



**rumo**

Sustainability  
Report  
**2022**

## 01 INTRODUCTION

- 4 **1.1 ABOUT THE REPORT**
- 5 Materiality
- 7 **1.2 MESSAGE FROM THE LEADERSHIP**
- 8 **1.3 HIGHLIGHTS FROM 2022**
- 9 **1.4 AWARDS AND RECOGNITIONS**

## 02 WHO WE ARE

- 11 **2.1 RUMO**
- 12 **2.2 OUR OPERATIONS**
- 15 **2.3 CORPORATE STRUCTURE**
- 16 **2.4 OUR WAY OF BEING**
- 17 Commitment to sustainable development
- 18 Our goals
- 19 **2.5 2030 ESG VISION**
- 19 External commitments
- 21 **2.6 VALUE GENERATION MODEL**
- 23 **2.7 CORPORATE GOVERNANCE**
- 23 Governance structure
- 24 Board of Directors
- 24 Fiscal Council
- 25 Executive Board
- 25 Advisory Committees

- 27 Leadership remuneration
- 29 Code of Conduct and corporate policies
- 30 Guiding Principles of Human Rights
- 31 Ethics Channel
- 31 Fighting corruption
- 32 General Data Protection Law

- 33 **2.8 RISK MANAGEMENT**
- 34 **2.9 CLIMATE CHANGE MANAGEMENT**

- 35 **2.10 CLIMATE RISKS**
- 38 TCFD – Task Force on Climate-related Financial Disclosures

- 39 **2.11 STAKEHOLDER RELATIONSHIP**

## 03 VALUE GENERATION

- 42 **3.1 SUSTAINABLE GROWTH**
- 42 Our growth strategy
- 43 Infrastructure expansion
- 45 Operational safety
- 48 Technology and Eco-efficiency
- 51 Business performance
- 52 Financial performance

- 54 **3.2 OUR TEAM**
- 54 Our way of being
- 55 Jornada VEM (VEM Journey)
- 56 Attract
- 58 Welcome and Engage
- 60 Benefits
- 61 Develop

- 67 **3.3 RESPONSIBLE SUPPLY CHAIN**
- 67 Our suppliers
- 68 Supplier management

- 71 **3.4 CUSTOMER CONFIDENCE**

- 73 **3.5 POSITIVE IMPACT ON SOCIETY**
- 75 Social and environmental communication and engagement
- 76 Environmental Education Program
- 77 Private social investment
- 78 Instituto Rumo
- 80 Volunteer work
- 83 Fundraising campaigns
- 84 Incentive Laws

- 88 **3.6 ENVIRONMENT**
- 90 Emissions
- 93 Biodiversity
- 99 Waste
- 101 Water and effluents

## 04 ANNEXES

- 103 **4.1 INDICATORS ANNEX**
- 110 **4.2 GRI CONTENTS**
- 119 **4.3 SASB CONTENTS**
- 121 **4.4 ASSURANCE LETTER**
- 123 **4.5 CREDITS**



# 01

## INTRODUCTION

---

**1.1** ABOUT THE REPORT

**1.2** MESSAGE FROM THE LEADERSHIP

**1.3** HIGHLIGHTS FROM 2022

**1.4** AWARDS AND RECOGNITIONS

---



# 1.1

## ABOUT THE REPORT

### Welcome to Rumo's 2022 Sustainability Report.

This document presents, for the seventh consecutive year, the highlights of our performance based on ESG principles, demonstrating how our commitments to transparency, compliance and sustainability materialize.

Throughout the pages of the report, we present the performance data and results for the North, Paulista, South, Central and West networks and Brado Logística, in the period between January 1st and December 31<sup>st</sup>, 2022. **GRI 2-3**

The Report was prepared following the rules of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), two guidelines used by Companies around the world for sustainability reporting, in addition to following guidelines of the TCFD (Task Force on Climate-related Financial Disclosures). As signatories of the Global Compact, we also report how we contribute to the 10 Universal Principles of the Global Compact and the 17 Sustainable Development Goals (SDGs).

The Sustainability Report was evaluated and approved by the Company's Board of Directors, and was previously revised by the Strategic and Sustainability Committee and by the senior executives responsible for the reported information. The entire content of this publication has been subject to external verification by an independent third party. **GRI 2-5 | 2-14**

### HOW TO READ THIS REPORT

Throughout this document, we present the GRI Standards and SASB indicators. At the end of each paragraph, we indicate the indicators reported using the acronym **GRI** or **SASB**.

In the annexes, on [page 102](#), we present the GRI index and the SASB index, with an explanation of each indicator and the pages where they were mentioned throughout the report.

# Materiality

In order to select the contents to be addressed in this Report, we are based on Rumo's materiality matrix, which brings together the most important topics for the Company's sustainability, updated in 2022. **GRI 3-1**

The materiality review was based on an analysis of the Company's internal and external contexts, carried out in the following stages:

## Analysis of market mechanisms

Study of the main sectorial themes pointed out in sustainability guidelines, frameworks and market mechanisms, such as FTSE Russell, MSCI, Vigeo, DJSI, ISEB3, Sustainabilitycs, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Sustainable Development Goals (SDG). **GRI 3-1**








## Benchmarking

To identify the material topics of eight national and international companies in the sector, which are references in sustainability. **GRI 3-1**

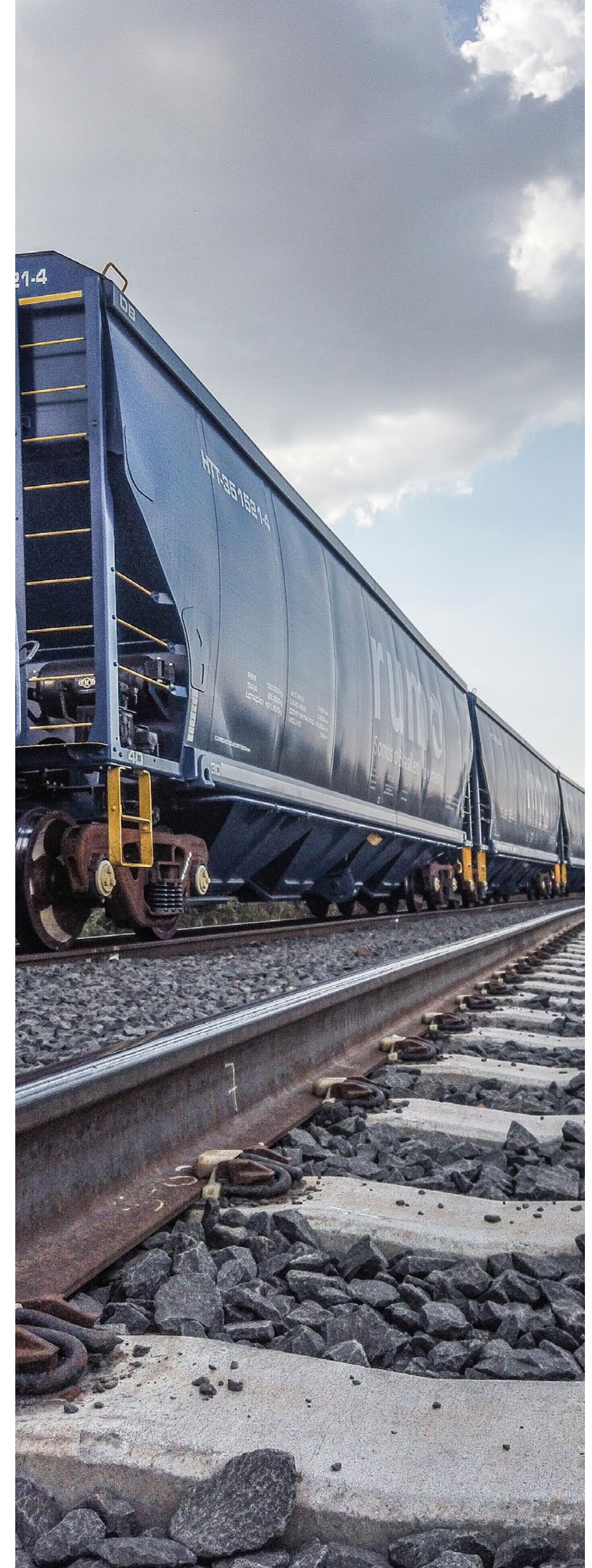
## Research with internal and external stakeholders

To prioritize the most relevant topics based on their perception. The process was carried out through an online consultation, which had 512 participants, and qualitative interviews with the Company's priority stakeholders. **GRI 3-1**

