RANDONCORP

2025 Sustainability Report

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1 About the report

- *Welcome*
- *Messages from the management*
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Marcos Vinicius Panisson Mussatto and Vanessa Brustolin Argenta, Consultants at Suspensys

Welcome

GRI 2-3, 2-14

This report is the result of the Company's commitment to transparent dialogue and sustainable development. This document consolidates data from Randoncorp and its business units, including key performance indicators, projects, and achievements for the period from January 1 to December 31, 2025—an annual reporting cycle aligned with the financial report—as well as certain initiatives completed in early 2026 while this document was being prepared.

We have structured this report and organized the data collection based on a double materiality process conducted in 2023 (*read more on page 7*). By publishing the economic, environmental, and social impacts associated with our business, we aim to strengthen relationships throughout the value chain and contribute to advancing the ESG agenda. This publication has been reviewed by the Board of Directors and submitted for independent verification.

Questions and suggestions are welcome and can be sent to:
ri@randoncorp.com

Standards and frameworks

To ensure alignment with global best practices, we have adopted the following standards and frameworks:

GRI (Global Reporting Initiative)
We use the 2021 version of the GRI Standards, in the "with reference to" approach. This is a global benchmark for sustainability reporting, and all relevant indicators are highlighted throughout the text and listed in the Table of Contents at the end of the report (*page 128*).

Integrated Reporting
We have adopted the IFRS Foundation's guidelines to demonstrate value creation in the short, medium, and long term, in accordance with our business model (*see page 33*) and the map of capitals (*page 127*).

SASB (Sustainability Accounting Standards Board)
For the fifth consecutive year, we have adopted the SASB Standards, which are widely recognized for their precision in sector-specific metrics. The data are also accompanied by references (page 128).

SDGs (Sustainable Development Goals)
As signatories to the UN's Global Compact, we align our strategies and material topics with the SDGs. At the end of the report, we have included a map that shows how our actions align with the goals of the 2030 Agenda (*page* 127).

A Message from the Chairman of the Board of Directors GRI 2-22

Throughout 2025, we focused our investments primarily on the Company's international expansion and geographic diversification—key pillars that build resilience into our operations and enable us to capitalize on opportunities in strategic business areas. As part of this process, we prioritize allocating resources to strengthen our brands' presence in the aftermarket, which is recognized for its stability even during challenging economic cycles.

Among the steps taken to achieve this milestone, we can highlight the completion of the largest acquisition in our history, Dacomsa, which solidifies the leadership of our subsidiary Frasle Mobility in Latin America. At the same time, as part of our strategy to strengthen our presence in the United States, we expanded our operations through the acquisition of AXN, a leading company in the trailer axles and suspensions segment in the country.

Furthermore, with a focus on the aftermarket and on expanding our production capacity and product portfolio, we opened a Logistics Center and facilities for Castertech and Suspensys in Mogi Guaçu (SP).

The integration of these new operations is accompanied by practices focused on sustainability and the ongoing strengthening of our corporate governance. Our commitment to ethics and integrity, embodied in the Randoncorp ID Program, guides the conduct of our more than 17,000 employees and ensures that compliance standards are applied globally. To that end, some of our training courses focused on compliance and data privacy have become mandatory for all employees. We have also made significant strides in the social and environmental areas, which have enabled us to meet our public ESG commitments, as you will see in detail throughout this report.

The year was notable for strategic acquisitions that have expanded our global reach and strengthened the resilience of our operations.

We conclude this period by thanking our more than 38,000 shareholders for their confidence in our long-term strategy. It was a challenging period, but one notable for many achievements and great recognition, underscoring the consistency of our practices.

For the fourth consecutive year, we were recognized at the Best of ESG Awards, an initiative run by the Exame Group that honors companies committed to best practices in social, environmental, and governance matters. Being named the "*Most Honored Company*" at the 2025 Extel Awards and maintaining our brAAA *rating* from S&P Global are achievements that also attest to our credibility and transparency.

We remain committed to building a sustainable future for people, the planet, and business.

David Abramo Randon
Chairman of the Board of Directors

A Message from the President and CEO GRI 2-22

2025 was pivotal in consolidating key developments for Randoncorp's business. We have embedded sustainability across our strategy, driving value creation for the Company and the industry, accelerated our international expansion, and promoted sustainable innovation as a cornerstone of our vision for the future.

We have met the target for three of the public commitments under the ESG Ambition initiative, each of which were due in the 2025 cycle. By embracing our role as champions of eco-efficiency and the circular economy, we have eliminated the disposal of waste in industrial landfills—a challenge we overcame through partnerships—and achieved 100% reuse of treated effluent in our operations, largely due to our infrastructure initiatives. We have also made progress in promoting gender equity, achieving our goal of doubling the number of women in leadership positions. This figure rose from 11% in 2020 to 22% in 2025, underscoring our commitment to building an increasingly diverse and inclusive culture and expanding access to opportunities.

Brazil's climate agenda took center stage on the global stage with the hosting of COP30 in Belém, Pará. We participated in the event with the aim of discussing the industry's role in decarbonization, particularly through innovation in the field of mobility. Our commitment to a low-carbon economy also gained momentum at the World Economic Forum in Davos in January 2026, when we joined the First Movers Coalition (FMC) to promote the use of low-carbon aluminum in manufacturing.

In 2025, our commitment to innovation was also recognized through prestigious awards, such as the Finep Innovation Award and the Top of Mind in Transportation 2025 award in the Technological Innovation category. Among these projects, we can highlight the steady progress of artificial intelligence in our operations, led by the Brain Program, which promotes the thoughtful use of technology to optimize processes and improve efficiency and productivity within a secure digital environment.

The year also presented challenges, particularly due to macroeconomic factors, which limited profitability and contributed to a decline in demand in strategic markets. To address this situation, we have focused on disciplined cost and expense management, as well as the realignment of our operational structure, among other measures, which have yielded positive results in terms of cash generation.

Earlier this year, we also reached a historic milestone for the company with the completion of Frasle Mobility's acquisition of Dacomsa. This move strengthens our position in the global aftermarket and our internationalization strategy.

I would like to thank our more than 17,000 Randoncorp employees—our key players—whose talent and dedication were essential to this year's achievements. Together, we have reaffirmed our values and principles in conducting business, mindful of the opportunities the industry offers for sustainable development. We remain committed to our purpose of connecting people and resources to generate prosperity and build the future of mobility.

Daniel Raul Randon
President and CEO

Materiality GRI 3-1

To guide our strategies, actions, and communications, we conducted a materiality assessment in 2023, and it was this which was used to prepare this report—details are available in our 2023 Sustainability Report (*here*). Conducted with the support of an external consulting firm, this study was based on the double materiality methodology, which takes into account both socio-environmental impacts and financial effects, risks, and opportunities within the context of Randoncorp's value chain.

We have identified the most significant social and environmental impacts, as well as the most relevant financial effects, risks, and opportunities, within our operations and value chain.

The process consisted of the following steps:

1. Defining the project's purpose, scope, and tools
2. Mapping the stakeholders and refining the list of material topics
3. Prioritizing topics from the perspective of stakeholders
4. Analysis of results and preparation of the materiality analysis with recommendations
5. Approval by the senior management

Material topics GRI 3-2

ESG AMBITION PILLAR	MATERIAL TOPIC	DESCRIPTION	PRIORITIZED SDGs
Planet	**Product lifecycle management**	Assessment of impacts throughout the product's life cycle, with a focus on mapping and reducing its ecological footprint, changing the use of raw materials, and innovating in design to improve its performance and socio-environmental impact.	6, 7, 9, 11, 12, 13, 14
	Climate change and air quality	Management of greenhouse gas (GHG) emissions, including emissions from processes such as: the burning of fossil fuels (oil, coal, and natural gas) to generate energy used to power company vehicles and facilities, and management of air pollutant emissions, including the impact of emissions from machinery and the fleet of vehicles.	3, 7, 9, 11, 13
People	**Attracting, developing and retaining employees**	Mechanisms related to personnel management and corporate culture to boost engagement, by implementing strategies for the training, development, and recognition of employees, with the aim of reducing turnover and enhancing the company's performance as an employer brand.	1, 5, 8, 10, 16
	Respect for human rights and labor relations	Ensuring that internal processes are in place to prevent and address cases of human rights and labor rights violations in its operations and supply chain. Promoting and respecting diversity, equity, and inclusion within the company.	5, 8, 10, 12, 16
	Employee health, well-being, and safety	Ensuring the well-being and health of workers by managing the organizational environment and preserving the mental and physical health of employees and their families.	3, 8, 10, 16
Business	**Innovation and technology**	Investment in innovation and collaboration with the entire ecosystem to identify disruptive solutions that enable products to adapt to new scenarios, market trends, and changing business models.	9
	Data privacy and security	Secure management of the collection, retention, and use of sensitive and confidential data, ensuring cybersecurity and privacy in the use of information in accordance with the personal data protection law.	9, 12, 16
	Product safety and excellence	Management and investments to ensure the safety and high quality of products and services for the automotive market, guaranteeing their efficiency and prioritizing end-user safety. This includes managing the social and environmental impacts resulting from the use of the product and from investments. In addition, we seek to invest to mitigate potential reputational and regulatory risks arising from improper practices in the marketing of products.	7, 9, 11, 12, 13, 17
	Ethics, integrity and compliance	Accounting transparency, compliance with standards, laws, and anti-corruption practices, promotion of the Code of Ethical Conduct in organizational processes, well-structured and regulated governance bodies, and combating anti-competitive practices and bribery.	8, 16

Our achievements in 2025

Planet

ESG Ambition[1]

We have eliminated waste sent to industrial landfills, thanks to projects and partnerships aimed at promoting the circular economy.

100% of the effluent treated at facilities with WWTP[2] is reused, reflecting our ongoing investments in infrastructure.

Decarbonization

We are continue to make steady progress towards our goal of reducing GHG emissions through a combination of the results of investments made over the past few years and the contribution of Brazil's increasingly clean electricity grid.

We have officially joined the First Movers Coalition (FMC) and have already exceeded our target of using 10% low-carbon aluminum in manufacturing.

[1] See the companies covered by the public commitments on page 115.
[2] Abbreviation for wastewater treatment plants.

People

GPTW

For the first time, our Corporate Center was included in the Great Place to Work certification, ranking among the 50 best companies to work for in Rio Grande do Sul, which also meant we were included in the B3's GPTW Index.

Leadership Training

A total of 23 Company employees and nine contractors were selected for the *Potencialize-se* (Empower yourself) and Leading the Future programs, respectively—a development initiative designed to prepare future leaders and professionals for strategic positions at Randoncorp.

Women in leadership

Between 2020 and 2025, we doubled the number of women in leadership roles, reaching 22%.

Business

R$ 2.5 billion

invested in mergers and acquisitions (M&A)

We have completed the acquisition of Dacomsa, thereby consolidating the leadership of our subsidiary Frasle Mobility in the Latin American automotive aftermarket.

We have entered the market for axles and suspensions for trailers in the United States with the acquisition of the assets of AXN.

We have completed the ramping-up of the Castertech and Suspensys facilities in Mogi Guaçu (SP), thus expanding our product portfolio and production capacity.

See details about the acquisitions and expansions conducted in 2025 on page 22.

2 Randoncorp: building tomorrow

- *About Us*
- *Business verticals*
- *Awards and recognition*
- *Paths for growth*
- *Our vision for the future*

Janice Canton, Strategic Planning Coordinator at Randoncorp

About Us GRI 2-1, 2-6

Headquartered in Caxias do Sul (RS) and with a 77-year history in the market, our products and services are available in more than 125 countries. The strength of our brands lies in the excellence, safety, and trust we have built through long-lasting relationships across the entire the value chain. Approximately 17,000 employees share our values and achievements, and are committed to building the future.

Our operations are organized into five business verticals—Auto Parts; Motion Control; OEM; Financial Solutions and Services; and Advanced Technology and Digital Strategies—offering a portfolio that serves a variety of industries and regions. Randoncorp is comprised of 33 manufacturing plants, 9 sales offices, 33 distribution centers, 5 financial solutions and services units, and 6 innovation and digital strategy centers. Throughout the Company, administrative and operational procedures are guided by a set of policies and mechanisms aligned with best practices in corporate governance (*read more on page 39*).

Rosimeri Luis Vieira, Component Assembler at Master

With a global presence, we are among the leading players in the automotive parts sector in South America and in the Latin American aftermarket and truck equipment markets.

Our Purpose

Connecting people and riches to generate prosperity.

Principles Our way of being

- Satisfied client
- Ethics
- Innovation and technology
- Profit from sustainability
- Safety and quality
- Valued and respected people
- Preservation of Image and legacy
- We are Randoncorp

Randoncorp in 2025

17,000
employees

11,500
suppliers

39,000
shareholders

83,000
SKUs[1]

[1] Abbreviation for stock keeping unit.

Production and sales

R$ 8.8 billion
in credit sold by the consortium administrator

145,500
tons of approximate smelting capacity

1.4 million
parts for commercial vehicles

R$ 5.4 billion
granted through credit and financing

178.7 million
products sold for motion control

22,000
trailers delivered

Financial capital

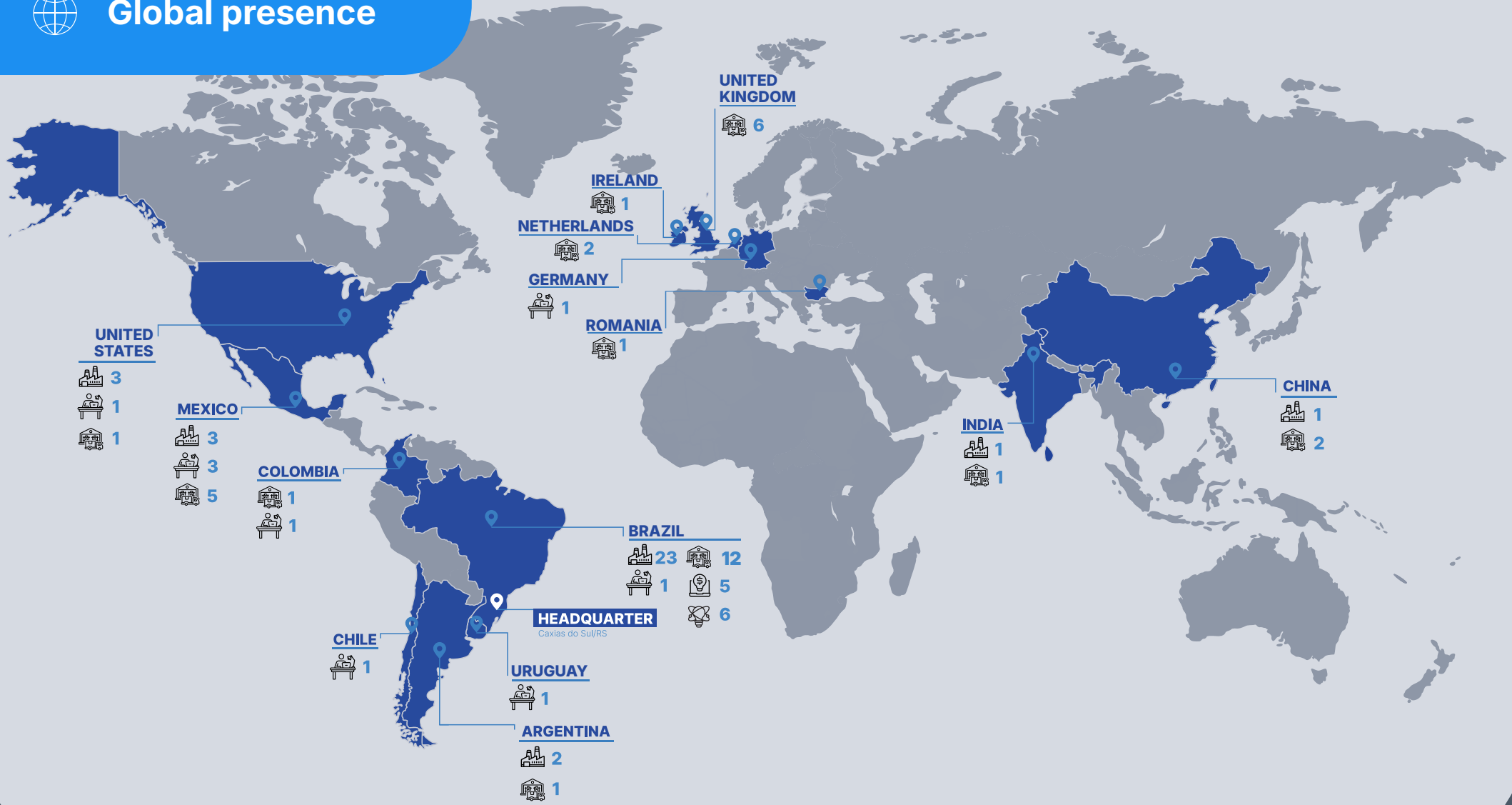
R$ 13.1 billion
in consolidated net revenue

USD 774.7 million
in revenue from foreign markets

12%
adjusted EBITDA margin

R$ 456.7 million
in organic investments

Global presence



Industry 33 | Commercial Office 9 | Distribution Center 33 | Financial Solutions and Services 5 | Innovation 6

Sector-specific performance GRI 2-28

The evolution of the sectors in which we operate and the strengthening of the Brazilian business environment call for collaboration and partnership. Through our participation in professional organizations and business associations, we strive to closely follow discussions that shape market trends, maintaining our leading role in developing sustainable and innovative solutions. We are currently members of the following organizations:

- Americas Commercial Transportation Research Co.
- Rio Grande do Sul Steel Association
- Brazilian Railway Industry Association (Abifer)
- Brazilian Association for Business Communication (Aberje)
- Brazilian Association of Consortium Administrators (ABAC);
- Brazilian Association of Randon Distributors (Abradir)
- Brazilian Foundry Association (Abifa)
- Brazilian Private Equity and Venture Capital Association (ABVCAP)
- Brazilian Banking Association (ABBC)
- Brazilian Industrial Development Agency (ABDI)
- Brazilian Machinery and Equipment Industry Association (ABIMAQ)
- Brazilian Human Resources Association (ABRH)
- American Chamber of Commerce in Brazil (Amcham Brasil)
- National Association of Motor Vehicle Manufacturers (ANFAVEA)
- National Association of Organizations Promoting Innovative Ventures (Anprotec)
- Association of Capital Market Investment Analysts and Professionals (Apimec)
- National Association of Auto Parts Distributors (Andap)
- National Association of Road Equipment Manufacturers (Anfir)
- National Association of Finance, Administration, and Accounting Executives (Anefac)
- Serrana Human Resources Association (ARHSerrana)
- Italy-Brazil Chamber of Commerce
- Caxias do Sul Chamber of Industry, Commerce, and Services (CIC Caxias)
- Bento Gonçalves Chamber of Commerce and Industry
- Serra Chamber of Commerce and Industry (CIC Serra)
- Center of Industries of the State of Rio Grande do Sul (Ciergs)
- National Confederation of Industry (CNI)
- Community Council for Public Safety (Consepro)
- Federation of Industries of Rio Grande do Sul (Fiergs)
- Federasul
- Brazilian Federation of Banks (Febraban)
- Rio Grande do Sul State Federation of Agriculture (Farsul)
- Fenabrave - National Federation of Motor Vehicle Distributors
- World Economic Forum (WEF)
- Heavy Duty Manufacturers Association
- Inova RS
- Invest RS
- Brazilian Institute of Finance Executives (IBEF)
- Brazilian Investor Relations Institute (IBRI)
- Institute for Industrial Development Studies (IEDI)
- Unidos Brasil Institute
- Caldeira Institute
- Hélice Institute
- Besc Institute of Humanities and Economics
- Competitive Brazil Movement (MBC)
- Volunteer Partners
- SAE Brazil
- Sebrae RS
- Union of Metalworking and Electrical Materials Industries of Caxias do Sul (Simecs)
- Interstate Railway and Highway Equipment Industry Association (Simefre)
- National Association of Brazilian Auto Parts Manufacturers (Sindipeças)
- Transforma RS

Business verticals GRI 2-6

One of Randoncorp's strengths is diversification. Our solutions serve a variety of markets, which ensures the resilience of our operations and enhances our contributions to economic development. In recent years, we have carried out an internationalization strategy through significant acquisitions, particularly in the aftermarket, which have added strong brands and expanded our business portfolio.

Visit our *website* to learn more about each business vertical.

Auto Parts

With well-established brands in both the domestic and international markets, the company offers a comprehensive portfolio of automotive parts for the OEM and aftermarket sectors, including suspension systems, axles, braking systems, coupling systems, electro-mobility solutions, and running gear components—both cast and machined. This product line is intended for commercial vehicles, equipment, and agricultural machinery.

MASTER Suspensys CASTERTECH JOST AXN AUTOMOTIVE SYSTEMS EBS

Motion Control

It is represented by Frasle Mobility, a company owned by Randoncorp since 1996, a leader in the automotive aftermarket and the supply of components to OEMs. With a broad geographic presence and a leading position in Latin America, the company offers high-quality products and well-established brands, providing integrated solutions for motion control; friction materials, steering and comfort components, engine and brake system components, transmission, and powertrain.

FRASLE MOBILITY

A house of brands, Frasle Mobility brings together 24 brands – check out the entire portfolio here.

OEM

The OEM division develops freight transport equipment, including trailers and rail cars, as well as aftermarket parts. With over 77 years of history, the Randon brand ranks among the world's top ten in the trailer and trailer segment, standing out as one of the leading manufacturers in Latin America.

RANDON

RANDON TRIEL-HT HERCULES CHASSIS

Financial Solutions and Services

Founded through the merger and expertise of established companies, the Rands brand operates in the Financial Solutions and Services vertical. With an integrated portfolio, it provides services for individuals and businesses operating in sectors such as transportation and logistics, agribusiness, and retail, and offers solutions that include financing, investments, insurance, and heavy-duty vehicle leasing.

Rands

Rands Soluções Financeiras

Addiante

Advanced Technology and Digital Strategies

To bring new products to the market and contribute to significant advances and innovations, this vertical combines the Randon Technology Center (CTR), the most comprehensive open-access facility in Latin America for testing and validating automotive and industrial vehicles and components; NIONE, a leader in the nanotechnology industry; DB, focused on developing digital solutions; RV, which promotes investments in and accelerates startups and new businesses; and Delta Global, which offers a telemetry and fleet management platform.

CTR Centro Tecnológico Randon

NIONE

RV

<db>

DELTA GLOBAL

Corporate Center

Headquartered in Caxias do Sul (RS), our Corporate Center is responsible for formulating and disseminating Randoncorp's strategic guidelines, with the aim of improving and standardizing processes, promoting synergies, and maximizing results. This involves the participation of departments such as the Holding Company, Corporate Procurement, and the Shared Services Center (SSC).

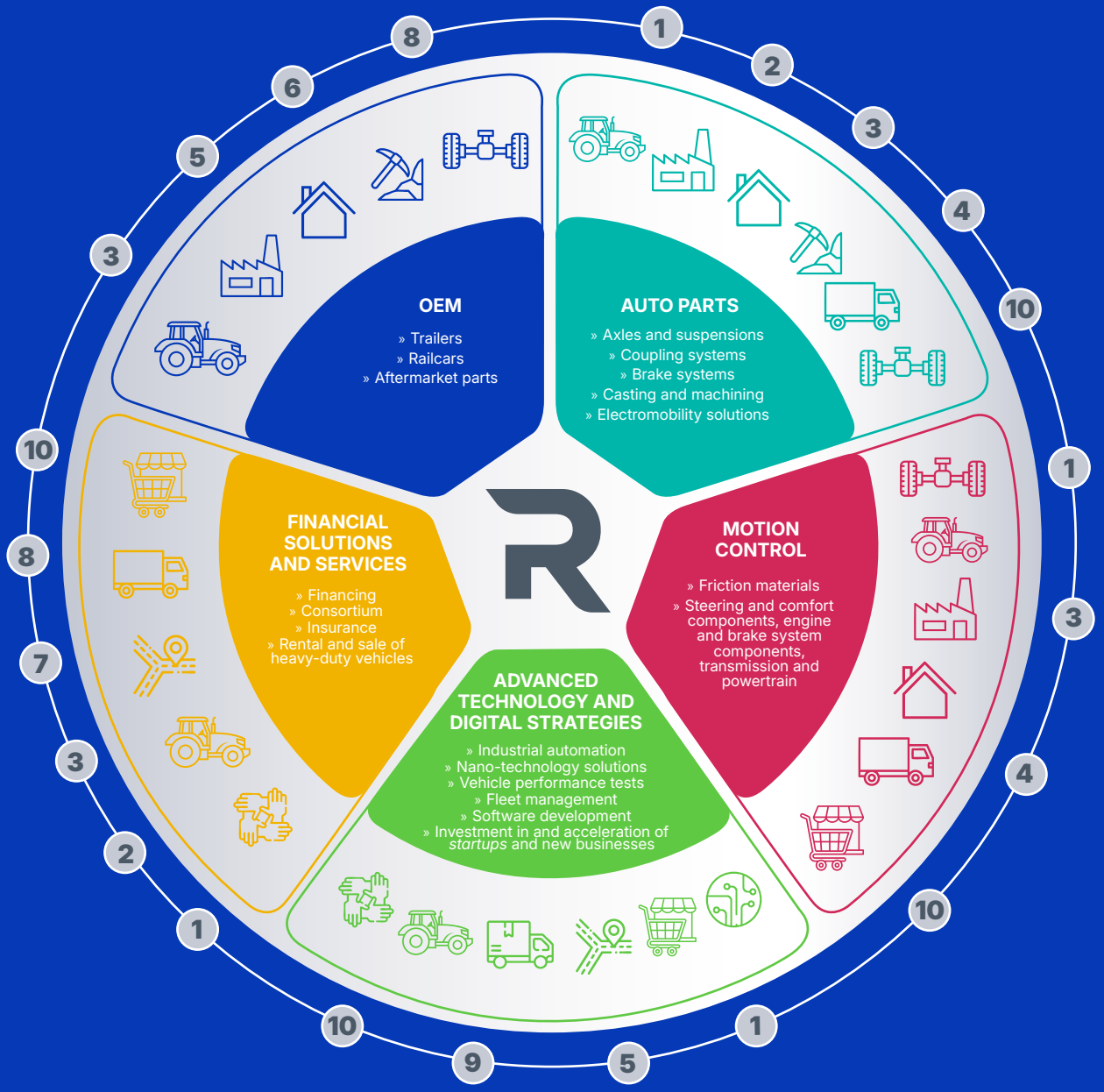
Changes in Verticals

Starting in 2026, three companies that were previously part of the Financial Solutions and Services division will now be part of the Advanced Technology and Digital Strategies division: Delta Global, DB, and RV. This initiative aims to strengthen internal synergies by leveraging Randoncorp's infrastructure to foster intellectual capital and innovation.

Our solutions

MAIN CUSTOMERS

1. Manufacturers of trucks, buses, and trailers
2. Agricultural machinery manufacturers
3. Distributors
4. Auto parts retailers
5. Freight carriers
6. Autonomous transporters
7. Randoncorp's suppliers, distributors, and customers
8. Logistics operators
9. Technology companies
10. Randoncorp Companies



MAIN MARKETS

- Agribusiness
- Industry
- Construction
- Mining
- Mobility
- Aftermarket
- Capital goods
- Logistics
- Retail
- Technology
- Sectors in various fields

Awards and recognition

Additional awards are listed throughout the report in chapters related to the different topics.

Best in ESG

For the fourth consecutive year, we have won Exame magazine's Best in ESG Award in the Capital Goods and Electronics category. The awards recognize companies that are leaders in environmental, social, and governance practices, and have been held annually since 2000. This is one of the most prestigious awards in the Brazilian private sector in this field, with its selection process being based on a methodology developed in partnership with Ibmec.

Biggest and Best

Randoncorp took first place in the 52nd edition of the Exame Biggest and Best Awards. The magazine's traditional annual report involves financial and accounting indicators, as well as ESG criteria, and is considered the most comprehensive and authoritative economic study of Brazilian companies.

merco RESPONSABILIDADE ESG
Ranking 100
EMPRESAS MAIS RESPONSÁVEIS

Merco – Social Responsibility and Corporate Reputation Ranking

For the third consecutive year, we have been recognized as one of Brazil's most responsible companies, ranking 3rd in the Capital Goods sector in the Merco ranking. We also ranked 2nd in the Capital Goods category of the Merco Social Responsibility Ranking, placing as one of the companies with the best reputation in this assessment for the fourth consecutive year.

Marcas de Quem Decide

We were named a Rio Grande do Sul Innovative Brand, a Brand Symbolizing Economic Recovery, and the Top Brand in Rio Grande do Sul for the Year in the 27th edition of the *Marcas de Quem Decide* survey, conducted by the *Jornal do Comércio* newspaper. We also ranked among the 10 brands most recalled by Rio Grande do Sul residents in the Large Company category in the 35th edition of the Top of Mind *RS – As Marcas do Rio Grande* awards, organized by the Amanhã Group.

Top of Mind in Transportation

Randoncorp brands were the most recognized in two categories of the 2025 Top of Mind in Transportation awards, organized by the TranspoData publishing group. In the Technological Innovation category, the concept solution for autonomous technology for motion in controlled environments (AT4T – Autonomous Technology For Transportation), took first place. Among manufacturers of road equipment, Randon retained its leading position for the eighth consecutive year.

Innovation Champions 2025 Amanhã Group

Our R&D pipeline and the culture of continuous improvement throughout Randoncorp have earned us a spot in the ranking of Innovation Champions 2025, organized by Amanhã Group.

GREAT PEOPLE Mental Health
Certificada Saúde Mental 2025

Mental health

We are among the top 30 companies in Brazil for emotional well-being, according to the WORKPLACE MENTAL HEALTH® certification, awarded by Great People Mental Health.

Transparency Award

Our practices regarding the disclosure of financial information were recognized with the Transparency Award from the National Association of Finance, Administration, and Accounting Executives (Anefac) in the 2025 edition. The award evaluates the quality, consistency, and clarity of financial reporting, as well as transparency in communication with stakeholders.

Época Yearbook

In the Época Negócios 360º Yearbook, Randoncorp was named the top company in the Vehicles and Auto Parts sector. Now in its 14th edition, the yearbook takes into account a wide range of criteria, including financial performance, innovation, future vision, corporate governance, performance in social and environmental areas, and human resources management.

