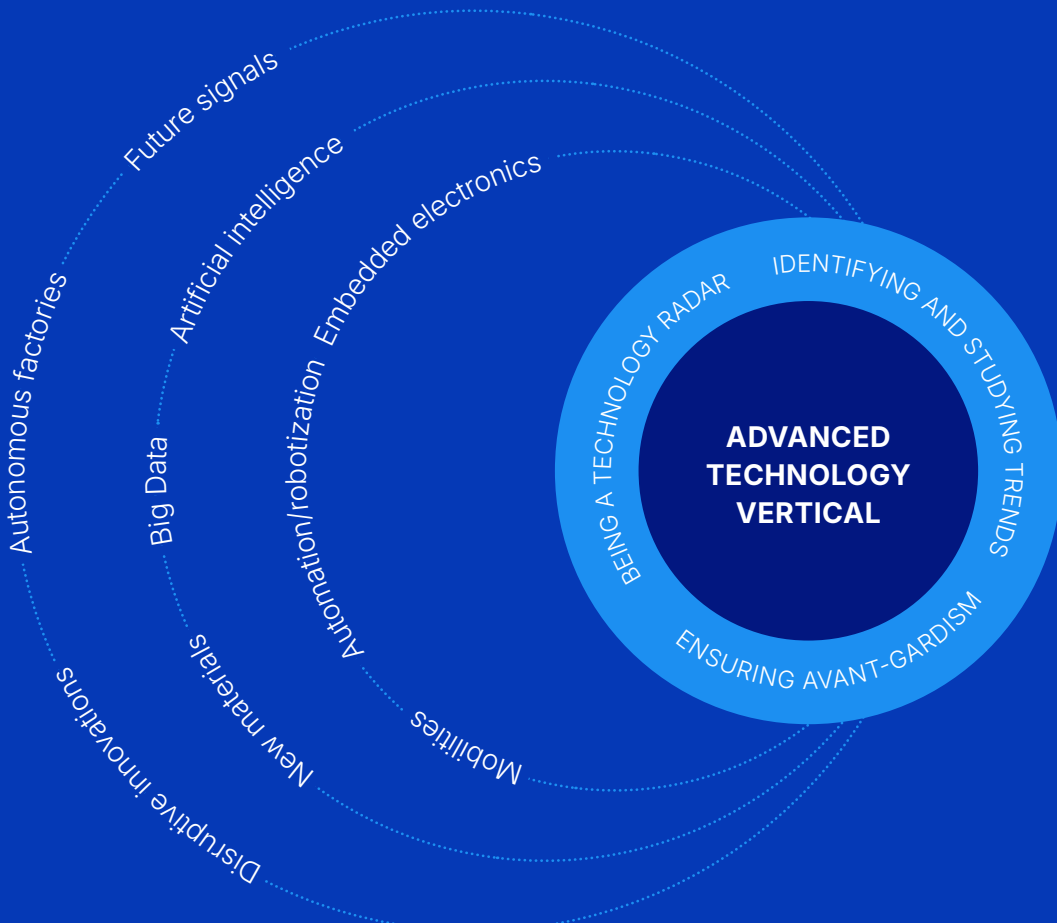
Our innovation originates in advanced technology and research centers, but also within our own companies. This internal ecosystem, which brings together organizations focused on the long, medium, and short term, enables us to make continuous technological leaps, letting us launch innovative products.

In addition, our Advanced Technology vertical develops innovative solutions and disseminates them across other Randoncorp companies. It comprises

Auttom, the Randon Technological Center and NIONE, which are primarily focused on industrial automation, testing and laboratory services, and nanotechnology, respectively.



Learn more about  
this subject on  
**page 103**





Where Innovation is Born

The main innovation centers used by Randoncorp are:

Hercílio Randon Institute (IHR)

Randon Technology Center (CTR)

Movetech



Hercílio Randon Institute (IHR)

IHR is a private, non-profit science and technology institute (STI) focused on innovative thinking and the development of disruptive product technologies aligned with mobility megatrends.

Supported by Randoncorp, IHR connects a network of universities in Brazil and abroad and has a team of over 300 professionals, including around 100 PhDs. With a strategy aligned with the organization's expectations, the group works on clearly defined projects, always keeping an eye on technological trends with a ten-year horizon.

Supporting Randoncorp's innovation strategy, the institute operates around three pillars defined as strategic by the Company: mobility (with a special focus on electrification), embedded electronics, and smart materials.

Following the Technology Readiness Level (TRL) methodology — which establishes nine stages of technology development, from conception to implementation — the IHR is responsible up to level 6, from proof of concept to the development of the minimum viable product (MVP). After this stage, further development takes place within the business units.

TRL/ MRL Scale



IHR headlines in 2024

40+ projects

focused on new disruptive and sustainable technologies

92+ patents

filed throughout its history, ranking as the 3<sup>rd</sup> largest filer of resident invention patents in Brazil

15+ startups

startups connected

60+ scholarships

for master's and doctoral degrees, fostering the development of researchers



### Randon Technology Center (CTR)

Inaugurated in 2010, the Randon Technology Center (CTR) is headquartered in Farroupilha (RS) and is part of Randoncorp's Advanced Technology vertical. In addition to supporting the development of innovative solutions for the Company and its businesses, CTR serves the domestic and international automotive markets, addressing a wide range of testing and validation demands for heavy vehicles, buses, motorcycles, passenger cars, and agricultural machinery.

This center has undergone a significant transformation over the past five years, evolving from a proving ground into a cutting-edge technology center. Its infrastructure supports strategic projects, such as autonomous vehicle technology, ensuring confidentiality and security during testing.

Between 2020 and 2024, CTR received approximately R\$ 36 million in investments aimed at expanding its structural laboratory, acquiring advanced equipment, and enhancing team training. These funds let us add new services to the portfolio, focusing on automotive safety—both active and passive—as well as innovations and improvements in accelerated durability testing for complete vehicles in a lab environment. New developments include testing for Advanced Driver Assistance Systems (ADAS), a passive safety lab with anchorage tests, seatbelt and isofix attachment, impact and seat/

restraint resistance tests, and upcoming evaluations for pedestrian protection. These upgrades align with new Brazilian legislation coming into effect in 2025.

CTR is the most comprehensive center in Latin America, capable of offering in a single location all testing and accreditation services needed for light and commercial vehicles and trailers. The technology center maintains a strategic partnership with TÜV Rheinland, one of the world's leading certification bodies, to support validation and accreditation processes. The presence of a certification body office within CTR has expedited the process and strengthened the "one stop shop" concept.

### CTR snapshot

**92** hectares  
of area

**20** types of test tracks  
totaling over 15 km

**2,400**  
solar panels in a photovoltaic plant with  
the capacity to generate 1.6 MWh

Building of

**2,200** m<sup>2</sup>  
featuring structural and  
passive safety laboratories

### 2024 at a glance

**840**  
tests performed

**22,000**  
hours of track  
time

**65,000**  
lab time





### Movetech

Frasle Mobility's Research and Development Center was renamed Movetech in 2024. Located in Caxias do Sul (RS), it is a benchmark in innovation and technology and the oldest R&D center within Randoncorp, with a 50-year history.

Movetech is the largest friction material research laboratory in Latin America. This strategic pillar is keeping Frasle Mobility at the forefront of its global markets. More than just a center of excellence, it has become a cradle for new businesses, such as NIONE, focused on nanoparticles, and Composs, a pioneer in the application of structural composite materials in the region.

Movetech has been expanded to Sorocaba (SP)



In February 2025, Movetech underwent an expansion with the inauguration of an advanced engineering facility in Sorocaba (SP).

This new site will optimize the logistics of technology development and solutions for friction materials.

Its location in the Southeast will also bring it closer to customers and suppliers to meet market demands.

### 2024 at a glance

# 2,786

prototypes developed

# 33,000

assays in the physical characterization laboratory

# 32,721

chemical laboratory assays

# 2,244

dynamometer assays



## RD&I structure and strategy

Our companies are firmly committed to innovation and the continuous pursuit and development of new technologies. This approach allows us to offer solutions aligned with customer expectations, adding value to our brands and driving sustainable business growth.

Our verticals and brands have their own strategies and count on dedicated teams and structures for R&D and Innovation (RD&I). See below how this work is put into practice in each of them.

### Auto Parts Vertical

Our companies in the Auto Parts vertical operate across several research lines and strategic fronts, aiming for sustainable business growth.

They utilize Randoncorp's innovation structures, such as CTR and IHR, and connect with universities and startups, fostering collaborations that enhance our innovation ecosystem.

Outlined here is the RD&I of our auto parts companies in 2024:

#### Castertech

- 19 employees
- 1 patent application
- 1,000 m<sup>2</sup> laboratory

#### JOST Brasil

- 14 employees
- JITH Strategy (Jost Innovation and Technology Hub)

#### Master Brakes

- 24 employees
- 2 testing laboratories
- 1 patent application

#### Suspensys

- 16 employees
- 10 patent applications
- **Six-pillar strategy:** OEMs; trailer builders; specialty applications; electric applications; energy storage; and control systems.



Our **business verticals** have their own RD&I strategies

## Motion Control Vertical



### Frasle Mobility

Frasle Mobility's RD&I strategy aims to drive business growth through investment in cutting-edge technology and the technical upskilling of its team. The goal is to transform applied research into innovation, turning it into products and processes that meet societal needs, customer demands, and the requirements of the company's segments. To achieve this, the company structures its approach around three pillars:

- **People:** The company has a highly qualified team of more than 150 professionals with technical backgrounds in various fields—mainly chemistry, mechanics, and materials—dedicated exclusively to RD&I. In 2024, the team included about 40 engineers, with 11 PhDs, 9 master's degree holders, and several specialists with complementary training.
- **Collaborations:** Frasle Mobility maintains strategic alliances with scientific and technological institutions, fostering the innovation ecosystem and generating knowledge for new business opportunities. Key partners include laboratories and science and technology institutes (STIs), especially the IHR, which received over R\$ 6 million in investments in 2024. Other partners include the University of Caxias do Sul (UCS), Federal University of Santa Catarina (UFSC), IFRS, PUC-Rio, and various SENAI units. With the support of funding agencies such as FINEP and Embrapii, the company secured an additional R\$ 2.3 million for RD&I.
- **Robust structure:** Frasle Mobility operates Move-tech (learn more on [page 106](#)) and utilizes the CTR (learn more on [page 105](#)).