## STAKEHOLDERS WHO PARTICIPATED IN THE ONLINE SURVEY

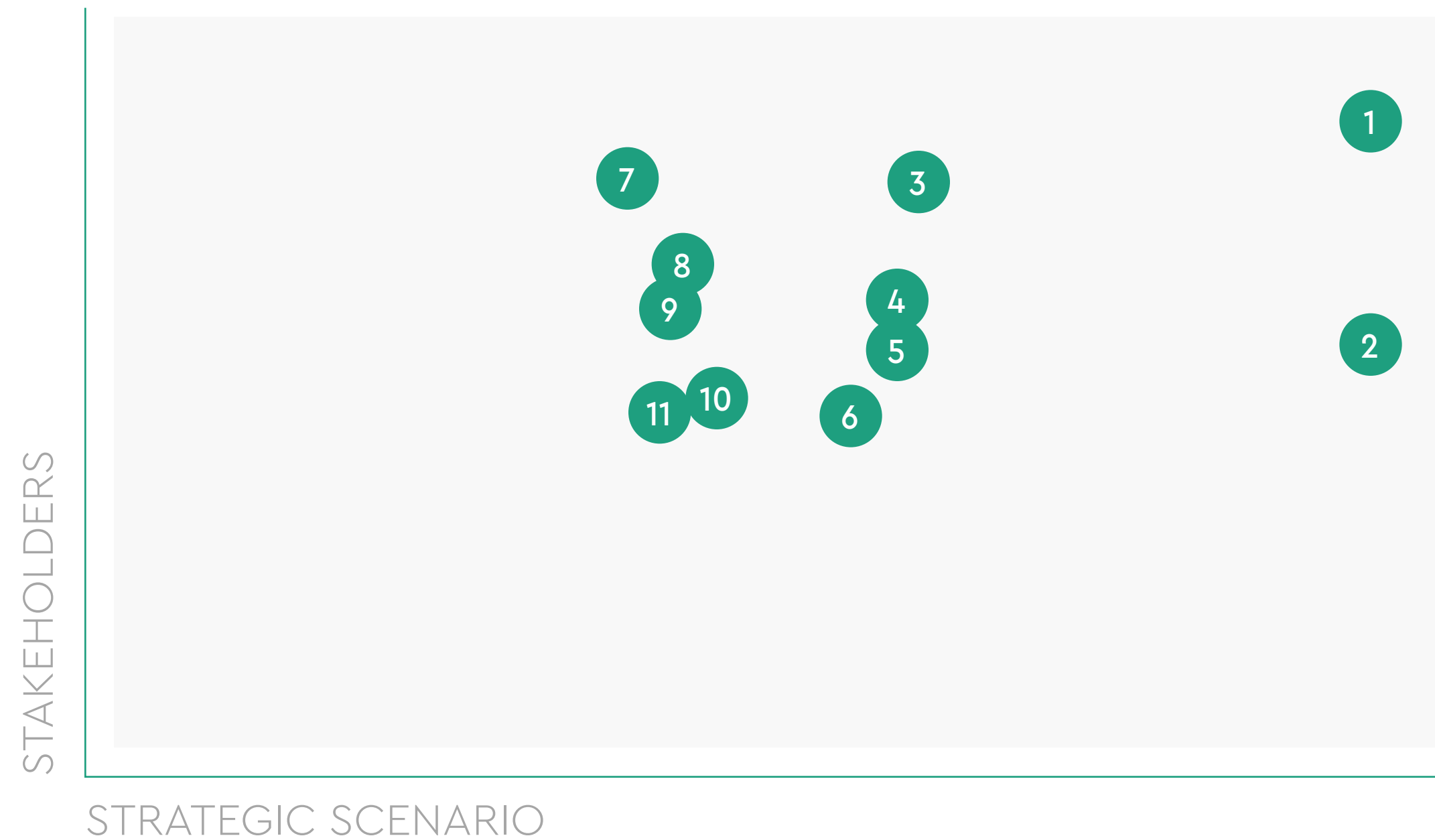
-  Executives and Board Members
-  Service providers
-  Employees
-  Customers
-  Expansion suppliers
-  Local communities
-  Funding agents

-  Associations and Organizations
-  Judicial power
-  Regulatory bodies
-  Representatives of the productive sector and cooperatives
-  Governments (Federal, State and Municipal)
-  Press








By placing the evaluated topics in a matrix comparing the strategic scenario and the **stakeholders'** view, we reached 11 material topics: **GRI 3-1**

1. Occupational Health and Safety
2. Fighting climate change
3. Ethical conduct
4. Structuring compliance and integrity governance
5. Diversity, equality and non-discrimination
6. Good socio-environmental practices in the supply chain
7. Operational safety
8. Good working practices in the operation
9. Management of impacts on Human Rights
10. Customer relationship
11. Structure and good risk management practices



At the end of the process, the 11 material topics, in five material themes of Rumo, are as follows:

MATERIAL THEMES	MATERIAL TOPICS GRI 3-2
 <b>Integrity governance</b>	Compliance and integrity Governance Structure
	Ethical conduct
	Good socio-environmental practices in the supply chain
 <b>Eco-efficient operation</b>	Management of impacts on Human Rights
	Fighting climate change
 <b>Risk management and operational safety</b>	Structure of good risk management practices
	Operational safety
 <b>Safe and diverse work environment</b>	Good working practices in the operation
	Occupational Health and Safety
 <b>Customer confidence</b>	Diversity, equality and non-discrimination
	Customer relationship

# 1.2

## MESSAGE FROM THE LEADERSHIP

GRI 2-22

### Introducing the 2022 Sustainability Report.

Seeing the evolution of our trajectory through 2022 is very rewarding. We have reached a new operational standard level with a record volume of 74.9 billion RTKs and achieved the best result in the company's history at the close of the third quarter. We have shown consistency in our commercial strategy, based on processes driven by trust, transparency and closeness to our customers. The outcome was growth in market share in the states of Mato Grosso and Goiás, performing an important role in corn and soybean transportation.

We succeeded in conducting our expansion process with excellence, highlighting the

fact that we obtained the first legal and environmental permits for the first state railroad in Mato Grosso. As a result, we started our construction work committed to a sustainable project, respecting the environment while seeking to boost local development and the generation of strategic partnerships. The execution of the first 743 kilometers foreseen in this first phase is expected to create about 236,000 direct, indirect, and induced jobs. We have initiated our first operations on the Central Network in the sugar market at the Iturama Road and Rail Terminal (MG), an investment able to provide Rumo with an important competitive edge in the region.

Regarding safe operation, I would like to mention our commitment to Railroad Safety. We have managed to remain among the best American Class One railroads. We had a good year that saw a 25% drop in the severity of accidents. In Occupational Safety, we launched the reviewed 7 Rules of Life, training our employees and third parties. We have reduced accidents by 20% and are working around the clock to get our people home safely.

We have strengthened our commitment to positively impact society and the environment. We recognize the ESG agenda as the only feasible solution for our business longevity, an understanding that drives us to show how environmental, social and governance issues add value to our projects and operations.

Through Instituto Rumo, we support volunteer projects and Private Social Investment, allocating more than BRL 4.3 million in actions to generate a positive impact on society, which can be referred to in our first Social Report. All these efforts allowed us to once again integrate the B3 Corporate Sustainability Index (ISE), the main reference tool in the country for the recognition of good business practices in sustainability. We reinforce our commitment to the Global Compact and the Sustainable Development Goals.

We also highlight the performance of our 10 Commitments for Sustainable Development and our goals, with the lowest accident rate in our history, increased energy efficiency in rail transport and mitigation of climate change-related impacts. Finally, I would like to thank all our employees, who are vital to our journey and accomplishments.

**BETO ABREU**  
Chief Executive Officer



# 1.3 HIGHLIGHTS FROM 2022

## OBTAINING ENVIRONMENTAL LICENSES

for the line extension project in Mato Grosso, up to Lucas do Rio Verde

## MARKET SHARE GROWTH IN MATO GROSSO

## BEGINNING OF THE FIRST

operation in the sugar market in Iturama (MG) and fertilizer operation in Rio Verde (GO)

## Adherence to CEBDS BIODIVERSITY AND WATER SECURITY COMMITMENTS

## RAILWAY SAFETY PERFORMANCE, WITH A

25%

reduction in the severity of accidents

## 1 year of INSTITUTO RUMO

1,000



## DAYS WITHOUT FATAL ACCIDENTS\*

Anticipating the achievement of the goal of reducing emissions by

15% by 2023

+17%



## INCREASE

in transported volume

2<sup>nd</sup>

## CONSECUTIVE

YEAR IN THE

ISE B3 PORTFOLIO

Publication of

## RUMO'S SOCIAL REPORT

## "IMPULSIONAR"

## (BOOST) PROJECT:

Higher education subsidy for black and brown employees

## SOCIAL INVESTMENT IN COMMUNITIES OF

BRL 4.3



million

96%



## POSITIVE RESPONSES

in the engagement survey:

"I am proud to work for the Company"

\* Milestone reached on 08/Jan/2023.