Brazil's Most Admired CEOs and HR Executives

At the "Most Admired CEOs and HR Professionals in Brazil" awards ceremony, organized by the Gestão RH Group, our President and CEO, Daniel Randon, was named one of the ten Most Admired CEOs in Brazil, and the Chief People and Culture Officer (CPCO), Marcos Baptistucci, was named Outstanding Regional HR Professional for Rio Grande do Sul.

TOP100 Innovation Awards

For the second consecutive year, we are the leaders in the Automotive and Mobility category. We were also recognized as the most innovative company of the past ten years, ranking among the "Champions of the Decade", and we moved up from 27th to 22nd place in the overall TOP100 Open Corps ranking.

The 500 Largest Companies in the South

In the 500 Largest Companies in the South 2025 ranking, a survey conducted by the Amanhã Group in partnership with PwC Brazil, Randoncorp ranked first in the Automotive category and was considered the 7th largest company in Rio Grande do Sul; 22nd in the overall ranking; 7th in Net Revenue among companies in Rio Grande do Sul; and 14th in Net Equity.

Paths for growth GRI 2-6

Over the past two years, major acquisitions have accelerated our international expansion, boosted revenue, and expanded our geographic reach, strengthening our brands' presence in resilient markets.

Dacomsa

Concluded in January 2025, Dacomsa was the largest acquisition in our history. The result of an investment of approximately R$ 2.2 billion, this transaction is strategic for Frasle Mobility's positioning in the automotive aftermarket. Alongside its operations in Brazil and Argentina, the company's presence in Mexico further solidifies its leading position in Latin America.

"Randoncorp and Frasle Mobility are expanding their international presence and reaffirming their consistent growth trajectory with the largest acquisition in their history. The acquisition of Dacomsa significantly strengthens our leading position in Latin America's major aftermarket sectors. At the same time, the acquisition of AXN in the United States marks our strategic entry into the trailer parts market, positioning the company in a high-potential market."

Anderson Pontalti, EVP of International Operations at Randoncorp and CEO of Frasle Mobility

AXN

Also in January 2025, we entered the U.S. axle and suspension market with the acquisition of the assets of AXN Automotive Systems (formerly AXN Heavy Duty). Headquartered in Louisville, the company opened a 16,000-square-meter plant in March 2026, expanding local production and strengthening its portfolio of solutions for the North American market.

Details regarding the acquisition of Dacomsa are available in the Frasle Mobility Sustainability Report

CLICK HERE

EBS

In October 2024, we announced the acquisition of EBS – European Braking Systems, a UK-based company, in a transaction valued at approximately R$ 410 million. Conducted by our subsidiary Master Freios, this acquisition positions us among the leaders in the British aftermarket, with a distribution network spanning European and Asian countries, and propels the unit to a new level, combining revenue resilience with our global operations.

"We are strengthening our sustainable growth strategy with these additional operational expansions, incorporating strategically located manufacturing facilities that increase our installed capacity and open up new opportunities in both the domestic and international markets."

Ricardo Escoboza, EVP for South America and COO of the Auto Parts and OEM Vertical at Randoncorp

Expansion in Mogi Guaçu (SP)

In addition to these acquisitions, Randoncorp significantly expanded its presence in Mogi Guaçu (SP) with the opening of the new Suspensys plant in April 2026. With an investment of R$ 150 million, the plant is dedicated to the manufacture of front axles for trucks and buses, reinforcing the company's position among Brazil's leading manufacturers of axles and suspensions.

The complex now also houses the new Auto Parts Logistics Center, located in a building adjacent to the factory. With an investment of approximately R$ 15 million, the facility strengthens the company's presence in the aftermarket by integrating production and distribution, ensuring greater agility, traceability, and efficiency in serving customers.

This development builds on the expansion that began in 2024 with the opening of the Castertech facility in Mogi Guaçu, which has an annual capacity to cast more than 22,000 tons and manufacture more than 350,000 brake drums, all within a 240,000-square-meter industrial complex.

Our vision for the future

Our commitment to building the future is reflected in a structured strategic planning process designed to ensure the long-term sustainability of our business. In order to maximize value creation across different time horizons, we have established strategic guidelines that steer our actions and serve as starting points for setting goals and metrics that translate into operational initiatives across all of the Company's units.

Over the course of the year, we hold meetings related to the strategy's implementation phase to discuss key projects, including the integration of new businesses and actions in response to the current market conditions.

Our long-term vision spans a ten-year period, supported by medium-term plans (five years) and subject to comprehensive reviews every two years. These plans include strategic ambition indicators, such as economic, financial, and market performance data. In the short term, our Annual Operating Plan (AOP) includes financial and operational metrics that are updated with each cycle.

In the second year of this biennial review, our teams are focused on reporting and implementing the plan that has been developed. This phase took place in 2025 and included meetings to discuss strategic initiatives, such as the integration and stabilization of new business ventures, as well as measures to address the slowdown in certain markets. At the same time, we have begun discussions on updating our ESG Ambition as part of the 2030–2035 cycle.

This entire strategic planning process is multidisciplinary, drawing on contributions from different departments and levels of the Company. The business units, the Executive Committee, and the Board of Directors are responsible for approving the results. These definitions guide the conduct of operations and inform decisions regarding priority investments, such as ESG projects and innovation initiatives.

Strategic Guidelines

- Total focus on customers
- A competitive edge in innovation and technology
- Targeted diversification
- Leveraging synergies
- Financial strength
- A company people want to work for
- Prioritizing sustainability (ESG)

3

How we create value

- *ESG Ambition*
- *Sustainability on the agenda*
- *Business model*
- *Our results*

Edson Clodoir Negri, After-Sales Consultant at Randon

ESG Ambition

Sustainability has always guided the way we conduct our business. We use this guidance to identify key focus areas and set goals that will strengthen sustainable development in our operations and throughout the value chain. To provide structure for this initiative, in 2021 we launched the ESG Ambition, built on the basis of our materiality—with the pillars being updated in 2023 to Planet, People, and Business—and consisting of public commitments and goals focused on priority topics for Randoncorp, such as decarbonization, the circular economy, health and safety, and diversity and inclusion.

ESG Ambition is central to our efforts to advance the agenda. Its creation is the result of a journey of continuous improvement in environmental, social, and governance practices. To arrive at these five public commitments, we have followed a path marked by continuous learning, transformative initiatives, and solid employee engagement. On the following page, this trajectory is illustrated through a presentation of the major advances achieved in recent years.

E Planet

Identify and develop opportunities for eco-efficiency gains in our operations, with a focus on promoting circularity, the efficient use of resources, and combating climate change, as well as encouraging improvements in the environmental management of suppliers and customers.

Related topics: climate change and air quality (SDGs 6, 12, 13); and product life cycle management (SDGs 12, 13).

S People

Maximize value creation for our stakeholders by supporting employee development, fostering a diverse and inclusive environment, encouraging the adoption of sustainable practices among our suppliers, and promoting socioeconomic inclusion in our communities.

Related topics: attracting, developing and retaining employees (SDGs 5, 8); human rights and labor relations (SDGs 5, 8); and employee health, well-being, and safety (SDG 3).

G Business

Ensure the sustainability of the business through innovation and technology, quality, safety, and excellence, striving for advancements in freight transport and the value chain, promoting sustainable development, and upholding ethics, transparency, and accountability to all our stakeholders.

Related topics: innovation and technology (SDG 9); privacy and data security (SDG 9); ethics, integrity, and compliance (SDG 8); and product safety and excellence (SDG 12).

Our journey until 2025

E Planet S People G Business

2001
Level 1 of corporate governance on the B3

2002
Florescer Program

2003
Elisabetha Randon Institute and the New Pathways Program

2005
Qualificar Program

2007
Guide to Ethical Conduct

2009
First CEO succession following the founder

2009
ISO 14001: 2004 and OHSAS 18001: 2007 certification
ISO 9001: 2008 Recertification

2016
Randoncorp ID Program

2017
HSE (Health, Safety, and Environment) Policy

2018
Risk Map

2019
1st Sustainability Report based on GRI Standards
Second CEO succession following the founder
Signatories to the business pact

2020
A culture of diversity and inclusion

2021
ESG Ambition
Adhesion to the Global Compact
Green Route

2022
Corporate Governance Division
1st Sustainability Report with external assurance

2023
The concept of double materiality is incorporated into the review of material topics

2024
1st Sustainability Linked Loan
Publication of the Sustainability Framework
Sustainability Policy

2025
Achieving the public ESG commitments set for the year and consistently reducing greenhouse gas emissions intensity through structured investments in our operations

Public commitments[1] ESG4, ESG5

PILLAR	COMMITMENTS	PERFORMANCE	PREMISES	GOALS
Planet	To reduce greenhouse gas emissions intensity by 40% by 2030	2020 2.7 2024 1.9 2025 1.4	$KgCO_2$ per hour worked, for emissions relating to Scopes 1 and 2. Methodology: GHG Protocol.	To minimize the impact of greenhouse gas emissions on climate change in line with the Sustainable Development Goals.
	To eliminate the disposal of waste in industrial landfills by 2025	2020 24.0% 2024 13.2% 2025 0.0%[2]	Waste sent to industrial landfills as a percentage of the waste generated by our operations.	To promote the circular economy by adding value to generated waste, and eliminate the risk of environmental liabilities.
	To reuse 100% of treated effluent by 2025	2020 50.0% 2024 55.7% 2025 100.0%	Reuse of effluents produced by facilities that have their own treatment plants.	To practice sustainable water management by optimizing the use of this natural resource in our operations.
People	To double the number of women in leadership positions by 2025	2020 11.0% 2024 20.0% 2025 22.0%	This indicator includes leadership, coordination, management, and executive positions at those companies located in Brazil.	To increase female representation and ensure equal leadership opportunities for women at all levels of the Company through a diverse and inclusive culture.
	To eliminate serious accidents	2020[2] - 2024 0.10% 2025 0.07%	Accidents that result in permanent injuries or fatalities are considered serious accidents. Serious injury rate: number of serious accidents per 1,000,000 hours worked.	To promote safe and secure working environments, ensuring that employees have the proper conditions to perform their duties.
Business	To increase the annual net revenue generated by new products	2020[2] - 2024 44.4% 2025 37.5%	Includes the revenue from products launched in the past five years by companies located in Brazil, divided by the Company's net revenue from its Brazilian operations.	To ensure the Company's long-term sustainability through the continuous development and launch of products that provide benefits to society, particularly in the social and environmental spheres.

[1] See the companies included in the 2025 environmental goals on *page 115*.
[2] There is no comparable data for the base year due to changes in criteria and calculations over time.

Performance in 2025

The final cycle marks a milestone in the ESG Ambition, as it represents the deadline for fulfilling three of the public commitments made: eliminating the disposal of waste in industrial landfills, reusing 100% of treated effluent[1], and doubling the number of women in leadership positions. We have fully achieved these goals and continue to make steady progress in reducing greenhouse gas emissions.

With the achievement of these goals, our commitment to our ESG Ambition remains unwavering. Eliminating serious accidents and increasing net revenue from new products are recurring objectives that remain top priorities, and our climate goal will remain in effect through until 2030, guiding our initiatives in the coming years. We are also continuing to work on advancing our ESG agenda, structuring the next cycle consistently and in line with the Company's priorities.

[1] Operational projects focused on effluent management, which ensure full reuse, were completed in 2025, and the results can be seen in the measurements from January 2026.

Our ESG journey reached new heights in 2025: we turned ambitious goals into tangible results, making progress on strategic fronts for the business.

Key developments

Investments in infrastructure, environmental projects, and talent development programs, among other initiatives, made it possible to achieve the three 2025 goals. In recent years, the following have stood out:

Diversity in leadership

We have focused our efforts on the Her Journey program, which offers mentoring and career advancement opportunities for female employees, as well as recruitment and selection initiatives and workshops. This approach has enabled the Company to increase the proportion of women in leadership roles, which rose from 11% (2020) to 22% (2025).

Learn more on **page 70**

Reuse of treated wastewater

We have invested in treatment systems, including reverse osmosis and ultra-filtration, and expanded our internal distribution networks to enable water reuse in our operations—including cooling towers, the Green Boiler facility, and parts cooling—as well as in restrooms and cleaning activities.

Learn more on **page 83**

Zero waste to industrial landfills

Materials from foundries, such as sand, slag, and refractory materials, were the main challenge in meeting this commitment. We have implemented a circular economy strategy focused on projects that reuse this waste as a raw material for paving in the construction industry.

Learn more on **page 85**

Sustainability on the agenda

Attendance at COP30

Every year, the signatory countries to the United Nations Framework Convention on Climate Change (UNFCCC) meet at the Conference of the Parties (COP) to discuss commitments and measures related to climate issues. In 2025, COP30 was held in Belém (PA) and focused on discussions regarding issues such as combating deforestation, climate finance, and a just energy transition.

Randoncorp was represented at the event by Daniel Randon, President and CEO, and Joarez Piccinini, Director of Institutional Relations. We participated in the panel discussion "Solutions for Industrial Decarbonization," during which we highlighted the sector's leading role in the climate agenda, with one of the means of this being achieved being through more sustainable mobility solutions.

"We are a Brazilian company with a global presence. Participating in initiatives such as COP30 yields a wide range of benefits, including opportunities to connect with customers, partners, and national and international climate authorities."

Joarez Piccinini, Director of Institutional Relations at Randoncorp

Brazil House

The World Economic Forum's Annual Meeting in Davos, Switzerland, is one of the leading global platforms for public-private cooperation. To strengthen Brazil's role in economic, environmental, and social agendas, Brazil House—conceived by BTG Pactual and supported by Randoncorp—hosts debates and panel discussions on topics such as sustainability, the energy transition, and innovation, allowing for the development of connections between participants.

At the 2026 edition, Brazil House hosted events on January 20 and 21. Once again represented by its President and CEO, Daniel Randon, and its Director of Institutional Relations, Joarez Piccinini, who attended the 2025 event, Randoncorp participated in panels focused on the low-carbon economy and the national steel industry, covering topics ranging from recycling to the development of new products. We also took part in discussions about COP30 and sustainable investments.

Dialogue with stakeholders

Our commitment to corporate sustainability also guides our communication with key stakeholders. Every year, we host ESG Ambition, an event designed to highlight the importance of this topic in the market and showcase our sustainability initiatives, particularly those related to the public commitments made by the Company.

In 2025, the event was held at the Caldeira Institute in Porto Alegre (RS) and was broadcast live (*watch the recording here*). Involving five panels, the event addressed partnerships for the circular economy, the development of sustainable products, health and safety, and internationalization. The Company's response to the floods in Rio Grande do Sul in 2024 was also featured in ESG Ambition, highlighting how we supported the state in reconstruction efforts and in providing assistance to local communities.

We reaffirm our public commitments at events that bring together innovation and sustainability, thereby strengthening the agenda in the market.

ESG Ambition 2025 Event

Forums and commitments

Global Compact

We have been signatories to the Global Compact since 2021. Established by the United Nations (UN), it is the world's most extensive corporate sustainability initiative and is dedicated to engaging companies in adhering to its Ten Principles and collaborating on actions to advance the 17 Sustainable Development Goals (SDGs).

Business Pact for Integrity and Anti-Corruption

To strengthen ethical guidelines and practices in the private sector, we have been signatories to the Business Pact for Integrity and Against Corruption, an initiative developed by the Ethos Institute, since 2019. This platform aims to eliminate bribery and corruption, and to strengthen companies' compliance with Brazilian anti-corruption laws.

First Movers Coalition

We formally joined the First Movers Coalition (FMC) during the World Economic Forum in Davos. We are the second Brazilian company in the aluminum sector to join the initiative. This formal commitment sets a minimum target of 10% for the use of low-carbon aluminum, a target that we have already exceeded in our operations.

"The signing of the letter of commitment marks another concrete step taken by Randoncorp toward our ESG Ambition. This initiative reinforces our ongoing commitment to investing in innovation for increasingly sustainable mobility."

Daniel Randon,
President and CEO

Business Model

RAND1, RAND3, RAND6, RAND7, RAND8, RAND9

CAPITALS

Intellectual

R$ 202 million invested in R&D&I

6 companies focused on technology, digital strategies, and innovation

Human

17,295 employees

3,486 new hires

50.3 hours of training for women

41.4 hours of training for men

Natural

R$ 38.6 million invested in environmental management initiatives

1.9 million GJ of energy consumed

453.5 ML of water consumed

Social and relationship

11,491 suppliers

R$ 5.1 million invested in social initiatives

Manufactured

33 industrial companies

33 distribution centers

9 commercial offices

5 companies providing financial solutions and services

VALUE CREATED

Innovation

76 new patents registered

160 innovation projects completed

People

100% of eligible employees received a performance review*

*Performance reviews include those provided for executive and management positions, covering leadership roles at Executive, Management, and Coordination levels—with the Executive level comprising C-level executives.

Environment

94.1% of non-hazardous waste was recycled

100.0% of wastewater reuse

87.7% raw material conversion rate

Reduction in GHG emissions intensity (1.4 $kgCO_2e$/hours worked)

Society

R$ 6.8 billion paid under contracts with suppliers

5 programs coordinated by the Elisabetha Randon Institute (IER)

42,700+ people benefiting from the IER

Business

R$ 4.9 billion in economic value

R$ 13.1 billion in consolidated net revenue

Our results

2025 presented a challenging economic and financial environment. The decline in demand in our main markets, combined with rising interest rates in Brazil and global geopolitical issues, has hindered profitability. Strict control of costs and expenses, along with structural adjustments, proved to be effective measures for restoring cash flow, particularly in the second half of the year. Furthermore, sales in foreign markets and the resilience of the aftermarket segment helped underpin business performance, validating our strategy of geographic and portfolio diversification.

Our consolidated net revenue reached R$ 13.1 billion, the highest level in our history. We ended the year with an adjusted EBITDA of R$ 1.6 billion and an adjusted EBITDA margin of 12.2%, reflecting initiatives aimed at preserving earnings, such as structural adjustments and manufacturing reorganization. Net leverage, calculated at 3.21x at the end of 2025[1], rose at the beginning of the cycle due to international expansion, but capital market funding, working capital optimization, and control of investments and expenses contributed to reductions during the year.

R$ 13.1 billion

in consolidated net revenue

[1] This indicator does not include Banco Randon.

Throughout 2025, we prioritized debt management and developed a deleveraging strategy. Developments in the capital markets made this initiative possible (*learn more on page 47*), and the key strategies for reducing this ratio include managing working capital requirements, exercising investment discipline, and increasing cash generation, with a focus on synergies from acquired companies.

Credibility in the market

Within this context, the credibility Randoncorp had earned proved to be crucial. In 2025, we maintained our brAAA rating, assigned by S&P Global. Although the rating remains unchanged, the outlook has been revised from "stable" to "negative." This can be explained by the macroeconomic conditions experienced throughout the year, as well as the downturn in the Brazilian heavy-duty vehicle market.

"In 2025, we made steady progress in Randoncorp's financial management, focusing on discipline, operational efficiency, and responsible capital allocation. By strengthening our cash position, optimizing working capital, and extending the maturity profile of our obligations, we have enhanced the Company's resilience to sustain its growth in the coming cycles."

Paulo Prignolato, EVP and Chief Financial Officer (CFO) of Randoncorp

Performance in 2025

Economic indicators (R$ thousands)

ECONOMIC HIGHLIGHTS	2025	2024	VARIATION
Total gross revenue	15,515,064	14,595,233	6.3%
Consolidated net revenue	13,143,266	11,915,740	10.3%
Revenue from foreign markets: US$[1]	774,694	437,788	77.0%
Consolidated gross profit	3,297,410	3,184,151	3.6%
Gross margin (%)	25.1	26.7	-1.6 p.p.
Consolidated EBITDA	1,355,183	1,622,549	-16.5%
EBITDA Margin (%)	10.3	13.6	-3.3 p.p.
Adjusted EBITDA	1,598,715	1,671,897	-4.4%
Adjusted EBITDA margin (%)	12.2	14.0	-1.9 p.p.
Consolidated net income	-250,743	408,501	-161.4%
Net margin (%)	-1.9	3.4	-5.3 p.p.
Earnings per share (R$)	-0.72	1.24	-157.8%

[1] Exports from Brazil plus foreign revenue (consolidated).

Financial data (R$ thousands)

FINANCIAL HIGHLIGHTS	2025	2024	VARIATION
Consolidated net worth	3,232,963	3,229,923	0.1%
Investments[2]	2,988,913	1,169,043	155.7%
Net debt	6,400,024	4,681,510	36.7%
Net debt (excluding Banco Randon)	4,399,031	2,598,217	69.3%
Net leverage	4.72	2.89	63.7%
Leverage (excluding Banco Randon)	3.21	1.63	96.2%
ROE (last 12 months)	-7.8	14.7	-22.5 p.p.
ROIC (last 12 months)	5.0	10.8	-5.9 p.p.

[2] Includes capital expenditures, non-organic growth, and capital contributions.

Direct economic value generated (R$ thousands) GRI 201-1

	2023	2024	2025
Revenues	14,383,036	15,664,117	16,260,754

Economic value distributed (R$ thousand) GRI 201-1

	2023		2024		2025	
	VALUE (R$)	PERCENTAGE (%)	VALUE (R$)	PERCENTAGE (%)	VALUE (R$)	PERCENTAGE (%)
Operational costs	9,369,794	68.0	9,906,769	67.1	10,822,390	68.4
Employee salaries and benefits	1,448,448	10.5	1,747,268	11.8	1,663,728	10.5
Payments to capital providers[1]	1,610,914	11.7	1,531,890	10.4	1,667,783	10.5
Payments to the government (by country)	1,347,879	9.8	1,564,038	10.6	1,658,243	10.5
Investments in the community	8,216	0,1	14,647	0.1	9,384	0,1
TOTAL	**13,785,251**	**100**	**14,764,612**	**100**	**15,821,528**	**100**

Economic value retained (R$ thousands) GRI 201-1

	2023	2024	2025
Economic value retained	597,785	899,505	439,226

Sustainable Financing

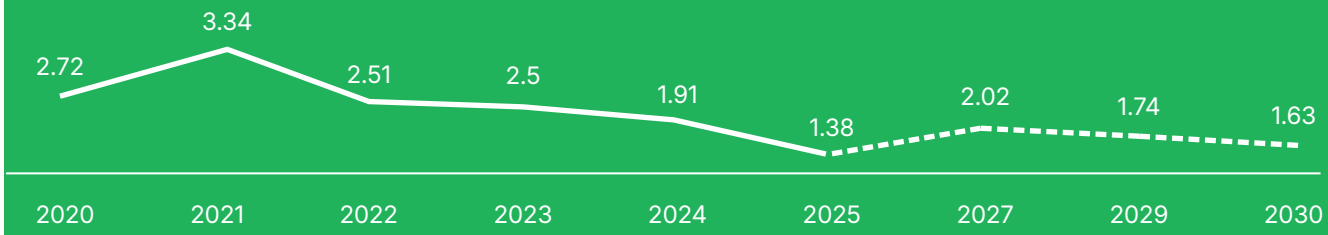
The integration of sustainability into our business is also reflected in our financial management. In February 2024, we issued sustainability-linked bonds (SLBs) for the first time, totaling R$ 500 million, linked to the target of a 40% reduction in the intensity of our CO_2 emissions by 2030—one of the commitments under our ESG Ambition (*check the status in the chart*). The funds, raised from the International Finance Corporation (IFC), a financial institution of the World Bank Group, were distributed equally between Randoncorp and Frasle Mobility.

With a two-year grace period before principal repayment begins, the repayment term is for up to nine years. The issuance is linked to the Company's Sustainability-Linked Financing Framework (*access here*). When allocating resources, we prioritize the development of sustainable products, health and safety, and the expansion of renewable energy use in projects such as the Green Boiler. Commissioned in 2024, the biomass-fired boiler has been in operation for one year, resulting in a reduction of7,500 tCO_2in GHG emissions.

Learn about our initiatives to promote decarbonization on page 87.
CLICK HERE

KPI Monitoring

Emissions intensity[1]



Climate target

In 2025, we reduced our emissions intensity by more than 40% compared to the base year. Nevertheless, our climate actions remain a key focus in our operations and planning for the coming years, to ensure that we continue to meet our target even in the face of external factors, such as potential fluctuations in the share of renewables in the electricity grids of the countries where we operate.

1 In $kgCO_2$per hour worked.
The target is based on the previous year's emissions.
In 2025, the Company's emissions intensity was 1.38 $kgCO_2e$/hour worked, in line with the timeline and targets established in its Sustainability-Linked Financing Framework.

Franciele de Souza Fabro,
Business Analyst at Randon

Tax Management

Our tax management is strategically integrated into our business operations, with the aim of ensuring our economic and financial sustainability. Through effective tax planning, Randoncorp ensures regulatory compliance and risk mitigation, while maintaining its competitiveness and financial health. This initiative strengthens the capacity for investment in innovation and sustainable development, ensuring balanced growth that is aligned with ESG principles and the creation of value for shareholders, employees, and society.

Our financial management ensures regulatory compliance, competitiveness, and financial health, which allows us to continue investing in areas that are critical to our sustainable growth.

To support this governance framework, Randoncorp has a robust tax risk management process that involves the identification, assessment, and ongoing monitoring of tax obligations using tools that ensure accuracy and efficiency. The effectiveness of internal controls is assessed through regular reviews, compliance tests, and internal audits, which are designed to ensure adherence to legal requirements and corporate policies. The Company also has an annual contract with a specialist, internationally-recognized firm to review the calculation of taxes and related obligations, ensuring the accuracy of tax information. Any unethical conduct or irregularities can be reported confidentially and securely through the Ethics Channel.

Randoncorp is currently preparing for the implementation of Brazil's tax reform, with the transition set to begin in 2026. Through a multidisciplinary governance structure, reporting to the Executive Committee, the Board of Directors, and the Fiscal Council this process involves updating and reviewing internal systems and controls, training initiatives, and workshops on specific topics, as well as action plans aimed at mitigating risks and maximizing results.

4

Sustainable business

- *Corporate governance*
- *Investor relations*
- *Ethics, integrity, and compliance*
- *Risk management*
- *Privacy and data security*
- *Safety and excellence of products and processes*
- *Supplier management and engagement*

RELATED SDGS

Kellyn Andreina Santana Pastrano, Head of Support Processes at Castertech

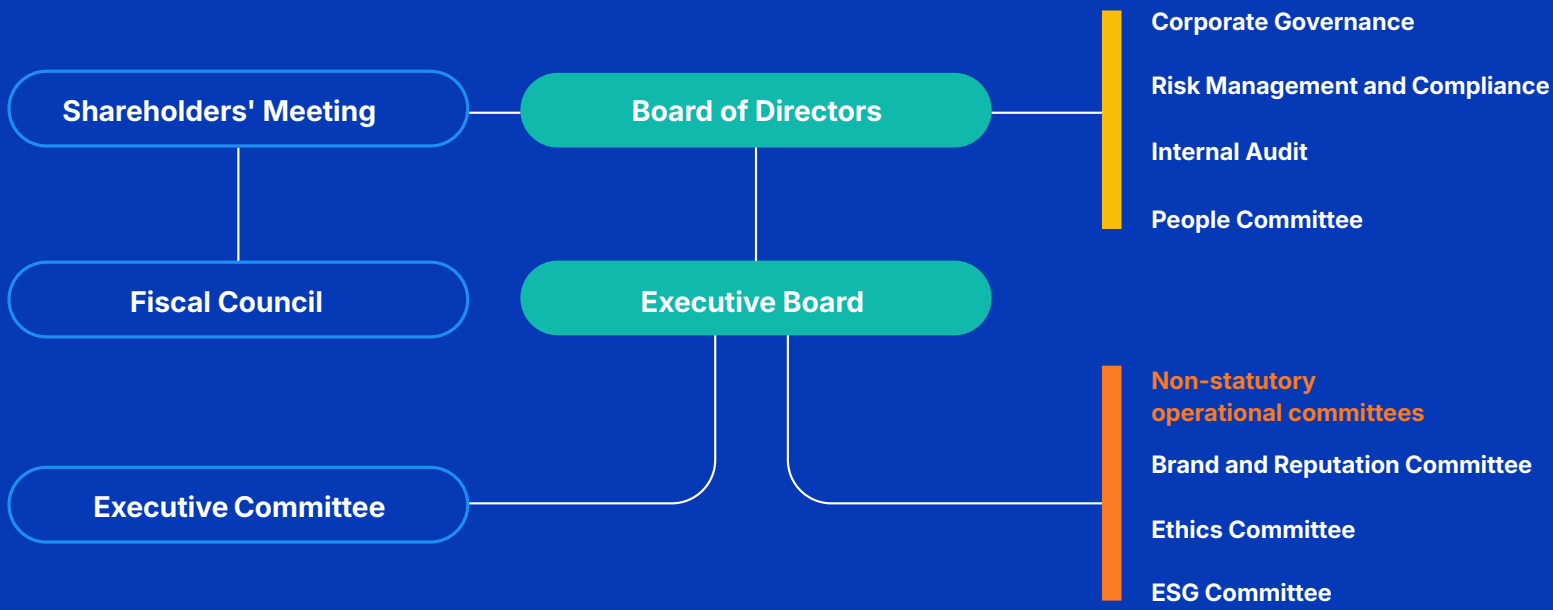
Corporate Governance GRI 2-9

Our commitment to sustainable growth is reflected in our adherence to best practices in corporate governance, including the guidelines set forth by the Brazilian Institute of Corporate Governance (IBGC) and the Securities and Exchange Commission of Brazil (CVM). Randoncorp, with shares having been traded on the stock exchange since 1971, is listed on B3's Level 1 and, in 2025, reported 80.9% compliance with CVM Resolution No. 80.

In addition to our governance structure, the Company's financial statements and internal controls are audited annually by an independent firm. The Board of Directors is responsible for selecting and replacing the entity responsible for the audit; it may request periodic reports on work completed or in progress, as well as an expansion of the scope if it deems it necessary.

In line with key industry standards, our practices ensure that Randoncorp's principles and values guide decision-making across the board.