## OEM Vertical



### Randon

Randon's strategy focuses on generating opportunities, from monitoring new technologies to launching products on the market. The RD&I structure includes a team of more than 60 engineers and the use of advanced modeling and simulation software. Investment in patents aims to protect the intellectual property of its solutions, while prototypes tested at CTR ensure their quality and compliance. In addition to having its own structure, the company's main partner is the Hercilio Randon Institute (IHR), engaged in scientific research and technology development.

The company structures its innovation strategy around two fundamental pillars: **technology radar** and **technological solutions**, which guide the development of new proprietary technologies and solutions, driving the company's transformation and consolidating its competitive advantages.

The technology radar aims to keep Randon at the forefront, accelerating Randoncorp's transformation. Key initiatives within this pillar include fostering strategic partnerships, connecting innovation and business, technology transfer, and innovation incentives.

The technological solutions pillar focuses on developing proprietary technologies and solutions that create competitive advantages for Randoncorp. The emphasis is on disruptive technologies, industrial solutions, technology infrastructure, and nanotechnology.

## Advanced Technology Vertical



### Auttom

A benchmark in industrial automation processes, Auttom develops customized industrial automation solutions such as robotic cells, special-purpose machines, and electrical panels—from software architecture design and technical feasibility studies to installation. Its services also include team training and the preparation of technical reports. With over 25 years in the national market, Auttom is expanding its global presence in automation solutions, with an office in the United States. It has been part of Randoncorp since 2021.

### CTR

One of the Company's main innovation structures, the Randon Technology Center (CTR) is dedicated to developing technologies, product testing, and validation, supported by its test tracks, laboratories, and workshops. It features more than 20 types of test tracks totaling 15 kilometers. It is the most comprehensive open-access technology center in Latin America. Learn more on [page 105](#).

### NIONE

Specializing in the nanostructuring of materials through metal oxide nanoparticles, NIONE is blazing a trail in the development of innovative solutions and large-scale production of niobium pentoxide nanoparticles. Established as a veritable nanotechnology platform for advanced materials, it has a highly qualified team of PhDs, master's, and bachelor-level professionals. The company focuses on customizing its services and products for each client and application, prioritizing high performance, durability and cost cutting.

NIONE currently manages about 80 ongoing projects, serving more than 50 potential clients who seek to optimize their products through NIONE's solutions. Key application areas include thermoplastic and thermoset polymers, paints, cosmetics, metals and energy—developed in collaboration with leading companies in these sectors.

## Financial solutions and services



### Rands

Innovation is one of the key pillars fueling Rands' growth and sustainability. The company encourages its employees to participate in internal innovation programs and in open innovation initiatives, accelerating startups through RV (learn more on [page 115](#)). In 2024, approximately one hundred employees took part in over ten innovation events, with a view to networking and keeping abreast of future trends.

Rands structures its RD&I efforts across the following pillars:

- **Innovation in products and services:** accelerating operations in transportation and logistics, aftermarket, agribusiness, retail, technology, and innovation sectors.
- **Process innovation:** strengthening structures and processes to enable scalable and secure business expansion.
- **Sustainability:** consolidating market presence by strengthening relationships with existing customers, fostering strong operational synergy, and continuously optimizing internal processes for greater productivity.
- **Platform and Software Development:** Investing in the creation of platforms, software, and customized systems tailored to client needs, with a constant focus on incorporating innovative technologies.







# Innovative products

In 2024, we launched new products and enhanced sustainable mobility solutions. Check out the main innovations introduced to the market.

## AT4T: Autonomous Technology for Motion in Controlled Environments

We introduced AT4T – Autonomous Technology For Transportation, an exclusive autonomous motion technology developed by Randoncorp for controlled environments. This concept solution stole the show at the 24<sup>th</sup> Fenatran trade show, the leading road cargo transportation gathering in Latin America, held in November in São Paulo (SP).

AT4T is the fruit of five years of research developed in partnership with the Hercilio Randon Institute (IHR). The technology is based on four key pillars: high-performance hardware, perception systems, decision-making systems, and control systems. Integrated with a patented algorithm, these systems enable autonomous and precise operation in controlled environments. Strategically positioned smart sensors and advanced navigation technologies ensure continuous monitoring of surroundings, automatic speed adjustment, and execution of precise maneuvers. The algorithm can perform highly complex maneuvers, including reverse movement of articulated vehicles and parking in any type of environment, without human intervention.

AT4T delivers logistics optimization and enhanced safety for operations in controlled environments. The test platform features a 100% electric traction system and supports multiple applications. The technology is designed for integration into solutions operating in environments such as port terminals, airports, logistics yards, and cargo warehouses. It can also be applied in sectors like mining and agriculture, delivering operational efficiency and precision in autonomous maneuvers—essential to meet the demands of complex environments.

To learn more  
about AT4T,  
watch the video.



## Launch of the first hybrid truck in the Brazilian market

Suspensys participated in developing the first hybrid concept truck in the national market, in partnership with Volkswagen Caminhões e Ônibus. The VW Meteor Hybrid features an intelligent traction system tailored to Brazil's infrastructure. Equipped with a diesel engine and an auxiliary electric axle system developed by Suspensys, the vehicle includes smart traction management to optimize performance and provide significant benefits in travel time, fuel efficiency, and brake system wear. It also enables transporters and shippers to achieve meaningful decarbonization gains aligned with ESG goals.

## Auto parts

### EBS Technology for trailers

Suspensys launched a new product line featuring T-EBS technology — the EBS (Electronic Brake System), a stability control system that enhances vehicle safety, especially during braking, helping prevent roll-overs on the road.

The system uses sensors and electronic controllers to manage braking more efficiently, providing quicker and more precise response compared to traditional systems. It also boosts vehicle safety by incorporating rollover control, ensuring full compliance with Brazilian legislation. The technology becomes mandatory in 2025, in accordance with Resolution 954 issued by the National Traffic Council (Contran).



### Self-Steering Axle:

The new PSYS Low Mount Self-Steering Axle from Suspensys offers improved maneuverability, stability, fuel savings, and better cornering control. The product is prepared to support increased load capacity of up to 10 tons, in accordance with Brazilian legislation, and features automatic wheel alignment, reducing uneven tire wear and contributing to less road surface damage due to its pneumatic suspension system.

### N-Series Materials Line:

In 2024, Castertech introduced the concept line N-Series Materials, featuring wheel hubs, brake drums, and cast brackets developed using nanotechnology. This innovation was the result of joint research with the Hercílio Randon Institute (IHR) and NIONE. The technology enables significant weight reduction in components for trucks, buses, and trailers without compromising strength, resulting in less wear and greater durability.

### Brake Lining Wear Sensor:

Master's highlight in 2024 was the LWS Master (Lining Wear Monitoring System), a real-time brake lining wear sensor that provides precise data for efficient maintenance planning.

### Landing Gear for Trailers:

JOST Brasil launched a new product line called Bravo, with landing gear for trailers, available in the BR240 model. Designed with Brazilian engineering and certified to international quality standards, the product is made from high-strength materials and focuses on sustainability by reducing the use of welding and grease by up to 40%. This new line improves assembly ease and safety, eliminating the neutral position to prevent unintended drops and offering weight reduction and high efficiency.

Randon launched a new grain trailer model that is 400 kg lighter than the standard version



## Motion Control

### New Products with Composite Materials

Compass, a pioneering brand in Latin America for structural components made from composite materials, offers an alternative to traditional metal-based items. New products have been added to its portfolio, including: A fender for log trailers, which is 60% lighter, more flexible, easier to install, and impact-resistant; a chassis crossmember for passenger vehicles, which, like the brand's suspension springs, is corrosion-free, lighter, and enables more flexible design options. At Fenatran, Volkswagen's newly launched Meteor Hybrid truck was presented equipped with a Compass solution.

## OEM

### Increased Fuel Transport Capacity

Randon introduced to the market the new Carbon Steel Tank, which stands out for its significant increase in fuel transport capacity—up to an additional 1,000 liters, reaching a total of 63,000 liters per trip.

### Lighter, More Durable Grain Trailer

Randon also launched a new configuration of the Grain Trailer. This new model is 400 kg lighter than the standard version, while also being more robust and durable.

## Advanced Technology

### Production Optimization Through Robotic Automation

Autum developed the Blast to Coining Automation for Cummins. This is a bin-picking project that uses a camera with innovative 3D vision technology and embedded artificial intelligence, automatically sending part coordinates to the robot. This technology optimizes both programming time and part handling.





# Innovative Processes

We embrace innovation in our production processes to achieve greater efficiency and safety, along with sustainability gains. We also monitor the latest technological advances in the market to bring more productivity to our teams and greater value to our customers.

See below examples of innovative processes implemented in 2024 across our companies:

Beyond innovative products, we also pursue innovation in processes



- At Suspensys, the robotization of two forges led to an annual cost saving of R\$ 3.5 million in outsourcing. It also improved ergonomics and safety by eliminating manual handling of 22 kg parts at 1200°C and increased production capacity.
- Randon's investment in a powder coating booth enabled 100% monitoring of the operation's performance, eliminated process risks, improved productivity, reduced paint consumption by 25%, allowed 97% reuse of powder, and led to lower energy consumption and greenhouse gas emissions.
- Castertech enhanced axle assembly traceability through an automated system that stores all information in a database, capable of generating reports at any time. This system improves fault identification, quality control, transparency, and safety.
- CTR upgraded its infrastructure for multiaxial durability testing. The project involved changes to the lab layout, infrastructure preparation for new equipment and devices, creation of digital twins of test tracks, equipment acquisition, and implementation of new technologies.
- Auttom developed a seat safety test device for CTR—the first automotive seat safety testing equipment manufactured in Brazil. The device was designed to comply with UN/ECE R17, an international regulation that sets safety requirements for vehicle seats, such as those in buses and trucks, which will come into effect in Brazil. It also performs crash and pressure tests to ensure the safety of both adults and children.



# Artificial Intelligence

In 2024, we launched the Brain project, aimed at structuring and coordinating the use of artificial intelligence (AI) across Randoncorp. The program was built on existing initiatives developed over recent years, with a focus on ensuring governance, data security, and the potential for large-scale adoption.

The project's goal is to educate employees and encourage the responsible use of this technology to optimize processes and enhance efficiency and productivity. To support this initiative, the Brain Committee was established to coordinate AI efforts and ensure strategic alignment across different companies and departments.

The Brain Journey is our initiative for developing and applying artificial intelligence at Randoncorp

The Brain Journey organized AI use into two main fronts:

- **Generative Artificial Intelligence (low complexity):** With the definition and adoption of an official tool (Microsoft CoPilot), this front establishes clear guidelines for the use of approved tools, minimizing risks related to data security and confidentiality. Systems were also implemented to monitor usage and measure the tool's impact in terms of efficiency and return on investment.
- **Applied AI (high complexity):** this front is focused on solving specific business unit challenges using advanced technologies. It seeks to identify and implement customized solutions that directly impact business results.