# 1.4 AWARDS AND RECOGNITIONS



**FOR THE 2<sup>ND</sup> CONSECUTIVE YEAR** in the ISE portfolio



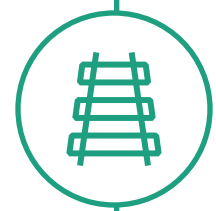
**MEMBER** of ICO2 portfolio



**GOLD** in the Brazilian GHG Protocol Program



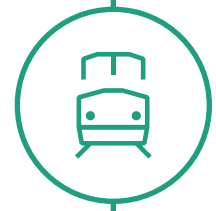
**"CLIMA PARANÁ" SEAL:** category A, external market



**MINFRA "FERROVIAS +BRASIL" AWARD:** category "ESG Highlight"



**"EXECUTIVO DE VALOR" 2022 AWARD:** Beto Abreu, Company CEO, was the winner in the Transport and Logistics category



**"AS MELHORES DA DINHEIRO" AWARD:** Logistics category, 1<sup>st</sup> place for the second consecutive year



**"ÉPOCA ANUÁRIO 360°":** 3<sup>rd</sup> place in the Infrastructure sector, standing out for the third consecutive year, ranking 1<sup>st</sup> in the Governance and Innovation dimensions



**HUMAN RIGHTS AND DIVERSITY SEAL,** from the São Paulo City Hall



**FINANCE & LAW SUMMIT AND AWARDS (FILASA):** Infrastructure category



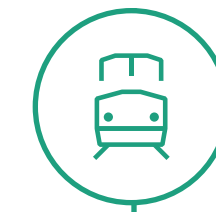
**PARTICIPATION IN THE "WOMEN IN LEADERSHIP TEVA INDEX"** (Teva Index), recognition of women's participation in governance



**"ESTADÃO EMPRESAS MAIS":** 7<sup>th</sup> place in the sector



**LÍDERES DO BRASIL "(BRAZILIAN LEADERS) AWARD:** 1<sup>st</sup> place in Infrastructure



**"MAIORES E MELHORES DO TRANSPORTE" (BIGGEST AND BEST IN TRANSPORTATION):** 1<sup>st</sup> place in the freight rail transport category



**"500 MAIORES DO SUL" (TOP 500 IN THE SOUTH REGION),** 7<sup>th</sup> place overall and 3<sup>rd</sup> place in Paraná



**VALOR 1000 RANKING,** 131<sup>st</sup> position in net revenue, by Valor Econômico Journal



Women on Board **CERTIFICATION**



**SMILES MULTIPLIER SEAL,** from Angelina Caron Hospital

## 02

## WHO WE ARE

- 2.1 RUMO
- 2.2 OUR OPERATIONS
- 2.3 CORPORATE STRUCTURE
- 2.4 OUR WAY OF BEING
- 2.5 2030 ESG VISION
- 2.6 VALUE GENERATION MODEL
- 2.7 CORPORATE GOVERNANCE
- 2.8 RISK MANAGEMENT
- 2.9 MANAGEMENT AND CLIMATE CHANGE
- 2.10 CLIMATE RISKS
- 2.11 STAKEHOLDER RELATIONSHIP

## ► MATERIAL THEMES



## ► CHAPTER SDGs



## 2.1 RUMO

**WE ARE RUMO S.A.,**  
the largest independent rail  
logistics operator in the country.

GRI 2-1

**WE OPERATE BY**  
providing logistical services  
for transport on rails, port  
lifting and product storage.

GRI 2-6

**WE HAVE MORE THAN**

# 13,500 km

of railway lines in the Midwest,  
South, Southeast and North  
regions of Brazil. **GRI 2-6**

### OUR LINES ARRIVE AT FOUR OF THE MAIN PORTS IN THE COUNTRY:

Santos (SP), Paranaguá (PR),  
São Francisco do Sul (SC) and  
Rio Grande (RS). **GRI 2-6**

**WE SERVE THE MOST VARIED  
ECONOMIC SECTORS,**  
with emphasis on the transport  
of agricultural commodities.

**WE HAVE TEN  
TRANSSHIPMENT AND  
STORAGE TERMINALS**  
de for grain, fertilizer and sugar.

**OPERATIONAL  
HEADQUARTERS LOCATED**  
in Curitiba (PR) and administrative  
headquarters in São Paulo (SP). **GRI 2-1**

### OUR NUMBERS

GRI 2-6



**8,314** employees  
in 9 states



**145** customers



**13.5 THOUSAND**  
km of railway lines



**1.4 THOUSAND** locomotives



**35 THOUSAND** wagons



**BRL 9,842 MILLION**  
net operating revenue



**BRL 4,534 MILLION**  
adjusted EBITDA

# 2.2 OUR OPERATIONS

GRI 2-2

Our operations structure is organized into three business units, which best represent the Company's networks and main sectors of activity.

## NORTHERN Operation

- Malha Norte
- Malha Paulista
- Malha Central

- Commercial
- Maintenance
- Execution
- Ports and Terminals

## SOUTHERN Operation

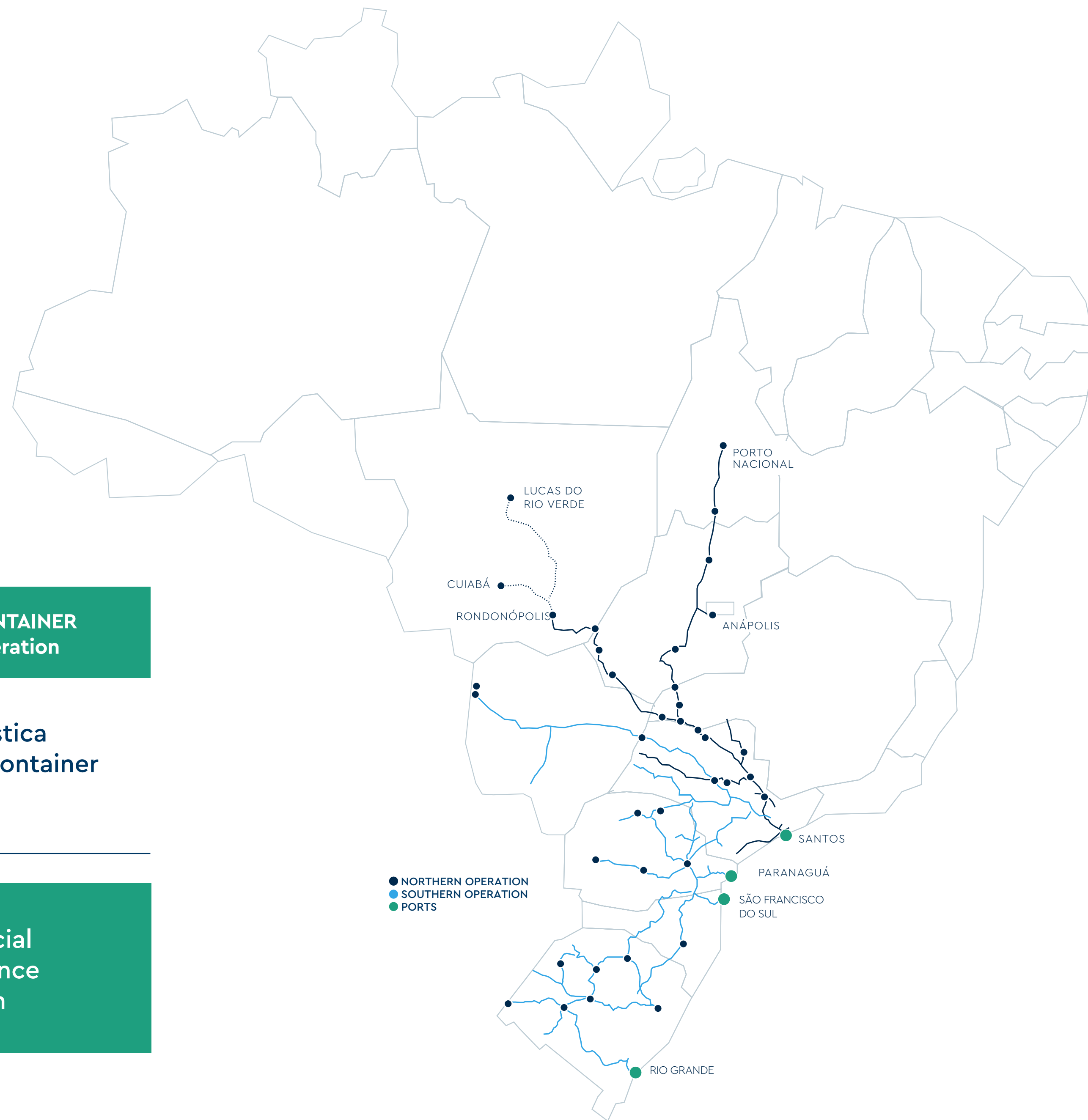
- Malha Oeste
- Malha Sul

- Commercial
- Maintenance
- Execution
- Ports

## CONTAINER Operation

- Brado Logística and other container operations

- Commercial
- Maintenance
- Execution







WHO WE ARE



The Northern Operation comprises the concessions of subsidiaries Rumo Malha Norte and Rumo Malha Paulista and the sub-concession of subsidiary Rumo Malha Central, with strategic transshipment in the states of São Paulo, Mato Grosso and Goiás.