Our structure



Our corporate structure is available on the Investor Relations *website*.
CLICK HERE

General Meeting

Each year, by April 30, shareholders convene at an Annual General Meeting to review, discuss, and vote on the financial statements, the allocation of net income, the distribution of dividends, and, when applicable, the election of members of the Board of Directors and the Fiscal Council. Whenever necessary, the Meeting may called extraordinarily (*view our Bylaws here*).

Fiscal Council

With five members elected at the Annual General Meeting, the Fiscal Council is responsible, amongst other things, for reviewing the record-keeping and control processes, and the actions of the Company's management and those of its subsidiaries, as well as for issuing an opinion on the financial statements (*see the bylaws at this link*). The committee is independent and, in 2025, consisted of the following members: Ademar Salvador, Alexandre Ribeiro Barbosa, Américo Franklin Ferreira Neto, Rosângela Costa Süffert, and Valmir Pedro Rossi, all serving one-year terms, which ended in April 2026.

Board of Directors

GRI 2-10, 2-11, 2-12, 2-17, 2-18

It is the responsibility of the Board of Directors to set the general direction of the business and to formulate plans, projects, and guidelines in the areas of finance, operations, sales, and human resources—the latter with the support of the People Committee. Its operations, governed by applicable laws, the Bylaws, and internal regulations (*access here*), include monitoring initiatives related to the established objectives and risk and impact mitigation plans. Sustainable development is also a key focus of the body's deliberations, which assess impacts on society and the environment through the approval of policies, monitoring of the Annual Operational Plan, and other initiatives, with the aim of maintaining synergy between financial value generated and ESG commitments.

The Board deliberates on economic, environmental, and social impacts, with a view to achieving a balance in value creation.

Its composition, which may range from three to nine members—whether shareholders or not—elected at a General Meeting[1] for a single two-year term (with reelection permitted), reflects the provisions of the Nomination Policy *(available here)*, which sets forth the required qualifications and criteria such as a proven track record, experience, skills, and knowledge. The board currently has five members—three of whom are independent, exceeding the one-third minimum required by law—including four men and one woman. The election of the president and vice president takes place at the first meeting of the Board. The Chairman of the Board of Directors, David Abramo Randon, does not hold an executive position at the Company. At least six annual meetings are held, in addition to special meetings convened to address relevant issues, and decisions are made by a majority vote.

In order to align and enhance its collective knowledge, the Board of Directors conducts periodic visits to operational facilities, where the members learn about and monitor projects related to sustainable development. The Chairman of the Board, with the support of the Corporate Governance department, also organizes training sessions on current issues that may affect the Board's operations. In 2025, the board members, together with members of the Fiscal Council, the Executive Board, and the Executive Committee, participated in anti-corruption training on the UGRC Platform (*learn more on page 48*).

[1] With regard to the participation of stakeholders, nominations may be made by minority shareholders, including through the separate vote provided for by law. Historically, the controlling group has supported nominations by minority shareholders who did not hold enough shares to elect members on their own.
The nomination process may be conducted internally or by independent professionals hired for the purpose, in accordance with the skills matrix required for the position in question. Appointments are made every two years, in accordance with the term of office set forth in the Bylaws and Regulations, or whenever a vacancy arises.

Performance Review GRI 2-18

In 2025, with the support of an external consulting firm, we conducted a structured and independent process to evaluate the Board of Directors' performance in overseeing economic, environmental, and social impacts. The methodological process included: self-assessment by the members, a review of documents, and analysis structured around meetings and individual interviews. In addition to the board members, the CEO, the CFO, and external members of the People Committee were in attendance. The assessment took into account factors such as composition and structure, succession and development, strategy, risk management, and integration of the ESG agenda.

The report described the Board as effective and, in many respects, exceptional, highlighting the dynamic nature of its discussions, the clarity of its strategic objectives, and its regular operational monitoring.

The creation of the People Committee was seen as a step forward in leadership oversight, while the mix of member profiles brings technical expertise in key areas, including finance, M&A, and management. As for areas requiring improvement, the report highlighted the need to increase the number of independent members and to raise awareness of the financial risks associated with the growth strategy, among other points. In response to the results, the Board recommended implementing measures to improve assertiveness in decision-making—such as greater involvement in strategic projects and the use of support materials provided in advance—and to improve succession planning for senior leadership.

✓ COMPREHENSIVE
◯ PARTIAL
✗ LIMITED

		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 of office (in years)		5	15	4	8	3
EXPERIENCE	Management	✓	✓	✓	✓	✓
	M&A	✓	✓	✓	✓	✓
	Automotive sector	✓	✓	◯	✓	✓
	Technology	◯	◯	✓	✓	✗
	People	◯	✓	◯	◯	◯
	Sustainability/ESG	◯	◯	◯	✗	◯
	Finance/ Investments	◯	◯	✓	◯	✓
	Capital-intensive industry	✓	◯	◯	✓	✓
	Auditing and risks	◯	◯	✓	✗	◯

Executive Board

To translate our overall business strategy into operational reality, we have a skilled Executive Board that is closely aligned with each of our business units. Their responsibilities include business management, the performance of executive management duties, and representing the Company in dealings with third parties. The body is also responsible for preparing reports and budget proposals, in addition to other duties set forth in the internal regulations (*click here*).

The Board of Directors is responsible for appointing directors, selecting professionals for a single two-year term, with reelection permitted. The Board may consist of two to nine members, including a CEO and up to three vice-presidents, as well as a Managing Director and an Investor Relations Director.

Composition

NAME	POSITION	ELECTION DATE	TERM OF OFFICE
Daniel Raul Randon	President and CEO	May 8, 2025	2 years
Paulo Prignolato	Executive Vice-President and Head of Investor Relations	May 8, 2025	2 years
Ricardo Escoboza	Officer	December 1, 2025	2 years
Alexandre Randon	Officer	May 8, 2025	2 years

Executive Committee (Comex)

Our business model requires a strategic vision to address the specific needs of each vertical[1] and drive performance in a globalcontext. Composed of C-level executives, the Executive Committee is responsible for the direct management of operations, ensuring alignment with Randoncorp's strategic plan. The operations of Comex, a non-statutory body whose members do not serve fixed terms, are also governed by the Executive Board's internal rules.

[1] In the 2025 organizational structure, only the Financial Solutions and Services vertical did not have direct representation. Paulo Prignolato, Executive Vice President and CFO, has assumed this role on an interim basis effective December 2025.

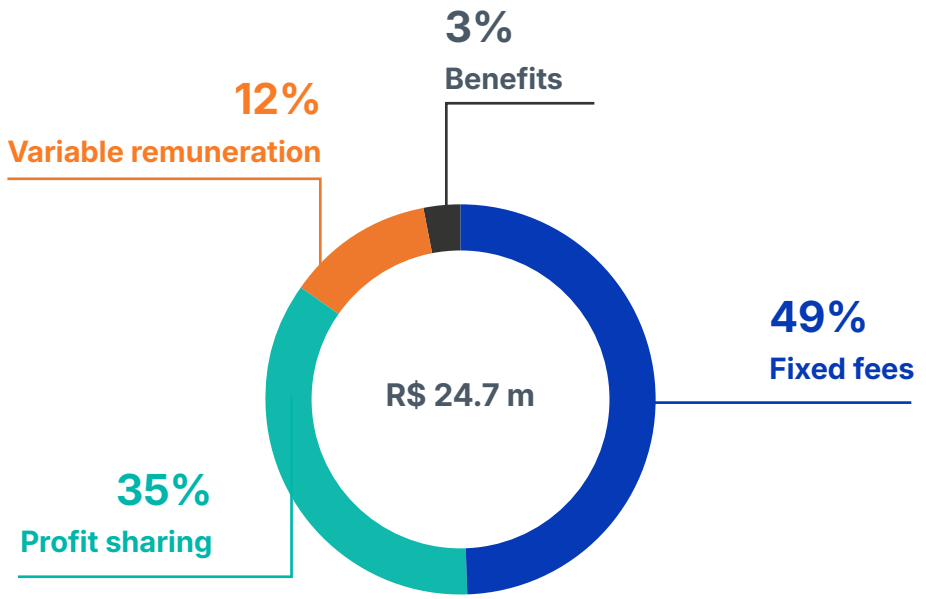
NAME	POSITION
Daniel Raul Randon	**President and CEO**
Paulo Prignolato	**Executive Vice-President and CFO**
Anderson Pontalti	**International EVP and COO of the Motion Control Vertical**
Ricardo Escoboza	**South America EVP and COO of the Auto Parts and OEM verticals**
César Augusto Ferreira	Chief Technology Innovation Officer **(CTIO)**
Marcos Baptistucci	Chief People & Culture Officer **(CPCO)**

Remuneration GRI 2-19, 2-20

In line with our approach to attracting and retaining talent, the Compensation Policy for senior leadership (*available here*) is based on annual market surveys and industry benchmarking. The proposed total remuneration package is reviewed by the People Committee, which submits its recommendation to the Board of Directors for approval and presentation to the shareholders at the Annual General Meeting, in accordance with the provisions of the Brazilian Corporations Law. (Law No. 6,404 of 1976).

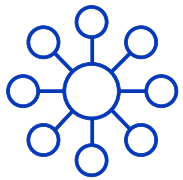
Determined based on the total amount, the remuneration for the Board of Directors consists of a fixed monthly amount. For executives, the fixed salary is supplemented by a benefits package and variable remuneration tied to the achievement of short- and long-term goals and results. While short-term targets are annual, long-term targets cover periods longer than one year. Both variables are linked to financial and ESG indicators, with the long-term variables being influenced by performance on the public commitments outlined in the ESG Ambition. Fiscal Council members, on the other hand, receive equal fixed remuneration, as well as reimbursement for travel expenses.

Remuneration policies (in R$)



Support for the Board of Directors

Our corporate governance structure includes bodies that support the work of the Board of Directors:



- **Corporate Governance Division**

This area is dedicated to the continuous improvement of the Company's governance system, providing technical support to maximize the performance of its governing bodies.

- **Risk Management and Compliance Department**

Responsible for identifying, classifying, and defining strategic responses to corporate risks, while monitoring key performance indicators in partnership with the business units. In addition, it promotes a culture of integrity through the Randoncorp ID Program, ensuring compliance with legal regulations and managing the Ethics Channel.

- **Internal Audit**

This works to protect and enhance the value of internal controls, acting independently, objectively, and impartially. It assesses the effectiveness of management processes, internal administrative controls, and corporate governance itself.

- **People Committee**

This is a non-statutory, advisory body that advises the Board of Directors on matters related to human capital. It is also responsible for identifying potential candidates for the Board of Directors, as well as supporting the Chairman of the Board in the succession and evaluation processes for board members – its internal regulations are available on our Investor Relations website.

Operational committees

To assist the Executive Board, the Company has operational committees linked to key areas:

- **Ethics** Committee

This committee supports the implementation of the Integrity Program (ID Randoncorp), engaging senior leadership and spearheading compliance initiatives, and participates in deliberations regarding potential misconduct. It aims to ensure that our policies and guidelines are applied across all of the Company's processes.

- **ESG Committee**

This works to ensure that environmental, social, and governance issues remain central and relevant across all areas of the Company, promoting sustainable growth. Among other responsibilities, its duties involve monitoring performance against the public commitments outlined in the ESG Ambition, evaluating and proposing participation in initiatives, and reviewing our sustainability reports;

- **Brand and Reputation Committee**

The goal of this body is to strengthen the brand culture and reputation of the Company and its units. It regularly brings together executives from corporate and business divisions to discuss initiatives related to the organization's positioning, as well as projects focused on preserving its image and legacy.

ESG Governance GRI 2-12

Our progress in advancing our ESG agenda has been consistent, having made significant initiatives in recent years. Since 2021, with the publication of our commitments, we have demonstrated to society and the market that environmental, social, and governance considerations are integral to the way we conduct our business.

What enables this constant evolution is the ESG governance framework, developed internally to ensure that ESG principles guide actions across all areas of the Company, emphasizing cross-functional and interdisciplinary approaches. The main forums for discussing and developing initiatives related to the agenda are the ESG Committee; the ESG Management team, established in 2025; and a multidisciplinary group, which brings together employees from areas related to the material topics of the ESG Ambition. The objectives and goals established through these initiatives are broken down by each business unit in the Guidelines Document of our strategic plan.

The activities of these forums and the strategy behind the projects and commitments reflect the provisions of the Sustainability Policy (*available here*). The document sets forth definitions and concepts, guidelines, principles, and responsibilities that apply to all employees but are linked to specific duties assigned to the ESG Committee, the Executive Committee, the Chief Executive Officer, and the Board of Directors.

Led by Chief People and Culture Officer (CPCO) Marcos Baptistucci, the ESG Committee includes directors and managers—also selected based on the material topics of the ESG Ambition—who meet every two months. The discussions held in this forum are reported to the senior management: quarterly to the President and CEO, Daniel Randon, and periodically to the Board of Directors, depending on the urgency and relevance of each item.

Members of the Committee and the ESG team at Randoncorp, along with guests, at the ESG Ambition event

Climate Agenda

With the support of an external consulting firm, we have begun mapping the impacts, risks, and opportunities associated with climate change. This process will provide input for financial sustainability reports, in line with IFRS S1 and S2, issued by the International Sustainability Standards Board (ISSB), with publishing scheduled to begin in 2027. Furthermore, to address Scope 3 of the greenhouse gas inventory, our decarbonization efforts must also gain momentum among suppliers in the coming years.

Investor Relations GRI 2-29

With shares traded on the stock exchange since 1971, the reputation and relationships we have built in the market are among our key assets. Our global operations are founded on the trust of more than 38,000 shareholders and investors. Our relationship with this audience is grounded in ethics and transparency, as evidenced by our regular disclosures and transparent communication channels, as well as our "Attendance Seal" from Apimec (Association of Capital Market Analysts and Investment Professionals of Brazil), our partner for 25 consecutive years.

We host events to bring shareholders and investors closer to our operations, sharing results and initiatives.

The primary resource for tracking results and accessing relevant information is our website for investor relations (ri.randoncorp.com), which is constantly being updated with data, publications, and news. To bring shareholders and investors closer to our operations, we hold annual events, notably two recurring events: Randoncorp Day, which features presentations on business strategies; and the Site Visit, during which we invite shareholders and investors to visit our business units in person, providing an immersive experience in our operational routines. In 2025, together with Frasle Mobility, we also participated in Automec, Latin America's largest event focused on the aftermarket. In addition to showcasing products launched at the trade show, the event provided an opportunity for participants to chat with our executives from the Motion Control and Auto Parts verticals.

The latest edition of Randoncorp Day took place in July 2025 in São Paulo (SP) – *watch the recording here*. During the event, we highlighted the consolidation of the aftermarket as our most extensive business segment and discussed our international expansion strategy. In addition, we are sharing our financial deleveraging plan (*read more on page 34*).

Extel Awards 2025

For the sixth consecutive year, we have been recognized at the traditional Extel Awards, this time as the Most Honored Company, ranking first among Small Caps in the capital goods sector. We took first place in all categories, including Best CEO, CFO, Board of Directors, ESG Program, Investor Relations Program, IR Professional, Investor Day, and IR Team.

"

It is with great pleasure that we celebrate winning the 2025 Extel Awards. This recognition reflects not only the technical expertise and dedication of our Investor Relations team, but above all the strength of our corporate strategy and the consistency of our dialogue with the market."

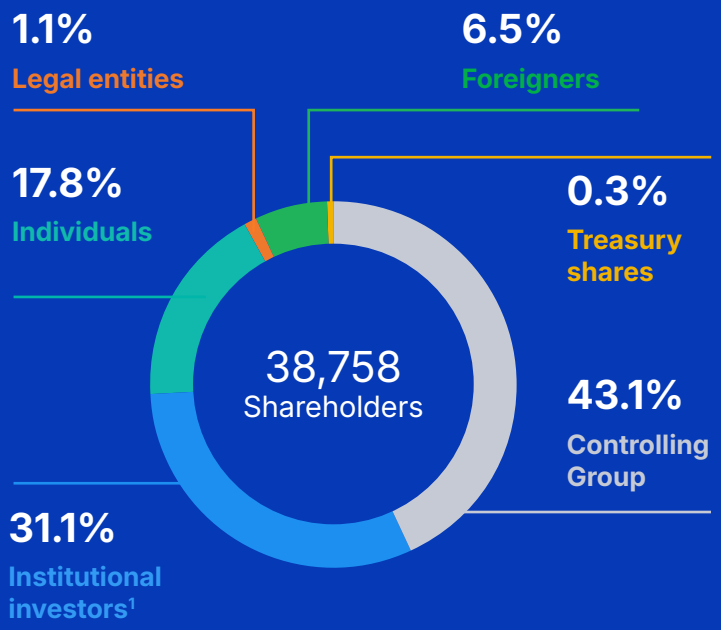
Esteban Angeletti, Corporate Director of IR, Finance, Strategy, and FP&A

Capital markets

2025 was marked by activity in the capital markets, in line with our strategy of financial strength. We performed a capital increase through a private placement of new common and preferred shares, which raised R$ 150 million and strengthened our capital structure. We also completed Randoncorp's 12th issuance of non-convertible debentures, totaling R$ 1.1 billion, structured into two series with maturities of five and seven years, the proceeds of which were used for liability management and to strengthen the company's cash position. Added to this were Frasle Mobility's third follow-on offering, which raised approximately R$ 250 million, and the company's sixth issuance of non-convertible debentures, securing R$ 500 million in funding.

Shareholder Profile

On the B3, Randoncorp shares are traded under the ticker symbols RAPT3 and RAPT4. We ended 2025 with 125,841,938 common shares and 223,882,733 preferred shares, and a market capitalization of R$ 2.0 billion.



[1]Including investment funds and clubs, companies, banks, brokerage firms, and associations.

Ethics, integrity, and compliance GRI 2-23, 2-24, 2-26, 3-3

One of the common threads linking all of our operating units is our firm commitment to ethics. The conduct of our employees and our interactions with suppliers, partners, and other external stakeholders are guided by compliance documents and mechanisms aligned with industry best practices. In this regard, we have focused our efforts on ID Randoncorp, an Integrity Program that provides guidelines and tools to disseminate best practices, monitor compliance across our global operations, and manage risks.

To ensure adherence to these guidelines, the Randoncorp ID program begins as soon as new employees join the company; they receive specific training on the Code of Ethical Conduct (*access here*) and formally agree to comply with current regulations. To foster this culture, we use the UGRC (Governance, Risk, and Compliance Universe*)* Portal*,* a training platform that offers content on topics related to ethical conduct. In 2025, certain training courses on this portal became mandatory for resident service providers and, starting in 2026, they will also be mandatory for all employees to ensure integrity across all our global units. This list includes training on the Code of Ethical Conduct, data privacy, and tackling corruption and workplace bullying and sexual harassment**.**

The commitment of our leaders is key to ensuring that the guidelines for ethical conduct are disseminated throughout the Company. This has become a topic of even more central importance with Randoncorp's international expansion and the integration of new facilities—a process that begins with discussions with local leaders to assess the challenges and identify priorities.

We have strengthened the Integrity Program through the ID Journey, an initiative that brings the Risk Management and Compliance team to our operational units to conduct in-person presentations and provide refresher training. Online initiatives, including training sessions and announcements, also help raise awareness of this issue in our culture.

Our governance is underpinned by corporate policies approved by the Board of Directors and reviewed annually (*view all the documents here*), with particular emphasis on the Anti-Corruption and Compliance policies, which establish rigorous oversight mechanisms. To ensure compliance with these guidelines, the Company has subjected all of its operations to corruption risk assessments, which include, among the key factors monitored, improper benefits, gifts and gratuities, travel and entertainment, donations and sponsorships, public tenders, money laundering, accounting records, and relations with government agencies. These standards are consistent with the relevant international laws and instruments, such as the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. **GRI 205-1**

Juliana Victoria Martins, Risk and Compliance Coordinator at Randoncorp

The documents, mechanisms, and practices that make up this ethics and integrity framework are essential for risk management, given the potential impacts that are monitored. From a financial perspective, among the factors mapped are the need to comply with new regulations and the increase in operating costs resulting from potential fines or legal proceedings, which could also have reputational consequences. From a socio-environmental perspective, the risks involve the credibility and reliability of our operations and communication channels.

Conflicts of interest GRI 2-15

The Company has specific guidelines in place to prevent and address situations that could harm its interests. This matter is addressed in the provisions of the Code of Ethical Conduct, the Bylaws, the internal regulations of the Board of Directors and the Executive Board, and the Related-Party Transactions Policy, among other internal documents. The Ethics Committee, which reports to the Chief Executive Officer, is responsible for assessing potential conflicts of interest and recommending ways to resolve them; this process is supported by independent audits and reports.

Members of the Board of Directors are instructed to disclose any conflicts of interest and to refrain from participating in discussions related to the matter. This also applies to shareholders who attend the General Meeting. Communication with stakeholders regarding this matter is provided in the form of explanatory notes to the financial statements, the reference form, and, in the case of highly critical incidents, through reports submitted to the Securities and Exchange Commission of Brazil (CVM);

Ethics Channel GRI 2-25, 2-26

Reports of conduct that violate the provisions of our Code of Ethical Conduct or applicable policies and laws may be submitted to the Company's Ethics Channel, a platform operated by an independent, specialized firm that guarantees anonymity and confidentiality. The reports received are forwarded to the Risk Management and Compliance department, which takes the appropriate measures in accordance with the Consequences Policy (*available here*), with the most sensitive incidents being reported directly to the Ethics Committee. All complainants receive case numbers to track the status of their reports. The tool is available in Portuguese, English, and Spanish.

A total of 756 reports were received during the 2025 cycle. The main issues reported relate to allegations of inappropriate behavior, workplace bullying, conflicts of interest, and incorrect procedures. As of the database cutoff date, the Company had already concluded 583 of these cases, with 173 investigations still pending. Of the total number of cases concluded, 220 were addressed and resolved without the need for corrective action, while in 104 cases, corrective measures were implemented to address the issues identified. Another 37 cases were addressed but are currently classified as 'unresolved'. It is important to note that 222 reports were classified as "not addressed," a category that includes reports deemed unfounded or those for which there was insufficient data to proceed with the investigation.

With anonymity and confidentiality guaranteed, the Ethics Channel is essential for ensuring that our guidelines and commitments to integrity are upheld.

Contacts

https://www.canalconfidencial.com.br/randoncorp/
Brasil: 0800-777-0768
United States: 1-800-245-8549
Mexico: 0800-099-1190

Risk management

To safeguard our operations and ensure the continuity of our business, we monitor risks through an integrated process involving established governance and contributions from various departments. In addition to mitigating threats, this approach allows us to identify and capitalize on opportunities in the various geographical and market contexts in which we operate.

We adhere to global standards of excellence, such as the COSO (Committee of Sponsoring Organizations) framework and the guidelines of the ISO 31000 standard. Governance for this area is defined by the Risk Management Policy (*available here*), which is approved by the Board of Directors and formalizes the strategies and responsibilities of each body.

- **Risk Management and Compliance Department**
  This area is responsible for continuously monitoring corporate vulnerabilities and the Integrity Program, reporting key metrics and response plans to the senior management;
- **Executive Committee**
  This committee is responsible for defining the risk appetite and risk tolerance based on assessments of internal and external scenarios;
- **Board of Directors**
  Evaluates and approves the risk map, takes action to ensure the effectiveness of control systems, and periodically reviews the monitoring conducted by the responsible department;
- **Committees supporting the Board**
  These committees incorporate the analysis of critical issues into routine agendas, ensuring that the most significant concerns are addressed.

To promote integration and establish consistent routines, our risk management process is structured around four stages:

1. **Identification**, which includes the mapping of potential threats;
2. **Assessment and classification**, including analysis by severity level and category;
3. **Treatment**, which involves determining the appropriate response: avoid, accept, mitigate, or transfer the risk;
4. **Monitoring** the effectiveness of the measures implemented.

Each item is classified by level of severity (low, moderate, significant, or critical), and we seek to link the impacts to the environmental, social, or governance (ESG) pillars. The Risk Management and Compliance department submits quarterly corporate risk monitoring reports to the Ethics Committee, ensuring swift decision-making. As an additional safeguard, we have established and continuously monitor Key Risk Indicators (KRIs) for each item identified as critical.

Monitored categories

Strategic: risks associated with decisions aimed at achieving business objectives, as well as those arising from potential limitations in the ability to adapt to changes in the external environment.

Operational: the possibility of losses—whether in terms of production, assets, customers, or revenue—resulting from failures, irregularities, or inadequacies in internal processes, personnel, and systems, as well as impacts caused by external events such as strikes, fraud, and natural disasters.

Regulatory: risks associated with legal or regulatory sanctions that result in financial losses or reputational damage due to non-compliance with laws, regulations, agreements, internal policies, or the Code of Conduct.

Financial: encompasses vulnerabilities associated with the **market**, such as adverse changes in interest rates, exchange rates, stock prices, and *commodity* prices; **credit**, including uncertainties regarding the receipt of amounts agreed upon with borrowers and contractual counterparties; and **liquidity**, such as the failure to maximize operating cash flow or difficulties in raising funds.

Revision of the matrix

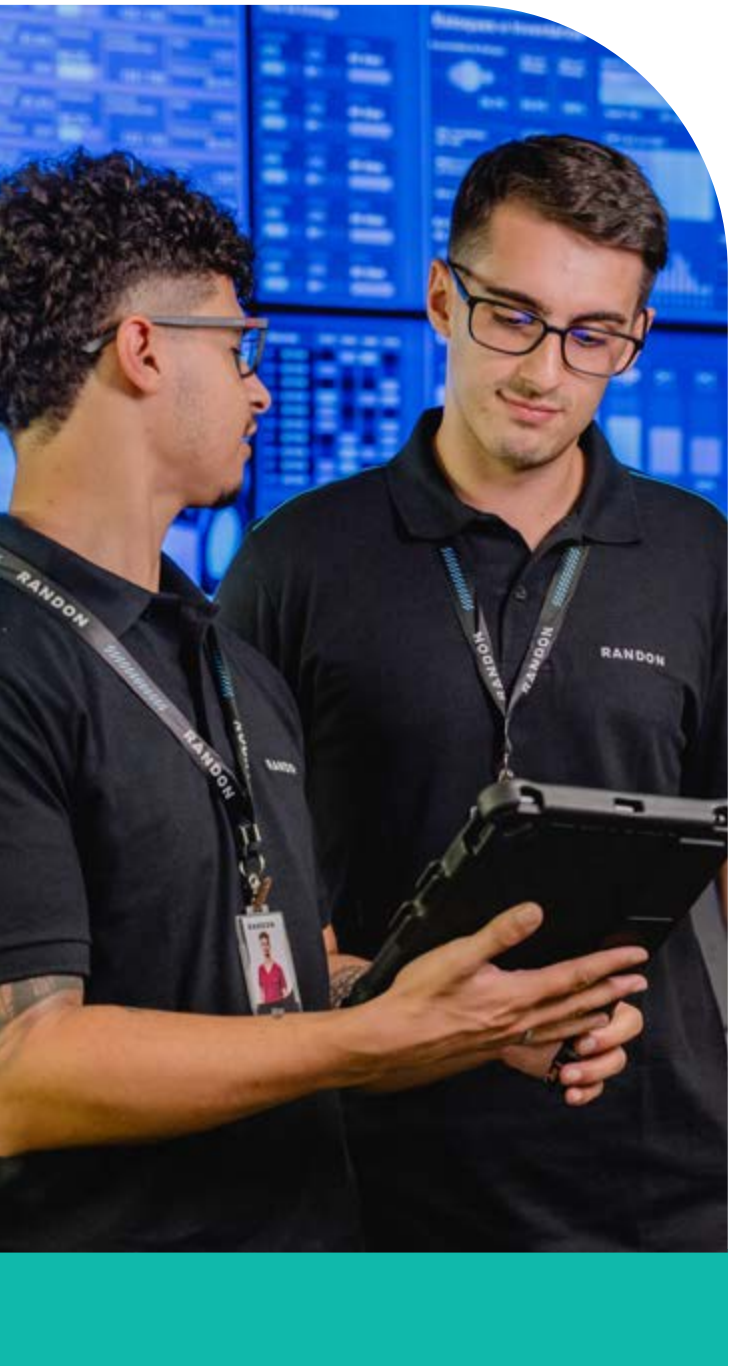
In 2025, we reviewed our risk matrix based on an analysis of the business environment. The results of these studies were put to a vote involving 34 officers, ensuring that the consolidation of the identified risks (44 in total) reflects the perspectives of the various business verticals and regions in which we operate.

This update added two risks to the map: digital disruption and climate change. These additions are justified by the importance of artificial intelligence to our operations and the climate impacts associated with our activities, taking into account both physical and transition risks. We also introduced a new approach to the identification exercise: we organized the mapped risks into clusters, these being thematic groupings that link related items. This approach should improve management by linking priority risks to issues that must also be addressed through treatment and mitigation measures, thereby ensuring that these measures are comprehensive and effective.

The introduction of the cluster method broadens our perspective on the challenges we face in the Company's various operating contexts.

Risks of greater criticality

1. **Macroeconomic and geopolitical factors**
2. **IT governance and cybersecurity**
3. **Talent attraction and engagement**
4. **Competition**
5. **Digital disruption**



Privacy and data security GRI 3-3

In 2018, during the risk mapping process, we prioritized cybersecurity among the key factors identified. Against a backdrop of constant technological advances, this decision accelerated a journey toward excellence in support of the Company's digital transformation, involving various departments and receiving support from the senior management. This issue currently remains a top priority, but our infrastructure has come a long way in detecting and addressing threats in the digital sphere.

These efforts are guided by the Information Security Master Plan (PDSI) and led by the Privacy and Information Security Committee. The committee includes representatives from the Legal, Compliance, and Information Security departments, bringing together members from different business units, and serves as the forum for addressing all corporate issues related to personal data privacy and information security at Randoncorp, advising senior management on the identification, assessment, and managing risks, and ensuring compliance with all applicable laws and regulations. In its deliberations, the body addresses investments, communications, incidents, and communication and awareness-raising initiatives.

A year notable for progress in governance and achievements that reflect our evolution.