The Brain project is integrated with EasyMES, Randoncorp's corporate manufacturing management platform. This integration allows data collected by EasyMES to feed AI algorithms, generating business-driven solutions.

EasyMES is a system developed by the Advanced Manufacturing Technology and Digital Business teams to meet operational demands. As a manufacturing execution system (MES), it bridges the gap between automation layers and corporate systems, aiming to enhance connectivity and information consolidation while elevating the analytical maturity of Randoncorp's industrial operations.



## Innovation Ecosystem RAND 2

We strive to build a robust innovation ecosystem focused on mobility and sustainability. To achieve this, we join forces with other market players and partner with researchers, universities, startups, and other institutions. In 2024, Randoncorp engaged with 102 startups—supporting, investing in, or contracting them as service providers. These startups interacted in various ways across different Company operations, leading to 139 active contracts throughout the year. **RAND2**

The Company engaged with 102 startups in 2024 **RAND2**

## RV

We invest in and accelerate startups through RV, a controlled company within our Financial Solutions and Services vertical. Historically focused on investing in later-stage startups, RV began in 2024 to also support early-stage companies, boosting their growth and development. This new positioning complements our well-established Corporate Venture Capital (CVC) program.

In 2024, we concluded The Next Gen program, launched in 2023, where we were co-organizers with a focus on fostering female entrepreneurship. Three startups were accelerated through this initiative. We also launched our own program with support from Darwin Startups, through which we accelerated two cohorts with a total of 11 initiatives—one of them an internal project focused on digital consortiums, called Yeah. More than 250 startups were either registered or prospected to participate in the program. Of the 14 startups accelerated in 2024 through these two initiatives, five are currently in negotiations or conducting proof of concept (PoC) projects with business units, two already have active contracts, and several are being evaluated as potential future investments by RV.

We are committed to building the future alongside entrepreneurs and intrapreneurs who help us shape what's next—by driving new businesses through startup acceleration, connection and investment. Our focus lies in exploring the Randoncorp ecosystem and its adjacencies, seeking solutions for challenges in mobility, industry, financial services, and the automotive sector.

In 2024, our invested startups grew and we participated in new investment rounds (Motorista PX, Money Money, and Abbiamo), demonstrating strong market traction and valuation. These moves were strategically crafted to consider future developments, evaluating synergies and value potential with the involvement of new investors. Our presence in the innovation ecosystem also expanded with our transition from digital to physical member status at Cubo Itaú, gaining four dedicated workstations for RV and DB (learn more about DB on [page 117](#)).

## RV Snapshot

**35.3** million

in invested capital (R\$)

**800+**

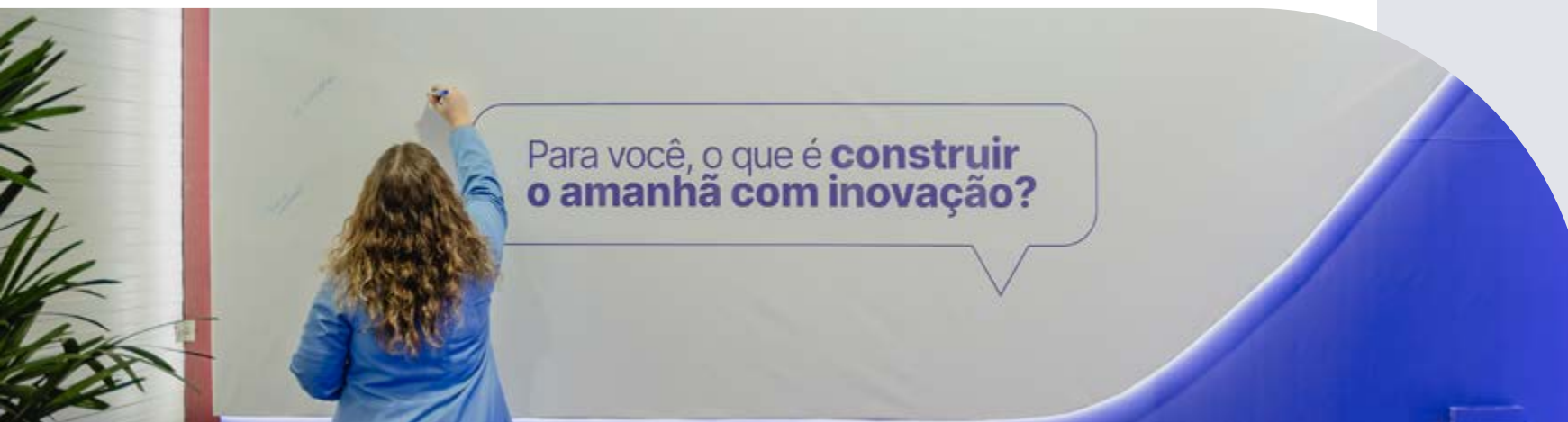
startups in our pipeline

**7** startups

invested in

**25** startups

jointly invested in via funds







## Conexo

Conexo is our innovation platform, active since 2020, and plays a key role in strengthening strategic skills and supporting our cultural development. In 2024, its portfolio evolved further and is now even more closely aligned with the Company's challenges as we build the future. Our products and services are organized into four strategic pillars:

- **Leadership and Talent Development:** Training and development paths for leaders and talents, including immersions focused on intrapreneurship and innovation.
- **Trend anticipation:** communities of practices focused on behavioral changes among our people and clients.
- **Digital Literacy and Productivity:** qualification programs in emerging technologies—including AI—and productivity initiatives such as automation.
- **Ecosystem connection:** events to share our learnings with the broader community.

Conexo supports Randoncorp companies and also partners with other organizations and the community, helping expand networking, knowledge generation, and visibility for topics that impact the innovation ecosystem and business landscape.

Located in a modern 1,000 m<sup>2</sup> space in Caxias do Sul (RS), Conexo hosts events and development activities and offers services for companies, students, and entrepreneurs. These include coworking spaces, meeting rooms, and access to experimental technologies.

Conexo, our innovation platform, supports Randoncorp and other organizations



### Conexo's numbers in 2024:



1,400

trained in our programs

people



7,300

in our physical space

people



343

connections

with companies and/or startups



## DB

A part of the Financial Solutions and Services vertical, DB develops technology solutions for companies in Brazil and abroad. It specializes in sectors such as finance, retail, services, industry, and technology.

By designing and building customized digital solutions, DB has established itself as a strategic partner for numerous companies navigating digital transformation and innovation.

DB also operates DBLab, a learning and innovation lab focused on trend mapping and technological experimentation. It explores emerging topics such as artificial intelligence, blockchain, and IoT (Internet of Things). With expertise in a wide range of technologies—from microcontroller programming to IoT platforms, and from machine learning and AI to innovative interfaces like augmented and virtual reality—DBLab has a multidisciplinary team skilled in agility, learning, design, research, and development. This combination enables the delivery of complete solutions with predictable timelines and costs, including in Proof of Concept (PoC) and Minimum Viable Product (MVP) projects.

We strive to expand  
our ecosystem to  
bring innovation into  
the Company

## Instituto Hélice

Randoncorp is a sponsor of Instituto Hélice, an organization that fosters connections between companies and startups in the Serra Gaúcha region. Through the concept of open innovation, Instituto Hélice promotes dialog, training, and networking among its members. Participants also benefit from investment opportunities and collaborative projects.

## Instituto Caldeira

We are founding benefactors of Instituto Caldeira and, beyond our focus on innovation, we support the institute in developing young people in vulnerable social situations through Geração Caldeira—a program dedicated to training and preparing young talents for the job market in the new economy.

In November 2023, the Financial Solutions and Services vertical—operating under the Rands brand—established a physical presence at the institute, located in Porto Alegre (RS). This space offers employees, clients, and partners a more direct connection with the innovation ecosystem. Rands is committed to revolutionizing the solutions and services sector within the transportation and logistics space, and Instituto Caldeira offers a unique opportunity to co-create and promote open innovation, reinforcing our commitment to progress and transformation in the sector.





## 08

## Appendices

- » Capital map
- » SDG Map
- » GRI content summary
- » Assurance report
- » Credits

Ricardo Bueno, Graziela Koppe Stragliotto, and  
Danilo Costa de Souza, Rands' employees



# About Randoncorp

## Entities included in the organization's sustainability reporting GRI 2-2

ENTITY NAMES		
Master, Caxias do Sul site	Frasle Mobility – Buenos Aires site (Farloc)	Castertech – Schroeder II site (Machining)
Randon Coop-payment Plans	Frasle Mobility – Montevideo sales office (Fanacif)	NIONE
Frasle Mobility – Alabama site (Fras-le North America)	Randon, Messias site	Randon Venice
Frasle Mobility – Buenos Aires site (Fras-le Argentina)	Frasle Mobility – ASK-Fras-le site (ASK Fras-le)	JOST, Campinas site
Randon, Caxias do Sul site	Frasle Mobility – Fremax site (Fremax)	Castertech, Mogi Guaçu site
Randon, Argentina site	Frasle Mobility – Sorocaba site (Jurid do Brasil)	Addiante S.A.
JOST, Caxias do Sul site	Frasle Mobility – Extrema site (Nakata)	DBServer Assessoria em Sistemas de Informação Ltda
Frasle Mobility – Caxias do Sul site (Fras-le S.A.)	Randon, Araraquara unit	Frasle Mobility – Doncaster/UK site (Bettaparts Limited)
Suspensys, Caxias do Sul site	Randon Triel-HT	Frasle Mobility – Doncaster/UK site (Juratek Limited)
Frasle Mobility – Chile sales office (Fras-le Andina)	Suspensys, Mexico site	Frasle Mobility – Doncaster/UK site (Juratek Limited – branch)
Frasle Mobility – Germany Head Office (Fras-le Europe)	Master, Flores da Cunha site	Suspensys, Mogi Guaçu site
Frasle Mobility – USA Head Office (Fras-le Michigan)	RVC Ventures	Randon Automotive Systems USA
Frasle Mobility – Mexico sales office (Fras-le Mexico)	Frasle Mobility, Netherlands distribution center (Fras-le Europe BV)	Addiante Seminovos Ltda
Castertech, Caxias do Sul site	Conexo	EBS, Manchester site
Frasle Mobility – Pinghu site (Fras-le Friction Material)	Frasle Mobility – China Head Office (Jiaxing Bafu Trading Co. Ltd)	European Braking Systems, Manchester site
Banco Randon	Castertech, Indaiatuba site	Drakefield Limited, Essex site
Frasle Mobility – Controil site (Freios Controil)	CTR	Air Brake Company Holland BV, Netherlands site
Randon, Porto Real site	Castertech Usinagem e Tecnologia (CNCS), Caxias do Sul site	Assured Performance Ireland, Dublin site
Suspensys, Resende site	Randon Auttom Automação e Robótica Ltda	Changzhou Eurosystem Braking System, Changzhou site
Randon, Chapecó site	Randon Auttom USA	European Braking Systems, Romania site
Hercules Enterprises LLC	Randon Insurance Broker	EAGAL Inc, Delaware site
Frasle Mobility – Cartagena distribution center (Fras-le Panamerican)	Castertech – Schroeder I site	Frasle Mobility, Buenos Aires site (Armetal)