In addition, the operation comprises five terminals in which Rumo holds an equity interest in ventures with partners:

-  **Terminal XXXIX in Santos**  
(50.0% shareholding);
-  **Guarujá Maritime Terminal – TERMAG**  
(20.0% shareholding);
-  **Guarujá Bulk Terminal – TGG**  
(10.0% shareholding);
-  **Port Elevations T16 and T19 in Santos**  
(20% shareholding from November 2022).

The Northern Operation rail network crosses a large part of the Brazilian agricultural production areas in the states of Mato Grosso and São Paulo, and is therefore our most relevant operation, accounting for approximately 82% of the rail volume transported in 2022.

#### MAIN PRODUCTS TRANSPORTED:

commodities agricultural commodities such as grains (sugarcane, soybeans, soy bran meal and corn), fertilizers, industrial products (fuels and biofuels) and cellulose.

#### MAIN CUSTOMERS:

Cargill, Bunge, ADM, Amaggi, Cofco, Louis Dreyfus, among others.

#### CONTROLLED:

##### Rumo Malha Norte

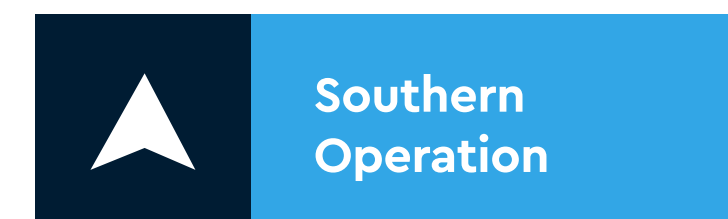
Malha Norte has 741 km in extension, connecting the states of Mato Grosso, Mato Grosso do Sul, Minas Gerais, Goiás, Rondônia and Pará. We maintain the concession contract, which authorizes Rumo to proceed with the construction, operation, exploration and conservation until 2079.

##### Rumo Malha Paulista

Malha Paulista has 2,118 km in extension, through which the main agribusiness products from the Midwest region and São Paulo are transported, as well as industrial production. Connected to Rumo Malha Norte and Rumo Malha Oeste, Rumo Malha Paulista crosses the state of São Paulo from Northwest to Southeast, bound for the Port of Santos (SP), Pederneiras (SP) and Panorama (SP). We retain the exclusive right to operate and exploit Malha Paulista until 2058.

##### Rumo Malha Central

Malha Central corresponds to the central section of the North-South Railway, a sub-concession obtained by the Company in 2019. With 1,544 km in extension, the network is connected to Porto Nacional (TO) and Estrela D'Oeste (SP). It represents an expansion of the multimodal logistics network, by connecting other modes to its operation, such as highways, and allowing rail access to new markets, reducing its logistics costs and contributing to the reduction of CO<sub>2</sub> emissions. We retain the sub-concession and operation agreement for Malha Central until 2049.



The Southern Operation comprises the concessions held by the subsidiaries Malha Oeste and Malha Sul, operating in the states of Mato Grosso do Sul, Paraná, Santa Catarina and Rio Grande do Sul.

The operation also includes important transshipment terminals in the countryside of the states of Paraná and Rio Grande do Sul, in addition to operating terminals in the ports of Paranaguá (PA), São Francisco do Sul (SC) and Rio Grande (RS).

#### MAIN PRODUCTS TRANSPORTED:

agricultural commodities such as grains (soybeans, soy bran and corn), fertilizers, industrial products (fuels) and cellulose.

#### MAIN CUSTOMERS:

Bunge, Petrobras, Santa Terezinha, Votorantim, Klabin, among others.

#### CONTROLLED:

##### Rumo Malha Oeste

Malha Oeste has 1,974 km in extension, connecting the waterway terminals of Porto Esperança (MS) and Ladário (MS) with the network operated by Rumo Malha Paulista in Bauru (SP) and the Bolivian railroad, Ferrovia Oriental, in Corumbá (MS). On July 21, 2020, we submitted a request to join the re-bidding process regarding the object of the Concession Agreement signed between Malha Oeste and the Federal Government, to the National Land Transport Agency ("ANTT"), through the Ministry of Transport ("Rebidding Process"), pursuant to Law No. 13.448 of June 5, 2017 and regulated by Decree No. 9.957 of August 7, 2019. We retain the exclusive right to operate and explore until 2026.

##### Rumo Malha Sul

Malha Sul has 7,224 km in extension, covering the states of São Paulo, Paraná, Santa Catarina and Rio Grande do Sul, with interconnection points with ports in Paranaguá (PR), São Francisco do Sul (SC) and Rio Grande (RS), in addition to connection with a waterway terminal in Estrela (RS). We retain the exclusive right to operate and explore until 2027, with an ongoing early renewal request.



## CONTAINER Operation

The Container Operation comprises the operations of Brado Logística, a wholly-owned subsidiary of Brado Logística e Participações, in which Rumo holds a 77.14% interest.

The operation is dedicated to exploring intermodal container logistics operations, in particular rail transport of agricultural and industrial products, as well as storage and terminal activities.

**MAIN PRODUCTS TRANSPORTED:** agricultural products (cotton, corn, wood and bran), refrigerated products (beef and poultry), industrialized products and consumer goods.

**MAIN CUSTOMERS:** Klabin, Amaggi, Scheffer, Masutti, Minerva, JBS, C.Vale, Copacol, Lar, Coopavel, Jaguafrangos, TRC, Ingredion, Seara, Ypê, ICL and DSM.

### CONTROLLED:

**Brado Logística S.A.**  
Brado Logística operates in container handling logistics in the main production and consumption centers in Brazil, planning and carrying out operations that combine various modes with the national terminals, warehouses and ports network.

# 2.3 CORPORATE STRUCTURE

GRI 2-1



## 2.4 OUR WAY OF BEING

Our vision is to transform national logistics, with an efficient and sustainable service. Therefore, we have principles, guidelines and commitments that guide our business towards sustainable growth and value generation for the country.

In this sense, we developed Rumo DNA, guidelines that guide our actions, defined from Rumo's initials and aligned with our values. They strategically guide the relationship with stakeholders and reinforce the Company's commitment to sustainability. **GRI 2-23**

In order to translate all these concepts and apply them in our operations, since 2021 we have had ten Commitments to Sustainable Development, which define our goals in terms of business sustainability (learn more on [page 18](#)).

### Purpose

We see movement as a way to evolve.

### Our Values

- › Agility and discipline
- › Innovation and inclusion
- › Overcoming and excellence
- › Personal development
- › Integrity and ethics
- › Diversity
- › Respect
- › Health and safety
- › Sustainability



Learn more at:  
<https://rumolog.com/quem-somos/>

### Mission:

**We are the logistics solutions company** that moves Brazil and the world, far beyond the railroad.

### Rumo DNA

# R

#### Solving efficiently

Here we solve; we don't leave it for later. We are always looking for the most intelligent solution, by simplifying processes, language and a responsible attitude. Because we know that the best thing for both the customer and the business is to be efficient.

# U

#### United for safety

We are one Rumo. For us, safety goes beyond physical integrity, to build a collaborative and inclusive environment. We trust and care for each other because we know that together we will always be better.

# M

#### Aiming far

What we do today impacts tomorrow. We are committed to growth and to the consequences of our choices. Therefore, we explore new paths with technology, planning and investment to continue moving our careers, Brazil and the world.

# O

#### Guided by the customer

Yes, our business is about people. Knowing the customer behind the protocols helps us sell better, offering what they really need. Thus, with knowledge, exchange and openness between the teams, we come up with solutions that make the difference in the business of the entire chain.



## Commitment to Sustainable Development

At Rumo, our sustainable performance is guided by the Sustainability Policy, a document published in 2021 that defines the guidelines regarding themes that are relevant to our strategy. The document provides that the incentive to eco-efficiency, social responsibility, economic development and transparent governance management are guiding issues for our longevity. **GRI 2-24**

The topics addressed include, but are not limited to: environment, climate change, community relationship, diversity and inclusion, human rights, governance and supplier management.

In order to make our sustainability guidelines and objectives tangible, we have 10 Commitments to Sustainable Development, which address various themes that are relevant to the Company's value creation (find out the Commitments in the image below). **GRI 2-24**

The initiatives implemented to advance the Commitments are carried out by the respective areas together with the Sustainability area. In this way, we guarantee alignment with external demands, in addition to monitoring established goals. In order to improve the process, this year our quantifiable commitments were audited, namely: Safety (LTIF), Energy efficiency (reduction of emissions) and People (employee satisfaction and gender equity rate). **GRI 2-24**

The commitments are widely publicized in public materials and on the Company's networks. Internally, they are worked on the training and learning platform (POC), with numerous courses on the subject, some mandatory and others voluntary. **GRI 2-24**

# 10

## Commitments to Sustainable Development



Select them here to view.

For a better interactive experience of the document, please access it through an Adobe reader.