Compliance with the provisions of the LGPD and other personal data protection laws is reinforced by the Corporate Personal Data Privacy Policy (*here*), which sets out guidelines, strategies, and responsibilities. Led by the Risk Management and Compliance department, the Privacy Governance Program is dedicated to the continuous improvement of our practices. We have also developed a plan to implement this policy in our new international operations, taking into account market requirements and certifications. As a result of the effectiveness of these measures, in 2025 there were no reports of operations affected by breaches of information availability or confidentiality, nor were there any reports of personal data leaks or losses. **GRI 418-1**

We are making progress in developing guidelines for the use of artificial intelligence (AI), a matter of strategic importance to the Company. The management of this issue, which was previously addressed by the Information Security Policy (*available here*), gained momentum with the Artificial Intelligence Policy (*available here*), published in 2025, which sets forth principles, guidelines, and responsibilities, and containing provisions that apply to all our operations, as well as to suppliers and partners.

Other highlights of the year include the integration of operational units into network access control processes, database protection, and the implementation of continuous, automated cyberattack simulations.

Security as a business priority

Intellectual capital is one of the pillars of Randoncorp's reputation. Protecting these competitive advantages enables long-term business partnerships; consequently, data security and privacy—in both physical and digital environments—go beyond mere technical compliance and are increasingly becoming a key business priority.

This issue is among the requirements set by our clients, and specialized firms conduct internal and external audits to assess compliance with these guidelines, as well as with corporate policies and best market practices. The Information Security Forum (ISF) methodology serves as a benchmark for our continuous improvement and is evaluated every two years.

In 2025, we celebrated the achievement of international TISAX (Trusted Information Security Assessment Exchange) certification at the Frasle Mobility facilities in the U.S. and China. Recognized worldwide, the certification attests to compliance with the rigorous information security standards required by the global automotive industry, audited according to the criteria of the ENX (European Network Exchange) Association and based on the ISO/IEC 27001 standard. By implementing these guidelines in strategic markets across North America and Asia, we have enhanced our operational maturity and strengthened the confidence of our customers and partners in the global supply chain.

Promoting a culture of prevention

The Secure Connections program provides training and communication initiatives to strengthen information security within our organizational culture. These initiatives address issues such as personal data protection, the prevention of cyberattacks, and the secure use of devices and systems. We also offer online cybersecurity training, including for partners, available in Portuguese, English, Spanish, and Mandarin. In 2025, the program was launched at Dacomsa, with approximately 12 hours of in-person training, reaching more than 300 people.

Every October, the Secure Connections Journey strengthens communication channels through campaigns and discussions on the topic. In 2025, in addition to three lectures that attracted more than 500 participants, workshops and campaigns, the event incorporated a gamified approach to expand the initiative's reach. We developed four courses featuring missions related to cybersecurity, and more than 700 people from 33 of the Company's units participated in the games. In total, we awarded 321 certificates and 15 prizes to participants.

Secure Connections Journey

500+
people attended the lectures

700+
participants on the courses

321
certificates issued

15
awards presented

Safety and excellence of products and processes GRI 3-3, 416-1

With a comprehensive portfolio, we serve a wide range of industries, including companies in sectors such as agribusiness, manufacturing, construction, mining, and mobility. All the products and services we offer reflect our commitment to operational excellence, quality, and safety.

We have integrated various process control and management tools into our Integrated Management System (IMS)[1]. This framework is further reinforced by certifications linked to national and international standards and benchmarks, such as those published by the National Institute of Metrology, Quality, and Technology (Inmetro) and ISO standards. Among the highlights of 2025 is the receipt of TISAX certification at Frasle Mobility's facilities in the United States and China. Castertech's Mogi Guaçu (SP) facility, meanwhile, obtained ISO 9001 certification.

We have established procedures for technical analysis, validation testing, compliance checks, and risk assessments throughout the product lifecycle. These mechanisms make it possible to identify areas for improvement, reduce potential risks to users, and ensure high standards of quality and safety. We invest in the prevention and mitigation of potential negative impacts by using the FMEA (Failure Mode and Effects Analysis) tool in the design and manufacturing process to anticipate risks, conducting acceptance testing at national and international laboratories, and conducting internal audits to ensure compliance with safety specifications.

Furthermore, third-party audits—conducted by customers, automobile manufacturers, and regulatory agencies—are performed regularly to verify compliance with specific requirements of the automotive supply chain and the strategic sectors served by Randoncorp. In order to address any shortcomings through corrective action plans and continuous improvement initiatives, we have adopted methodologies such as MASP, Lean Six Sigma, and 8D.

Health and safety impact assessments cover all significant product categories. We follow the standards in effect in our target markets for the certification process, and our main products undergo evaluation by Inmetro in accordance with applicable regulations and recommended tests. The rest undergo internal testing and validation, as agreed upon or validated by the customers. During quality and performance inspections, special attention is paid to critical components, such as brake systems, and no defects are tolerated.

To highlight the importance of this issue at the Frasle Mobility subsidiary, the Quality Control Circle (QCC) brings employees together in groups to discuss ways to improve the workplace. Over its 36-year history, the QCC has developed more than 6,900 projects in the areas of safety, quality, and excellence.

[1] The IMS encompasses the Quality Management System and the Automotive Quality Management, Environmental, Occupational Health and Safety, and Testing and Calibration Laboratory Competence systems.

Awards and recognition

In 2025, the strength of our brands was confirmed by industry awards and customer recognition.

PACCAR's 10 PPM Award
Companies in the automotive parts sector received the 10 PPM seal from PACCAR, one of the world's largest truck manufacturers.

Partner-Level Performance Award
For the third consecutive year, Castertech was honored with the highest recognition awarded by John Deere to its suppliers.

DAF Supplier Performance Management
Master Freios, for the first time ever, received the international award from DAF's Supplier Performance Management (SPM) program.

Suppliers of the Year 2025 Latam | Iveco Group
Two Randoncorp companies received awards: Master Freios, in the sustainability category; and Suspensys, in the proactivity category.

Supplier management and engagement GRI 2-6; RAND6, RAND8

The ESG agenda is integrated throughout our supply chain, guiding everything from partner selection to screening and monitoring processes.

At Randoncorp, the ESG agenda is integrated across all operations, and environmental, social, and governance criteria guide everything from supplier selection to the delivery of the products and services we offer our customers. To ensure the supply chain's[1] commitment to this goal, we rely on international guidelines, tools, and forums. In 2025, we allocated R$ 6.8 billion to purchases and contracts with 11,491 suppliers.

The **Supplier Requirements Manual** , which serves as a guide for interactions with this public, is available in Portuguese, English, and Mandarin, and applies to direct partners, with specific versions for indirect suppliers and aftermarket suppliers. The document includes guidelines on human rights, quality, logistics, health and safety, cybersecurity, and other ESG practices, among other topics. In 2025, we communicated our anti-corruption policies to 100% of our 14,398 registered partners—of this total, 1,647 (11.44%) received technical training on the Code of Ethical Conduct. Another mechanism for ensuring best practices in the supply chain is integrity due diligence. All approved suppliers undergo the process, which involves assessments of compliance with our Code of Ethical Conduct and corporate policies. No significant corruption-related risks were identified in the analyses conducted in 2025. **GRI 205-1, 205-2**

The manual allows us to apply a classification methodology (levels A, B, C, and D) to direct suppliers, based on auditable requirements and scores. We aim to continue our partnerships with only "A" and "B" tier suppliers; companies classified as "C" and "D" tier must implement action plans within a specified timeframe and move up to the next tier, or risk having their contract terminated. By the end of 2025, 89% of our direct material suppliers were operating at the highest performance levels (A and B).

[1] The Company has local, domestic, and international suppliers. The main items purchased are concentrated in the steel and metallurgy sectors; the chemical and polymers industry; non-ferrous metals; and tires and other automotive accessories.

Engagement

Every year, to foster closer ties, we host the Supplier Meeting, an event dedicated to sharing insights on emerging topics, including innovation, ESG, and market trends. The 2025 edition, held online, featured 95 companies and 180 participants representing strategic suppliers.

Percentage of new suppliers hired using environmental criteria GRI 308-1

DESCRIPTION	2023	2024	2025
New suppliers hired	601	1,398	1,475
New suppliers hired using environmental criteria	383	621	803
Percentage	63.73	44.42	54.44

New suppliers

The selection of new partners takes into account compliance with social and environmental criteria, assessing adherence to applicable laws, standards, and requirements using a specific platform. We also conduct periodic audits, based on the classification level, to assess compliance with quality, health and safety, environmental, and human rights requirements, thereby strengthening our efforts to combat child labor and conditions analogous to slavery in the value chain.

In 2025, no suppliers were identified as causing negative environmental impacts, nor were any operations or suppliers identified as posing significant risks of child labor, forced labor, or conditions analogous to slavery. This year, of the total number of new suppliers contracted (1,475), 54.44% were selected with social and environmental criteria being employed as a determining factor in the selection process. GRI 308-2, 408-1, 409-1, 414-1

Gilberto Kister, Process Analyst at Randon

5

Valued and respected people

- *Our people*
- *Development and training*
- *Diversity, equity and inclusion*
- *Health, well-being and safety*
- *Communities: Creating value and building partnerships*

RELATED SDGS

Debora Tatiane da Silva Boeny, People and Culture Consultant at JOST

Our people

GRI 2-7, 2-29; SASB RT-IG-000.B

At Randoncorp, valuing people is more than just a slogan—it forms an integral part of our principles and values. To strengthen our commitment to our teams, our practices are grounded in our People Management Policy, ethics, and equity, promoting broad access to opportunities in the workplace. We prioritize cultural initiatives and actions that support our global expansion and employer brand.

By 2025, we expect to have more than 17,000 employees across 15 countries, including full-time staff, interns, and young apprentices. The highest concentration is in Brazil, particularly in the South, which accounts for 70.1% of our professionals.

As part of our approach to caring for people, we offer a range of benefits focused on well-being and professional development. Full-time employees and young apprentices have access to life insurance, health and dental plans, extended maternity/paternity leave, private pension plans, transportation/shuttle vouchers, and meal vouchers/cafeteria. This package is standardized across all the operating units, based on guidelines established by the Corporate Center, located in Brazil. Employees also receive childcare assistance, which helps the fathers and mothers on our teams achieve a better work-life balance. GRI 401-2

Our Way of Doing Things

We have developed a set of organizational skills to guide professionals on their development journey at Randoncorp. Summarized below, these skills serve as the basis for performance evaluation, development, and training processes:

Positive influence: Influencing and inspiring people is a fundamental skill in the corporate environment. Acting in accordance with the organization's principles and values creates a collaborative and safe environment that fosters change and innovation.

Collaborative work: Establishing constructive working relationships, based on acceptance, cooperation, and mutual respect, is essential to collective success. Interacting with empathy and investing in interpersonal relationships strengthens the team and improves communication.

Guidelines for Implementation: Achieving results requires concrete actions that are aligned with Randoncorp's purpose and values. Maximizing results through efficient execution contributes to the sustainable development of the business and generates value for stakeholders.

Strategic vision: Identifying trends, opportunities, and risks and addressing them correctly on behalf of the business is a vital skill for ensuring organizational sustainability. Connecting the necessary stakeholders and fostering continuous, collaborative innovation is essential to keeping the company competitive and relevant in the market.

Self-awareness and continuous learning: Personal and professional development is an ongoing process that requires a commitment to holistic self-development, encompassing physical, emotional, and intellectual aspects. This commitment must be carried out independently, sustainably, and responsibly.

Culture and Belonging

The Company's international expansion has brought significant business opportunities, but there are also challenges that need to be addressed. One of the key priorities is to ensure that all units operate in harmony with the organizational culture.

Over the course of 2025, we conducted an in-depth exploration of the organizational culture, which led to the formulation of five core values:

1. **People should be valued and respected**
2. **Integrity and trust mean doing the right thing, the right way**
3. **Together, we are the driving force behind it all**
4. **Sustainable results preserve the legacy**
5. **A passion for innovation transforms businesses and shapes the future**

Our principles, established in 1996 and revised in the 2000s, remain as strong as ever. Not only do they remain relevant (*see page 12*), but they also serve as the basis for the description of the values shared by all of the Company's operations. This initiative aims to foster a sense of belonging in the workplace, with the goal of engaging our employees, valuing their experience at Randoncorp, and guiding decision-making among our leaders.

To ensure that the five values reflect our reality, we conducted active listening sessions: we spoke with a representative sample of employees at all levels, our controlling shareholders, the Board of Directors, and former Company executives. Starting in 2026, these values guide our cultural journey, shaping a wide range of processes, from performance management to strategic planning.

These values were established to ensure the continuity and consistency of our culture within the context of global operations.

Principles that shape values

A member of the Executive Committee for nearly two years, **Marcos Baptistucci**, CPCO at Randoncorp and coordinator of the ESG Committee, discusses the highlights of the People and Culture division

Marcos Baptistucci, Chief People and Culture Officer (CPCO) at Randoncorp

1 Why did Randoncorp decide to reexamine its values at this time?

With over 17,000 employees and operations in 125 countries, Randoncorp recognizes the importance of aligning all the decisions with guidelines that ensure consistency and positive intent in leadership. Reexamining our values at this time is also intended to strengthen the sense of belonging and enhance the employee experience.

2 Given the role played by the leaders in this context, has the Company sought to strengthen the training of new managers?

In 2025, Randoncorp launched two leadership development programs: *Potencialize-se* and Leading the Future. These strategic initiatives underscore the company's commitment to people management as a cornerstone for building the future, driving investment even in challenging economic conditions.

Embracing our cultural diversity through our presence in more than 125 countries and our cross-functional approach across our five business verticals are the pillars on which we are building the future.

3 How do you assess the results of the ESG Ambition?

Randoncorp has achieved all of its 2025 targets and has taken steps toward meeting its 2030 climate goal, showing significant progress in its journey. Driven by a culture of innovation, the company is constantly striving to advance its ESG agenda. A multidisciplinary team has been working to develop strategies for strengthening the Company's leading role in the coming years.

4 What are the next steps for the ESG and People and Culture initiatives?

We firmly believe in humane leadership and people-oriented management. Our values will be integrated into various processes, driving performance across all the operations. What is more, in line with COP30, Randoncorp is keeping a close eye on the opportunities the industry offers for decarbonization and electro-mobility. With the climate agenda fully integrated into our business operations, the focus is now on strengthening our presence throughout the value chain by joining forces with partners and suppliers to build a more sustainable future.

Recognition

In 2025, Randoncorp, represented by its Corporate Center, participated in the Great Place to Work (GPTW) assessment for the first time, earning a spot among the 50 best companies to work for in Rio Grande do Sul and joining the GPTW B3 Index (IGPTW B3).

Traditionally, it is the subsidiaries which are involved in this process. This year, the following companies received GPTW Brazil certification: JOST: Caxias do Sul and Campinas units; Master: Caxias do Sul and Flores da Cunha units; Castertech: Caxias do Sul and Schoereder units; Rands; and Frasle Mobility: Fremax site. Overseas, the Frasle Mobility sites in Alabama, the Head Office in Michigan, and Panamericana S.A.S. (Colombia) also earned the certification. The inclusion of the Corporate Center symbolizes our ambition to continue evolving in practices focused on the employee experience and strengthening our employer brand.

The inclusion of the Corporate Center in the Great Place to Work assessment reflects the growing importance placed on organizational culture and the employee experience—key priorities for human resources management.

Highlights from the GPTW ranking

Great Place To Work. Certificado 2025 BRASIL

MASTER

Caxias do Sul Unit[1]

1st place in the Serra Gaúcha region

14th place in Rio Grande do Sul

CASTERTECH

Caxias do Sul Unit[1]

2nd place in the Serra Gaúcha region

20th place in Rio Grande do Sul

RANDONCORP

Corporate Center[2]

8th place in the Serra Gaúcha region

36th place in Rio Grande do Sul

[1] Category: large company.
[2] Category: medium-sized company.

Length of service

Our employees' career paths are part of Randoncorp's history. During times of collective celebration, we recognize those who have dedicated decades of their careers to the Company, emphasizing continuity, experience, and the transfer of knowledge as essential pillars for the business's long-term success. We formalize this commitment through our long-service awards, which are designed to recognize and value the lasting relationships we have with the professionals who make up our teams.

Development and training GRI 404-2

Our commitment to professional development is reflected in programs and initiatives that extend to all the Company's locations. Of particular note is the PRA.VC platform—the Randoncorp Learning Portal—which encourages employees to take the initiative and play an active role in shaping their own careers. The portal offers a mix of optional and required courses, supported by a physical infrastructure at the campuses to ensure broad access, as well as translation into Brazilian Sign Language (Libras). The business units also have the autonomy to fund courses and training programs, taking into account the needs of the local context.

The topics covered in our corporate training programs reflect the company's priorities. Among the most popular topics are quality—with courses on best practices, certifications, and market requirements that attracted more than 700 participants in 2025—and operational safety, aimed at fostering a culture of prevention and avoiding accidents and critical risks, with these courses attracting more than 1,000 participants over the course of the year. We also offer an interactive online platform offering classes in 24 languages, allowing interested professionals to sign up to learn a new language.

1,700+
participation in quality and safety training

In 2025, PRA.VC expanded its cybersecurity efforts, strengthening training programs aimed at building professionals' skills and fostering a culture of prevention. On the UGRC Portal (Governance, Risk, and Compliance), we have expanded the courses on Ethics and Integrity, which will become mandatory for all employees in 2026, with the goal of ensuring global alignment with the Code of Ethical Conduct and corporate guidelines (*learn more on page 48*).

With training programs focused on key areas, PRA.VC plays a central role in the development of our teams.

Leadership training

The complexity of our business environment and the dynamic nature of the industries in which we operate require leaders who are prepared to ensure that our values are reflected in every decision we make. With this goal in mind, we have developed a series of programs designed to train this group, with significant updates in the latest cycle.

Our initiatives

Potencialize-se and Leading the Future

Launched in 2025, these programs aim to accelerate the careers of both internal and external professionals. While the *Potencialize-se* program brought together 23 employees, the Leading the Future initiative involved the hiring of 9 people, all of whom were selected based on their performance in the recruitment process. Both initiatives were designed to provide a 360-degree experience, consisting of three key areas:

1. **Action Learning Process:** a practical and collaborative methodology that includes group coaching and mentoring, as well as a problem-identification and problem-solving process in which participants need to formulate actions and goals applicable to the Company's operations;
2. **On the Job:** a customized program tailored to each area, providing direct insight into the day-to-day operations of our facilities. Assigned to different departments, participants are required to develop business projects and are evaluated quarterly to assess their performance;
3. **Leadership Academy:** in total, this initiative comprises 144 hours of online training, distributed across modules linked to four broad topics: Leadership 4.0, systemic and strategic vision, performance and problem-solving, and communication.

Leadership Development and Management

Leadership and management development initiatives are designed to foster organizational skills and contribute to professional growth and team engagement. This work is being carried out on four fronts:

1. **Coaching and mentoring,** with individualized initiatives to boost participants' performance;
2. **Behavioral development,** conducted in partnership with CNEX, an organization that offers solutions focused on behavior and management;
3. **Technical development,** which includes courses and training on relevant topics such as ethics and compliance, and cybersecurity;
4. **Benchmarking visits** to national and international organizations, with the aim of encouraging dialogue and practical learning.

Our training initiatives are focused on preparing leaders for the challenges inherent in building the future.

Leadership Meeting

Annual management meeting aimed at strengthening our organizational culture and discussing issues relevant to the coming years. The 2025 edition focused on purpose-driven leadership, addressing current and future challenges, as well as promoting Randoncorp's values (*learn more on page 12*).

Future Leaders

Launched in partnership with Conexo, this program equipped leaders with important tools and skills. Topics covered include communication, people management, decision-making, and problem-solving. In addition to professionals who are new to leadership roles, the initiative supports senior leaders in addressing potential generational conflicts and new technologies.

Learning and social engagement

Founded in 2005 in partnership with Senai Caxias do Sul and supported by Randoncorp, the *Qualificar* program offers vocational training to young people aged 16 to 24. With its own 1,650-square-meter facility on the company's premises—featuring classrooms, social areas, a computer lab, locker rooms, and a workshop—the program has trained more than 1,200 young people since its launch. In 2025, 57 participants completed the course.

Aimed at facilitating direct entry into the job market, the Dual Program, launched in 2025, provides *Qualificar* students in their final semester with practical work experience at Randoncorp, arranged by the HSE and People & Culture departments in collaboration with Senai.

We have also strengthened our commitment to diversity through the PSAI—the Inclusion Program for People with Intellectual and Psychosocial Disabilities—in partnership with Senai and Caps (Center for Psychosocial Care). The class for the 2024–2025 academic year consisted of 12 professionals.

The training program for these apprentices lasts one year, with six months devoted to theoretical instruction at SENAI and six months of hands-on experience at the Company's facilities.

> "My journey began at *Florescer*, and I had the opportunity to move on to the Professional Training program. I completed this stage having learned a great deal and was selected for the *Qualificar* program. I completed my internship at Suspensys, an experience that contributed to my personal and professional growth. I am very grateful for everything Randoncorp has provided me with along the way—opening doors, believing in my potential, and preparing me for the future."
>
> **Julian Cordeiro Macedo,** a graduate of *Qualificar* 2025

New Pathways
Journey to Prosperity

For 23 years, we have offered our employees the New Pathways | Journey to Prosperity program, a benefit designed to prepare professionals for offboarding and career transitions, as well as to recognize and create new professional opportunities. The program is open to anyone who wishes to plan their transition. The program covers topics such as holistic health, financial education, personal strengths, future planning, digital literacy, and new life roles, with training sessions led by volunteer staff—divided into facilitators and monitors.

The program is offered in a hybrid format and lasts two years, except for the leadership course, which lasts 18 months. In 2025, 50 professionals signed up—44 men and 6 women—and held monthly meetings to develop their transition plans. The average age was 56, with 8% of the participants taking part remotely (online).

> "Taking part in New Pathways made me realize the importance of what we've done—the recognition of our knowledge and legacy. We discussed topics related to finance, health, and prospecting, and the meetings made us feel very important and allowed us to walk out of the door with a sense of accomplishment and recognition for a job well done. So, I am just very grateful."

André Scherer, R&D Laboratory Analyst at the R&D Laboratories - Movetech, at Frasle Mobility

940

professionals have already participated in New Pathways

Performance management

Our performance management framework is tailored to the Company's various levels and positions, ensuring that employees receive constructive feedback from their leaders. Since 2016, we have been conducting performance evaluations for management positions, and in 2020 we expanded the process to include administrative roles through the GED—Strategic Performance Management—system. The assessment is based on organizational skills, incorporating self-assessments and feedback from managers to boost professional growth. The assessment formats vary depending on the job level:

Executive Board: uses the 360° methodology, which includes feedback from team members, peers, and supervisors;

Management and Coordination: follows the 270° model, focusing on feedback from the team and leaders;

Administrative staff and leaders: the analysis here focuses on organizational skills and incorporates feedback from employees themselves (self-assessment) and from management, in accordance with the 180-degree approach.

Calibration sessions are also held at the management level to align the results with the Company's objectives. Based on the performance review cycles, employees follow personalized development plans, which provide the necessary guidance and support to advance their careers.

Continuous development

In 2025, we held the Career Lab, a workshop designed to strengthen the link between performance evaluations and continuous development. The initiative encouraged people to complete their performance reviews, seek feedback, and develop their Individual Development Plans (IDPs), emphasizing the use of PRA.VC as a support platform for accessing content aligned with the needs identified during the performance review process.

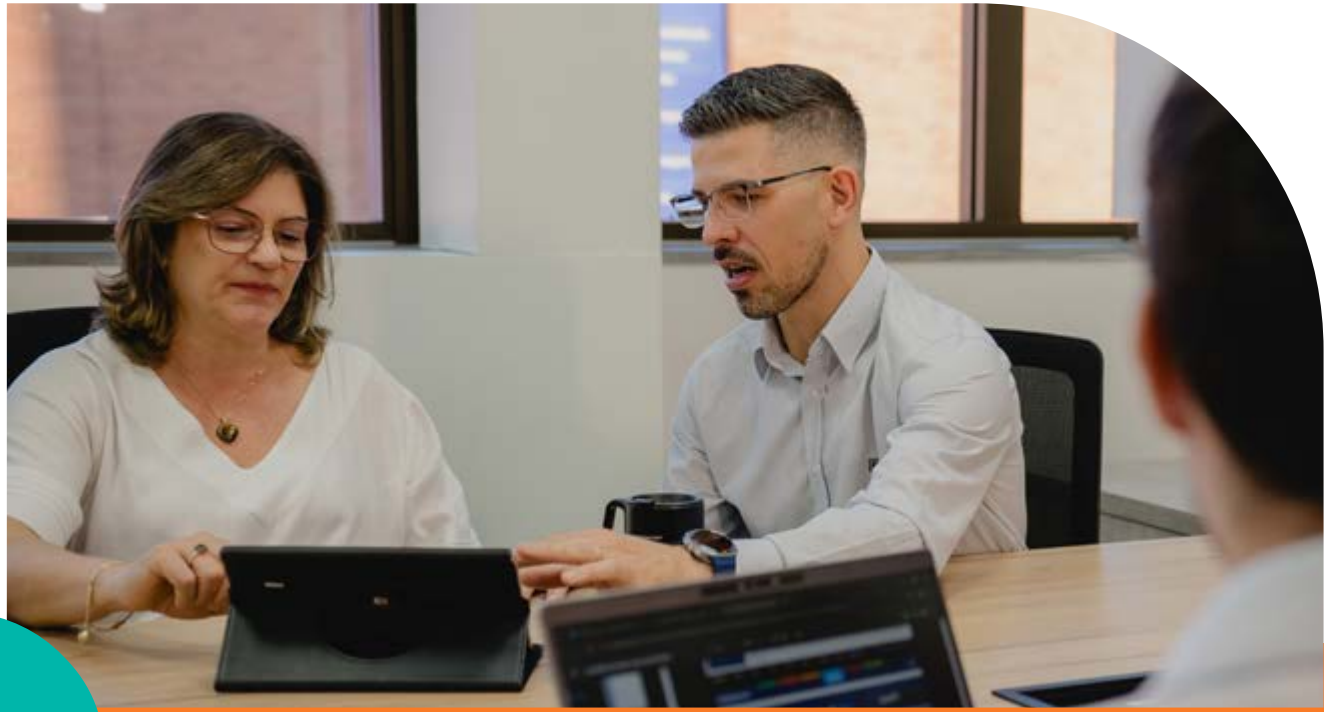
Human rights and labor relations GRI 3-3

Through its Labor and Union Relations department, the Company works to maintain dialogue and collaboration with union representatives. Reporting directly to the CPCO, the department has been working more closely with the People and Culture division to further enhance the professional experience of Randoncorp's employees. Last year, the percentage of employees covered by collective bargaining agreements was 78.5%, while in Brazil the figure stands at 96.9%. At our overseas locations, where these agreements do not apply, we adhere to the criteria set forth in each country's applicable laws and follow local market practices. GRI 2-30

Randoncorp holds regular meetings with representatives and members of committees, such as the Profit-Sharing Committee and CIPA (Internal Accident and Harassment Prevention Commission), in order to mitigate potential impacts—such as legal penalties, litigation costs, or reputational damage—and ensure a balanced work environment. The Company offers specialized services for negotiating collective agreements on labor issues, such as time banks, work-from-home arrangements, and working hours. With regard to communication, the minimum notice period for informing employees of significant operational changes is ten days, using internal channels and in-person meetings led by the management. GRI 402-1

Given the decline in demand in our main markets (*read more on page 34*), it was necessary to implement restructuring measures and adapt our operations to the business environment in 2025. In consultation with union representatives, we strive, whenever possible, to take steps to preserve jobs, including reducing working hours, thereby reaffirming our commitment to job protection during challenging economic times.

We prioritize ongoing dialogue to implement measures that ensure a balanced work environment, with specialized support for collective labor issues.



Diversity, equity and inclusion

Being present in various regions, we view cultural diversity as a key asset, and our diversity and inclusion initiatives aim to ensure that all employees have broad access to opportunities. To ensure a balanced work environment rooted in respect, we address this issue on three complementary fronts: an inclusive culture; representation of social groups; and inclusive governance processes.

In 2025, as a means of gaining a better understanding of the diversity of our teams, in addition to updating the records of some employees—a process that, in the previous year, allowed us to collect self-reported information—we conducted demographic studies on the regions where our facilities are located.

We develop initiatives to expand access to opportunities and combat inequality.

Skalys De La Caridad Bandez Malave, CRM analyst at Rands

The Immigrant's Journey

The Immigrant's Journey Program is designed to support immigrant employees at the facilities in Caxias do Sul. Employed at various levels of Randoncorp, 963 people of other nationalities—including Venezuelans, Senegalese, Uruguayans, and Argentines—make up our teams in the region. Their inclusion is essential to fostering respect and cultural diversity in the workplace—qualities that underpin operational excellence.

In 2025, we made progress on activities related to the program. Among these activities, we completed the mapping of immigrants' journeys and the assessment of opportunities for improvement. We provide document translation services and offer simultaneous interpretation for onboarding sessions, training sessions, and in-person meetings. We also offer courses in Portuguese and Microsoft Office (taught in Spanish).

Cultural approach

Active since 2022, Randoncorp's affinity groups have been leading the effort to strengthen the diversity and inclusion agenda within the company's organizational culture. More than 300 people have already participated in activities at these venues. With a focus on literacy, these initiatives include workshops, lectures, and discussion groups led by four groups: Women; People with Disabilities; Race and Ethnicity; and LGBTQIAPN+.

Through affinity groups, we engage in in-depth discussions to address respect in the workplace and promote literacy and awareness.

Women

Goal: to strive for gender equality through collective and individual actions that promote respect for and the empowerment of women at all levels of the organization.

Activities in 2025: workshops and lectures on women's careers, as well as the publication of Her Journey.

Race and Ethnicity

Goal: to act with commitment and integrity, staying true to our roots, to transform Randoncorp into an environment of ethnic and racial equity, leaving a legacy of opportunity, respect, empathy, justice, and unity—starting now.

Activities in 2025: dissemination of content and communications aimed at raising awareness.

LGBTQIAPN+

Goal: to build a culture of belonging and authenticity at Randoncorp, respecting all LGBTQIAPN+ individuals and fostering a safe, democratic, and inclusive environment across all areas of the company.