# Sustainable business

Total number and percentage of governance body members who have received communications and training on anti-corruption policies and procedures, by region GRI 205-2

Governance members communicated and trained	Communicated	Trained
OVERSEAS		
North America		
Total number of members in the year	1	1
Total number of members who have received communications/training	1	1
Percentage of members who have received communications/training (%)	100	100
BRAZIL		
Southeast		
Total number of members in the year	4	4
Total number of members who have received communications/training	4	4
Percentage of members who have received communications/training (%)	100	100
South		
Total number of members in the year	13	13
Total number of members who have received communications/training	13	11
Percentage of members who have received communications/training (%)	100	84.62
TOTAL		
Total number of members in the year	18	18
Total number of members who have received communications/training	18	16
Percentage of members who have received communications/training (%)	100	88.89

Members of governance bodies were considered to include the Board of Directors, the Fiscal Council, and the Executive Committee (Comex).

**Total number and percentage of employees who were informed and trained in anti-corruption policies and procedures, by region** GRI 205-2

Region	2023		2024	
	Communicated	Trained	Communicated	Trained
<b>OVERSEAS</b>				
<b>South America</b>				
Total number of members in the year		131	-	-
Total number of members who have received communications/training	131	131	-	-
Percentage of members who have received communications/training (%)	100	100	-	-
<b>BRAZIL</b>				
<b>Northeast</b>				
Total number of members in the year	-	-		5
Total number of members who have received communications/training	-	-	5	0
Percentage of members who have received communications/training (%)	-	-	100	0
<b>Southeast</b>				
Total number of members in the year		1791		1,227
Total number of members who have received communications/training	1,791	891	1,227	3
Percentage of members who have received communications/training (%)	100	49.75	100	0.24
<b>South</b>				
Total number of members in the year		11,556		12,826
Total number of members who have received communications/training	11,556	7,491	12,826	383
Percentage of members who have received communications/training (%)	100	64.82	100	2.99
<b>TOTAL</b>				
Total number of members in the year		13,536		14,058
Total number of members who have received communications/training	13,478	8,513	14,058	386
Percentage of members who have received communications/training (%)	99.57	62.89	100	2.75

To calculate the number of trained employees, those who completed the Ethical Conduct Code training on the UGRC Portal – Randoncorp's Governance, Risk, and Compliance Universe – were counted.



**Number and percentage of employees who were informed and trained on anti-corruption policies and procedures, by job category** GRI 205-2

Employee category	2023		2024	
	Communicated	Trained	Communicated	Trained
<b>Executive Board</b>				
Total workforce		28		34
Total number of employees who have received communications/training	28	16	34	5
Percentage of employees who have received communications/training (%)	100	57.14	100	14.71
<b>Managers</b>				
Total workforce		47		86
Total number of employees who have received communications/training	47	21	86	3
Percentage of employees who have received communications/training (%)	100	44.68	100	3.49
<b>Coordination</b>				
Total workforce		138		161
Total number of employees who have received communications/training	138	102	161	8
Percentage of employees who have received communications/training (%)	100	73.91	100	4.97
<b>Administrative</b>				
Total workforce		1,439		5,728
Total number of employees who have received communications/training	1,439	703	5,728	83
Percentage of employees who have received communications/training (%)	100	48.85	100	1.45
<b>Production/Operation</b>				
Total workforce		11,482		7,595
Total number of employees who have received communications/training	11,482	7,437	7,595	162
Percentage of employees who have received communications/training (%)	100	64.77	100	2.13

Employee category	2023		2024	
	Communicated	Trained	Communicated	Trained
<b>Apprentice</b>				
Total workforce		266		319
Total number of employees who have received communications/training	266	146	319	1
Percentage of employees who have received communications/training (%)	100	54.89	100	0.31
<b>Interns</b>				
Total workforce		136		135
Total number of employees who have received communications/training	136	88	135	2
Percentage of employees who have received communications/training (%)	100	64.71	100	1.48
<b>Total</b>				
Total workforce		13,536		14,058
Total number of employees who have received communications/training	13,536	8,513	14,058	264
Percentage of employees who have received communications/training (%)	100	62.89	100	1.88

To calculate the number of trained employees, those who completed the Ethical Conduct Code training on the UGRC Portal – Randoncorp's Governance, Risk, and Compliance Universe – were counted.

#### Total monetary value of financial assistance received by the organization from governments during the reporting period GRI 201-4

Type of assistance	R\$
Tax benefits and credits	94,347,188.36
Investment, research and development and other significant grants and incentives	83,701,372.56
<b>Total</b>	<b>178,048,560.92</b>

The reported financial assistance was received in Brazil. Among the tax benefits and credits, the company participates in the Mover Program, which aims to lower taxes for companies with lower pollution levels while increasing sustainability requirements. The company also takes part in the "Lei do Bem" (Good Law)/PDI, a program directed at companies under the taxable earnings basis that invest in research and development for technological innovation. Other incentives include presumed credit, which lowers taxes through a government fiscal incentive, and Fundopem, a program that allows long-term tax payment deferrals. Regarding investment, research, and development grants, the company has access to FINEP funding, a reimbursable financing program designed to support technological innovation projects. The reported amount corresponds to the use of funds received in 2023 for specific projects.

# Valued and respected people

Total workforce by employment type and gender GRI 2-7

Permanent <sup>1</sup>		2022		2023		2024
Contract types and gender	Total	%	Total	%	Total	%
Men	11,918	79.7	9,032	77.1	11,014	74.97
Women	3,029	20.3	2,689	22.9	3,696	25.13
Total	14,947	100	11,721	100	14,710	100

<sup>1</sup>In 2024, no temporary workers were hired. All companies located in Brazil were considered.

Total workforce by employment contract, by region GRI 2-7

Permanent <sup>1</sup>		2022 <sup>2</sup>		2023 <sup>2</sup>		2024	
Regional distribution		Total	%	Total	%	Total	%
North America		186	1.24	0	0	0	0
Asia		245	1.63	0	0	0	0
Europe		12	0.08	0	0	0	0
South America		462	3.07	0	0	0	0
Brazil	Northeast	10	0.07	0	0	0	0
	Southeast	2,099	13.97	843	7.19	1,652	11.23
	South	12,010	79.94	10,874	92.81	13,053	88.77
Total		15,024	100	11,721	100	14,710	100

<sup>1</sup>In 2024, no temporary workers were hired. All companies located in Brazil were considered.

<sup>2</sup>The figures have been adjusted to better reflect the company's actual performance during the period. **GRI 2-4**



Total workforce by employment type and gender GRI 2-7

			2023			2024
Workforce by employment contract and gender			Full time	Part time	Total	Total
Men			8,825	207	9,032	11,014
Women			2,532	157	2,689	3,696
Total			11,357	364	11,721	14,710

All companies located in Brazil were considered.

Total workforce by employment type and region GRI 2-7

			2023			2024
Regional distribution			Full time	Part time	Total	Total
Brazil	Northeast		0	0	0	5
	Southeast		793	50	843	1,652
	South		10,560	314	10,874	13,053
Total			11,357	364	11,721	14,710

All companies located in Brazil were considered.

**Total employees by gender and region** GRI 2-7

Regional distribution <sup>1</sup>			2022				2023				2024			
	Total	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women	Total	%
North America	204	1.3	143	34	177	1.24	126	34	160	0.99				
Asia	591	3.7	728	22	750	5.27	880	23	903	5.60				
Europe	14	0.1	12	3	15	0.11	79	14	93	0.58				
South America	574	3.6	352	58	410	2.88	227	39	266	1.65				
Brazil	Northeast	10	2	2	4	0.03	3	2	5	0.03				
	Southeast	2,211	13.9	1,878	334	15.54	1,333	319	1,652	10.24				
	South	12,346	77.4	8,440	2,479	76.72	9,678	3,375	13,053	80.91				
	Subtotal	14,567	91.3	10,320	2,815	92.29	11,014	3,696	14,710	91.19				
<b>Total</b>	<b>15,950</b>	<b>100</b>	<b>11,555</b>	<b>2,932</b>	<b>14,487</b>	<b>100</b>	<b>12,326</b>	<b>3,806</b>	<b>16,132</b>	<b>100</b>				

<sup>1</sup>Does not include interns, apprentices, and employees of EBS, a company acquired in November 2024.

**Number of workers who are not employees and whose work is controlled by the organization, by gender** GRI 2-8

2023						2024
Employee category	Men	Women	Total	Men	Women	Total
Apprentice	146	105	251	193	140	333
Interns	61	52	113	88	57	145
<b>Total</b>	<b>207</b>	<b>157</b>	<b>364</b>	<b>281</b>	<b>197</b>	<b>478</b>

Percentage of women in leadership positions by category<sup>1</sup> ESG 4

	2023	2024
Executive Board	3%	6%
Middle management	19%	20%
Coordination	19%	26%
Leadership	14%	18%
<b>Total</b>	<b>16%</b>	<b>20%</b>

<sup>1</sup> Sites based in Brazil only were counted.

Average hours of training that the organization's employees have undertaken by employee category GRI 404-1

	2022	2023	2024
Employee category	Average hours of training	Average hours of training	Average hours of training
Executive Board	13.5	8.5	2.2
Middle management	34.9	32.4	21.0
Coordination	58.5	48.4	39.7
Administrative	30.1	2.5	18.9
Production/operation	20.4	19.4	25.8
Interns	14.2	15.7	21.0
Apprentice	7.5	3.5	7.3

Sites based in Brazil were counted.