## Our goals

In order to advance more and more in the business value generation, we have goals related to our Commitments to Sustainable Development. These goals are based on initiatives that seek to make a difference in Brazilian logistics, in people's lives and in the social, environmental and governance responsibility of our operations.

Linked to these goals, from 2021, ESG goals were established for all employees, related to the Company's variable compensation. In 2022, the goals were: **GRI 2-23**

- Stay in the ISE portfolio and increase the score;
- Reduce specific emissions;
- Increase gender equity.

We also consider financial and operational performance and structuring projects for calculation in our variable compensation program.

In line with our commitment to the safety of our operations, we seek to continually reduce incidents. Thus, linked to our variable compensation, we have the Railroad Safety and Personal Safety indicators.

<sup>1</sup>**LITE**: Frequency rate: number of accidents with lost time multiplied by one million, divided by the total man-hours worked (in millions of hours);

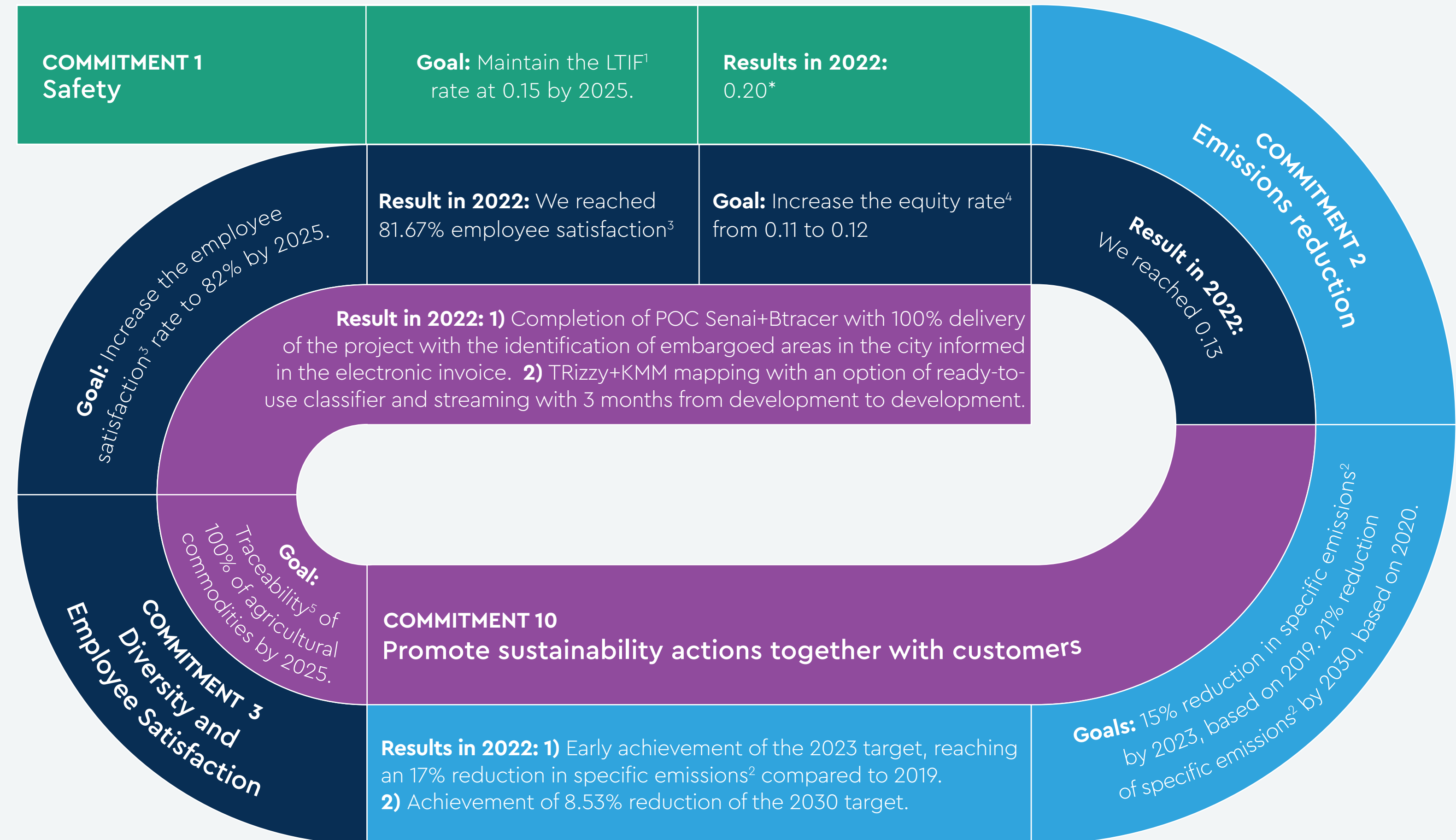
<sup>2</sup>**Emissions**: The indicator considers the Company's absolute emissions (calculated in CO<sub>2</sub> equivalent, as it includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFC gases) divided by TKU (tons transported per useful km).

<sup>3</sup>**Employee satisfaction**: The employee satisfaction index is defined through an online survey applied to employees annually.

<sup>4</sup>**Equity**: The equity rate is obtained by dividing the number of active women in the Company by the number of active men.

<sup>5</sup>**Traceability**: The goal considers the actions carried out annually to achieve 100% traceability of agricultural commodities.

During 2022, we made progress with our medium and long-term goals, showing good performance in the Company's main indicators. Find out about the progress made during the year below:



\*In 2022, the occurrence of one accident event more than in 2021, resulted in an increase in the LTIF rate.

# 2.5

## 2030 ESG VISION

In partnership with Cosan and the other businesses of the group, we started a process of reviewing the sustainability strategy, called the 2030 ESG Vision.

With the aim of collaborating for this construction, cross-cutting material themes were raised for the group, breaking them down into the main objectives and drivers that will lead the sustainability journeys until 2030.

In addition, a Sustainability Committee was formed for the Cosan Group, which Rumo is a part of, which will report information to the Strategy and Sustainability Committee (a body that reports to the companies' Board of Directors). Cosan Group's Sustainability Commission will contribute to monitoring actions and discussions on the evolution of this strategy.



For further information, access:

<https://www.cosan.com.br/sustentabilidade/>

### External commitments

Since 2020, we have been signatories to the Global Compact, a voluntary initiative of the United Nations (UN) that encourages companies to adopt policies and practices related to ten principles in the areas of human rights, labor, environment and anti-corruption.

With this membership, we are also committed to contributing to the achievement of the UN Agenda 2030, which aims to engage organizations around the world in support of 17 Sustainable Development Goals (SDGs), which deal with themes such as poverty, social inequality and climate change.

As members of the Brazilian Business Council for Sustainable Development (CEBDS), in 2022, we joined the Brazilian Business Commitment to Biodiversity, which aims to emphasize the importance of biodiversity within Companies and the role they can play in the conservation of ecosystems by adopting sustainable consumption and production standards. We also joined the Brazilian Business Commitment for Water Security, which seeks to promote improvements in the management of water resources use.



By adhering to the CEBDS commitments, we set goals and committed ourselves to measuring and publicly communicating our progress in relation to water use and ecosystem preservation, in addition to promoting the engagement of

people and companies on the smart use of natural resources. Find out about our goals in the table below.

In 2022, we also joined the Group of Institutes, Foundations and Companies

(GIFE), a non-profit organization that is a reference in private social investment. With the association, we can support, contribute and be part of a network that discusses the main trends in private social investment.

## Commitments goals

### BIODIVERSITY

<b>Biodiversity Enhancement Plan</b>	Make the diagnosis of positive and negative impacts for biodiversity with respect to railroad and terminals, based on environmental programs already structured to meet the environmental conditions of current and complementary diagnoses.
<b>Biodiversity value chain</b>	Map the Company's best practices for the theme biodiversity and use of natural resources, structure policies and procedures that will introduce such actions corporately, in the implementation, operation and decommissioning of the railroad and terminals.
<b>Generate net impact on biodiversity</b>	Map the areas of environmental relevance regarding the domain range and biodiversity corridors or strategic areas, enhancing restoration and conservation actions, as well as carbon sequestration and emissions compensation.

### WATER SECURITY

<b>Measure and publicly communicate water use in the Company</b>	Measure and disseminate water management data using the CDP water questionnaire, annual sustainability reports, communication on participation in national and global water initiatives, website or other publicly available vehicles.
<b>Promote chain engagement</b>	Positively influence the Company's value chain operations and their impacts on directly and indirectly related processes, including awareness actions, engagement in water-sake projects, and exchange of experience on good chain practices.