Activities in 2025: discussion groups and lectures in June (Pride Month).

People with Disabilities

Goal: to promote physical and digital accessibility, creating an inclusive environment for people with disabilities, embracing diversity, and fully respecting every individual in all their differences.

Activities in 2025: discussion groups and lectures on space, respect, and recognition, and training for 12 apprentices in the Senai Inclusive Apprenticeship Program (*more on page 64*).

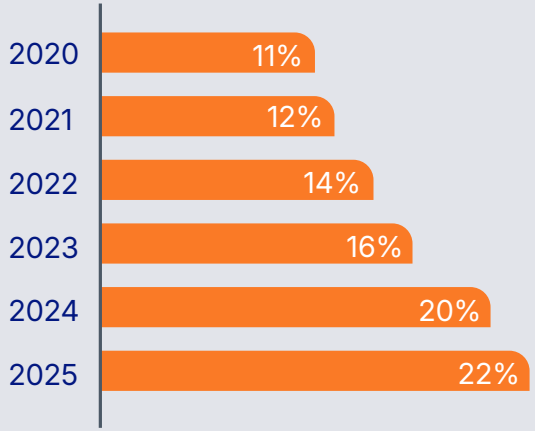
Juliana Cassiraghi Pandolfi, Comptrollership Coordinator at Randoncorp

Women in leadership

Women face long-standing barriers to reaching leadership positions and building fulfilling careers. Given this situation, in 2021 we included an impact goal as one of the five public commitments of our ESG Ambition: to double the number of women in leadership roles by 2025, compared to the figures recorded in 2020.

As a result of our efforts in employee engagement, training, and people management, we celebrated the achievement of this goal in 2025, with women holding 22% of leadership positions across our companies in Brazil. This is a milestone in Randoncorp's history, but we know there is still work to be done to continue expanding access to opportunities. With pride and determination, this achievement reinforces our commitment to gender equality, and this issue will remain a top priority on our ESG agenda in the coming years.

Women in leadership roles at Randoncorp[1] (%) ESG 4



By employee category[1]

	2023	2024	2025
Executive Management	3%	6%	17%
Management	19%	20%	24%
Coordination	19%	26%	25%
Leadership	14%	18%	20%
Total	**16%**	**20%**	**22%**

[1] This indicator takes into account leadership, coordination, management, and executive positions at companies located in Brazil.

Her Journey

In line with the Sustainable Development Goals (SDGs), the Her Journey program played a central role in doubling the number of women in leadership positions at the Company. Structured around mentoring sessions and training programs, the initiative is designed for professionals at various stages of their careers, including, for example, coordinators seeking management roles and specialists interested in management positions.

The mentoring sessions and training modules cover topics relevant to leadership development, such as purpose, empathy, behavioral issues, and building a future. In 2024, the program included a version specifically designed for factory operations. In 2025, with the theme of “Developing Leadership Potential,” Her Journey reinforced its mission to develop new talent, demonstrating that women’s leadership also translates into excellence in management.

In 2025, 17 women were selected for the program.

ESARH Award

We received the ESARH Award (South American Human Resources Conference), one of the most prestigious awards in the field of human resources management, in the Strategic People Management category, for the "Her Journey 2024" project.

“Taking part in Her Journey was a profoundly transformative experience. Interactions with women from different departments and units within Randoncorp reinforced the importance of being intentional in every action. Experiencing similar challenges and sharing reflections in a safe environment further strengthened my sense of belonging and reinforced the power of the collective in the individual development of women leaders.

Juliana Cassiraghi Pandolfi,
Comptrollership Coordinator
– Randoncorp

Health, well-being, and safety GRI 3-3, 403-1, 403-7

Ensuring operational safety and promoting well-being in our operations are strategic pillars, reflected in initiatives and goals such as our public commitment to eliminating serious accidents. In this regard, we are working to foster a culture of prevention and strengthen the Occupational Health and Safety Management System (OH&S), which covers 100% of our employees, activities, and workplaces. The system is structured in accordance with legal and regulatory requirements, including labor laws, International Labour Organization (ILO) conventions, and collective bargaining agreements. At all our facilities, our practices are guided by the Health, Safety, and Environment (HSE) Policy and by guidelines developed by the corporate HSE department.

The establishment of thematic groups focused on critical risks was key to improving our practices.

R$ 16 million

in investments in safety in the 2025 cycle

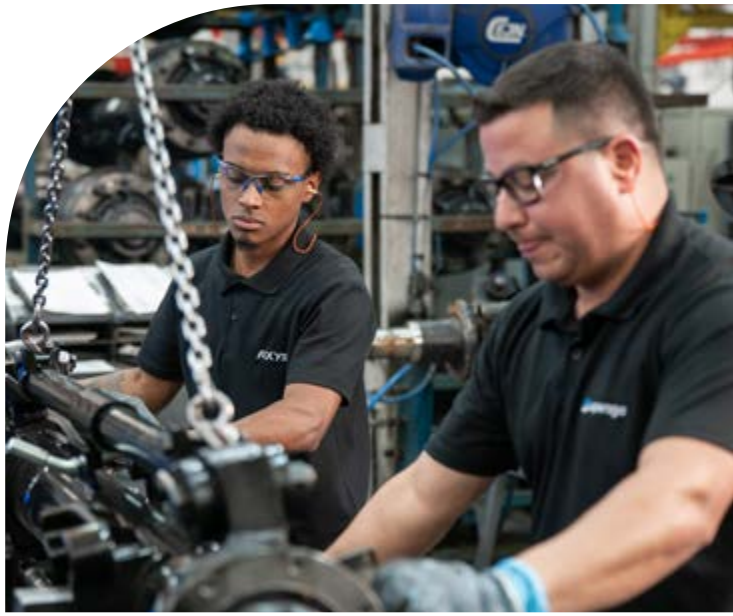
Management of critical risks

GRI 403-2, 403-9

In our operations, we have identified 12 critical risks,[1] including: the handling of suspended loads; the storage of raw materials and products; working at heights; processes involving molten metal (foundries); and the operation of industrial vehicles (such as forklifts and pallet trucks). To address each of these priorities, six theme-based working groups have been established, led by plant managers and supported by occupational safety teams. In addition to their technical work, the groups focus on the educational aspect, developing instructional materials such as e-books and standard operating procedures. The status of these initiatives is reported periodically to the Executive Committee, ensuring that the senior management is involved in the governance of this matter.

For routine activities, we rely on risk management programs (RMPs) tailored to each facility and in compliance with the applicable legal requirements. Critical activities, such as working at heights and in confined spaces, and product validation testing, have specific procedures and dedicated forms, and require the issuance of a Work Permit (WP).

For non-routine, special activities, or those involving greater operational complexity, Randoncorp uses the Preliminary Risk Analysis (PRA) as its primary tool for identifying hazards and defining controls. The PRA is implemented before work begins and covers every stage of the work, taking into account risks associated with third parties, customers, or visitors. Analyses are



subject to mandatory review whenever there are changes in the scope of the activity, in operating conditions, or in the identification of risks.

The information generated by these analytical tools supports the review and improvement of procedures and work instructions; the implementation of corrective and preventive actions; the prioritization of investments; the updating of training and capacity-building programs; and the identification of recurring trends and risks, thereby supporting strategic decisions in HSE.

[1] The complete list of risks includes: "machinery and equipment"; "confined spaces"; "fuels and flammables"; "explosions and fires"; "hazardous energy sources"; "substations"; "critical tests"; "molten metal"; "industrial vehicles"; "working at height"; "suspended loads"; and "storage of materials at height".

Protection of third parties

We use the Randoncorp Third-Party Portal as a tool for preventing and mitigating supply chain-related impacts. This system allows for document management and compliance with legal and safety requirements, including: registration and qualification of contractors; validation of legal, labor, and occupational health and safety documents; tracking of mandatory training and certifications; and automatic access restriction in the event of non-compliance or expired requirements. This mechanism ensures that only workers and companies that meet health and safety criteria are allowed to operate at our facilities, thereby reducing exposure to risks.

Monitoring

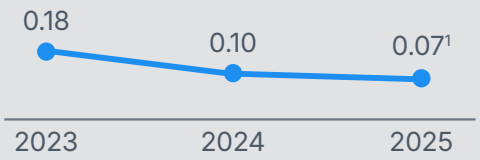
Every month, we monitor safety indicators, including reported incidents, which allows us to investigate causes, implement effective corrective actions, and share solutions across our facilities, thus contributing to continuous improvement. In the event of incidents, in addition to the mandatory reporting and investigation of events involving Serious Injury or Fatality (SIF), or Potential Serious Injury or Fatality (PSIF), we strive to translate the lessons learned into investments and improvements.

See the full list of indicators on page 114
CLICK HERE

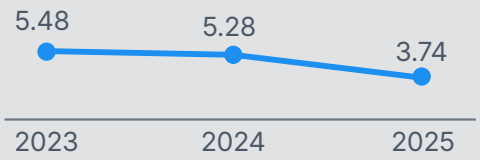
We remain focused on continuous improvement, recognizing that preventing serious injuries requires operational discipline and commitment at all levels.

Trends in indicators

Serious accident rate



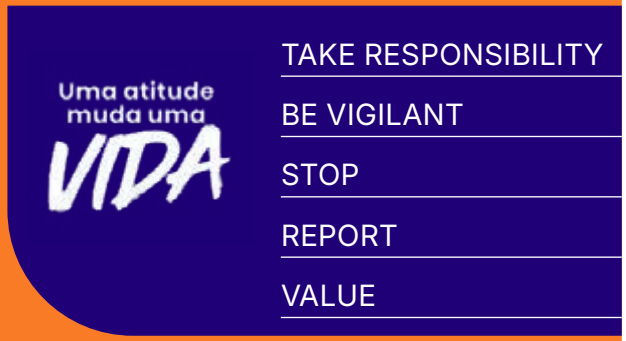
SIF/PSIF frequency rate



[1] Based on 29,535,455.53 hours worked, the rate is calculated as follows: (number of workplace accidents × 1,000,000) / total hours worked during the period. Two serious accidents were reported this year.

Culture of prevention

To ensure that this issue remains important to our teams, we have implemented initiatives and routines centered on our Culture of Excellence in Safety, with particular focus on the Life-Saving Mindsets program. Based on five key principles—take responsibility, be vigilant, stop, report, and value—the initiative promotes a commitment to safety among our employees. This program gave rise to the Bonsai Initiative, aimed at strengthening governance, communication, recognition, and training, among other areas, as well as the Caring Leadership project, which highlights the role of leaders, and Gemba Mentoring, a Japanese-inspired approach that brings leadership closer to the operations.



Engagement and participation

GRI 403-4

Randoncorp adopts a participatory management approach, directly involving employees in the development and evaluation of the OHS system. Of particular note is the CIPA (Internal Occupational Accident Prevention Commission), which works to identify risks, promote a culture of prevention, and ensure a working environment characterized by respect and well-being. Other important forums include: the OHS Committee, organized by the corporate HSE department and attended by health and safety focal points from all units to discuss the priorities and proposed solutions, as well as share best practices; and safety dialogues, these being meetings held with teams and their leaders to provide preventive guidance, communicate operational risks, and collect indicators, among other topics.

At our ISO 45001-certified facilities, we also implement change management, emphasizing employee participation. Multidisciplinary ergonomics committees support these efforts with initiatives aimed at improving ergonomic comfort, focusing on the prevention of occupational diseases and repetitive strain injuries.

We maintain an ongoing process aimed at identifying opportunities for improvement and risks. We have made the *Relatar* tool available, this being a channel which employees can use to report any unsafe conditions they observe in their day-to-day work. The HSE team reviews the reports submitted and, in collaboration with management and other support departments, determines the necessary measures to eliminate the risk and promote prevention.

Training GRI 403-5

Training initiatives include online courses delivered through platforms and initiatives such as PRA.VC (*learn more on page 62*), which expand the scope and standardization of knowledge. In-person, hands-on training sessions focus on managing specific risks, with course durations and topics tailored to the level of risk and the employee's job.

Among the mandatory training courses are the following: CIPA (NR 5); safety in electrical installations and services (NR 10); operation of handling, transportation, and storage equipment (NR 11); safety involving machinery and equipment (NR 12); and others. Training hours, retraining criteria, prerequisites, acceptance of external certificates, and the requirement for legally qualified instructors to follow the standardized corporate procedures applicable to all units, ensuring consistency, technical quality, and legal compliance.

Engagement and training initiatives promote best practices and reinforce guidelines in day-to-day operations.

Health and Well-being GRI 403-3, 403-6

A holistic approach guides personnel management at Randoncorp. In 2025, the hiring of a Health and Wellness Coordinator and the implementation of a pilot project to bring the company into compliance with the updated version of NR 1 demonstrate that this issue is one of the Company's priorities. Supported by the Comprehensive Health System, our infrastructure includes health centers, occupational health services, and specialized teams, as well as an outsourced network that covers various regions.

Based on the epidemiological profile of our employees, we have implemented preventive health initiatives related to issues such as cancer prevention, sexually transmitted infections (STIs), smoking, kidney disease, support for pregnant women, and other relevant topics. Through the health insurance plan provided, employees and their eligible family members have access to a wide network of accredited healthcare providers. In accordance with the LGPD and CFM Resolution No. 1,605/2000, the privacy of personal data, the confidentiality of health information, and doctor confidentiality are guaranteed in all our systems.

Health and wellness programs are communicated on physical bulletin boards and through digital channels, with the support of leadership. Among the health services available at Randoncorp, the following deserve special mention: periodic checkups and ergonomic assessments; hearing conservation programs; Active Care workshops, which encourage healthy habits; telemedicine consultations via the SSI app; quality of life and mental health programs, with psychological counseling and emotional support; and lectures and workshops on disease prevention and health promotion.

Interlagos site, in Caxias do Sul

We have been included in the list of the 30 Best Companies for Mental Health 2025, an initiative developed by GPMH in partnership with MIT Sloan Management Review Brazil and Telavita.

Psychosocial factors

Launched in 2024, our project aimed at monitoring psychosocial factors evolved in 2025 with the establishment of a database that currently includes 2,054 employees. This mapping prioritizes roles that require greater cognitive effort or full attention, such as industrial vehicle operators and professionals in the fields of information security and telemarketing.

Monitoring this data is an important step in guiding the comprehensive care strategy and defining targeted mental health initiatives. The program has brought the staff of these departments closer together, and a total of 86 employees have already been referred for follow-up care through a support network that includes psychologists, lawyers, and financial managers.

The redevelopment of our health centers, combined with the collection of psychosocial data, improves our ability to provide prompt and preventive care. With a wide range of specialties available, we have invested in modern facilities that support comprehensive healthcare provided for our teams.

Health centers

In 2025, we completed the renovation of two health centers. One is located at the Frasle Mobility site in Caxias do Sul, and the other at the Interlagos complex, also in Caxias do Sul, where most of Randoncorp's industrial operations are concentrated. With modern, fully-equipped facilities, the new buildings offer medical and dental consultations, procedure rooms, telemedicine services, and testing for hearing and breathing protection, as well as breastfeeding rooms that ensure peace of mind and privacy for our female employees.

Both renovations were aimed at technical upgrades and increasing service capacity—a total of 9,842 employees now have access to the renovated centers. The range of services available is particularly noteworthy: our employees can schedule medical appointments with specialists in cardiology, psychiatry, and therapy—including psychology and nutrition—as well as participate in prevention and self-care programs.

Forqueta site, in Caxias do Sul

Communities GRI 2-29

Creating value and building partnerships

In addition to our contributions to economic development and job creation, we have established corporate social responsibility programs designed to strengthen ties with local communities and address regional challenges. These initiatives are led by the Elisabetha Randon Institute (IER), a Civil Society Organization of Public Interest (Oscip) founded in 2003 and supported by Randoncorp and its employees.

The IER is dedicated to promoting citizenship and social development through programs in education, culture, volunteering, and road safety, as well as through partnerships and support for emergency response efforts. The Institute's website provides information about its own initiatives and supported projects, as well as instructions on how to contribute (*click here*).

R$ 5.1 million
invested in the IER in 2025 **RAND7**

42,746
people impacted by IER initiatives throughout the year

The IER's key initiatives RAND9

Ser Voluntário (Volunteering Program)

The goal of the *Ser Voluntário* program is to mobilize and organize the participation of Randoncorp employees in volunteer activities. With the support of partner organizations, coordinated by IER, volunteers help strengthen our commitment to having a positive social impact. In 2025, the initiative celebrated its 20th anniversary, establishing itself as a key platform for strengthening the bonds forged with local communities.

> "This experience further strengthened my empathy and concern for others, broadening my perspective beyond my professional role. It reinforced the awareness that every employee has a story and often faces personal challenges that aren't apparent in their day-to-day work."

Debora Tatiane da Silva Boeny, People and Culture Consultant and participant in the *Ser Voluntário* program

Vida Sempre (Life Always)

Established in 2011, *Vida Sempre* is dedicated to promoting road safety through education and awareness-raising among drivers, cyclists, motorcyclists, and pedestrians. With the aim of preventing accidents and saving lives, the program organizes educational activities, lectures, and theatrical performances.

The *Vida Sempre* traveling theater group, supported by the Federal Culture Incentive Law, tours states in the Southern region staging free performances, attended by 40,359 spectators in 2025. The program also collaborates on a course on economical and safe driving for truck drivers, and shares materials and videos that promote safe driving practices, in partnership with the Yellow Ribbon Program of the National Observatory for Road Safety.

Memorial

The Memorial is dedicated to preserving and sharing the history of Randoncorp, as well as the evolution of freight transport in Brazil, with records dating back to the 1950s. The physical and documentary memorial projects are the result of an extensive curatorial effort and documentation initiative aimed at preserving and highlighting key milestones in the history of the Company and the sector.

Another initiative forming part of this mission will be the Freight Transport Memorial. Funded by the Federal Culture Incentive Law (Rouanet Law) and the result of a partnership with the Ministry of Culture, the project is organized by IER. Its cultural space, currently under construction, will host immersive activities, events, and workshops across three venues (*learn more in this video*).

Professional training

As a result of a partnership with the National Service for Industrial Training (SENAI), the IER's Professional Initiation Program offers 15-year-olds—including those who participated in the Florescer program—technical and humanistic education to prepare them for the job market. With a history spanning more than 20 years, the initiative has already benefited 1,300 young people—110 of whom completed the Logistics Assistant course in 2025.

> "During the course, we learned about various logistics processes through group exercises, written assignments, and hands-on activities, which was wonderful for our learning."

Jadi Paola Rech da Rosa, 15 years old, a student in the Logistics Process Operator program under the Professional Initiation program

Florescer Program

With a history spanning more than 20 years, the *Florescer* Program offers educational, cultural, and sports activities, held outside of school hours. In 2025, *Florescer* developed activities for 437 children and adolescents.

Operating in Caxias do Sul (RS), Joinville (SC), and Erechim (RS), the program is expanding its reach through a social franchise model. Signed with partner institutions, this support model for the adoption of the *Florescer* methodology includes training for educators, methodological guidance, and, if necessary, fundraising. This year, 757 young people participated in activities organized by these franchises.

In 2025, the Institute partnered with the Employers' Association of the Plastics Industries of Northeastern Rio Grande do Sul (Simplás) to launch a new initiative, *Educamais*, which also received support from the Hercílio Randon Institute (IHR), SENAI, SEBRAE, and the Federal Institute of Rio Grande do Sul (IFRS). Structured into three modules, the project provided 46 students from *Florescer* with training in polymeric materials, recycling, and circular thinking. The program culminated in a hands-on experience on the production line at Frasle Mobility, during which the young people applied the knowledge they had acquired to create projects from recycled materials.

Support for the reconstruction of Rio Grande do Sul

Engaging with local communities proved to be essential in addressing the impacts of the 2024 floods in Rio Grande do Sul, the worst climate-related and humanitarian disaster in the state's history. We organized our efforts across four areas, with initiatives extending throughout 2025: **social impact**, led by the Elisabetha Randon Institute (IER), which involved initiatives focused on the affected communities; **promotion of industry and entrepreneurship**, focused on the state's economic recovery; **support for impacted schools**, also led by the IER; and **road infrastructure**, with support for projects such as Rebuilding Bridges, which enabled the construction of 11 bridges in the Taquari Valley and the Serra Gaúcha.

Alma Gaúcha Trophy

In 2025, we received the *Alma Gaúcha* Trophy, a symbol of solidarity, courage, and commitment to the state of Rio Grande do Sul. This recognition reinforces the role of our leadership at times that call for action, empathy, and unity.

Read more about the construction of 11 bridges in the Taquari Valley and the Serra Gaúcha
CLICK HERE

6

Commitment to the planet

- *Environmental management*
- *Water and effluents*
- *Waste and the circular economy*
- *Climate change and decarbonization*

RELATED SDGS

Marcio Antonio Beckstein Bilhar, environmental operator at Frasle Mobility

At Randoncorp, sustainable development is intrinsically linked to the way the business is directed, guiding everything from the creation of products with a reduced carbon footprint to the ongoing improvement of environmental management practices. In 2021, we established the Green Route program to establish our commitment to this agenda, and issues such as the mitigation of greenhouse gas emissions, the circular economy, and eco-efficiency have been prioritized in recent years.

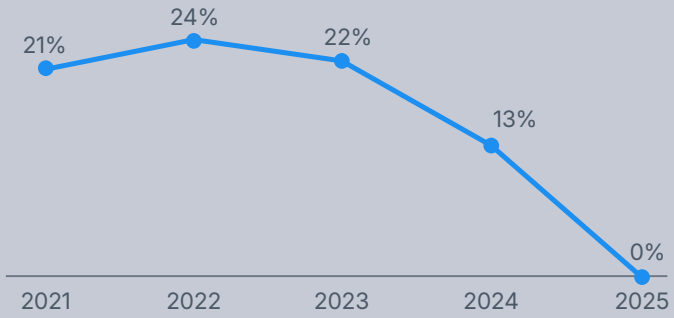
As a result of our investment efforts and the dedication of our teams, we have achieved the targets associated with the public commitments made as part of the Environmental pillar of our 2025 ESG Ambition (*learn more on page 28*). Through partnerships and circular economy programs, we have eliminated the disposal of waste in industrial landfills, and, thanks to structural improvements, we have now reuse 100% of the treated effluent at those units equipped with treatment plants. As some of the projects were concluded in 2025, the progress made in effluent management will be reflected in the 2026 annual indicators.

[1] The data for the indicators reflect the situation in December 2025. The indicators cover the following units: Frasle Mobility, sites in Caxias do Sul, Controil, Fremax, Sorocaba, Alabama, and Pinghu; JOST; CTR; Suspensys; Castertech; Randon, facilities in Caxias do Sul, Araraquara, and Chapecó; Master, Caxias do Sul and Flores da Cunha plants.
[2] The goal of eliminating the disposal of waste in industrial landfills by 2025 has been achieved almost completely. The FNAI unit was the only exception, with a waste impact of 0.13% on the consolidated volume.
[3] The operational projects for effluent management, which ensure full reuse, were completed in 2025, and the results can be seen in the measurements from January 2026.

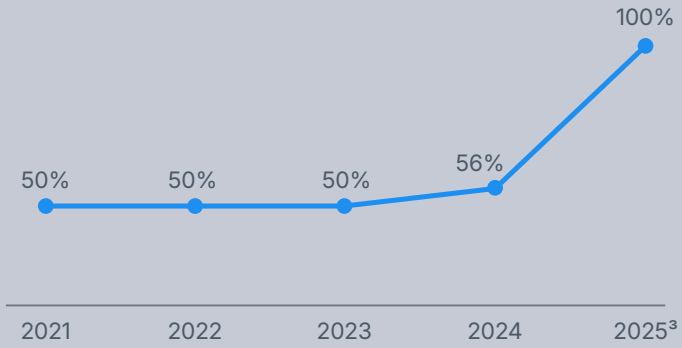
Progress on public commitments

ESG2[1,2], ESG3[1]

Eliminate the disposal of waste in industrial landfills by 2025



Reuse 100% of treated effluent by 2025



The three pillars of the Green Route

1

Sustainable environmental development
Focus on economic growth and responsible consumption.

2

Environmental technologies and innovations
A focus on operational efficiency, through better use of inputs and raw materials, and, in turn, a reduction in waste.

3

Environmental responsibility
A culture of prevention and support for the communities where we operate.

Environmental management

The Company's environmental management focuses on the Integrated Management System, which enables the monitoring of performance indicators, including energy and water consumption, as well as effluent and waste generation. The primary guidelines for ensuring compliance with applicable standards and certifications are the Health, Safety, and Environment Policies (*access here*) and Sustainability Policies (*available at this link*).

R$ 38.6 million
invested in environmental management in 2025

Investments in environmental management RAND4

	2023	2024	2025[1]
TYPE OF INVESTMENT	**AMOUNT INVESTED (R$)**	**AMOUNT INVESTED (R$)**	**AMOUNT INVESTED (R$)**
Waste treatment and transportation	15,010,599	15,560,712	19,279,792
Emissions treatment	1,787,607	2,286,192	1,880,672
Effluent treatment	3,944,730	3,209,184	4,545,384
Analyses (effluents, waste, emissions, water, and soil)	777,064	687,513	845,348
Environmental projects	5,149,105	19,014,093	11,695,800
Taxes	310,645	937,037	371,568
Total	**26,979,753**	**41,694,731**	**38,618,564**

[1] Investments in environmental projects are linked to upgrades and purchases of equipment and technologies for wastewater treatment plants, in order to meet the public commitment to reuse.

Water and effluents GRI 303-1, 303-2

Our water management strategy is based on diversifying water sources and promoting water efficiency. Our water supply model encompasses public water systems, artesian wells (with monitoring of the water table), rainwater, shallow groundwater, and the reuse of treated wastewater, with controls and impact management in accordance with the guidelines specified in the operating permits. These resources are used for everything from human consumption and sanitation to industrial processes, such as in laboratories, product processing, firefighting, and cooling systems. The standards referenced include CONAMA Resolution No. 430/2011 and CONSEMA Resolution No. 355/2017, as well as the conditions set forth in the environmental permit.

In order to achieve 100% reuse of treated effluent at the facilities with wastewater treatment plants (WWTPs) identified in 2020, an initiative aligned with SDG 6 (target 6.3), we implemented internal treatment and reuse systems at the Interlagos site and at Frasle Mobility, as well as at the Caxias do Sul, Sorocaba, and Fremax sites. Since January 2026, these facilities have ceased discharging treated water. Companies that do not have their own wastewater treatment plant send their effluent to the Interlagos site or to third-party partners which ensure proper treatment and disposal.

Structural improvements

We are constantly seeking out state-of-the-art technology for wastewater treatment. At the Interlagos site, for example, we use a state-of-the-art automation system that monitors parameters such as pH, temperature, and flow rate. This technology allows for:

- **Precise control** of online chemical additions;
- **Aeration using a system** of diffused air and inverters, ensuring efficiency and stability in the biological process, as well as energy savings;
- **Real-time monitoring,** creation of reports, and greater safety for operators;
- **Integration with pumping stations**, facilitating preventive maintenance.

Another significant development at this site was the construction of a system for collecting and distributing treated wastewater for reuse. With a storage capacity of approximately 140 m^3, the facility is automated and primarily supplies restrooms.

Motion Control Vertical

Frasle Mobility has made strategic investments to complete projects aimed at raising the standard of wastewater management and achieving 100% reuse in its operations.

In December 2025, in the town of Caxias do Sul (RS), Frasle Mobility completed construction of an Advanced Wastewater Treatment Center with an investment of R$ 4 million. The system uses ultra-filtration and reverse osmosis to treat 4,000 m³ per month, producing high-quality water for the Green Boiler, as well as for cooling towers, irrigation, parts washing, and restrooms.

In Sorocaba (SP), the company invested R$ 670,000 in a new plant designed to meet industrial and sanitary needs, as well as improvements to expand wastewater reuse capacity.

In Joinville (SC), R$ 707,000 was invested in the modernization of the treatment stages at its wastewater treatment plant.

Impact monitoring

We have established that the painting and cooling of parts are the processes that consume the most water. To mitigate impacts, we assess our water footprint in new projects through change management, as well as with suppliers, through audits and ESG self-assessment. In addition to reuse, we have adopted water-saving technologies, such as the reuse of oil-based emulsions in machining, the recovery of the rinse water used in zinc plating through the exchange of ions, and the installation of water-saving devices (timed faucets, flow restrictors, and dual-flush valves), while we have also launched awareness campaigns.

We closely monitor our operations in regions classified as water-stressed, including the Frasle Mobility sites ASK Fras-le, Pinghu, the Netherlands distribution center, and Dacomsa. In these areas, our work focuses on two main areas: monitoring and conservation, and education and awareness-raising, ensuring operational resilience and mitigating impacts.

Through strategic investments and management technologies, we are constantly improving our practices, especially in processes that have a significant impact.

Waste and the circular economy

GRI 3-3: Product lifecycle management

A key focus area for Randoncorp, product lifecycle management involves processes designed to reduce operational impacts and develop solutions with a smaller environmental footprint. Throughout 2025, we remained focused on strengthening the circular economy, achieving our goal of sending zero waste to industrial landfills.

In 2020—the base year for setting the target—24% of waste was sent to industrial landfills.

Most of the materials were already being sent to more advanced recovery and treatment processes, but the main challenge in eliminating landfill disposal concerned foundry waste, including sand, slag, and refractory materials. With the goal of exploring new technologies and reviewing environmental management processes, we have created a team dedicated to bringing this indicator down to zero, as well as identifying opportunities for cost and waste reduction, combining the mitigation of negative environmental impacts with the generation of economic value.

Foundry in Focus

GRI 306-1, 306-2

To manage slag and refractory materials, we seek environmentally sound alternatives through industrial partnerships and co-processing, prioritizing both environmental and economic criteria. With regard to sand, one of the largest volumes of waste in foundries, we decided to explore projects and partnerships in other sectors, given that its repeated reuse in the production process results in a loss of its original properties. In 2021, we launched Ecoareia, our flagship initiative to repurpose this waste as a raw material in infrastructure solutions and material development.