Ratio of standard entry-level wage compared to local minimum wage GRI 202-1

Operating unit	Companies located in Caxias do Sul (Randon Caxias, Randon Holding, Master, Fras-le, JOST, Castertech, Castertech Usinagem, JOST, Suspensys, Randon Auttom, Randon Technology Center) and in Flores da Cunha (Master Flores da Cunha)			
		Randon Coop-payment Plans	Banco Randon	DB Server
Entry-level wage paid by the organization to men (R\$)	1,976	1,763.9	2,916.3	1,518
Entry-level wage paid by the organization to women (R\$)	1,976	1,763.9	2,916.3	1,518
Minimum wage as established by legislation or the relevant union	1,976	1,763.9	2,916.3	1,518
Percent ratio – men (%)	100	100	100	100
Percent ratio – women (%)	100	100	100	100



Total new hires, terminations and turnover rate by age group GRI 401-1

2022				2023			2024 <sup>1</sup>		
Age group	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)
Under 30	2,650	2,217	47.62	1,747	1,717	38.33	3,184	1,940	58.16
30 to 50	2,086	1,852	20.13	1,498	2,154	20.34	2,915	2,309	29.02
Over 50	130	182	13.68	84	184	8.94	199	223	16.19
Total	4,866	4,251	30.50	3,329	4,055	24.62	6,298	4,472	36.61

<sup>1</sup> All companies located in Brazil were considered. Excludes apprentices and interns.

Total hires, terminations and turnover rate by gender GRI 401-1

2022				2023			2024 <sup>1</sup>		
Gender	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)
Men	3,604	3,391	27.91	2,425	3,286	24.65	4,490	3,420	35.91
Women	1,262	860	27.13	904	769	24.52	1,808	1,052	38.69
Total	4,866	4,251	30.50	3,329	4,055	24.62	6,298	4,472	36.61

<sup>1</sup> All companies located in Brazil were considered.. Excludes apprentices and interns.

**Total new hires, terminations and turnover rate by region** GRI 401-1

Region	2022			2023			2024 <sup>1</sup>		
	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)	New hires	Terminations	Turnover rate (%)
North America	44	54	29.00	92	88	47.62	-	-	-
Asia	53	30	12.00	49	32	16.46	-	-	-
Europe	4	6	50.00	9	10	63.33	-	-	-
South America	157	123	26.00	19	187	26.01	-	-	-
Brazil	Northeast	0	25.00	0	0	0	1	0	10
	Southeast	1,102	527	405	715	32.86	876	622	45.34
	South	3,953	3,511	2,755	3,023	23.22	5,421	3,850	35.51
	Subtotal – Brazil	4,608	4,038	3,160	3,738	25.20	6,298	4,472	36.61
<b>Total</b>	<b>4,688</b>	<b>4,251</b>	<b>30.50</b>	<b>3,329</b>	<b>4,055</b>	<b>24.62</b>	<b>6,298</b>	<b>4,472</b>	<b>36.61</b>

<sup>1</sup> All companies located in Brazil were considered.. Units outside Brazil were not included. Excludes apprentices and interns.

**Parental leave** GRI 401-3

	2022	2023	2024
<b>Total workforce</b>			
Men	11,918	9,791	11,207
Women	3,029	2,930	3,836
<b>Total employees who took parental leave during the current year</b>			
Men	205	347	321
Women	114	122	138
<b>Total employees who returned to work during the reporting period after parental leave ended</b>			
Men	202	347	309
Women	64	97	117

	2022	2023	2024
<b>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</b>			
Men	132	284	277
Women	35	56	71
<b>Rate of return</b>			
Men	95.50	99.43	96.26
Women	56.10	80.83	84.78
<b>Retention rate</b>			
Men	65.30	95.95	78.25
Women	54.70	75.68	66.98

All companies located in Brazil were considered.

**Percentage of individuals within the organization's governance bodies, by gender<sup>1</sup>**

GRI 405-1

	2023 <sup>1</sup>		2024	
	Men	Women	Men	Women
Board of Directors				
Percentage of governance body members by gender (%)	80	20	80	20

<sup>1</sup>The figures have been adjusted to better reflect the company's actual performance during the period. **GRI 2-4****Percentage of individuals within the organization's governance bodies, by age group<sup>1</sup>**

GRI 405-1

	2023 <sup>2</sup>		2024	
	Percentage (%)		Percentage (%)	
Board of Directors				
Under 30	0		0	
30 to 50	20		0	
Over 50	80		100	

<sup>1</sup>There is no underrepresented group represented in the governance bodies.<sup>2</sup>The figures have been adjusted to better reflect the company's actual performance during the period. **GRI 2-4****Percentage of employees by category and gender<sup>1</sup>** GRI 405-1

	2022		2023		2024 <sup>1</sup>	
	Men	Women	Men	Women	Men	Women
Executive Board	97	3	96	4	96	4
Middle management	81	19	74	26	75	25
Coordination	94	16	81	19	73	27
Administrative	43	57	57	43	62	38
Production/operation	84	16	83	17	82	18
Interns	54	46	54	46	61	39
Apprentice	67	33	58	42	58	42

<sup>1</sup>All Randoncorp companies were included, except for EBS.**Employees by category and age group** GRI 405-1

	2022	2023	2024 <sup>1</sup>
	Percentage (%)	Percentage (%)	Percentage (%)
Executive Board			
Under 30	0	0	0
30 to 50	75	61	59
Over 50	25	39	41
Middle management			
Under 30	0	0	1
30 to 50	79	78	78
Over 50	21	22	21
Coordination			
Under 30	8	3	1
30 to 50	82	86	89
Over 50	10	11	10
Administrative			
Under 30	30	32	30
30 to 50	63	63	65
Over 50	8	5	5
Production/operation			
Under 30	31	31	31
30 to 50	60	58	59
Over 50	9	11	10
Interns			
Under 30	89	99	90
30 to 50	11	1	9
Over 50	0	0	1
Apprentice			
Under 30	96	98	98
30 to 50	3	2	1
Over 50	1	0	1

All companies located in Brazil were considered.



**Employees from minority and/or vulnerable groups,  
by employee category** GRI 405-1

	2023	2024
<b>People with disabilities</b>		
Executive Board	0	0
Middle management	1.22	0
Coordination	2.13	12.15
Administrative	3.73	3.92
Production/operation	4.64	4.58
Interns	0	0
Apprentice	4.38	3.9
<b>Immigrants</b>		
Executive Board	-	0
Middle management	-	0.75
Coordination	-	1.1
Administrative	-	0.4
Production/operation	-	11.08
Interns	-	1.47
Apprentice	-	9.56

All companies located in Brazil were considered.

**Defined benefit plan obligations and other  
retirement plans** GRI 201-3

Randoncorp offers a benefit plan and other retirement plans under a defined contribution model. The liability of the benefit plan is covered by a specific fund. For accounting purposes, the Present Value of Obligation (PVO) is calculated in accordance with CPC 33 to estimate the company's defined benefit commitment.

The calculation is based on the 2024 real interest rate study, which includes the methodology and estimation criteria. The latest estimate was conducted in 2024 and is reviewed annually.

The organization has a defined strategy to ensure full plan coverage, based on the Funding Plan, which is reviewed annually through actuarial appraisals in accordance with Previc regulations. A defined schedule is also in place under which both the Actuarial Appraisal and the Interest Rate Study are conducted annually to ensure the plan's sustainability.

Regarding contributions, the employee contributes 0.85%, while the employer contributes 1.73%.

The offered retirement plans are voluntary and have nationwide coverage. The companies Addiante S.A. and DBServer Assessoria em Sistemas de Informação Ltda were not considered, as they have not opted for the adhesion agreement.

Coverage of occupational health & safety management system GRI 403-8

Sector	2022		2023		2024	
	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization
Total number of individuals	-	-	14,838	2,044	16,576	647
Number of individuals who are covered by such a system	15,950	-	14,724	2,044	16,576	647
Percentage of individuals who are covered by such a system	100	-	99.23	100	100	100
Number of individuals who are covered by such a system that has been internally audited <sup>1</sup>	15,950	-	12,696	1,937	13,913	180
Percentage of individuals covered by an internally audited occupational health and safety management system, based on recognized legal requirements and/or standards/guidelines.	100	-	85.56	94.77	83.93	27.82
Number of individuals who are covered by such a system that has been audited or certified by an external party <sup>2</sup>	9,797	-	9,782	1,937	11,582	140
Percentage of individuals who are covered by such a system that has been audited or certified by an external party	61.4	-	65.93	94.77	69.87	21.64

<sup>1</sup>Number of individuals who are covered by such a system that has been audited or certified by an external party: we included the employees of companies that conduct internal audits.

<sup>2</sup>Number of individuals who are covered by such a system that has been audited or certified by an external party: employees from sites that underwent external audits were included, specifically within the scope of ISO 45001.

**Work-related injuries** GRI 403-9

Sector	2023		2024 <sup>1</sup>	
	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization
Number of hours worked	28,523,951.68	856,667.88	31,668,410	2,012,476
Number of fatalities as a result of work-related injuries	1	0	0	0
Rate of fatalities as a result of work-related injuries	0.04	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	4	0	3	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.14	0	0.09	0
Number of recordable work-related injuries (including fatalities)	614	5	1,180	25
Rate of recordable work-related injuries (including fatalities)	21.53	5.84	37.26	12.42

<sup>1</sup>Basis of hours worked: 1,000,000 hours. Main types of occupational accidents in 2024: typical accidents involving injuries to upper limbs (fingers, hands, and arms), including cuts, bruises, and minor crush injuries, mainly due to manual handling of parts/tools.



# Environmental management

Water Withdrawal, Discharge, and Consumption (ML)<sup>303-3 - Water Withdrawal | 303-4 - Water Discharge | 303-5 Water Consumption</sup>

	2022		2023		2024	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Water withdrawal (303-3)						
Surface water	0.83	-	0.80	0	47.26	0
Groundwater	118.50	-	165.69	13.41	150.88	9.85
Third-party water (purchased)	221.68	-	244.18	16.47	210.73	22.20
Total	341.01	-	410.67	29.88	408.87	32.05
Water discharge (303-4)						
Surface water	127.76	-	150.05	0	103.99	2.13
Utility water	0.08	-	19.32	5.94	28.71	0.11
Total	127.84	-	124.37	5.94	132.70	2.24
Water consumption (303-5)						
Total	213.17	-	286.30	23.94	276.17	29.81

The reporting format was reformulated to enhance clarity and ensure compliance with GRI guidelines. **GRI 2-4**

Randocorp's water consumption comes from various sources: rainwater harvesting, wells, wastewater reuse, and local utilities. The companies located in water-stressed areas are: Frasle Mobility (Pinghu and ASK Fras-le sites) and the Suspensys site in Mexico.

The priority substances of concern (BOD, COD, phosphorus, metals, and coliforms) that undergo treatment before discharge are defined based on operating licenses and production processes, in accordance with applicable regulations. Discharge limits follow legal standards. There was just one case of non-compliance in 2024.