## SEE THE VOLUNTARY INITIATIVES THAT WE ARE ALSO SIGNATORIES TO:

- UN Global Compact
- CEBDS
- Instituto Ethos Business Compact for Integrity and Anti-Corruption
- UN Women's Empowerment Principles
- Coalition Brazil
- "Na Mão Certa" (On the Right Hand) Program
- Brazilian Business Commitment to Biodiversity **New!**
- Brazilian Corporate Commitment to Water Security **New!**
- Group of Institutes, Foundations and Companies (GIFE) **New!**



## 2.6 VALUE GENERATION MODEL

### BUSINESS PERFORMANCE

BRL 9,842 million  
in net revenue

Adjusted EBITDA  
BRL 4,534 million

BRL 1,582 million  
in Capex

Construction of the  
first state railroad in  
Mato Grosso (MT)

### POSITIVE IMPACT ON SOCIETY

BRL 4.3 million  
in private social  
investment

### RELATIONSHIP WITH CUSTOMERS

145 Customers

### OUR TEAM

BRL 4.4 million  
invested in employee  
training

Over 514,000 hours of  
employee training

Variable remuneration  
for employees linked  
to ESG goals

### RESPONSIBLE SUPPLY CHAIN

BRL 5.94 billion spent  
on suppliers

16 suppliers awarded  
by the " Parceria em  
Movimento" (Partnership  
in Motion) Program

### ENVIRONMENT

4.9% reduction in  
emissions per TKU

6.4 million tons of CO<sub>2</sub> eq.  
avoided in the atmosphere

## BUSINESS INPUTS

### INVESTMENT IN BUSINESS

BRL 2,718 

million in annual Capex

### OUR TEAM

8,314

Employees



### CUSTOMER RELATIONSHIP

145

Customers



### SUPPLIER RELATIONSHIP

1,808 approved suppliers  
55 certified suppliers  
16 winners  
21 lives performed for all registered suppliers

### COMMUNITY RELATIONSHIP

BRL 4.3 million

invested in communities

### NATURAL RESOURCES

61,795 MWh of energy consumed  
53,118 ton of waste generated

## BUSINESS MODEL

### Purpose

We see movement as a way to evolve

### Rumo DNA

**R**esolvendo com eficiência (Solving efficiently)

**U**nidos pela segurança (United for safety)

**M**irando longe (Aiming far)

**O**rientados pelo cliente (Guided by the customer)

### 10 Commitments to Sustainable Development

### Our Operations

Northern Operation  
Southern Operation  
Container Operation

# 2.7

# CORPORATE GOVERNANCE

## Governance structure

We are a publicly traded company, listed at B3 - Brasil, Bolsa, Balcão since 2004. Members of the New Market segment since 2014, we are committed to the highest corporate governance standards.

Aiming at best practices, we have four main governance bodies: General Assembly of Shareholders, Board of Directors, Fiscal Council and Executive Board. The Company is managed by the Board of Directors and the Board in accordance with the law and its Bylaws. The Board of Directors performs its functions

strategically, and the executive functions are the responsibility of the Board.

The General Assembly of Shareholders meets, ordinarily, once a year, in the first four months after the end of the fiscal year, to approve matters of its competence, pursuant to the Company's Bylaws and the legislation, and, extraordinarily, when required. **GRI 2-9**

The board of directors acts strategically, to protect the assets, guide the Board and add value to the activities developed by the Company. The Council meets ordinarily every quarter, and, extraordinarily, when required,

to approve matters of its competence, pursuant to the Company by laws and the legislation. **GRI 2-9**

The board has six advisory committees, which analyze and support the business: Statutory Audit Committee, Related-Party Committee, Financial Committee, Strategic and Sustainability Committee, People, Appointment and Compensation Committee and Operational Committee. **GRI 2-9**



## Board of Directors

The Board of Directors is the competent body to set the Company's guidelines, based on the parameters defined at the General Assembly, considering the impacts generated on society and the environment. Its members must act based on our principles and values, representing the example of corporate governance to be followed by the entire organizational structure of Rumo.

Members of the Board of Directors are elected by the Ordinary General Assembly, and at least 2 members or 20%, whichever is higher, must be independent members. The Board chairman position cannot be held together with the Company CEO position. **GRI 2-11**

Currently, the board of directors is composed of 10 full members, three independent members, and one alternate. Among the full members, we have 3 women in the Board of Directors. The term of office is two years and the last election took place in 2021, with the end of the term in 2023. **GRI 2-9**

The competences of the Board of Directors are listed in our bylaws. In addition, the body has an Internal Rules of Procedures, which includes the Board of Directors appointment policy. Indications must take into account the availability of time of its members and the diversity of knowledge, experiences, behaviors, cultural aspects, age group and gender. **GRI 2-10**

### Members of the Board of Directors

- **Rubens Ometto Silveira Mello**, Chairman
- **Luis Henrique Cals De Beauclair Guimarães**, Vice-President
- **Maria Rita De Carvalho Drummond**, Full member
- **Marcelo Eduardo Martins**, Full member
- **Burkhard Otto Cordes**, Full member
- **Julio Fontana Neto**, Full member
- **Riccardo Arduini**, Full member
- **Maria Carolina Ferreira Lacerda**, Full independent member
- **Marcos Sawaya Jank**, Full independent member
- **Janet Drysdale**, Full independent member
- **Giancarlo Arduini**, Alternate

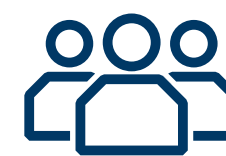
# 25



## MEETINGS HELD

by the Board of Directors in 2022

# 30%



## OF THE BOARD MEMBERS

are independent

## PERFORMANCE EVALUATION

In order to continually improve the Company's administration, in December 2021 the Board of Directors approved the amendment of its Internal Rules of Procedures to include the performance evaluation of the board members. **GRI 2-18**

With this, from 2022, we began to perform a formal annual performance evaluation of the Board of Directors as a collegiate body and its statutory and non-statutory advisory committees. **GRI 2-18**



The rules of procedures of the Board of Directors and the Advisory Committees are available for access at:

<http://ri.rumolog.com/governanca-corporativa/estatuto-codigos-e-politicas/>

## Fiscal Council

The Fiscal Council is composed of five counselors, one president and four full members, as well as five alternate members. All were reelected in April 2022, with one-year terms, ending in 2023. The body aims to oversee the financial statements and the administration activities, reporting directly to shareholders.

### Members of the Fiscal Council

- **Luís Claudio Rapparini Soares**, Chairman
- **Marcelo Curti**, Full member
- **Francisco Silvério Morales Céspedes\***, Full member
- **Cristina Anne Betts**, Full member
- **Reginaldo Ferreira Alexandre**, Full member
- **Hélio Ribeiro Duarte\***, Alternate
- **Guido Barbosa de Oliveira**, Alternate
- **Walter Luís Bernardes Albertoni**, Alternate
- **Carla Alessandra Trematore**, Alternate
- **Nadir Dancini Barsanulfo**, Alternate

\* In July 2022, Mr. Francisco Silvério Morales Céspedes passed away. The Company emphasizes the great work carried out in his terms. Mr. Hélio Ribeiro Duarte, alternate to Mr. Francisco, resigned on August 20, 2022, and the position was vacant to the Ordinary General Assembly of 2023.



## Executive Board

According to the Bylaws, the Executive Board must be composed of at least three and at most nine members, elected by the Board of Directors according to the structure presented by the CEO and the need for development of the Company. Currently, the Board is composed of a President and four Vice Presidents, being allowed to reelection. Executives are responsible for managing operations and implementing the policies and actions necessary to achieve the goals set by the Board of Directors. **GRI 2-13**

### Executive Board members

- **João Alberto Fernandez de Abreu**, CEO
- **Rafael Bergman**, Financial VP and Investor Relationship Director
- **Daniel Rockenbach**, Operation VP
- **Pedro Marcus Lira Palma**, Commercial VP
- **Guilherme Penin Santos de Lima**, Regulation and Expansion VP

## Advisory Committees

**GRI 2-13**

To support the analysis and development of issues related to economic, environmental, social, operational and corporate governance aspects, the Board of Directors has six Advisory Committees.

The members of these Committees must be elected by the Board of Directors among their own members, except for the Operational Committee and the Statutory Audit Committee. In the case of the Operational Committee, its members are elected among the members of the Board of Directors, the Executive Board and other operational areas that add value to the themes of their competence.

In the case of the Statutory Audit Committee, members must be chosen according to independence criteria and technical knowledge in the accounting-social, internal control, financial and auditing areas. It currently has three independent members, and the Committee Coordinator is part of the Board of Directors. **GRI 2-9**

The Strategic and Sustainability Committee reports to the Board of Directors every quarter. The subjects that are part of the report include sustainability strategy, social and environmental impacts and the approval of the Company's Sustainability Report. **GRI 2-12/2-17**

As for the risk management agenda, the Statutory Audit Committee refers to the Executive Board quarterly. The People, Appointment and Remuneration Committee, which deals with the Company's human capital, reports quarterly to the Board of Directors. **GRI 2-12**



In order to know the composition and profile of Rumo's councils, Committees and Executive Board of Directors Members, access:

<http://ri.rumolog.com/governanca-corporativa/estatuto-codigos-e-politicas/>

### Description of Advisory Committees

#### Statutory Audit Committee

Composed of three members, with one-year terms, whose duties are to advise the Board of Directors in monitoring and controlling the quality of financial statements, internal controls and risk management and compliance, acting in compliance with Law No. 6.404 /1976 (S.A. Law), Bylaws, the new market listing regulation (new market regulation) and the respective resolutions and regulations of the Securities Commission (CVM). Its members meet ordinarily every three months and report directly to the Board of Directors.