We have implemented Ecoareia at our foundry units, such as Castertech and the Caxias do Sul facility, and its expansion—made possible through partnerships with specialized companies—remains a strategic priority. We also plan to implement circular practices for foundry waste management at newly opened facilities, such as Castertech Mogi Guaçu and Castertech Schroeder. At the Frasle Mobility operation, Fremax site, all the sand generated is sent to the Aeropark project, which reuses the material as asphalt base and sub-base.

Waste management GRI 306-1, 306-2

The Company's waste generation is monitored right from the procurement of materials. This monitoring has led to a focus on raw materials and reusable packaging, such as wood, plastic, and metal. Another highlight was the revision of nesting,[1] which led to improvements in the use of raw materials—including leftovers—thereby reducing waste.

Among the key initiatives implemented in recent years, the following stand out: the reuse of 100% of machining waste in smelting furnaces; the optimization of the life cycle of critical inputs through the re-refining of contaminated oil to produce base mineral oil and the reuse of shot; and the cleaning and reuse of industrial towels in partnership with specialized suppliers.

Another highlight has been the reuse of oil-based emulsions in machining, resulting in a 50% reduction in oil and water consumption. Our commitment to mitigating environmental impacts also extends to the treatment of hazardous waste, such as the conversion of paint and grinding sludge into clinker through co-processing.

1 Nesting is an optimization technique that organizes the arrangement of parts of different shapes on a sheet of raw material (such as metal or wood). The goal is to maximize the use of the materials and significantly reduce the amount of offcuts and waste generated.

Support for recycling and reverse logistics drives initiatives across different units, aiming to align our commitment to circularity with the context of our business verticals.

Recycling and reverse logistics

In addition to managing operational impacts, we have established initiatives focused on recycling and reverse logistics for products offered by the Company's business verticals. Through the Pro-Environment program, the Frasle Mobility Caxias do Sul site, and its partners, collect used brake linings from loyal fleet customers to ensure the environmentally-responsible disposal of this waste, which is reused as an energy source in cement kilns.

Another notable program is Frasle Mobility's Recycle Max, Fremax site, the result of a partnership with auto-repair shops and auto centers. The initiative promotes the collection of used brake discs and drums, which are returned to the company's factory to be melted down and turned back into liquid iron. This process maintains the purity of the alloy and ensures high-quality standards for the development of new products. Currently, the program collects about 350 tons of material per month and, in 2025, 4,162 tons of scrap were collected.

We aim to advance circular practices through environmental offsetting for paper and plastic packaging, which is recycled by specialized companies. In partnership with eureciclo, Frasle Mobility provides recycling credits for packaging generated by products from the Fras-le, Controil, Fremax, Jurid, and Nakata brands. The companies based in Caxias do Sul—Randon, Suspensys, and Master—are also partners of the organization, which supports waste collection associations and certifies that at least 32% of the packaging generated by these brands is recycled.

Climate change and decarbonization

GRI 3-3 Climate Change and Air Quality, Product Life Cycle Management

In 2025, COP30 placed Brazil at the center of the global climate debate. By attending the event (*learn more on page 30*), we reaffirmed the sector's leading role in combating climate change, driven by innovation and renewable energy. Our climate action continues to evolve each year, and these efforts are part of Randoncorp's ESG Ambition and Green Route programs.

In 2021, as part of our ESG Ambition, we made a public commitment[1] to reducing the intensity of our GHG emissions by 40% by 2030, using 2020 as the baseline year. Within this context, one of the main highlights is the Green Boiler, launched by Frasle Mobility in Caxias do Sul in 2024, which replaces natural gas with biomass. The boiler reduced Randoncorp's total emissions by 22% in 2025, upon completing its first operational cycle. This year, the project was recognized in the "Industry 4.0" category of the Automotive Business Awards, demonstrating that the sector is increasingly attuned to the links between innovation and environmental sustainability.

[1] The following units form part of this public commitment: Randon, Caxias do Sul, Chapecó, and Araraquara plants; Suspensys, Caxias do Sul plant; Castertech, Caxias do Sul plant; CTR; Master, Caxias do Sul and Flores da Cunha facilities; JOST; and Frasle Mobility, Caxias do Sul, Fremax, Controil, Sorocaba, Pinghu (China), and North America sites.

With a focus on innovation and renewable energy, we are making progress on projects that are key to reducing our carbon footprint.

In 2025, our transition towards a low-carbon economy gained momentum with a project completed by Frasle Mobility at its Fremax site. In Joinville (SC), the company opened a power substation, which made it possible to eliminate the use of diesel generators at the site. The new facility, the result of a R$ 51 million investment, is expected to create 100 jobs and expand the plant's production capacity, while also preventing the emission of 2,400 tons of CO_2.

Other highlights of our climate initiative include solar power generation projects, with installations at the Randon Technology Center, the Randon Logistics Center, the Caxias do Sul facility, and Frasle Mobility's Pinghu and ASK Frasle sites.

Strategic initiatives

Among the measures outlined to reduce our emissions intensity by 40% by 2030 are: using 50% renewable energy by 2030; reducing natural gas consumption by 30% and diesel consumption by 65%, and eliminating the use of CNG and LPG. Although these guidelines are not formal goals, they have been adopted by various departments within the Company. One example of a practical application took place in 2025: With the aim of reducing the use of LPG and CNG, the new bid for industrial vehicles, led by the Procurement department, included more than 70% electric vehicles.

Management and monitoring

We have mapped our impacts from the perspective of double materiality (*learn more on page 7*), recognizing both the financial implications for the business and the socio-environmental effects associated with climate change and the life cycle of our products. In 2024, our management launched a pilot project focused on mapping physical risks, categorized as acute, chronic, and transition risks. The results of this analysis were incorporated into Randoncorp's risk management practices. This study covered several locations in Brazil and is scheduled to be expanded in 2026 to include all of our operations, with the assistance of a consulting firm.

Key indicators

Greenhouse gas emissions (tCO_2e) GRI 305-1, 305-2, 305-4, 305-5

	2023	2024	2025
DIRECT (SCOPE 1) GHG EMISSIONS			
Stationary combustion	30,043.39	25,730.54	14,966.22
Mobile combustion	4,088.65	4,426.11	3,185.99
Fugitive emissions	4,034.33	1,706.20	1,977.34
Solid waste	15.59	11.80	11.00
Effluent	93.57	410.43	463.03
Total	**38,275.53**	**32,285.08**	**20,623.58**
INDIRECT (SCOPE 2) EMISSIONS FROM ENERGY PURCHASES			
Energy – purchasing decision	14,347.16	14,693.62	12,354.94
Energy – location	-	-	17,234.09
BIOGENIC EMISSIONS			
Biogenic CO_2	886.80	6,627.93	33,145.45[1]
TOTAL EMISSIONS			
Total emissions (Scopes 1 and 2)	52,622.29	46,978.70	32,978.50
GREENHOUSE GAS (GHG) EMISSIONS INTENSITY			
Hours worked	21,837,682.30	24,541,119.65	23,962,814.52
Emissions intensity (kg CO_2/hours worked)	2.41	1.91	1.38
REDUCTION OF GHG EMISSIONS			
Reductions (Scopes 1 and 2)	1,809.94	1,982.28	13,366

[1] The increase was due to the start of operations of the Green Boiler at Frasle Mobility.

GHG emissions intensity, Scopes 1 and 2 ESG1

GHG EMISSIONS INTENSITY (SCOPES 1 AND 2)	2025
Total emissions (Scopes 1 and 2) (kg CO_2e)	32,958.52
Number of hours worked	23,962,814.52
Emissions intensity (kg CO_2/hours worked)	1.38

Scope 3 emissions GRI 305-3

	2024		2025	
CATEGORY	TOTAL EMISSIONS (TCO_2)	BIOGENIC EMISSIONS	TOTAL EMISSIONS (TCO_2)	BIOGENIC EMISSIONS
Goods and services purchased	805,543.79	0	574,925.16	0
Capital goods	0	0	0	0
Fuel and energy-related activities	0	0	0	0
Upstream transportation and distribution	108,261.90	9,206.25	74,618	7,822.25
Waste generated in operations	0	0	0	0
Business trips	3,523.81	63.73	1,670.06	0
Employee transportation	5,497.40	909.19	4,146.02	736.13
Upstream leased assets	0	0	0	0
Other upstream categories	0	0	0	0
Downstream transportation and distribution	29,387.81	4,274.29	25,279.61	3,745.05
Processing of products sold	0	0	0	0
Use of products sold	0	0	0	0
Disposal of products at the end of their useful life	0	0	0	0
Downstream leased assets	0	0	0	0
Franchises	0	0	0	0
Investments	0	0	0	0
Other downstream categories	0	0	0	0
Total	**952,214.71**	**14,453.46**	**680,638.85**	**12,371.08**

Carbon calculation

We seek to reduce our carbon footprint and capitalize on opportunities related to decarbonization by developing solutions for our portfolio. We use a calculation methodology aligned with ISO 14067, with the process being managed by a specific team responsible for monitoring the climate impacts of our products and identifying opportunities to reduce GHG emissions throughout their life cycle, from the extraction of raw materials to final disposal.

With this methodology in place, the ESG department has been working with Randoncorp companies to expand the use of the tool. This involves training professionals and engaging teams, making emissions reduction a key priority in the development of new products. In 2025, we trained the environmental departments at several of our Brazilian facilities to perform the calculation, thereby increasing the importance of this issue in decision-making.

To expand the use of the calculation tool, we conducted training sessions in 2025, promoting decarbonization right from the product development stages.

Highlights

The carbon footprint study of the e-Sys electric axle shows that the product has superior environmental performance compared to the conventional axle when evaluated over its entire life cycle, with a 20% reduction in total emissions (cradle-to-grave). This result is directly linked to reduced fuel consumption during the in-service phase, which accounts for the majority of emissions over the vehicle's life cycle. The results underscore the role of e-Sys as a solution aligned with the electrification and decarbonization of freight transport, demonstrating that significant gains can be achieved by improving the operational performance of products. The study was conducted using a Life Cycle Assessment (LCA) methodology in accordance with ISO 14067, taking into account the entire value chain and involving third-party verification, which enhances the robustness and credibility of the results for reporting and strategic decision-making purposes.

7

A passion for innovation

- *2025 Outlook*
- *Strategy and structure*
- *Advances in the future of mobility*
- *Partnerships and sector-specific activities*

RELATED SDGS

Lurdes Koakoski, Quality Analyst at Suspensys

2025 Outlook RAND1, RAND2, RAND3

Randoncorp

R$ 3.3 billion
in net revenue attributable to new products,[1] representing 37.5% of sales by companies located in Brazil

R$ 202 million+
investment in R&D&I, with 160 completed projects

108
connected startups, including active contracts, proofs of concept, partnerships, acceleration programs, mentoring, investments, collaborations, and residencies at Conexo

76
registered patents

Hercílio Randon Institute

37
R&D projects

7
in mobility

7
in embedded systems

23
in smart materials

[1] Released in the last five years.

Randon Technology Center (CTR)

16
years of experience at the forefront of mobility

5,000+
tests conducted

90,000+
hours on the track

300,000+
lab hours

Movetech

3,000+
prototypes developed

32,000+
tests in the physical characterization laboratory

33,000+
tests in the chemistry lab

2,000+
dynamometer tests

Strategy and structure GRI 3-3: Innovation and technology

At Randoncorp, innovation is an integral part of strategic planning, corporate culture, and the ESG Ambition. This stance reinforces our approach to sustainable growth, ensuring that the portfolio we offer the market is capable of meeting the challenges of today and tomorrow.

Knowledge verticals

To guide our efforts, we work in partnership with the Hercílio Randon Institute (IHR), guided by three areas of expertise:

1 **Mobility**

2 **Embedded systems**

3 **Smart materials**

Mobility

We develop projects aligned with strategic topics related to the future of mobility, with an emphasis on electrification as a means of reducing the carbon footprint of road transport. We are dedicated to advancing the technology behind energy storage, propulsion, and electronic control systems for electric and hybrid commercial vehicles, with the aim of meeting demands for efficiency, safety, and sustainability. The mobility portfolio also includes solutions for autonomous vehicles used in freight transport, exploring different levels of automation and applications in the industrial, agribusiness, and logistics sectors. These solutions integrate embedded intelligence, sensors, and advanced control systems, driving operational gains, greater predictability, and cost savings throughout the logistics chain. Among the highlights is the AT4T autonomous technology, which combines energy efficiency and sustainability to meet the needs of transportation companies, thereby boosting their competitiveness.

Embedded systems

Our work in embedded systems is guided by a continuous pursuit of operational efficiency, achieved through the integration of hardware—such as sensors, actuators, and microcontrollers—and embedded software, resulting in intelligent systems capable of monitoring, interpreting, and optimizing the performance of vehicles and equipment in real time. Technologies such as LWS wear sensors enhance safety, reliability, and control over assets, supporting fleet management through accurate data, connectivity, and continuous analysis of the usage and condition of components. By making vehicles more connected and intelligent, we drive business innovation, with a focus on productivity, safety, and value throughout the product lifecycle.

Smart materials

We are exploring new frontiers in smart materials, focusing on in-house solutions that offer superior performance and new features compared to conventional alternatives on the market. With a special focus on the mobility industry's value chain, we have developed lighter materials that offer greater resistance to mechanical deterioration and fatigue, less wear, and greater durability, along with advancements in circularity and recyclability. Our portfolio incorporates technologies based on nanotechnology and advanced materials engineering, applied to polymers, metal alloys, and ceramics. One notable example of this initiative is the partnership between NIONE and Frasle Mobility, offering technologies—such as the nano-structured additive used in automotive anti-corrosion coatings—that have opened up business opportunities in both local and international markets.

Cross-sectional approach

In addition to the Advanced Technology and Digital Strategies business unit and the partnerships maintained by the Company, innovation is a key feature of the operations of the other business units. With dedicated teams across different companies, we ensure that this strategic guideline is integrated throughout our operations.

All business units have access to the innovation centers supported by Randoncorp and to the Company's training and engagement initiatives.

Innovation centers

Hercílio Randon Institute

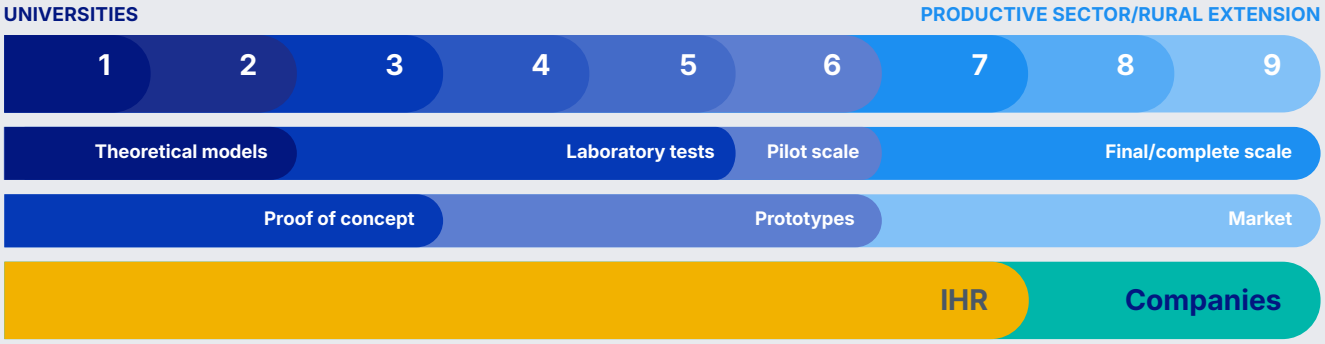
The Hercílio Randon Institute (IHR), a private, nonprofit Science and Technology Institute (STI), is dedicated to disruptive innovation in the field of mobility. Its operations are supported by a network of approximately 300 direct and indirect professionals affiliated with the institute, including 98 PhD holders, who work in close collaboration with national and international universities. This network of expertise enables the IHR to address strategic trends in the sector over a period of up to ten years. Its activities are organized into three areas of expertise: mobility, embedded systems, and smart materials.

To ensure excellence in the development and transfer of technology, the IHR serves as a technological bridge between the university and industry, facilitating the transition of research from its early stages of development to full-scale industrialization. The organization uses the global Technology Readiness Level (TRL) methodology as a reference, taking into account the entire technological development process. By operating at different levels of maturity, the institute helps reduce technical risks, validate solutions in environments that more closely resemble industrial applications, and accelerate the conversion of scientific knowledge into robust technologies. This approach generates direct value for companies and strengthens the organization's role as a driver of innovation within the industrial ecosystem.

One of the highlights of 2025 was the launch of IHR's own scholarship program, designed to strengthen the connection between the academic world and the needs of industry. The organization provides funding for master's and doctorate researchers, enabling talented individuals from a number of different universities to collaborate on highly technical and complex projects focused on the three pillars of innovation.

With an extensive network of professionals, the IHR serves as a driving force for disruptive innovation in global mobility, ensuring that academic knowledge is transformed into solutions ready to address market challenges.

TRL Scale



Randon Technology Center

The Randon Technology Center (CTR), located in Farroupilha (RS), is the most advanced complex in Latin America dedicated to the development and validation of mobility technologies. Part of the Advanced Technology and Digital Strategies division, the center covers 92 hectares and features a 2,200 m² building and laboratory, offering an infrastructure comprising 20 types of test tracks, totaling more than 15 kilometers in length.

In 2026, CTR celebrated its 16th anniversary, proud to have evolved from a testing ground into a globally recognized leader in innovation. Over the past decade and a half, the center has played a key role in raising the industry's standards for safety and innovation, developing solutions that stand out in the portfolio of Randoncorp and its subsidiaries. To reinforce its position as a one-stop-shop, CTR maintains a strategic partnership with the international TÜV Rheinland organization, which operates on its premises to streamline global certification processes.

"Our purpose is to ensure greater safety for people around the world through technology and precision engineering."

César Augusto Ferreira, Chief Technology & Innovation Officer (CTIO) at Randoncorp

Finep Innovation Award

CTR won the 2025 Finep Innovation Award – Southern Region, in the Digital Transformation in Industry category. Based on an analysis of more than 2,000 projects in this region of Brazil, the top ranking recognized the CTR's leading role in mobility and innovation. It is the only technology center in Latin America capable of simulating real-world product interactions, thereby accelerating the entire validation cycle through virtualization, laboratory testing, and field trials.

Movetech

Founded 51 years ago, Movetech is the largest advanced engineering center for friction materials in the Southern Hemisphere. Formerly known as the Frasle Mobility Research and Development Center, it has expanded its scope of projects to include areas such as structural composites and polymer components, in order to meet the automotive industry's demands beyond friction parts.

Located in Caxias do Sul, Movetech employs more than 160 professionals dedicated to research and development projects that can lead to new products. In 2025, the center opened state-of-the-art engineering facilities in Sorocaba (SP)—a strategic location for access to customers and suppliers—and in India, at a plant located in Gurugram (Haryana state). In addition, Frasle Mobility has invested in the installation of a dynamometer to profile particle emissions from brake systems at the Movetech laboratories in Caxias do Sul (RS), with the aim of supporting the analysis of solutions such as brake discs coated with nanopaint.

The structural investments made have expanded Movetech's leading role in global automotive engineering, positioning the company at the forefront of research in areas critical to the needs of the sector.

Movetech Sorocaba, São Paulo

Advances in the future of mobility

Connected and Smart Manufacturing

Over the past few years, the Company has consistently invested in technological advancements in manufacturing. Whether in operational or administrative roles, Randoncorp's units have access to a variety of tools to support decision-making, backed by a modern technological infrastructure and training initiatives.

Our Advanced Manufacturing Technology division operates on two main fronts: connectivity and intelligence. While the former focuses on strengthening data flow and information monitoring to promote efficiency, security, and productivity, the latter is dedicated to transforming advanced systems into competitive advantages by leveraging artificial intelligence (AI) and conducting research to boost the Company's performance.

One of the key offerings in this area is EasyMES, a manufacturing management platform developed by one of our subsidiaries - DB. This system serves as a strategic bridge between automation layers and enterprise systems to enhance the analytical maturity of our operations. Through integration with the Brain Program (*learn more on the next page*), the data collected by EasyMES in real time feeds into AI algorithms and supports facility management. This synergy ensures that the consolidation of information is transformed into practical business solutions, optimizing connectivity across the entire Randoncorp ecosystem.

Innovative processes in 2025

Master, a company in the Auto Parts Vertical, invested in a new automated powder coating line, which resulted in a significant reduction in chemical waste disposal and led to gains in productivity, production capacity, and quality. The new equipment has also led to improvements in safety and the work environment.

Frasle Mobility, meanwhile, has taken a strategic leap forward in innovation and logistics efficiency with the 4Mobility system at its distribution center in Extrema (MG), consolidating the largest and most advanced automation model in the automotive aftermarket in Latin America. A first of its kind in Brazil, the project combines robotics, data analytics, and automation to reduce operational lead times and optimize the use of physical space, while raising standards for safety, ergonomics, and employee training.

For its part, Randon's Araraquara plant, a company in the OEM Vertical, promotes more efficient workflows, the reduction of bottlenecks, and integration of processes, incorporating automation and standardization.

Another highlight of 2025 concerns the field of Advanced Driver Assistance Systems (ADAS): we have adopted an innovative approach to testing and validation processes at CTR, the first independent laboratory in the country to meet the applicable certifications.

Artificial intelligence

Launched to drive the adoption of AI across all of our operations, the Brain Program centralizes governance for this area and coordinates initiatives throughout Randoncorp. Under the supervision of a committee, the program aims to train employees and align each new solution with the sustainable growth strategy, ensuring that operational efficiency and productivity go hand-in-hand with data protection and digital ethics.

To maximize results, its areas of focus are organized into two complementary pillars:

- When it comes to **generative AI** (low complexity), the focus is on boosting productivity through approved tools, such as Microsoft Copilot, in order to ensure data security and monitor the impact of the programs used.
- In the area of **applied AI** (high complexity), we aim to address the challenges faced by each business unit by developing customized technologies.

In 2025, we launched three AI-powered tools:

Delphos
Supports the global allocation of products across Frasle Mobility facilities in Brazil, China, and India, with a potential annual gain of R$ 7 million;

Analytica
In the OEM Vertical, this provides predictive market analyses, helping to optimize resources;

Optimus
Rounding out the trio, this tool intelligently supports factory sequencing in the Auto Parts Vertical to enhance the precision and efficiency of production processes.

"The Brain Program has enabled significant gains in operational efficiency, data-driven decision-making, the automation of processes, and support for innovation in areas such as manufacturing, market intelligence, production planning, quality, and corporate support, while also accelerating the development of digital solutions aligned with the business."

Leandro Andreatta Barros, Director of Governance and Digital Technologies at IHR

RANDONCORP BRAIN

BrainLab

To spread knowledge and accelerate the adoption of solutions, we have created BrainLab: a learning community that brings together content, provides answers to frequently asked questions, and outlines success stories related to Copilot and other AI technologies.

Partnerships and sector-specific activities

The scope of our commitment to innovation requires cooperation and networking. We partner with companies, startups, institutions, and government agencies to promote initiatives that help overcome sector challenges and strengthen the role of industry in sustainable development. Throughout 2025, we established connections with 108 startups, including support initiatives, investments, and hiring—with a total of 160 active relationships during the year.

Conexo

Founded in 2020, Conexo began its operations with the goal of connecting Randoncorp to innovative businesses through training, relationship-building, and trend forecasting services. Starting in 2026, Conexo will become part of our People and Culture division, focusing exclusively on educational solutions at Randoncorp. With this change, the initiative—renamed "Conexo – In-Company School of Innovation and Development"—will no longer serve external clients. The goal of the initiative is to strengthen development initiatives focused on employees and leaders, with an eye toward the skills and challenges of future management.

Impact networks

We are supporters of the Hélice Institute, an institution located in the Serra Gaúcha region that works to connect companies and startups, promoting the concept of open innovation. The organization hosts events to foster dialogue, training, and networking among its members, with gatherings that provide opportunities for business and partnerships.

Randoncorp is also a founding member of the Caldeira Institute, an innovation hub located in Porto Alegre (RS) that connects large companies, startups, universities, and government agencies. Through events, open innovation programs, training sessions, and content creation, the organization brings together more than 120 companies with innovation labs and connects 500 companies and institutions to a network of 700 startups. Its *Geração Caldeira* program also excels at training socially vulnerable young people for the job market and new technologies, combining innovation with social responsibility.

RV

To accelerate and invest in startups, we created RV, the unit that leads our Corporate Venture Capital (CVC) program. The company offers connections to the Randoncorp ecosystem, partnerships in product and service development, business and investment mentoring, based on four areas of interest: the future of mobility; financial solutions; industrial digitalization; and automotive solutions.

In 2025, RV led a round of investments in Guarda, a startup that develops insurance against extreme weather events for farmers—the round raised a total of R$ 4.5 million. This is a key factor in the resilience of agricultural businesses, which are directly impacted by the effects of climate change. Guarda is a pioneer in offering a 100% digital underwriting process and incorporating satellite data, advanced climate models, artificial intelligence, and digital-twin simulations into its pricing.

Another significant investment in 2025, made in partnership with the Saasholic fund, was directed toward Sinky. This company provides an AI-native 'Platform as a Service' (PaaS) dedicated to orchestrating decisions in onboarding, credit, fraud, and compliance, contributing to the automation of decisions with precision, security, and scalability.

R$ 39.5 million
of invested capital

1,100
startups in the database

5
active investments

2
investments in funds

3rd Acceleration Class

The third class of the RV acceleration program, held in 2025 in partnership with Darwin Startups, introduced us to innovative businesses with proposals aligned with our business model. The initiative involved reviewing approximately 150 *startups* that had applied, as part of a selection process that included providing constructive feedback on entrepreneurship. The five selected companies—Beemôn Tecnologia, Carfy, Débito Direto, Mobway, and Urupê—have been included in a program offering both individual and group support. This course included 8.5 hours of theme-based workshops, 15.5 hours of mentoring sessions with experts and executives from Randoncorp, and 76.5 hours of intensive support focused on business challenges and psychological counseling. In total, the participating companies' interactions with our business units amounted to 30 hours, resulting in two contracts signed with the Company and one between the startups in the accelerator program, as well as four negotiations for proof-of-concept projects.

8 Disclosures supplement

Ivanete Donazzolo Menegat and Lucas da Motta, analysts at Randoncorp

About this report

Entities included in this report GRI 2-2

Air Brake Company Holland BV
AML Juratek Limited
ASK Fras-le Friction Private Limited
Assured Performance International Ireland Ltd.
Banco Randon S.A.
Bettaparts Limited
Castertech Fundição e Tecnologia Ltda.
Castertech Mogi Guaçu Ltda.
Castertech Schroeder Ltda.
Castertech Schroeder Usinagem Ltda.
Castertech Usinagem e Tecnologia Ltda.
Centro Tecnológico Randon Ltda.
Changzhou Eagl Quality & Distribution Co. Ltd.
Conexo Serviços Digitais e Coworking Ltda.
Dacomsa Motor, S.A de C.V.
Dacomsa S.A. de C.V.
DBServer Assessoria em Sistemas de Informação Ltda.
Delta Global Serviços e Tecnologia S.A.
Drakefield Limited
EAGAL Inc.
EBS Aftermarket Group Limited
European Braking Systems Ltd.
European Braking Systems, S.R.L.
Farloc Argentina S.A.IC. YF
Frasle Mobility – Distribution Center in the Netherlands (Frasle Mobility Europe BV)
Frasle Mobility – Germany **Head Office** (Frasle Mobility Europe)
Frasle Mobility – China Head Office (Jiaxing Bafu Trading Co. Ltd)
Fras-le Andina Com. Y Repres. Ltda.
Fras-le Argentina S.A.
Fras-le Europe Handelsgesellschaft MBH
Fras-le Europe B.V.
Fras-le Friction Material Pinghu Co., Ltd.
Fras-le México S de RL de CV
Frasle Mobility Sorocaba Ltda.
Frasle Mobility S.A.
Fras-le North America, Inc.
Fras-le Panamericana S.A.S.
Freios Controil Ltda.
Fricción y Tecnologia S.A. de C.V
Fundituba – Indústria Metalúrgica Ltda.
Hercules Enterprises, LLC
Jiaxing Bafu Trading Co. Ltd
Jost Brasil Sistemas Automotivos Ltda.
Juratek Limited
Master Sistemas Automotivos Ltda.
Master Europe Automotive Systems Limited
Nakata Automotiva Ltda.
Nione Ltda.
Randon Administradora de Consórcios Ltda.
Randon Argentina S.A.
Randon Auto Parts North America LLC
Randon Automotive Systems USA LLC
Randon Auttom Automação e Robótica Ltda.
Randon Auttom Ltda.
Randon Auttom USA LLC
Randon Corretora de Seguros Ltda.
Randon DB North America LLC
Randon HoldCo USA LLC
Randon Implementos para o Transporte Ltda.
Randon Investimentos Ltda.
Randon Serviços e Participações Ltda.
Randon Triel-HT Implementos Rodoviários Ltda.
Randoncorp S.A.
Rands Holding S.A.
RVC Venture Capital Partic. e Invest. Ltda.
Suspensys Automotive Systems S de RL de CV
Suspensys Mogi Guaçu Ltda.
Venice Implementos Rodoviários Ltda.

The Company's corporate structure consists of 75 entities, all of which are included in the consolidated financial statements. As for the nature of the holdings, the structure consists primarily of 42 entities under direct control (majority ownership) and 31 subsidiaries. Randoncorp controls all of the Group's units, with the exception of Addiante, which operates as a joint venture.

Although the entities listed are included in the financial statements, the following units are not included in this Sustainability Report:

- International Operations: Randon Perú S.A.C., Fanacif S.A. European Braking Systems S.R.L., Randon USA LLC, RVC LLC, and Randon DB North America LLC;
- Domestic Operations: Randon Veículos Ltda., Randon Messias Implementos para o Transporte Ltda., Nakata Osasco Ltda., and Randon Implementos para o Transporte Ltda.