### Percentage of waste directed to industrial landfills in relation to the total waste generated in our operations <sup>ESG2</sup>

	2024
Total waste generated (metric tons)	101,994.07
Total waste DIRECTED to industrial landfill (metric tons)	13,510.2
Total waste DIVERTED FROM industrial landfill (metric tons)	88,483.88
Percentage waste DIRECTED to industrial landfill (%)	13.25%
Percentage waste DIVERTED FROM industrial landfill (%)	86.75%

This calculation includes only the units that are part of the public commitment. These are: Frasle Mobility (Joinville site), Randon Technology Center, Frasle Mobility (Sorocaba site), Randon Araraquara, Randon Caxias, Castertech, Randon Chapecó, Suspensys, Frasle Mobility (Caxias site), JOST, Controil, Master, Master Flores da Cunha, Frasle Mobility China, and Frasle Mobility Alabama.

### Materials used by type (metric tons) <sup>GRI 301-1</sup>

Materials used	2022		2023		2024	
	Total	%	Total	%	Total	%
Renewables	1,696.73	0.45	3,630.77	1.00	1,693.13	0.43
Non-renewable	371,618.01	99.55	360,171.80	99.00	388,525.73	99.57
<b>Total</b>	<b>373,314.80</b>	<b>100</b>	<b>363,802.57</b>	<b>100</b>	<b>390,218.86</b>	<b>100</b>

### Percentage of wastewater recycling at plants with wastewater treatment plants <sup>ESG3</sup>

	2024
Total wastewater generated (ML)	193.16
Total wastewater directed to reuse (ML)	107.6
Percentage of wastewater directed to reuse (%)	55.71

Considering only the companies included in the public commitment, the sites required to meet this commitment are those with wastewater treatment plants. These include: Interlagos site (Randon Caxias, Castertech, Suspensys, JOST, Master), Frasle Mobility (Caxias site), Frasle Mobility (Joinville site), Frasle Mobility (Sorocaba site) and Randon Araraquara.

### Five main materials used by type and weight (metric tons) <sup>GRI 301-1</sup>

Type of material	Weight (t)
<b>Renewables</b>	
Deionized water	0.46
Purified water (pharmaceutical use)	0.10
Wood	1,692.57
<b>Total</b>	<b>1,693.13</b>
<b>Non-renewable</b>	
Steel	118,659.50
Scrap steel	60,190.30
Cast materials	34,813.20
Steel parts	31,708.70
Foundry sand	16,614.80
<b>Total</b>	<b>261,986.50</b>

Only three types of renewable materials were used in 2024.

**Recycled input materials used (metric tons)** GRI 301-2

Material	2022			2023			2024		
	Amount used	Total recycled inputs	Percentage (%)	Amount used	Total recycled inputs	Percentage (%)	Amount used	Total recycled inputs	Percentage (%)
Aluminum	-	-	-	-	-	-	788,890	788,890	100
Rubber	4,757.74	4,757.74	100	5,175.28	5,175.28	100	5,396,670	5,396,670	100
Exhaust dust	18,482.36	18,482.36	100	18,838.17	18,838.17	100	27,142,453.16	22,016,494.02	81.11
Exhaust dust – casting	8,539.88	8,539.88	100	8,241.66	8,241.66	100	13,910,467	13,910,467	100
High-density polyethylene (HDPE)	-	-	-	105.38	9.48	9	47,838	3,787	7.92
Scrap carbon steel <sup>1</sup>	-	-	-	79,096.79	79,096.79	100	81,973,465.79	81,973,465.79	100
Al and Zamac ingots	-	-	-	-	-	-	788,890	788,890	100
Polypropylene	-	-	-	-	-	-	1,269,853	1,269,853	100

<sup>1</sup>To facilitate your understanding, cast iron scrap was added to carbon steel scrap. The 2023 data has therefore been updated. **GRI 2-4**

**Reclaimed products and their packaging materials (metric tons)** GRI 301-3

Name of reclaimed or recycled product (reverse logistics)	2022			2023			2024		
	Amount reclaimed or recycled (metric tons)	Amount of products sold	Percentage (%)	Amount reclaimed or recycled (metric tons)	Amount of products sold	Percentage (%)	Amount reclaimed or recycled (metric tons)	Amount of products sold	Percentage (%)
<b>Reclaimed products (reverse logistics)</b>									
Brake discs	884	17,760	5	2,407	17,617	14	2,726	27,641	10
Brake linings	1,003	19,693	5	1,275	26,922	5	1,063	31,518	3
<b>Reclaimed packaging</b>									
Paper packaging	576	2,574	22	1,318	4,384	30	855,167	2,557,099	33
Plastic packaging	939	1,784	22	509	1,686	30	379,213	1,165,927	33

For 2024, the two reverse logistics projects were considered: Recycle Max (brake discs) and Pró Ambiente (brake linings), in addition to paper and plastic offsetting carried out by the following units: Suspensys, Randon Caxias, Master, Frasle Caxias, Jurid do Brasil, and Fremax.

**Total waste generated by composition (t)** GRI 306-3

	2024
Hazardous waste	Quantity generated (metric tons)
Energy storage devices (batteries and cells)	12.45
Impregnation bath	25.04
Lead-based batteries	0.67
Grinding sludge	33.70
Contaminated drums	64.78
Oily sludge	16.02
Paint sludge	366.33
Uncontaminated metal packaging	170.11
Oily emulsions	2,468.70
Contaminated PPE	88.86
Fiberglass	0.43
Light bulbs	3.79
Septic tank sludge	799.31
Used lubricants	69.21
Contaminated paper and cardboard	142.93
Contaminated paper and plastic	143.89
Laser powder	213.55
Chemicals	14.13
Healthcare waste	2.59
Electronic waste	24.33
Miscellaneous contaminated waste	861.84
Contaminated solvent	8.94
<b>Total</b>	<b>5,531.60</b>

	2024
Nonhazardous waste	Quantity generated (metric tons)
Water mixed with sand	8.00
Ferrous trimmings and grit	706.75
Foundry sand	30,152.75
Cigarette butts	0.09
Wood chip sludge	60.48

	2024
Nonhazardous waste	Quantity generated (metric tons)
Rubber (tires)	5.86
Medication blister pack	0.01
Boiler ash	17.04
Civil construction	2,570.31
Industrial effluents	2,557.98
Raw material packaging	638.09
Foundry slag	769.03
Plasma sludge	138.94
Used linings	846.97
Wood	5,108.35
Composite material	92.74
Metals	0.01
Uncontaminated	234.20
Cooking oil	0.19
Uncontaminated paper and cardboard	1,048.31
Brake pads	381.30
Uncontaminated plastic	844.23
Exhaust dust	11,355.21
Blasting grit	559.36
Laser powder	3.72
Zinc powder	106.51
Plyurethane	6.89
Refractory	244.87
Sweepings	310.77
Organic waste	948.79
Scrap stainless steel	29.20
Scrap aluminum	986.39
Ferrous scrap	47,552.10
Nonferrous scrap	1,748.96
Glass	9.75
<b>Total</b>	<b>110,044.15</b>



**Total waste diverted from disposal, by recovery operation, in metric tons (t)** GRI 306-4

	2023			2024		
	Within the organization	Outside the organization	Total	Within the organization	Outside the organization	Total
<b>Hazardous waste</b>						
Preparation for use	0	0	0	0	5,293.75	5,293.75
Recycling	0.01	177.33	177.33	0	141.43	141.43
Other recovery methods	0.0.2	4,845.43	4,845.45	0	0	0
<b>Total</b>	<b>0.03</b>	<b>5,022.75</b>	<b>5,022.78</b>	<b>0</b>	<b>5,435.18</b>	<b>5,435.18</b>
<b>Non-hazardous waste</b>						
Preparation for use	0	0.02	0.02	0	11,157.60	11,157.60
Recycling	2,508.28	18,585.17	21,093.45	0	78,768.20	78,768.20
Other recovery methods	1,127.58	11,635.00	12,762.58	0	0	0
<b>Total</b>	<b>3,635.86</b>	<b>30,220.19</b>	<b>33,856.05</b>	<b>0</b>	<b>89,925.80</b>	<b>89,925.80</b>

**Waste directed to reclamation (t)** GRI 306-5

	2022	2023	2024
<b>Hazardous waste</b>			
Preparation for reuse	-	1,866.25	1.15
Recycling	1,351.8	201.43	141.43
Other recovery operations <sup>1</sup>	7,184.6	5,324.02	5,292.60
<b>Total</b>	<b>8,536.5</b>	<b>7,391.70</b>	<b>5,435.18</b>
<b>Nonhazardous waste</b>			
Preparation for reuse	-	702.56	11,157.60
Recycling	52,933.3	52,913.48	78,768.20
Other recovery operations <sup>1</sup>	15,608.9	10,520.12	0
<b>Total</b>	<b>68,542.3</b>	<b>64,136.16</b>	<b>89,925.80</b>

<sup>1</sup> "Other recovery operations" includes: composting, co-processing, other destinations, recovery, and reprocessing

**Waste directed to disposal (t)** mGRI 306-5

	2022	2023	2024
<b>Hazardous waste</b>			
Incineration (without energy recovery)	2.18	138.72	37.98
Landfilling	277.3	1,023.66	93.87
Other recovery operations <sup>1</sup>	0	7.90	2.53
<b>Total</b>	<b>279.4</b>	<b>1,170.29</b>	<b>134.38</b>
<b>Nonhazardous waste</b>			
Incineration (without energy recovery)	0	145.23	236.34
Landfilling	24,300.6	25,449.81	20,118.33
Other recovery operations <sup>1</sup>	0.9	187.95	0
<b>Total</b>	<b>24,301.5</b>	<b>25,782.99</b>	<b>20,354.67</b>

<sup>1</sup> "Other recovery operations" include autoclave.

**Greenhouse gas emissions (tCO<sub>2</sub> EQUIVALENT) | GRI 305-1,305-2, 305-4, 305-5**

	2022	2023	2024
<b>Direct greenhouse gas emissions – scope 1</b>			
Stationary combustion	32,651.39	30,043.39	25,730.54
Mobile combustion	4,421.54	4,088.65	4,426.11
Fugitive emissions	1,219.78	4,034.33	1,706.20
Solid waste	22.48	15.59	11.80
Wastewater	62.78	93.57	410.43
<b>Total</b>	<b>38,377.97</b>	<b>38,275.53</b>	<b>32,285.08</b>
<b>Indirect emissions from purchased electricity – scope 2</b>			
Purchased electricity consumed	16,054.26	14,347.16	14,693.62
<b>Biogenic emissions</b>			
Biogenic CO <sub>2</sub>	934.14	886.80	6,627.93
<b>Total emissions</b>			
Total emissions (scopes 1 and 2)	54,432.23	52,622.29	46,978.70
<b>GHG emissions intensity</b>			
Hours worked	20,464,922.01	21,837,682.30	24,541,119.65
Intensity of emissions (kgCO <sub>2</sub> e/ hours worked)	2.51	2.41	1.91
<b>Reduction of GHG emissions</b>			
Reductions (scopes 1 and 2)	-	1,809.94	1,982.28

Gases included in the disclosures: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, according to the GHG Protocol methodology. 2020 baseline.