#### Personnel, Appointment and Remuneration Committee

It is currently composed of five full members and one alternate member, with two-year terms, coincident with the term of office of the Board of Directors. Responsible for subsidizing strategic decisions related to human resources, such as fixed and variable remuneration of administrators, members of the Fiscal Council and other employees, definition and control of goals and issues related to diversity, development, succession and leadership. Its members meet ordinarily every three months and report directly to the Board of Directors..



## Description of Advisory Committees

### Operational Committee

It is currently composed of six members, with two-year terms, coincident with the term of office of the Board of Directors. They aim to establish and control internal operational indicators. They meet ordinarily every three months and report directly to the Board of Directors.

### Related-Party Committee

Composed of three to five members, most of which are independent, with a two-year term, coincident with the term of office of the Board of Directors. Its attributions are to ensure egalitarian and commutative treatment in transactions involving related parties, with analysis of hiring criteria, pricing and service provision, as well as monitoring the level of service of the rail transport service, transshipment, storage and port elevation during the validity of this request. Members meet ordinarily every three months and report directly to the Board of Directors.

### Strategic and Sustainability Committee

Composed of three members, one independent, with a two-year term, coincident with the term of office of the Board of Directors. It deals with aspects related to the merges and acquisitions (M&A) strategy, investment allocation, and strategic partnerships and associations. It also addresses compliance with legal duties related to business sustainability, through the monitoring and implementation of policies, strategies, definition and monitoring of goals, actions and projects that relate to the sustainable development of operations and the evaluation of reports issued by regulatory bodies about the Company's performance in the aspects capable of impacting sustainable development.

### Financial Committee

Composed of three members, with a two-year term, coincident with the term of office of the Board of Directors. Its functions are to address cash flow, investments and available resources, fundraising opportunities and other opportunities made available by the capital market. The body meets ordinarily every three months and reports to the Board of Directors.

### Negotiation and Disclosure Committee

Advisory Committee to the Investor Relationship Director, pursuant to the Securities Trading Policy and Information Disclosure Policy. Composed of up to five members, including the Investor Relationship Director and the CEO, and the others are appointed by the CEO. Currently, it is composed of the two mandatory executives and two members of the senior management. The functions of the committee include, but are not limited to, advising the RI board regarding decisions about the dissemination of relevant facts and information to the market, clarifying doubts regarding the negotiation of shares by persons submitted to the Securities Trading Policy and Information Dissemination Policy. It meets whenever summoned by the RI Director.

## Leadership remuneration

We have the Remuneration Policy for Board Members and the Fiscal Council, approved by the Board of Directors, which establishes the guidelines that ensure adequate remuneration, in line with market standards, to the statutory directors, members of the Board of Directors and their Advisory Committees, and members of the Fiscal Council. **GRI 2-19**

**In order to determine leadership remuneration, we periodically conduct market research through specialized consultancies, which are analyzed by the People, Appointment and Remuneration Committee to make sure the Company is in line with the best practices in the market.** **GRI 2-20**

The Statutory Board has fixed remuneration and variable remuneration. The fixed compensation of the Statutory Board is defined by following market standards for professionals with similar experience, and standards for companies in the same sectors of the company. The variable remuneration is calculated following the Company's overall goals and individual goals of each Director, linked to individual performance indicators, as well as receipt of stock-based remuneration. **GRI 2-19**

Members of the Board of Directors have the fixed remuneration that reflects market practices, especially those found in companies of the same nature, also taking into account the functions and responsibilities of such members. **GRI 2-19**

In addition, for the short-term variable remuneration, in 2022, social and environmental indicators were linked to the employees' collective goals (*learn more on page 18*). **GRI 2-19**

During the year, for long-term variable compensation, the "Investe" (Invest) Program provides for the Company's purchase option for certain executives, including members of the Company's Board. The initiative aims to encourage both the retention of participants for a period of three years and the achievement of certain performance goals of the Company, whether they are financial, operational, structural, or related to ESG. **GRI 2-19**

In addition, we also have the private pension plan, the "Future Retirement Plan", managed by Futura II - Private Pension Entity and sponsored by the Cosan Group companies. The plan is offered to all employees, regardless of their salary and hierarchical level, or length of service. **GRI 2-19**

The Non-Statutory People, Appointment and Remuneration Committee, advises the Board of Directors in defining the

guidelines related to managers' and other employees' remuneration, as well as advises it on the definition and control of goals that may impact the remuneration. In addition, the People, Appointment and Remuneration Committee is also responsible for the supervision, implementation and operationalization of the Remuneration Policy, as well as recommending the revision of the Policy, when applicable. **GRI 2-20**

The managers' overall annual remuneration is analyzed and approved by the Company's shareholders gathered at the General Assembly, after a proposal submitted by the Company's Administration. After analysis by the People, Appointment and Remuneration Committee, the Board of Directors is responsible for determining, in line with the Remuneration Policy, the fixed and variable fees of the members of the Board of Directors, the Statutory Board and the Committees, observing the limit of the overall annual remuneration approved at the General Assembly. **GRI 2-20**



Learn more about the Managers' and Board's Compensation Policy at: <http://ri.rumolog.com/governanca-corporativa/estatuto-codigos-e-politicas/>



## "ESCOLHA O CERTO" (CHOOSE THE RIGHT)

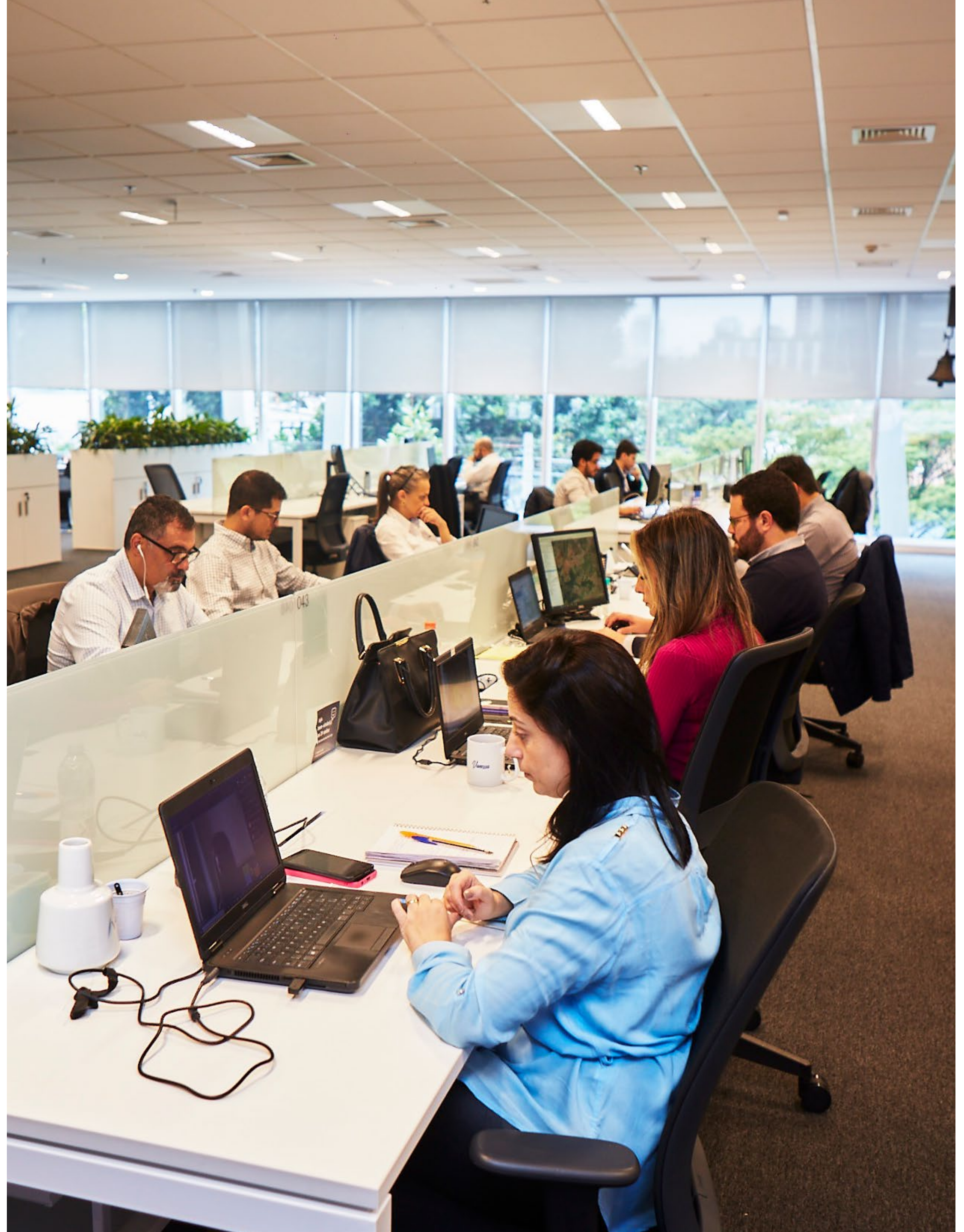
As part of the Integrity Program, in 2022, we held the "Escolha o Certo" campaign, in order to ensure an action based on the law and the principles of ethics and integrity.