In the event of acquisitions, mergers, or other corporate transactions, the entities are included in the financial statements and reports as of the closing of the transaction. For non-financial and qualitative indicators, new units may be temporarily excluded from reporting if they do not yet meet the level of maturity and data governance required by Randoncorp, with such exclusions being clearly indicated in footnotes. **GRI 2-2**

People

Local communities RAND7

In addition to the initiatives presented on page 78, we allocated a total of R$ 9 million through tax incentives in 2025:

- Municipal Culture[1] (ISS): R$ 2,126,663.76;
- State Culture Tax (ICMS): R$ 60,000.00;
- State Sports (ICMS): R$ 713,468.00;
- State Social (ICMS): R$ 1,113,514.05;
- State Security (ICMS): R$ 936,870.00;
- Federal Culture (IRPJ): R$ 1,863,478.24;
- Federal Sports (IRPJ): R$ 867,949.00;
- Federal PRONON (IRPJ): R$ 404,545.00;
- Fund for the Rights of Children and Adolescents (IRPJ): R$ 454,545.00;
- Fund for the Rights of the Elderly (IRPJ): R$ 454,545.00;
- **Total allocated**, including all Randoncorp companies: R$ 8,995,578.05.

Together with social organizations

Using funds provided by the Pro-Social RS program, administered by the State Secretariat for Social Development (SEDES), the IER supported eight civil society organizations (CSOs) affected by the May 2024 floods in the Sinos and Caí valleys. As part of this initiative, Randoncorp contributed R$ 769,600 in ICMS taxes, which was used to purchase equipment, furniture, and supplies for the restructuring of the CSOs.

This process began with the publication of an emergency call for bids in December 2024 and included phases in 2025 for carrying out the renovations and reporting on the project. Each organization received up to R$ 100,000, and the IER conducted visits throughout the year to inspect the renovated spaces and verify compliance with the rules set forth in the call for proposals – *more information is available at this link*.

[1] Caxias do Sul (RS).
[2] Rio Grande do Sul (RS).

Personnel management

Teams

Employees by region and gender[1] GRI 2-7; SASB RT-IG-000.B

		2023				2024				2025[1]			
EMPLOYEES BY REGION AND GENDER		MEN	WOMEN	TOTAL	%	MEN	WOMEN	TOTAL	%	MEN	WOMEN	TOTAL	%
North America		143	34	177	1.24	126	34	160	0.99	1,241	650	1,891	11.62
Asia		728	22	750	5.27	880	23	903	5.60	821	23	844	5.19
Europe		12	3	15	0.11	79	14	93	0.58	195	30	225	1.38
South America		352	58	410	2.88	227	39	266	1.65	180	40	220	1.35
Brazil	Northeast	2	2	4	0.03	3	2	5	0.03	1	0	1	0.01
	Southeast	1,878	334	2,212	15.54	1,333	319	1,652	10.24	1,336	352	1,688	10.37
	South	8,440	2,479	10,919	76.72	9,678	3,375	13,053	80.91	8,366	3,035	11,401	70.07
	Subtotal	10,320	2,815	13,135	92.29	11,014	3,696	14,710	91.19	9,703	3,387	13,090	80.45
Total		**11,555**	**2,932**	**14,487**	**100**	**12,326**	**3,806**	**16,132**	**100**	**12,140**	**4,130**	**16,270**	**100**

[1] Including the units in Brazil and abroad. This does not include interns, apprentices, or employees on leave.

Employees by contract type and gender

GRI 2-7; SASB RT-IG-000.B

PERMANENT	2023		2024		2025[1]	
TYPES OF CONTRACT AND GENDER	TOTAL	%	TOTAL	%	TOTAL	%
Men	9,032	77.1	11,014	74.9	9,702	74.1
Women	2,689	22.9	3,696	25.1	3,388	25.9
Total	**11,721**	**100**	**14,710**	**100**	**13,090**	**100**

[1] In 2025, no temporary employees were hired. All companies located in Brazil were included. Does not include those on leave.

Employees by type of contract, by region

GRI 2-7; SASB RT-IG-000.B

PERMANENT		2023		2024		2025[1]	
REGIONAL DISTRIBUTION		TOTAL	%	TOTAL	%	TOTAL	%
Brazil	Northeast	0	0	0	0	1	0.01
	Southeast	843	7.19	1,652	11.23	1,688	12.90
	South	10,874	92.81	13,053	88.77	11,401	87.10
Total		**11,721**	**100**	**14,710**	**100**	**13,090**	**100**

[1] In 2025, no temporary employees were hired. All companies located in Brazil were included. Does not include those on leave.

Employees by type of job and gender

GRI 2-7; SASB RT-IG-000.B

	2023			2024			2025[1]		
EMPLOYEES BY TYPE OF JOB AND GENDER	FULL-TIME	PART-TIME	TOTAL	FULL-TIME	PART-TIME	TOTAL	FULL-TIME	PART-TIME	TOTAL
Men	8,825	207	9,032	10,481	533	11,014	9,693	9	9,711
Women	2,532	157	2,689	3,473	223	3,696	3,384	4	3,392
Total	**11,357**	**364**	**11,721**	**13,954**	**756**	**14,710**	**13,077**	**13**	**13,090**

[1] All companies located in Brazil were included. This does not include interns, apprentices, or employees on leave.

Employees by type of job and region[1] GRI 2-7; SASB RT-IG-000.B

		2023			2024			2025[1]	
EMPLOYEES BY TYPE OF JOB AND REGION		FULL-TIME	PART-TIME	TOTAL	FULL-TIME	PART-TIME	TOTAL	FULL-TIME	PART-TIME	TOTAL
Brazil	Northeast	0	0	0	5	0	5	1	0	1
	Southeast	793	50	843	1,651	1	1,652	1,688	0	1,688
	South	10,560	314	10,874	13,011	42	13,053	11,388	13	11,401
Total		**11,357**	**364**	**11,721**	**14,667**	**43**	**14,710**	**13,077**	**13**	**13,090**

[1] There are no employees without guaranteed hours. All companies located in Brazil were included. This does not include interns, apprentices, or employees on leave.

Workers who are not employees and whose work is directed by the organization, by gender GRI 2-8

	2023			2024			2025[1]		
EMPLOYEE CATEGORY	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Apprentices	146	105	251	193	140	333	174	159	333
Trainees	61	52	113	88	57	145	44	38	82
Total	**207**	**157**	**364**	**281**	**197**	**478**	**218**	**197**	**415**

[1] All companies located in Brazil were included.

Development

Average number of training hours completed by the organization's employees, by gender GRI 404-1

	2023	2024	2025[1]
GENDER	AVERAGE HOURS OF TRAINING	AVERAGE HOURS OF TRAINING	AVERAGE HOURS OF TRAINING
Men	20.2	23.9	41.4
Women	18.1	23.0	50.3
Total	**19.7**	**23.7**	**43.8**

[1] DBServer training hours have not been included. The company had 835 employees in 2025.

Average hours of training per year per employee by employee category GRI 404-1

	2023	2024	2025[1]
EMPLOYEE CATEGORY	AVERAGE HOURS OF TRAINING	AVERAGE HOURS OF TRAINING	AVERAGE HOURS OF TRAINING
Executive Management	8.5	2.2	1.9
Management	32.4	21.0	9.3
Coordination	48.4	39.7	11.7
Administrative	2.5	18.9	16.0
Production/Operations	19.4	25.8	30.6
Trainees	15.7	21.0	20.1
Apprentices	3.5	7.3	748.3
Total	**19.7**	**23.7**	**43.8**

[1] In 2025, the training hours of young apprentices in the *Qualificar* Program were included.

Employees receiving regular performance and career development reviews by employee category GRI 404-3

In 2025, the Company conducted performance and career development evaluations for all eligible employees, in accordance with the established criteria. The process is structured and designed to monitor performance, identify opportunities for development, and support professional growth throughout the individual's career. Currently, performance evaluations are provided for executive and management positions, covering leadership roles at the Executive, Management, and Coordination levels—with the Executive level comprising C-level executives. At the same time, the Company is in the process of developing and expanding the program to include administrative and factory staff as part of its efforts to improve personnel management.

Turnover

Total number of employees hired and dismissed, and hiring and turnover rates, by age group GRI 401-1

	2023				2024				2025[1]			
AGE GROUP	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE
Under 30	1,747	38.7	1,717	38.3	3,184	72.3	1,940	58.2	1,718	44.6	2,495	54.7
30 to 50	1,498	16.7	2,154	20.3	2,915	32.4	2,309	29.0	1,619	20.6	2,812	28.2
Over 50	84	5.6	184	8.9	199	15.3	223	16.2	149	10.8	362	18.5
Total	**3,329**	**22.2**	**4,055**	**24.6**	**6,298**	**42.8**	**4,472**	**36.6**	**3,486**	**26.6**	**5,669**	**35.0**

[1] All companies located in Brazil were included. This does not include interns, apprentices, or employees on leave.

Total number of employees hired and dismissed, and hiring and turnover rates, by gender GRI 401-1

	2023				2024[1]				2025[1]			
GENDER	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE
Men	2,425	20.9	3,286	24.7	4,490	40.8	3,420	35.9	2,547	26.3	1,418	20.4
Women	904	26.5	769	24.5	1,808	48.9	1,052	38.7	939	27.7	4,251	76.6
Total	**3,329**	**22.2**	**4,055**	**24.6**	**6,298**	**42.8**	**4,472**	**36.6**	**3,486**	**26.6**	**5,669**	**35.0**

[1] All companies located in Brazil were included. This does not include interns, apprentices, or employees on leave.

Total number of employees hired and dismissed, and hiring and turnover rates, by region

		2023				2024[1]				2025[1]			
REGION HIRES		HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE	HIRES	RATE OF NEW HIRES	DISMISSALS	TURNOVER RATE
North America		92	48.7	88	47.6	-	-	-	-	-	-	-	-
Asia		49	19.9	32	16.5	-	-	-	-	-	-	-	-
Europe		9	60.0	10	63.3	-	-	-	-	-	-	-	-
South America		19	4.8	187	26.0	-	-	-	-	-	-	-	-
Brazil	Northeast	0	0	0	0	1	20.0	0	10.0	0	0	4	200.0
	Southeast	405	23.8	715	32.9	876	53.0	622	45.3	716	42.4	883	47.4
	South	2,755	22.1	3,023	23.2	5,421	41.5	3,850	35.5	2,770	24.3	4,782	33.1
	Brazil subtotal	3,160	22.3	3,738	25.2	6,298	42.8	4,472	36.6	3,486	26.6	5,669	35.0
Total		**3,329**	**22.2**	**4,055**	**24.6**	**6,298**	**42.8**	**4,472**	**36.6**	**3,486**	**26.6**	**5,669**	**35.0**

[1] All companies located in Brazil were included. This does not include interns, apprentices, or employees on leave.

Parental leave GRI 401-3

	2023	2024	2025[1]
TOTAL NUMBER OF EMPLOYEES ENTITLED TO TAKE PARENTAL LEAVE			
Men	9,791	11,207	9,873
Women	2,930	3,836	3,546
TOTAL EMPLOYEES EXPECTED TO RETURN IN THE CURRENT YEAR			
Men	347	321	253
Women	122	138	142
EMPLOYEES WHO RETURNED TO WORK, DURING THE REPORTING PERIOD, AFTER THEIR LEAVE HAD ENDED			
Men	347	309	247
Women	97	117	117

	2023	2024	2025[1]
EMPLOYEES WHO RETURNED TO WORK AFTER LEAVE AND REMAINED EMPLOYED 12 MONTHS AFTER RETURNING TO WORK			
Men	284	277	196
Women	56	71	112
RATE OF RETURN			
Men	99.4	96.3	97.6
Women	80.8	84.8	82.4
RETENTION RATE			
Men	96.0	78.3	64.7
Women	75.7	67.0	66.7

[1] All companies located in Brazil were included. This does not include interns.

Diversity

Percentage of individuals serving on the organization's governing bodies, by gender GRI 405-1

	2023			2024			2025		
BOARD OF DIRECTORS	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Percentage of members of governance bodies by gender (%)	80	20	100	80	20	100	80	20	100

Percentage of individuals serving on the organization's governing bodies by age group[1] GRI 405-1

	2023	2024	2025
BOARD OF DIRECTORS	PERCENTAGE (%)	PERCENTAGE (%)	PERCENTAGE (%)
Under 30	0	0	0
30 to 50	20	0	0
Over 50	80	100	100
Total	**100**	**100**	**100**

[1] No minority group is represented on the governing bodies.

Percentage of employees, by employee category and gender GRI 405-1

	2023			2024			2025[1]		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executive Management	96	4	100	96	4	100	89	11	100
Management	74	26	100	75	25	100	74	26	100
Coordination	81	19	100	73	27	100	76	24	100
Administrative	57	43	100	62	38	100	63	37	100
Production/Operations	83	17	100	82	18	100	79	21	100
Trainees	54	46	100	61	39	100	54	46	100
Apprentices	67	33	100	58	42	100	52	48	100
Total	77	23	100	76	24	100	74	26	100

[1] All companies in Brazil and abroad were included. Does not include those on leave.

Employees, by employee category and age group GRI 405-1

	2023	2024	2025[1]
	PERCENTAGE (%)	PERCENTAGE (%)	PERCENTAGE (%)
EXECUTIVE BOARD			
Under 30	0	0	0
30 to 50	61	59	65
Over 50	39	41	35
Total	**100**	**100**	**100**
MANAGEMENT			
Under 30	0	1	1
30 to 50	78	78	79
Over 50	32	21	20
Total	**100**	**100**	**100**
COORDINATION			
Under 30	3	1	1
30 to 50	86	89	86
Over 50	11	10	13
Total	**100**	**100**	**100**
ADMINISTRATIVE			
Under 30	32	30	31
30 to 50	63	65	63
Over 50	5	5	6
Total	**100**	**100**	**100**
PRODUCTION/OPERATIONS			
Under 30	31	31	30
30 to 50	58	59	58
Over 50	11	10	12
Total	**100**	**100**	**100**

	2023	2024	2025[1]
	PERCENTAGE (%)	PERCENTAGE (%)	PERCENTAGE (%)
TRAINEES			
Under 30	99	90	95
30 to 50	1	9	5
Over 50	0	1	0
Total	**100**	**100**	**100**
APPRENTICES			
Under 30	98	98	100
30 to 50	2	1	0
Over 50	0	1	0
Total	**100**	**100**	**100**
TOTAL			
Under 30	32	32	32
30 to 50	58	59	58
Over 50	10	9	10
Total	**100**	**100**	**100**

[1] All companies located in Brazil were included. Does not include those on leave.

Percentage of employees from underrepresented and/or vulnerable groups by employee category GRI 405-1

	2023 (%)	2024[1] (%)	2025[1] (%)
PWDS			
Executive Board	0	0	0
Management	1.2	0	0.8
Coordination	2.1	12.2	1.2
Administrative	3.7	3.9	3.9
Production/ Operations	4.6	4.6	4.8
Trainees	0	0	0
Apprentices	4.4	3.9	0.9
Total	**4.4**	**4.4**	**4.4**
IMMIGRANTS			
Executive Board	-	0	0
Management	-	0.8	1.5
Coordination	-	1.1	0.6
Administrative	-	0.4	0.6
Production/ Operations	-	11.1	10.1
Trainees	-	1.5	1.2
Apprentices	-	9.6	11.0
Total	**-**	**7.9**	**7.1**

[1] All companies located in Brazil were included. Does not include those on leave.

Remuneration

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

The Company has a remuneration policy that ensures full compliance with the minimum wage requirements established by specific laws or collective bargaining agreements in each sector. The lowest wage paid at all of its major operating units[1] is equal to the minimum wage set by the union or applicable legislation, maintaining a percentage ratio of 100% between the lowest wage and the legal/union minimum wage for both genders. Prices vary depending on the sector of activity. Companies in Caxias do Sul, including Randon, Caxias do Sul plant; Randoncorp Holding; Master, Caxias do Sul and Flores da Cunha plants; Frasle Mobility, Caxias do Sul site; Castertech, Caxias do Sul I and II units; Suspensys, Caxias do Sul unit; Auttom; and the Randon Technology Center, reported R$ 2,088.63 as the lowest salary. The lowest salary at Banco Randon is R$ 3,081.95; at Randon Consórcios, R$ 1,900.00; and at DB Server, R$ 1,518.00. Employees working for third-party companies are governed by the collective bargaining agreement for their respective sectors, and there is a minimum wage that must be observed.

[1] For reporting purposes, the organization defines "major operating units" as those located within the same union district, covered by the same collective bargaining agreement, and accounting for the largest number of Randoncorp employees, including the companies in the Financial Solutions and Services Vertical (Banco Randon and Randon Consórcios) and DB.

Benefits and Retirement GRI 201-3

Randoncorp offers nationwide defined-contribution voluntary retirement plans for its employees. The liability for these benefits is covered by a specific fund, with the Defined Benefit Obligation (DBO) being calculated annually in accordance with the provisions of CPC 33. In 2025, the basis for this estimate was the study of the projected real interest rate for that period. To ensure full coverage under the plan, the Company employs a strategic Funding Plan, which is reviewed annually through actuarial assessments that comply with the requirements of the National Department for Pension Funds (Previc). The schedule for ensuring the plan's solvency and full coverage is based on the annual frequency of these actuarial studies and interest rates. Some companies have not opted into the membership agreement, and these include Addiante S.A., Addiante Seminovos Ltda., DBServer Assessoria em Sistemas de Informação Ltda., Delta Global Serv. e Tecnologia., RVC Venture Capital (Randon Ventures), and Randon Investimentos Ltda.

Health and safety

Coverage provided by the occupational health and safety management system GRI 403-8

	2023		2024	2025[1]
CLASS	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
Total number of individuals	14,838	2,044	16,576	647	10,469
Number of individuals covered by this system	14,724	2,044	16,576	647	10,469
Percentage of individuals covered by this system	99.2	100	100	100	100
Number of individuals covered by this system, which has been audited internally	12,696	1,937	13,913	180	10,469
Percentage of individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines, which has been internally audited	85.6	94.8	83.9	27.8	100
Number of individuals who are covered by this system that has been audited internally or certified by an external party	9,782	1,937	11,582	140	10,469
Percentage of individuals who are covered by this system that has been audited internally or certified by an external party	65.9	94.8	69.9	21.6	100

[1] Randoncorp's Health and Safety Management System is currently being expanded to include information from external service providers. Currently, the Company does not have direct access to detailed third-party data, but it is making progress in developing mechanisms to ensure the integration, consolidation, and traceability of this information, thereby strengthening governance in this area.

Work-related injuries[1] 403-9

	2023		2024		2025[2]
CLASS	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
Number of hours worked	28,523,951.7	856,667.9	31,668,410	2,012,476	29,535,455.5
Number of fatalities resulting from work-related injuries	1	0	0	0	0
Rate of fatalities resulting from work-related injuries	0.04	0	0	0	0
Number of work-related injuries with serious consequences (except fatalities)	4	0	3	0	2
Rate of work-related injuries with serious consequences (except fatalities)	0.14	0	0.09	0	0.07
Number of work-related injuries requiring communication (including fatalities)	614	5	1,180	25	888
Rate of occupational accidents requiring communication (including fatalities)	21.53	5.84	37.26	12.42	30.07

[1] Rate calculation basis: 1,000,000 hours.
[2] Randoncorp's Health and Safety Management System is currently being expanded to include information from external service providers. Currently, the Company does not have direct access to detailed third-party data, but it is making progress in developing mechanisms to ensure the integration, consolidation, and traceability of this information, thereby strengthening governance in this area.

Breakdown of records GRI 403-9

In general, the main types of work-related injuries include: typical incidents that occur while performing work duties on the organization's premises. In 2025, Randoncorp reported a decrease in the rate of serious accidents, calculated at 0.07, reflecting the efforts of the task forces and the steady improvement in this indicator. This year, workplace accidents were predominantly associated with industrial spaces, occurring during assembly, machine operation, logistics, welding, painting, and handling material activities. An analysis of the Work-Related Accident Reports (CAT) shows that most of the incidents were classified as typical accidents. To a lesser extent, there were reports of traffic-related incidents, particularly collisions involving motorcyclists and slips or falls on public roads. There were also isolated cases of occupational diseases, such as noise-induced hearing loss, which were properly recorded and evaluated.

Data collection is based on a set of legal standards, such as RNs and international standards, as well as advanced analytical methodologies. The following assumptions are used for the compilation: mandatory reporting of all accidents, incidents, and near-misses related to work activities; standardized classification by type of occurrence, nature of the injury, severity, employee status, and need for leave; and consolidation based on information reported by the units.

About the data

The main occupational hazards identified are related to exposure to noise, ergonomic factors resulting from poor posture and repetitive movements, as well as physical and chemical agents present in industrial processes. These hazards can lead to occupational illnesses such as hearing loss and musculoskeletal disorders.

The main types of occupational diseases reported during the period were: work-related hearing loss, involving one identified case; and musculoskeletal disorders of ergonomic origin, associated with six reported cases. These figures underscore the importance of ongoing prevention efforts (*read more on page 72*). There has been a decrease in cases of noise-related occupational illnesses, which is the result of measures aimed at reducing risk, such as replacing equipment, installing acoustic barriers, and testing the effectiveness of hearing protection. Ergonomic considerations have been given greater attention through initiatives designed to ensure worker comfort, including ergonomic adjustments at workstations, job rotation, and scheduled breaks.

Planet

Scope of the ESG Ambition

The two environmental targets set for 2025 include the following companies: Suspensys; Castertech Caxias I; Frasle Mobility, Caxias do Sul, Controil, Sorocaba, Fremax, Alabama, and Pinghu sites; CTR; JOST; Randon, Caxias do Sul, Chapecó, and Araraquara I units; and the Master, Caxias do Sul and Flores da Cunha units.

Our public commitment as part of our climate action plan, which calls for a 40% reduction in greenhouse gas emissions by 2030, includes: Frasle Mobility, Controil, Fremax, Sorocaba, Alabama, and Pinghu sites; Randon, Caxias do Sul, Chapecó, and Araraquara plants; Castertech Caxias I; JOST; the Master, Caxias do Sul and Flores da Cunha units; Suspensys; CTR; Banco Randon; and Randon Consórcios.

The other companies in the Randoncorp group, particularly those acquired after the launch of the ESG Ambition in 2021, have been given specific deadlines to bring their operations into compliance with the new management standards for waste, effluents, and emissions.

Work-related ill health GRI 403-10

	2023		2024		2025	
CLASS	EMPLOYEES	WORKERS WHO ARE NOT EMPLOYEES (CONTRACTORS)	EMPLOYEES	WORKERS WHO ARE NOT EMPLOYEES (CONTRACTORS)	EMPLOYEES	WORKERS WHO ARE NOT EMPLOYEES (CONTRACTORS)
Number of fatalities resulting from occupational illnesses	0	0	0	0	0	0
Number of cases of work-related ill health requiring communication	17	0	11	0	5	0

Climate change

Energy

Consumption of fuels from NON-RENEWABLE SOURCES (GJ) GRI 302-1; SASB RT-IG-130a.1, TR-AP-130a.1

	2023		2024		2025	
NON-RENEWABLE RESOURCE	AMOUNT (GJ)	PERCENTAGE (%)	AMOUNT (GJ)	PERCENTAGE (%)	AMOUNT (GJ)	PERCENTAGE (%)
Diesel fuel	105,032.4	5.8	39,733.2	2.1	26,043.8	1.3
Gasoline	8,820.7	0.5	4,134.8	0.2	3,604.2	0.2
Electricity	803,748.6	44.1	447,104.4	23.1	591,694.8	30.4
Liquefied petroleum gas (LPG)	60,281.1	3.3	72,960.6	3.8	55,983.4	2.9
Natural gas	490,580.9	26.9	468,140.30	24.3	328,839.4	16.9
Propane	-	-	48.5	0	-	-
TOTAL	**1,468,463.6**	**80.5**	**1,032,121.8**	**53.4**	**1,006,165.7**	**51.7**

Consumption of fuel from RENEWABLE SOURCES (GJ) GRI 302-1; SASB RT-IG-130a.1, TR-AP-130a.1

	2023		2024		2025	
RENEWABLE SOURCE	AMOUNT (GJ)	PERCENTAGE (%)	AMOUNT (GJ)	PERCENTAGE (%)	AMOUNT (GJ)	PERCENTAGE (%)
Electricity	352,009.65	19.30	844,092.21	43.68	646,508.33	33.19
Firewood for direct burning	3,297.00	0.18	1,199.27	0.06	654.15	0.03
Wood chips	-	-	54,764.79	2.83	293,081.51	15.05
Ethanol	-	-	66.28	0	1,486.06	0.08
TOTAL	**355,306.65**	**19.48**	**900,122.55**	**46.58**	**941,730.05**	**43.85**

Total energy consumed (GJ) GRI 302-1; SASB RT-IG-130a.1, TR-AP-130a.1

	2023	2024	2025
TOTAL ENERGY CONSUMPTION BY TYPE	**AMOUNT (GJ)**	**AMOUNT (GJ)**	**AMOUNT (GJ)**
Fuels from non-renewable sources	1,468,463.6	1,032,121.8	1,006,165.7
Fuels from renewable sources	355,306.7	900,122.6	941,730.1
TOTAL	**1,823,770.3**	**1,932,244.40**	**1,947,895.8**

Energy intensity ratio for the organization GRI 302-3

	2023	2024	2025[1]
Energy intensity	0.07	0.06	0.06

[1] The calculation of energy intensity takes into account the organization's energy consumption (1,947,895.76 GJ) and the number of hours worked, which totaled 32,231,365.44 in 2025. All energy sources used for electricity generation, steam generation, heating, and internal power were taken into account: electricity; natural gas; LPG; diesel fuel; gasoline; ethanol; wood chips; and firewood.

Total energy consumed, percentage of grid electricity, percentage of renewable energy[1] RT-IG-130a.1

	2024	2025
(1) Total energy consumed (GJ)	1,932,244.40	1,947,084.8
Total grid electricity (GJ)	1,282,541.6	1,227,522.7
Total electricity generated (solar) (GJ)	8,655.1	10,680.4
Total renewable energy (GJ)	900,122.6	646,508.3
(2) Percentage of electricity from the grid (%)	66.4%	63.0%
(2) Percentage of renewable energy (%)	46.6%	33.2%

[1] To improve the understanding of and compliance with the SASB standards, the reporting framework has been updated, including a review and adjustment of the 2024 data.

Water

Water withdrawal, discharge, and consumption (ML) GRI 303-3, 303-4, 303-5

	2023		2024		2025	
	ALL AREAS	AREAS WITH WATER STRESS	ALL AREAS	AREAS WITH WATER STRESS	ALL AREAS	AREAS WITH WATER STRESS[1]
WATER WITHDRAWAL						
Surface water	0.80	0	47.26	0	0.75	0
Groundwater	165.69	13.41	150.88	9.85	190.82	35.78
Water from third parties (purchased)	244.18	16.47	210.73	22.20	306.70	26.98
Total	**410.67**	**29.88**	**408.87**	**32.05**	**498.27**	**62.76**
WATER DISCHARGE[2]						
Surface water	150.05	0	103.99	2.13	30.59	12.19
Water from third parties	19.32	5.94	28.71	0.11	14.18	0.01
Total	**124.37**	**5.94**	**132.70**	**2.24**	**44.77**	**12.20**
WATER CONSUMPTION						
Total	**286.30**	**23.94**	**276.17**	**29.81**	**453.50**	**50.56**

[1] Regions experiencing water stress include Frasle Mobility's India, China, Dacomsa, and Netherlands distribution center units.
[2] In the absence of direct measurements, water discharge was estimated using a theoretical calculation (actual volume × number of days worked). In 2025, a single instance of non-compliance was recorded at the Interlagos site (COD of 298 mg/L vs. a limit of 260 mg/L), with no changes to the process or effluent.

Waste and the circular economy

Conversion of raw materials into finished products RAND5

	2024	2025[1]
Total amount of raw material (tons)	369,051.2	263,319.0
Total amount of waste generated (tons)	48,115.0	32,276.0
Conversion rate of raw material to finished product (%)	87.0%	87.7%

[1]The scope of this indicator covers the following units: Suspensys, Caxias do Sul plant; the JOST Caxias do Sul plant; the Master, Caxias do Sul and Flores da Cunha plants; Auttom; the Randon, Araraquara, Caxias do Sul, and Chapecó plants; the Randon Triel-HT, Erechim plant; NIONE; and Frasle Mobility sites in Caxias do Sul, Controil, Sorocaba, Extrema, Buenos Aires, Alabama, Pinghu, and Fras-le ASK.