**Scope 3 emissions by category GRI 305-3**

	2024	
Category	Total emissions (tCO <sub>2</sub> e)	Biogenic emissions
Goods and services purchased	805,543.79	0
Capital goods	0	0
Fuel- and energy-related activities	0	0
Upstream transportation and distribution	108,261.90	9,206.25
Waste generated in operations	0	0
Business travel	3,523.81	63.73
Commuting	5,497.40	909.19
Upstream assets leased	0	0
Other upstream categories	0	0
Downstream transportation and distribution	29,387.81	4,274.29
Processing of sold products	0	0
Use of sold products	0	0
End-of-life treatment of sold products	0	0
Downstream assets leased	0	0
Franchises	0	0
Investments	0	0
Other downstream categories	0	0
<b>Total</b>	<b>952,214.71</b>	<b>14,453.46</b>

Gases included in the disclosures: CO<sub>2</sub>, CH<sub>4</sub>. 2024 baseline.

# Climate change

## Energy consumption within the organization GRI 302-1, SASB RT-IG-130a.1, TR-AP-130a.1

### Fuel consumption from non-renewable sources (GJ)

Non-renewable	2022		2023		2024	
	Quantity (GJ)	Percentage (%)	Quantity (GJ)	Percentage (%)	Quantity (GJ)	Percentage (%)
Diesel	73,486.17	4.36	105,032.42	5.78	39,733.18	2.06
Gasoline	327.72	0.02	8,820.65	0.48	4,134.84	0.21
Electricity	705,146.98	41.81	803,748.59	44.07	447,104.42	23.14
Liquefied petroleum gas (LPG)	33,614.87	1.99	60,281.08	3.31	72,960.62	3.78
Natural gas	667,462.90	39.57	490,580.89	26.90	468,140.29	24.29
Propane	-	-	-	-	48.49	0.00
<b>Total</b>	<b>1,480,038.65</b>	<b>87.75</b>	<b>1,468,463.63</b>	<b>80.52</b>	<b>1,032,121.84</b>	<b>53.42</b>

### Fuel consumption from renewable sources (GJ)

Non-renewable	2022		2023		2024 <sup>1</sup>	
	Quantity (GJ)	Percentage (%)	Quantity (GJ)	Percentage (%)	Quantity (GJ)	Percentage (%)
Electric power	202,857.78	12.03	352,009.65	19.30	844,092.21	43.68
Firewood for direct combustion	3,733.79	0.22	3,297.00	0.18	1,199.27	0.06
Wood chips	-	-	-	-	54,764.79	2.83
Ethanol	-	-	-	-	66.28	0.00
<b>Total</b>	<b>206,591.57</b>	<b>12.25</b>	<b>355,306.65</b>	<b>19.48</b>	<b>900,122.55</b>	<b>46.58</b>

<sup>1</sup>Electricity consumption is diversified and may come from the free market, the local utility, or generated onsite through solar panels. Self-generation generation is currently present at the CTR, Frasle India, Frasle China, and the Randon Caxias logistics center building, although not all of these sites are fully powered by this technology.

Total energy consumed (GJ)

	2022	2023	2024
Total energy consumed by type	Quantity (GJ)	Quantity (GJ)	Quantity (GJ)
Nonrenewable fuels	1,480,038.65	1,468,463.63	1,032,121.84
Renewable fuels	206,591.57	355,306.65	900,122.55
Total	1,686,630.22	1,823,770.28	1,932,244.39

Total energy consumed, (2) percentage of electricity from the grid, (3) percentage from renewable sources RT-IG-130a.1 - Resource Transformation Sector – Machinery and Industrial Products | Energy Management

	2024
Total energy consumption	1,291,196.63
Percentage grid electricity	0.67%
Renewable percentage	65%

Energy intensity for the organization GRI 302-3

	2022	2023	2024 <sup>1</sup>
Energy intensity	0.08	0.07	0.06

<sup>1</sup>The energy intensity calculation considers energy consumption within the organization (1,932,244.39 GJ) and the number of hours worked, which for 2024 totaled 30,173,178.50.



# Capital map

## Manufactured

Pages [59](#) and [99](#)

## Intellectual

Page [104](#) and [107](#)

## Financial

Pages [38](#)

## Human

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## Natural

Page [88](#), [92](#) and [96](#)

## Social and relationship

Pages [49](#), [61](#) and [81](#)

# SDG Map

Sustainable Development Goals	Pages
 1. No poverty	<a href="#">48</a> and <a href="#">71</a>
 2. Zero hunger and sustainable agriculture	<a href="#">65</a>
 3. Good health & well-being	<a href="#">76</a>
 4. Quality education	<a href="#">70</a>
 5. Gender equality	<a href="#">73</a>
 6. Clean water and sanitation	<a href="#">90</a>
 7. Affordable and clean energy	<a href="#">92</a> and <a href="#">113</a>
 8. Decent work and economic growth	<a href="#">51</a> , <a href="#">61</a> and <a href="#">65</a>
 9. Industry, innovation and infrastructure	<a href="#">59</a> and <a href="#">99</a>

Sustainable Development Goals	Pages
 10. Reduced inequalities	<a href="#">61</a> , <a href="#">65</a> and <a href="#">81</a>
 11. Sustainable cities and communities	<a href="#">81</a> , <a href="#">89</a> , <a href="#">96</a> , <a href="#">100</a> and <a href="#">113</a>
 12. Responsible consumption and production	<a href="#">59</a> , <a href="#">61</a> and <a href="#">89</a>
 13. Climate action	<a href="#">96</a>
 14. Life below water	<a href="#">90</a>
 15. Life on land	<a href="#">89</a> , <a href="#">92</a> , <a href="#">95</a> and <a href="#">96</a>
 16. Peace, justice and strong institutions	<a href="#">51</a> and <a href="#">61</a>
 17. Partnerships for the goals	<a href="#">49</a> and <a href="#">61</a>

# GRI content summary

Statement of use	Randoncorp reported the information referenced in this GRI content index for the period from January 1 to December 31, 2024, based on GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Randon S.A. Implementos e Participações is a publicly traded for-profit corporation.	
	2-2 Entities included in the organization's sustainability reporting	119	
	2-3 Reporting period, frequency and contact point	4, 119	
	2-4 Restatements of information	39, 124, 130, 134, 136	
	2-5 External assurance	4	
	2-6 Activities, value chain and other business relationships	12, 13	
	2-7 Employees	65, 124, 125, 126	8, 10
	2-8 Workers who are not employees	126 Randoncorp has a total of 1,124 outsourced workers providing services to the company across different areas. Of these, 714 professionals work in cleaning, 222 in security, and 188 in food service and company restaurants.	8
	2-9 Governance structure and composition	42, 44, 47	5, 16
	2-10 Nominating and selecting the highest governance body	43	5, 16
	2-11 Chair of the highest governance body	43	16
	2-12 Role of the highest governance body in overseeing the management of impacts	43	16
	2-13 Delegation of responsibility for managing impacts	43	
	2-14 Highest governance body's role in sustainability reporting	Randoncorp's highest governance body assumes responsibility for reviewing and approving the information set out in the organization's reports and the material topics. This process follows a flow similar to that of the reports.	



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	55	16
	2-16 Communicating critical concerns	54	
	2-17 Collective knowledge of the highest governance body	45	
	2-18 Evaluating the highest governance body's performance	45	
	2-19 Remuneration policies	48	
	2-20 Process for determining compensation	48	
	2-21 Annual total compensation ratio	This information is considered confidential by the company.	
	2-22 Statement on sustainable development strategy	5, 6	
	2-23 Policy commitments	51, 53	16
	2-24 Embedding policy commitments	51	
	2-25 Processes to remediate negative impacts	54	
	2-26 Mechanisms for seeking advice and raising concerns	54	16
		There were no significant instances of noncompliance with laws and regulations.	
	2-27 Compliance with laws and regulations	The organization considers a case of significant non-compliance to be one that may lead to substantial economic or reputational impact, especially if it results from a deliberate violation of laws or legal regulations.	
	2-28 Membership of associations	35	
	2-29 Approach to stakeholder engagement	25	
	2-30 Collective bargaining agreements	72	8
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	7	
	3-2 List of material topics	7	
Attracting, developing and retaining employees			
GRI 3: Material Topics 2021	3-3 Management of material topics	65	
GRI 201: Financial performance 2016	201-3 Benefit plan obligations and other retirement plans	131	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
		127 The organization does not have a compensation policy that establishes a minimum value for employee salaries higher than the local minimum wage.	
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	A significant portion of workers who are not employed directly by the organization are not compensated based on the local minimum wage rules. Employees linked to third-party companies follow the collective bargaining agreement of their respective category, which ensures a minimum wage standard to be observed.	5, 8
	202-2 Proportion of senior management hired from the local community	45	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	128, 129	4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	71	3, 5, 8
	401-3 Parental leave	129	5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	68, 127	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	68	8
	404-3 Percentage of employees receiving regular performance and career development reviews	67	5, 8, 10
SASB: RT-IG-000.B	RT-IG-000.B      Number of employees	65	
Human rights and labor relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	72	
GRI 402: Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	72	8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Seven cases of discrimination were recorded. All cases were reviewed by the organization, and action plans were implemented for each one. The effectiveness of these actions is monitored through routine internal management review processes. As a result, all cases were resolved.	5, 8



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We did not identify any direct operations in which the right to freedom of association and collective bargaining may be at significant risk. Our companies respect the individual right to associate, taking the necessary measures to register and transfer the appropriate contributions to labor unions. Similarly, in supplier evaluations, the supply chain is monitored according to the current edition of the Supplier Requirements Manual, which outlines actions aligned with the Auditable Requirements for social responsibility, environmental protection, occupational health and safety—also covering freedom of association and collective bargaining.	8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	61, 72	5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	61, 72	5, 8
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All security personnel, including outsourced professionals, receive formal training on policies and procedures specifically related to human rights and their application in security activities. The company contracted to provide security personnel is an outsourced provider, and the onboarding training offered by the organization fully covers the required content, ensuring the training's comprehensiveness and effectiveness for all involved.	16
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	61	5, 8, 16
GRI 414: Supplier social assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	61	5, 8, 16
<b>Ethics, integrity and compliance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	51	
GRI 201: Financial performance 2016	201-4 Financial assistance received from government	123	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	61	16
	205-2 Communication and training about anti-corruption policies and procedures	51, 120, 121, 122	16
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were recorded.	16

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The organization does not have any pending or concluded legal actions during the reporting period related to unfair competition, trust practices or monopoly.	16
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	46.49% of new suppliers screened using environmental criteria.	
	308-2 Negative environmental impacts in the supply chain and actions taken	62 No suppliers creating negative environmental impacts were identified.	
Product lifecycle management			
GRI 3: Material Topics 2021	3-3 Management of material topics	92	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	135	8, 12
	301-2 Recycled input materials used	136	8, 12
	301-3 Reclaimed products and their packaging materials	95, 136	8, 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	93	3, 6, 8, 11, 12
	306-2 Management of significant waste-related impacts	93	3, 6, 8, 11, 12
	306-3 Waste generated	137	3, 6, 11, 12
	306-4 Waste diverted from disposal	138	3, 11, 12
	306-5 Waste directed to disposal	138	3, 6, 11, 12, 15
RAND5	RAND5 Raw material conversion rate	94	
Innovation and technology			
GRI 3: Material Topics 2021	3-3 Management of material topics	99	
RAND1	RAND1 – Research, development and innovation: i) description of the R&D&I strategy and structure; ii) amount invested in R&D&I; iii) completed projects; iv) revenue from Randon Implementos derived from products launched in the past five years; v) newly registered patents.	99	
RAND2	RAND2 – Number of startups connected through Randoncorp per year	114	
RAND3	RAND 3 – Number of innovation and R&D projects in sustainable mobility	99	
Climate change and air quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	96	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
GRI 302: Energy 2016	302-1 Energy consumption within the organization	140	7, 8, 12, 13
	302-3 Energy intensity	141	7, 8, 12, 13
GRI 302: Energy 2016	302-4 Reduction of energy consumption	During the reporting period, we did not record a reduction in overall fuel consumption. However, we observed a decrease in energy intensity—meaning we were able to produce more while using less fuel.	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	139	3, 12, 13, 14, 15
	305-2 Energy indirect (scope 2) GHG emissions	139	3, 12, 13, 14, 15
	305-3 Other indirect (scope 3) GHG emissions	139	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	139	13, 14, 15
	305-5 Reduction of GHG emissions	139	13, 14, 15
SASB: RT-IG-130a.1	RT-IG-130a.1 (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	140, 141	
RAND4	RAND4 Amount invested in environmental management initiatives	89	
Employee health, safety and well-being			
GRI 3: Material Topics 2021	3-3 Management of material topics	76	
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	76	8
	403-2 Hazard identification, risk assessment and incident investigation	78	8
	403-3 Occupational health services	79	8
	403-4 Worker participation, consultation and communication on occupational health and safety	78	8, 16
	403-5 Worker training on occupational health and safety	78	9
	403-6 Promotion of worker health	79	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78	8
	403-8 Workers covered by an occupational health and safety management system	132	8
	403-9 Work-related injuries	133	3, 8, 16
	403-10 Work-related ill health	80	3, 8, 16

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	SDGs
Data privacy and security			
GRI 3: Material Topics 2021	3-3 Management of material topics	57	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	There were no reports from third parties or regulatory bodies regarding potential data breaches or losses. The Company maintains a Data Subject Portal, which is designated for submitting requests and exercising data subject rights.	16
Product safety and excellence			
GRI 3: Material Topics 2021	3-3 Management of material topics	59	
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	60	
NON-MATERIAL TOPICS			
Topics		Location	
GRI 201: Financial performance 2016			
201-1 Direct economic value generated and distributed		39	
GRI 203: Indirect economic impacts 2016			
203-1 Infrastructure investments and services supported		83, 86	
GRI 303: Water and wastewater 2018			
303-1 Interactions with water as a shared resource		90	
303-2 Management of water discharge related impacts		90	
303-3 Water withdrawal		134	
303-4 Water discharge		134	
303-5 Water consumption		134	
GRI 405: Diversity and equal opportunity 2016			
405-1 Diversity of governance bodies and employees		130, 131	
GRI 413: Local communities 2016			
413-1 Operations with local community engagement, impact assessments, and development programs		86	



Topics	Location
413-2 Operations with significant actual or potential negative impacts on local communities	Randoncorp does not have operations that generate significant negative impacts on local communities. However, there are potential impact risks such as environmental pollution, local resource scarcity, and noise pollution. These risks are managed through measures established in the operating licenses of each operation. Local resource scarcity was taken into account due to the presence of certain sites in water-stressed regions; however, the company's operations do not require large volumes of water in their processes.
<b>Proprietary disclosures</b>	
RAND6 Number of suppliers	14, 37
RAND7 Amount invested in social initiatives	83, 85
RAND8 Amounts paid under supplier contracts	37
RAND9 Number of people benefited by the Elisabetha Randon Institute	83

# Assurance report



## INDEPENDENT ASSURANCE STATEMENT

### INTRODUCTION

Bureau Veritas Certification Brazil (Bureau Veritas) was contracted by Randoncorp S.A (RANDONCORP) to conduct an independent assurance of its 2024 Sustainability Report (hereinafter referred to as the Report).

The information published in the Report is the sole responsibility of RANDONCORP's management. Our responsibility is defined according to the scope below.

### SCOPE OF WORK

The scope of this verification was based on the analysis of compliance with the GRI Sustainability Reporting Standards (GRI Standards), including the 'Principles' of the Global Reporting Initiative™ (GRI) and specific Sustainability Accounting Standards Board (SASB) indicators, and refers to the reporting period from January 1 to December 31, 2024.

In geographical terms, we clarify that we verified data and information from RANDONCORP at a global level.

### RESPONSIBILITIES OF RANDONCORP AND BUREAU VERITAS

The preparation, presentation, and content of the Report are the sole responsibility of RANDONCORP's management. Bureau Veritas is responsible for providing an independent opinion to Stakeholders, in accordance with the scope of work defined in this statement.

### METODOLOGY

The assurance encompassed the following activities:

1. Interviews with those responsible for material topics and the content of the Report.
2. Remote verification of corporate and operational systems and processes used to generate consolidated data and information presented in the Report.
3. Verification of the presentation of information in accordance with the Principles that ensure the quality of the Report, as per the GRI Standards.
4. Analysis of documentary evidence provided by RANDONCORP for the period covered by the Report (2024).
5. Analysis of stakeholder engagement activities developed by RANDONCORP.
6. Evaluation of the systematic approach used to determine the material topics included in the Report, considering the sustainability context and comprehensiveness of the published information.



The verification level adopted was Hybrid (Limited\* and Reasonable\*\*), in accordance with the requirements of ISAE 3000 standard, incorporated into Bureau Veritas' internal protocol.

\* Limited verification level: International scope.

\*\* Reasonable verification level: All indicators within Brazil scope.

### LIMITATION AND EXCLUSIONS

The following were excluded from this verification:

- Activities outside the reported period.
- Position statements (expressions of opinion, belief, objectives, or future intentions) by RANDONCORP.
- Accuracy of economic and financial data contained in this Report, extracted from financial statements verified by independent auditors.
- Greenhouse Gas (GHG) emissions inventory, including energy data, verified by independent auditors.
- Data and information from affiliated companies or outsourced collaborators over which RANDONCORP has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Verifiability were analyzed on a sample basis, exclusively considering the information and data related to material topics presented in the Report.
- The economic information presented in the Report was specifically verified against the GRI principles of Balance and Completeness.

### OPINION ON THE REPORT AND ASSURANCE PROCESS

- RANDONCORP presents its Report based on nine material topics defined in a double materiality study conducted in 2023. In 2024, the company maintained these material topics as there were no significant changes in operations.
- It is our understanding that RANDONCORP's Report presents the impacts of the company's activities in a balanced manner.
- RANDONCORP demonstrated an adequate method of data collection and compilation in relation to the GRI Principle of Accuracy, making it possible to ensure the traceability of reported data and indicators. We found that, in 2024, there was a significant improvement in the unification and standardization of data management compared to 2023, with a significant gain in the verifiability of indicators.
- Regarding the principle of completeness, we verified that the information provided in the Report was sufficient to allow an assessment of the organization's impact during the reporting period. The financial and socio-environmental impacts were related to the organization's business strategy, considering both the risk perspective and the opportunities of its internal and external flows.

# Assurance report



- We are of the opinion that RANDONCORP has made efforts over the past two years to reduce its waste with final disposal in industrial landfills, demonstrating a 10% reduction in 2024 compared to the previous cycle.
- Similarly, we observed significant progress in the goal of reducing Greenhouse Gas (GHG) emissions. RANDONCORP reduced its emissions intensities by 21% compared to 2023. This result was achieved in accordance with RANDONCORP's ESG strategy, with emphasis on the shut down of diesel generators and the start of Green Boiler operations.
- The data presented to meet the GHG emission indicators are part of RANDONCORP's GHG emissions inventory. This inventory was independently verified by a specialized company. We found that the presentation of inventory data followed the GRI Standards.
- Inconsistencies found in the Report were adjusted during the verification process and satisfactorily corrected.

CONCLUSION

As a result of our verification process, nothing has come to our attention that could indicate that:

- The information provided in the Report is not balanced, consistent, and reliable.
- RANDONCORP has not established appropriate systems for the collection, compilation, and analysis of quantitative and qualitative data used in the Report.
- The Report does not adhere to the Principles of quality and presentation of information and is not in compliance with the GRI Standards.



DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social, and Environmental management with over 195 years of experience in independent assessment services. Bureau Veritas has implemented and applies a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to prevention concerning conflicts of interest.

The verification team has no other connection with RANDONCORP, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification conducted by our team.

The team that conducted this verification for RANDONCORP has extensive knowledge in verifying information and systems involving environmental, social, health, safety, and ethical issues, which, combined with experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

CONTACT

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Sao Paulo, May 2025

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## Credits

Coordination

**Investor Relations**

**Brands and Reputation of Randoncorp**

Consultancy, Project Management,  
Content and Design

**Grupo Report**

Collecting disclosures

**Grupo Report (ESG Center)**

Translation

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commented on by Management:

**Financial Statements**

> General overview of  
relevant business topics:

**Annual Management Report**