Materials used, broken down by type (tons) GRI 301-1

	2023		2024		2025	
Materials used	Total	%	Total	%	Total	%
Renewable	3,630.8	1.0	1,693.1	0.4	2,705.4	0.8
Non-renewable	360,171.8	99.0	388,525.7	99.6	357,121.8	99.2
TOTAL	**363,802.6**	**100**	**390,218.9**	**100**	**359,827.2**	**100**

Top five materials used, broken down by type and weight (tons) GRI 301-1

MATERIAL TYPE	WEIGHT (T)
RENEWABLE	
Deionized water	0.5
Cardboard boxes	2,152.3
Wood	552.6
Total	**2,705.4**
NON-RENEWABLE	
Steel	126,338.3
Scrap steel	60,562.0
Cast materials	28,178.1
Steel parts	20,454.8
Foundry sand	16,774.7
Total	**252,307.9**

Reclaimed products and their packaging materials for each product category (tons) GRI 301-3

RECLAIMED PRODUCTS (REVERSE LOGISTICS)									
	2023			2024			2025		
NAME OF THE REUSED OR RECYCLED PRODUCT (REVERSE LOGISTICS)	AMOUNT REUSED OR RECYCLED (TONS)	NUMBER OF PRODUCTS SOLD	PERCENTAGE (%)	AMOUNT REUSED OR RECYCLED (TONS)	NUMBER OF PRODUCTS SOLD	PERCENTAGE (%)	AMOUNT REUSED OR RECYCLED (TONS)	NUMBER OF PRODUCTS SOLD	PERCENTAGE (%)
Brake discs	2,407	17,617	14	2,726	27,641	10	4,163	15,346	27%
Brake linings	1,275	26,922	5	1,063	31,518	3	1,046	30,591	3%
RECLAIMED PACKAGING									
Paper packaging	1,318	4,384	30	855,167	2,557,099	33	783	1,960	40%
Plastic packaging	509	1,686	30	379,213	1,165,927	33	749	1,873	40%

Recycled input materials used (tons) GRI 301-2

	2023			2024			2025		
MATERIAL	AMOUNT USED	AMOUNT FROM RECYCLING	PERCENTAGE (%)	AMOUNT USED	AMOUNT FROM RECYCLING	PERCENTAGE (%)	AMOUNT USED	AMOUNT FROM RECYCLING	PERCENTAGE (%)
Aluminum	-	-	-	788,890	788,890	100	326	87	27
Rubber	5,175	5,175	100	5,396,670	5,396,670	100	5,212	5,212	100
Exhaust dust	18,838	18,838	100	27,142,453	22,016,494	81	24,878	16,212	65
Exhaust dust – foundry	8,242	8.242	100	13,910,467	13,910,467	100	14,035	14,035	100
High-density polyethylene (HDPE)	105	10	9	47,838	3,787	8	-	-	-
Carbon steel scrap	79,097	79,097	100	81,973,465	81,973,466	100	99,476	99,476	100
Aluminum and Zamac Ingots	-	-	-	788,890	788,890	100	467	467	100
Polypropylene	-	-	-	1,269,853	1,269,853	100	1,381	1,381	100

Total waste generated, by composition (t): HAZARDOUS WASTE (Class 1)

GRI 306-3

TOTAL HAZARDOUS WASTE GENERATED, BY COMPOSITION (T)	QUANTITY (TONS)
Energy storage devices (batteries)	55.3
Impregnation bath	16.5
Contaminated drums	82.5
Oily sludge	242.3
Paint sludge	11,661.7
Contaminated metal packaging	140.2
Oil emulsion	3,266.7
Contaminated PPE	257.6
Foundry slag	165.4
Light bulbs	17.4
Sandpaper	8.8
Plasma sludge	42.7
Industrial sludge	50.7
Physical and chemical sludge at the wastewater treatment plant	126.5
Contaminated oil	1.0
Used lubricants	131.7
Contaminated paper and cardboard	136.5
Contaminated paper and plastic	138.1
Blasting grit	158.9
Chemicals	12.9
Healthcare waste	2.8
Electronic waste	18.5
Miscellaneous contaminated waste	1,332.2
Contaminated solvent	8.3
Total	**18,075.1**

Total waste generated, by composition (t): NON-HAZARDOUS WASTE (Class 2)

TOTAL NON-HAZARDOUS WASTE GENERATED, BY COMPOSITION (T)	QUANTITY (TONS)
Foundry sand	24,836.6
Cigarette butts	0.2
Wood chip sludge	47.6
Oily sludge	3.3
Rubber (tires)	60.1
Aluminum shavings	44.5
Construction	393.4
Raw material packaging	605.1
Foundry slag	6,797.0
Plasma sludge	22.0
Wastewater treatment sludge	11,572.3
Used linings	495.4
Wood	8,637.3
Composite material	80.6
Cooking oil	1.3
Uncontaminated paper and cardboard	2,907.1
Brake pads	500.5
Uncontaminated plastic	652.0
Exhaust dust	12,877.1
Blasting grit	183.2
Refractories	2,089.0
Miscellaneous uncontaminated waste	775.3
Electronic waste	6.8
Sweepings	145.5
Organic waste	1,773.7
General solid waste (production scrap, ash)	104.8
Railroad brake shoe	72.3
Stainless steel scrap	51.1
Aluminum scrap	169.2
Ferrous metal scrap	39,450.3
Non-ferrous metal scrap	2,951.5
Glass	17.7
Total	**118,323.8**

Total waste DIVERTED FROM disposal, by recovery operation, in metric tons (t) GRI 306-4

	2023			2024			2025[1]	
	WITHIN THE ORGANIZATION (ONSITE)	OUTSIDE OF THE ORGANIZATION (OFFSITE)	TOTAL	WITHIN THE ORGANIZATION (ONSITE)	OUTSIDE OF THE ORGANIZATION (OFFSITE)	TOTAL	WITHIN THE ORGANIZATION (ONSITE)	OUTSIDE OF THE ORGANIZATION (OFFSITE)	TOTAL
HAZARDOUS WASTE									
Preparation for use	0	0	0	0	5,293.75	5,293.75	0	5,205.54	5,205.54
Recycling	0.01	177.33	177.33	0	141.43	141.43	0	1,361.94	1,361.94
Other recovery operations	0.02	4,845.43	4,845.45	0	0	0	0	0	0
Total	**0.03**	**5,022.75**	**5,022.78**	**0**	**5,435.18**	**5,435.18**	**0**	**6,567.48**	**6,567.48**
NON-HAZARDOUS WASTE									
Preparation for use	0	0.02	0.02	0	11,157.60	11,157.60	0	20,644.41	20,644.41
Recycling	2,508.28	18,585.17	21,093.45	0	78,768.20	78,768.20	0	84,902.89	84,902.89
Other recovery operations	1,127.58	11,635.00	12,762.58	0	0	0	0	0	0
Total	**3,635.86**	**30,220.19**	**33,856.05**	**0**	**89,925.80**	**89,925.80**	**0**	**105,547.30**	**105,547.30**

[1] Waste considered as diverted from disposal: composting, co-processing, incineration (energy recovery), other uses, recovery, recycling, reprocessing, and reuse.

Waste directed to recovery (t) GRI 306-5

	2023	2024	2025
HAZARDOUS WASTE			
Preparation for reuse	1,866.3	1.2	5,205.5
Recycling	201.4	141.4	1,361.9
Other recovery operations[1]	5,324.0	5,292.6	0
Total	**7,391.7**	**5,435.2**	**6,567.5**
NON-HAZARDOUS WASTE			
Preparation for reuse	702.6	11,157.6	20,644.4
Recycling	52,913.5	78,768.2	84,902.9
Other recovery operations[1]	10,520.1	0	0
Total	**64,136.2**	**89,925.8**	**105,547.3**

[1] Includes: composting, co-processing, other disposal methods, recovery, and reprocessing.

Waste directed to final disposal (t) GRI 306-5

	2023	2024	2025
HAZARDOUS WASTE			
Incineration (without energy recovery)	138.72	37.98	42.53
Landfilling	1,023.66	93.87	11,465.00
Other recovery operations[1]	7.90	2.53	0.03
Total[2]	**1,170.29**	**134.38**	**11,507.56**
NON-HAZARDOUS WASTE			
Incineration (without energy recovery)	145.23	236.34	438.72
Landfilling	25,449.81	20,118.33	12,337.82
Other recovery operations[1]	187.95	0	0
Total	**25,782.99**	**20,354.67**	**12,776.54**

[1] Includes the autoclave.
[2] The increase in the final disposal of hazardous waste is due to the inclusion of the new acquisition in Mexico (the companies Dacomsa, Fritec, Moresa, and TFV).

Sustainable business

Ethics and integrity

Total number and percentage of governance members who have been communicated and trained about anti-corruption policies and procedures, by region[1] GRI 205-2

	2024		2025	
GOVERNANCE MEMBERS COMMUNICATED AND TRAINED	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED
EXTERIOR				
NORTH AMERICA				
Total number of members in the year	1	1	1	1
Total number of members communicated/trained	1	1	1	1
Percentage of members communicated/trained (%)	100	100	100	100
BRAZIL				
SOUTHEAST				
Total number of members in the year	4	4	4	4
Total number of members communicated/trained	4	4	4	4
Percentage of members communicated/trained (%)	100	100	100	100
SOUTH				
Total number of members in the year	13	13	10	10
Total number of members communicated/trained	13	11	10	10
Percentage of members communicated/trained (%)	100	85	100	100
TOTAL				
Total number of members in the year	18	18	15	15
Total number of members communicated/trained	18	16	15	15
Percentage of members communicated/trained (%)	100	89	100	100

[1] Members of the Board of Directors, the Fiscal Council, and the Executive Committee are considered members of the governance body.

Number and percentage of employees who have been communicated and trained on anti-corruption policies and procedures, by region GRI 205-2

	2023		2024		2025	
	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED
EXTERIOR						
SOUTH AMERICA						
Total number of members in the year	131	131	-	-	-	-
Total number of members communicated/trained	131	131	-	-	-	-
Percentage of members communicated/trained (%)	100	100	-	-	-	-
BRAZIL						
NORTHEAST						
Total number of members in the year	5	5	5	5	1	1
Total number of employees communicated/trained	5	0	5	0	1	1
Percentage of employees communicated/trained (%)	100	0	100	0	100	100
SOUTHEAST						
Total number of members in the year	1,227	1,227	1,227	1,227	1,115	1,115
Total number of employees communicated/trained	1,227	3	1,227	3	1,115	151
Percentage of employees communicated/trained (%)	100	0.2	100	0.2	100	13.5
SOUTH						
Total number of members in the year	12,826	12,826	12,826	12,826	11,564	11,564
Total number of employees communicated/trained	12,826	383	12,826	383	11,564	908
Percentage of employees communicated/trained (%)	100	3.0	100	3.0	100	7.8
TOTAL						
Total number of members in the year	14,058	14,058	14,058	14,058	12,680	12,680
Total number of employees communicated/trained	14,058	386	14,058	386	12,680	1,060
Percentage of employees communicated/trained (%)	100	2.7	100	2.7	100	8.4

Number and percentage of employees who have been communicated and trained on anti-corruption policies and procedures, by employee category GRI 205-2

	2023		2024		2025[1]	
	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED
EXECUTIVE BOARD						
Total number of employees	28	28	34	34	42	42
Total number of employees communicated/trained	28	16	34	5	42	36
Percentage of employees communicated/trained (%)	100	57.1	100	14.7	100	85.7
MANAGEMENT						
Total number of employees	47	47	86	86	82	82
Total number of employees communicated/trained	47	21	86	3	82	82
Percentage of employees communicated/trained (%)	100	44.7	100	3.5	100	100
COORDINATION						
Total number of employees	138	138	161	161	152	152
Total number of employees communicated/trained	138	102	161	8.0	152	150
Percentage of employees communicated/trained (%)	100	73.9	100	5.0	100	98.7
ADMINISTRATIVE						
Total number of employees	1,439	1,439	5,728	5,728	2,960	2,960
Total number of employees communicated/trained	1,439	703	5,728	83	2,960	706
Percentage of employees communicated/trained (%)	100	48.9	100	1.5	100	23.9
PRODUCTION/OPERATIONS						
Total number of employees	11,482	11,482	7,595	7,595	9,012	9,012
Total number of employees communicated/trained	11,482	7,437	7,595	162	9,012	172
Percentage of employees communicated/trained (%)	100	64.8	100	2.1	100	1.9
APPRENTICES						
Total number of employees	266	266	319	319	321	321
Total number of employees communicated/trained	266	146	319	1	321	9
Percentage of employees communicated/trained (%)	100	54.9	100	0.3	100	2.8

	2023		2024		2025[1]	
	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED	COMMUNICATED	TRAINED
TRAINEES						
Total number of employees	136	136	135	135.000	79	79
Total number of employees communicated/trained	136	88	135	2.0	79	7
Percentage of employees communicated/trained (%)	100	64.7	100	1.5	100	8.9
TOTAL						
Total number of employees	13,536	13,536	14,058	14,058	12,648	12,648
Total number of employees communicated/trained	13,536	8,513	14,058	264	12,648	1,162
Percentage of employees communicated/trained (%)	100	62.9	100	1.9	100	9.2

[1] In 2025, the training plan set a goal of mandatory training for a strategic public, including senior management, middle management, and leaders.

Financial data

Total monetary value[1] of financial support received by the organization from governments GRI 201-4

TYPE OF ASSISTANCE	2024	2025
Tax benefits and credits (R$)	94,347,188.36	58,911,265.44
Grants for investments, research and development, and other relevant types of grants (R$)	83,701,372.56	44,012,127.66
TOTAL (R$)	**178,048,560.92**	**102,923,393.10**

[1] This amount includes key incentives such as the Lei do Bem (Brazilian R&D Tax Incentive Law)/PDI and the *Mover* Program, which promote technological development, as well as Fundopem and tax credit mechanisms that drive industrial modernization and regional competitiveness. The financial structure is complemented by programs such as the Drawback and Ex-Tariff schemes, which bolster exports and investment in capital goods; and the Reporto program, which focuses on logistical efficiency, thereby consolidating financial support for projects aligned with the Company's growth and operational strengthening strategy. The financial support amounts were reported net of taxes.

Capitals Map

Manufactured
Pages 10, 54, 91

Intellectual
Pages 57, 91

Financial
Page 25

Human
Page 57

Natural
Page 80

Social and Networking
Pages 46, 55, 57

SDG Map

SUSTAINABLE DEVELOPMENT GOAL	PAGES
1. No poverty	57, 91
2. Zero hunger	91
3. Health and well-being	57, 80, 91
4. Quality education	91
5. Gender equality	57, 91
6. Clean water and sanitation	80
7. Affordable and clean energy	38, 80
8. Decent work and economic growth	38, 57
9. Industry, innovation and infrastructure	38, 80

SUSTAINABLE DEVELOPMENT GOAL	PAGES
10. Reduced inequalities	57
11. Sustainable cities and communities	38, 80
12. Responsible consumption and production	38, 57, 80
13. Climate action	38
14. Life below water	80
15. Life on land	80
16. Peace, justice and strong institutions	38, 57
17. Partnerships for the goals	38

GRI content index

Statement of Use **Randoncorp has reported the information included in this GRI content index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.**
GRI 1 used: **GRI 2: General disclosures 2021**

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
GENERAL CONTENT			
GRI 2: General disclosures 2021	2-1 Organizational details	11	
	2-2 Entities included in the organization's sustainability reporting	103, 104	
	2-3 Reporting period, frequency and contact point	4	
	2-4 Restatements of information	There were no restatements in 2025.	
	2-5 External assurance	137	
	2-6 Activities, value chain and other business relationships	11, 16, 22, 55	
	2-7 Employees	58, 105, 106	8, 10
	2-8 Workers who are not employees	106 Randoncorp has a total of 375 contract workers who provide services to the Company, spread across various departments. Of these, 195 work in security and 180 in the food and restaurant industry.	8
	2-9 Governance structure and composition	39	5, 16
	2-10 Nomination and selection of the highest governance body	40	5, 16
	2-11 Chair of the highest governance body	40	16
	2-12 Role of the highest governance body in overseeing the management of impacts	40	16
	2-13 Delegation of responsibility for managing impacts	44	
	2-14 Role of the highest governance body in sustainability reporting	4	
	2-15 Conflicts of interest	49	16

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
GRI 2: General disclosures 2021	2-16 Communication of critical concerns	Critical concerns are communicated to the Board of Directors through periodic reports and presentations, formal executive committee meetings, and the strategic work of the governance committees. In unusual situations, the organization activates specific crisis and emergency communication protocols, ensuring that decision-making support is provided at the right time.	
	2-17 Collective knowledge of the highest governance body	40	
	2-18 Evaluation of the performance of the highest governance body	40	
	2-19 Remuneration policies	43	
	2-20 Process to determine remuneration	43	
	2-21 Annual total remuneration ratio	confidential information.	
	2-22 Statement on sustainable development strategy	5, 6	
	2-23 Policy commitments	48	16
	2-24 Embedding policy commitments	48	
	2-25 Processes to remediate negative impacts	49	
	2-26 Mechanisms for seeking advice and raising concerns	48	16
	2-27 Compliance with laws and regulations	In the 2025 reporting period, the organization recorded 12 fines for non-compliance with laws and regulations, totaling R$ 25,803.31. In addition, payments totaling R$ 129,817.96 were made to cover fines from previous reporting periods. No non-monetary sanctions were imposed during the period. The identified non-compliance issues relate to labor and operational management matters. To classify these incidents, the Company uses materiality criteria that take into account the potential for economic or reputational impact, as well as the nature of the violation of legal regulations.	
	2-28 Membership associations	15	
	2-29 Approach to stakeholder engagement	46, 58, 77	
	2-30 Collective bargaining agreements	67	8
MATERIAL TOPICS			
GRI 3: Material topics 2021	3-1 Process to determine material topics	7	
	3-2 List of material topics	8	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
ATTRACTING, DEVELOPING AND RETAINING EMPLOYEES			
GRI 3: Material topics 2021	3-3 Management of material topics	The programs listed on page 62 and beyond are essential for risk management. Among the impacts identified by the Company are financial risks, such as those arising from increased turnover, the loss of key personnel, and operational performance, as well as risks related to labor liabilities; and socio-environmental risks, such as potential failures in promoting diversity.	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	112 The organization has chosen not to provide details for item (d) of standard 201-3, which refers to the percentage of salary contributed by the employee or employer, due to the variable nature of supplementary pension contributions, which are calculated individually based on salary brackets and actuarial age tables. Since the report prioritizes the transparency of consolidated and aggregate data, the inclusion of individual details could compromise the statistical representativeness of the average calculation, failing to accurately reflect the diverse reality of the employee base in an isolated analysis.	
GRI 202: Market presence 2016	202-1 - Ratios of standard entry level wage by gender compared to local minimum wage	112	5, 8
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	When considering statutory positions—which include the Chair and Vice-chair of the Board, the CEO of Randoncorp, and the President of Frasle Mobility, as well as the Executive VPs serving as CFO and COO—regional representation stands at 80% (4 executives out of a total of 5). The basis for the "local" classification refers to specific geographic regions.	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	108, 109	4, 5, 8, 10
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	58	3, 5, 8
GRI 401: Employment 2016	401-3 Parental leave	109	5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	107	4, 5, 8, 10
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	62	8
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	107	5, 8, 10
SASB: RT-IG-000.B	RT-IG-000.B Number of employees	105, 106	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
HUMAN RIGHTS AND LABOR RELATIONS			
GRI 3: Material topics 2021	3-3 Management of material topics	67	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice period regarding operational changes	67	8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During the reporting period, three cases of discrimination were reported. The Company analyzed the incidents and implemented the necessary action plans. The results and effectiveness of the measures taken are monitored through routine internal management review processes.	5, 8
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	The organization has not identified any operations in which the workers' right to freedom of association or collective bargaining is being violated or is at significant risk of violation. Our companies respect the right to join a union and take the necessary steps to register employees and remit the appropriate dues to the unions.	8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56	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	56	5, 8
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Randoncorp has reported that 100% of its security personnel had received formal human rights training, covering all 195 third-party contractors. This guideline applies to all contracted companies that provide security personnel; the content is delivered through onboarding training, which covers specific human rights policies and procedures as they apply to security.	16
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	56	5, 8, 16
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	The Company identified a single instance of negative social impact among its partners. During the periodic monitoring conducted, inconsistencies in conduct and pending legal matters were identified. In accordance with our ethical guidelines, our business dealings with that supplier were terminated after the matter had come to light.	5, 8, 16
ETHICS, INTEGRITY AND COMPLIANCE			
GRI 3: Material topics 2021	3-3 Management of material topics	48	
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	126	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	48, 55	16

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	55, 123, 124, 125	16
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and measures taken	There were no records of cases of corruption.	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no lawsuits alleging unfair competition, trust, or monopoly against the company in 2025.	16
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	56	
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	56	
PRODUCT LIFECYCLE MANAGEMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	85	
GRI 301: Materials 2016	301-1 Materials used, broken down by weight or volume	119	8, 12
GRI 301: Materials 2016	301-2 Raw materials or recycled materials used	120	8, 12
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	119	8, 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	85, 86	3, 6, 8, 11, 12
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	85, 86	3, 6, 8, 11, 12
GRI 306: Waste 2020	306-3 Waste generated	121	3, 6, 11, 12
GRI 306: Waste 2020	306-4 Waste diverted from disposal	139	3, 11, 12
GRI 306: Waste 2020	306-5 Waste directed to disposal	139	3, 6, 11, 12, 15
RAND5	RAND5 Raw Material Conversion Rate	33, 119	
INNOVATION AND TECHNOLOGY			
GRI 3: Material topics 2021	3-3 Management of material topics	93	
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 generated by Randon Implementos from products launched in the last 5 years; v) new patents registered.	33, 92	
RAND2	RAND2 Number of startups connected through Randoncorp per year	92	
RAND3	RAND3 Number of innovation and R&D projects in sustainable mobility	33, 92	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
CLIMATE CHANGE AND AIR QUALITY			
GRI 3: Material topics 2021	3-3 Management of material topics	87	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	33, 116, 117	7, 8, 12, 13
GRI 302: Energy 2016	302-3 Energy intensity	117	7, 8, 12, 13
GRI 302: Energy 2016	302-4 Reduction of energy consumption	There was no reduction in energy consumption. Total energy consumption in 2025 was affected by the addition of new facilities. On an individual basis, there was a reduction in the consumption of LPG and diesel (due to electrification and the new Joinville substation), in addition to the replacement of natural gas with wood chips at the Frasle Mobility facility.	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	88	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions from energy purchases	88	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	89	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-4 GHG emissions intensity	88	13, 14, 15
GRI 305: Emissions 2016	**305-5** Reduction of GHG emissions	88	13, 14, 15
SASB: RT-IG-130a.1	RT-IG-130a.1 (1) Total energy consumed, (2) percentage of grid electricity, and (3) percentage of renewable energy	116, 117	
RAND4	RAND4 Amount invested in environmental management initiatives	33, 82	
EMPLOYEE HEALTH, WELL-BEING, AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	72	
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	72	8
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment and incident investigation	72	8
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	76	8
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	74	8, 16

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
GRI 403: Occupational health and safety 2018	403-5 Worker training on occupational health and safety	74	9
GRI 403: Occupational health and safety 2018	403-6 Health promotion	76	3
GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	72	8
GRI 403: Occupational health and safety 2018	403-8 Workers covered by an occupational health and safety management system	113	8
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	72, 114	3, 8, 16
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	115	3, 8, 16
DATA PRIVACY AND SECURITY			
GRI 3: Material topics 2021	3-3 Management of material topics	52	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52	16
PRODUCT SAFETY AND EXCELLENCE			
GRI 3: Material topics 2021	3-3 Management of material topics	54	
GRI 416: Consumer health and safety 2016	416-1 Assessment of health and safety impacts caused by categories of products and services	54	
NON-MATERIAL TOPICS			
TOPICS		**LOCATION**	
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1 Direct economic value generated and distributed		35	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1 Infrastructure investments and services supported		In addition to the investments and programs presented on page 104, in 2025, we allocated investments to strengthen public safety in Caxias do Sul (RS). Through a tax incentive (ICMS) and a direct cash contribution of 10%, a total of R$ 936,870 was made available, distributed among projects developed by the Civil Police (R$ 200,000) and the Military Brigade (R$ 736,870). These 12-month initiatives are currently underway and aim to have a direct positive impact on the safety of the local population. The investment is provided by Frasle Mobility, Caxias do Sul, Castertech, Master, JOST, Frasle Mobility, Controil sites, and Suspensys.	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGS
GRI 303: WATER AND EFFLUENTS 2018			
303-1 Interactions with water as a shared resource		83	
303-2 Management of water discharge-related impacts		83	
303-3 Water withdrawal		118	
303-4 Water discharge		118	
303-5 Water consumption		118	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1 Diversity of governance bodies and employees		110, 111, 112	
GRI 413: LOCAL COMMUNITIES 2016			
413-1 Operations with local community engagement, impact assessment and development programs		The organization demonstrates a commitment to the communities where it operates, with 100% of its operations implementing engagement initiatives, impact assessments, or local development programs (read more on page 78). To ensure active listening and transparency, the Company provides formal complaint procedures that are accessible to the community. The channels for submitting feedback include a toll-free hotline, a dedicated email address, and the “Contact Us” section on the corporate websites of all its units.	
413-2 Operations with significant actual or potential negative impacts on local communities		Randoncorp maintains a low-impact operational model, ensuring that its activities do not cause significant harm to the communities in which it operates. The management of negative impacts is based on a proactive assessment of potential risks, including environmental and noise pollution and water risk management, which are monitored proactively—although some facilities operate in regions experiencing water stress, the risk is considered low, as the Company’s production processes have a low dependence on water consumption.	

PROPRIETARY DISCLOSURES	
	LOCATION
RAND6 Number of suppliers	33, 55
RAND7 Amount invested in social initiatives	33, 104
RAND8 Amounts paid under supplier contracts	33, 58
RAND9 Number of people assisted by the Elisabetha Randon Institute	33, 78

Assurance Statement GRI 2-5

VERIFICATION STATEMENT

INTRODUCTION

Bureau Veritas Quality International (BVQI), located at Alameda Xingu, 350 – Alphaville Industrial, Barueri, São Paulo, 3rd floor, registered in the National Registry of Legal Entities under CNPJ No. 72.368.012/0002-65, declares, for due purposes, that Randoncorp S.A. (RANDONCORP), located at Av. Abramo Randon 770 – Caxias do Sul - Rio Grande do Sul, CEP 95055-010, registered in the National Registry of Legal Entities under CNPJ No. 89.086.144/0011-98, authorized to publish this Verification Statement on its websites.

SCOPE

The scope of this verification covered the standards and Principles[1] of the Global Reporting Initiative™ for Sustainability Reporting and refers to the accountability for the period from January 1, 2025, to December 31, 2025, as well as indicators from the Sustainability Accounting Standards Board (SASB) and strategic ESG indicators of RANDONCORP.

In geographical terms, we verified data and information from RANDONCORP at a global level.

LIMITATIONS AND EXCLUSIONS

This verification did not include the evaluation of information related to:

- Activities outside the reported period;
- Position statements (expressions of opinion, belief, goals, or future intentions) by RANDONCORP;
- Accuracy of economic and financial data contained in the Report, extracted from financial statements, verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions, including energy data, verified by independent auditors;
- Data and information of affiliated companies or outsourced employees, over which there is no operational control by RANDONCORP.

The following limitations have been applied to this check:

The principles of Accuracy and Reliability of data were verified on a sample basis, exclusively considering the information and data related to the material topics presented in the Report;

The economic information presented in the Report was specifically verified against the GRI principles of Equilibrium and Completeness.

1 Accuracy, Balance, Clarity, Comparability, Completeness, Context of Sustainability, Timeliness and Verifiability.

WORKING METHOD

The work was conducted through the following stages:

1. Interviews with those responsible for the material topics and the content of the Report;
2. Remote verification of corporate and operational processes, used to generate consolidated data and information, presented in the Report (verification of GRI and SASB material indicators and information sampling);
3. Analysis of documentary evidence provided by RANDONCORP for the period covered by the Report (2025);
4. Analysis of the engagement activities with stakeholders developed by RANDONCORP;
5. Evaluation of the system used to determine the material aspects included in the Report, considering the context of sustainability and scope of the information published.

The verification level adopted was Hybrid (Limited* and reasonable**), in accordance with the requirements of the ISAE 3000 standard[2], incorporated into the internal protocol of the BVQI.

*Limited verification level: International scope.

**Reasonable verification level: All indicators in scope Brazil.

In addition to this scope of verification, RANDONCORP's Greenhouse Gas (GHG) inventory was subject to independent verification conducted by an external company.

RESPONSIBILITIES OF RANDONCORP AND BVQI

The presentations of all documentation related to the Scope were the sole responsibility of RANDONCORP. The auditors were responsible for verifying and analyzing the documentation and actions conducted remotely and, with that, validating the proposal in scope.

OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- RANDONCORP prepared the Report following the Standards and Principles of the GRI Standards, in the "based" option;
- In our understanding, RANDONCORP's Sustainability Report presents the impacts of the company's activities in a balanced manner, presenting environmental, social, and economic indicators, following the GRI methodology, as well as SASB indicators associated with the company's material topics;
- Regarding the definition of material topics, RANDONCORP presents its Report based on nine material topics defined in a double materiality study conducted in 2023;
- We verified that RANDONCORP has a reliable system for collecting and consolidating the data that make up the Report. Regarding the aspect of data verifiability, RANDONCORP has been demonstrating advances in the adopted system. However, we are of the opinion that challenges persist regarding the traceability of data generated by units abroad or that are not part of the same data system as Brazil;
- Those responsible for the material topics, who responded to the verification, demonstrated adequate knowledge about the indicators and the process of preparing the Report;

[2] International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Assurance Statement

- The data presented to meet the GHG emissions indicators are part of RANDONCORP's GHG Emissions Inventory. This inventory has undergone an independent assurance process by a specialized company. We found that the presentation of data regarding the inventory followed the GRI standards methodology;
- We highlight that the Company demonstrated, in 2025, the continuity of a consistent corporate guideline for emissions management, structured based on public commitments and supported by energy transition and operational modernization projects. There is a prioritization of measures aimed at replacing fossil sources with renewable alternatives, associated with the implementation of more efficient energy infrastructure and the incorporation of technologies with lower carbon intensity, indicating alignment with recognized practices of industrial decarbonization. We also observed the integration of these guidelines into different organizational areas, which evidences transversal governance and incorporation of the theme in decision-making. The existence of a structured plan for the expansion of renewable energies reinforces the predictability of actions in the medium and long term. In general, the body of evidence indicates evolution in climate management, with initiatives adhering to the transition to operations with lower carbon intensity.
- The inconsistencies found in the Report were adjusted during the process and were 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 collecting, compiling, and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the GRI Standards' Principles for Defining Content and Quality.

VALIDITY

This Statement of Assurance has no expiration date. However, the assurance was conducted in accordance with the study presented by RANDONCORP, conducted in March and April 2026, and cannot be used for future cycles.

It should be noted that, in the event of any significant modification, inclusion or exclusion of data/information currently established and validated in relation to the scope of this Statement, a new assurance must be conducted.

DECLARATION OF INDEPENDENCE AND IMPARTIALITY

BVQI is an independent company with more than 198 years of experience in verifying Quality, Environment and Sustainability Management Systems. It has a certified Quality Management System, ensuring ethical, professional, and legal compliance. Its team acts independently, without a link to RANDONCORP. In addition, it applies to a strict Code of Ethics to ensure high standards of integrity and professionalism.

At the end of the Assurance process, Detailed Assurance Reports were generated, which were kept as a record in our Management System.

CONTACT

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São Paulo, May 15, 2026

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Credits and corporate information

Coordination
Investor Relations
Randoncorp's Brand and Reputation

Consulting, project management, content, and design
Grupo Report

Collection of Standards
Grupo Report (Central Report)

Translation
Grupo Report

Proofreading
Steve Wingrove

Photography
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Alexandre Takashi
Daniela Calleya Barcellos
Courtesy of Apimec Ibri
Courtesy of Randoncorp
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Detailed results, as commented on by the Management: Financial statements

Overview of key aspects of the business: The Management's Annual Report

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