Throughout the year, the campaign has held awareness communications on themes such as interaction with public agents, knowledge of business partners, conflict of interest and governance, among others.

### Ethics in business

In our business, we adopt the highest moral and ethical standard, based on solid values and the strong commitment to society, in strict compliance with applicable national and international legislation. Our governance is marked by the seek for solidity and compliance, with acting committees and compliance and audit areas aligned with corporate structure, in addition to tools and channels that ensure ethics and transparency in dealing with stakeholders. **GRI 3-3**

In order to reinforce the theme in the Company, we have our Integrity Program, consisting of a set of measures to prevent, identify and correct irregularities, and implement improvements into the business. Their initiatives include, but are not limited to, our Code of Conduct, corporate policies, Ethics Channel and training described in the following chapters. **GRI 3-3**



## Code of Conduct and corporate policies

The Code of Conduct is a strategic document that seeks to define solid values and reinforce our commitment to society, seeking to ensure the sustainability of the Company. It provides for the guidelines that guide the business conduct and our relationship with employees, business partners, suppliers, customers, shareholders and the community in general. **GRI 3-3**

The document is applicable to all employees and third parties, as well as our customers, business partners, intermediate agents, prosecutors, subcontractors and goods and service suppliers. It provides for the expected behavior in respect to eleven themes, including conflict of interest, relationship with the Government and data protection.

For 2023, we plan to update the Code of Conduct, with a language closer to the employee, with a more modern look and seeking the best communication with all recipients of the document.



See the full Code of Conduct here:

<http://ri.rumolog.com/governanca-corporativa/estatuto-codigos-e-politicas/>

In addition to the Code of Conduct, we have the Bylaws and a series of policies that guide our business and the performance of our employees:

- Related Party and Conflict of Interest Policy
- Donations and Sponsorship Policy
- Risk Management Procedure
- Government Bodies Relationship Policy

**In 2022, 5,671 employees performed the Code of Conduct training available at POC, aiming to intensify learning about the Company's values and guidelines.**

The training addressed themes related to the daily life of employees, aligned with Rumo DNA, such as: conflict of interest, receipt of gifts and hospitality, alcohol and drug policy, among other topics.

## CONFLICT OF INTERESTS

The Code of Conduct states that the Company mitigates situations of conflict of interest in conducting its business and requires its employees and third parties discourage the potential or actual existence of such situations. **GRI 2-15**

In addition, we also have a specific conflict of interest policy, which provides for the duties of employees, shareholders and members of the Board of Directors regarding the subject. The Rules of Procedure of the Board of Directors also provides for the expected conduct in the event that a conflict of interest is found in the members activities. **GRI 2-15**

## Guiding Principles of Human Rights

At Rumo, we believe that human rights respect and promotion are fundamental to the development of our business. Therefore, we expect and require that all those involved in the value chain will be committed to protecting human rights and human dignity, values that are already described in our Code of Conduct. **GRI 2-23 | 3-3**

In 2022, we approved our Human Rights Policy, which aims to establish Rumo's general guidelines and principles of action, covering all the Company's activities and relations. **GRI 2-23 | 3-3**

The document establishes our commitment to respect Human Rights, according to the following international standards: **GRI 2-23**

- Universal Declaration of Human Rights;
- United Nations Guiding Principles on Business and Human Rights;
- Global Reporting Initiative (GRI);
- United Nations Global Compact.

Addressed themes include:

- Forced, child labor and trafficking in persons;
- Freedom of association and collective bargaining;
- Non-discrimination;
- Health and safety;
- Work conditions;
- Relationship with the community;
- Human Rights Assessments;
- Due Diligence.



See our Human Rights Policy at:

<http://ri.rumolog.com/governanca-corporativa/estatuto-codigos-e-politicas/>



### Judicial Agreements

In October 2022, we signed judicial agreements with the Public Prosecution Service (MPT) and the General Federal Attorney (AGU), assuming commitments that have established conditions for the extinction of lawsuits dealing with alleged irregularities in hiring workers by outsourced company that, in 2010, provided services in the operations of Malha Paulista to the former América Latina Logística (ALL), in the region of Embu-Guaçu (SP).

Rumo does not compact with any irregularity in hiring workers and repudiates any practice contrary to labor rights. As signatory to the United Nations Global Compact and in line with current legislation, we reinforce that our rigid internal practices have as its premise compliance with legal rules to prevent any type of work in degrading conditions in our operations.

In the agreements we signed with MPT and AGU, we reaffirm such guidelines in relation to our employees, suppliers and their workers. Thus, we commit to adopting a continued monitoring program for the promotion of labor rights in our production chain, reinforcing our obligation to fulfill and enforce legal and normative work provisions. Additionally, as a measure of social promotion, we commit to investing resources in social projects and training aimed at the public under vulnerable situation.

## Ethics Channel

We have an Ethics Channel that enables both the internal and external public, to report or make complaints about inadequate conduct, which violate the Company's procedures or current legislation. It can be accessed by phone (0800 725 0039) or through the site (<https://www.cosan.com.br/comunicacao-e-imprensa/canal-de-etica/>), available 24 hours a day, exclusively for this purpose. **GRI 2-26**

The Channel is an exclusive and confidential tool of the Cosan Group, and is managed by an independent outsourced company, with the purpose of guaranteeing the anonymity of the complainant and the confidentiality of the reports. All complaints received are classified by the company according to their impact

(critical, high, medium and low) and the type of incident. They are then passed on to the Internal Control team, which analyzes them and seeks support from the focal support points (people, asset security, facilities) or treats internally in specific cases. **GRI 2-16 | 2-26**

After calculation, reports can be classified as proceeding, non-proceeding, non-conclusive, out-of-scope or insufficient data. In the case of reports classified as proceeding, we created an action plan for their remediation. **GRI 2-16**

The Ethics Committee meeting occurs on a monthly basis, where analyzed cases of high and critical impact, as well as cases under analysis, are presented. This meeting is attended by the Financial VP, People Executive Director, Legal Executive

Director, Internal Controls and Legal Compliance. **GRI 2-16**

**In 2022, we had 679 open reports, of which 59 were of critical or high impact, which were taken to this Committee.** **GRI 2-16**

## Fighting corruption

In 2022, we submitted 100% of our suppliers, and donations and sponsorship beneficiaries to integrity analysis that encompasses corruption-related issues, totaling 447 evaluations during this

period. Assessments include third-party counterpart analysis based on the contracted object, operation risk and preventive actions, which encompass action plans for risk mitigation and periodic monitoring of cases classified as high risk.

The risks refer to trading with counterparties under administrative or legal investigation, in Brazil and abroad; commercial dealings with Politically Exposed Persons (PEPs); exposure of employees who interact with public bodies, autarchies and mixed-capital companies; identification of third parties in administrative sanction lists; as well as operations involving donations and sponsorships.

### Total number and percentage of operations submitted to corruption-related risk assessments\* **GRI 205-1**

	2020	2021	2022
Total operations	242	305	447
Percentage of operations submitted for assessment	100%	100%	100%

\* During 2022, we evaluated the reporting method for the indicator on operations submitted to corruption-related risk assessments in this Sustainability Report. With this, the Company understands that the reporting of this indicator required a reformulation, since the numbers of financial operations were previously presented, and from this Report, the Company will present the number related to the integrity analyses carried out in the period, so that in the table above, the numbers for 2020 and 2021 are different from the previously presented reports. **GRI 2-4**

### Total number and percentage of employees who were notified and who received training\*\* on anti-corruption policies and procedures, by functional level\* **GRI 205-2**

2022	TRAINED	%	NOTIFIED	%
Directors and managers	100	56%	177	100%
Administrative	1,079	65%	1,645	100%
Operational	4,492	70%	6,416	100%
<b>Total</b>	<b>5,671</b>	<b>68%</b>	<b>8,238</b>	<b>100%</b>

\*\* Training considered in the report: Compliance – What is it?; Compliance: What to do; Code of Conduct; Rumo Code of Conduct; Compliance Chat; Competition Compliance Chat. One training completion per employee was considered.



## General Data Protection Law

Continuing with the Personal Data Protection and Privacy Program, we went through the second phase of an assessment that began at the end of 2021 and ended in May 2022, seeking new processes with personal data processing. Based on its results, we identified new gaps and acted in the management of action plans, so that we could review and identify new processes with personal data processing.

Right after the assessment, we migrated all personal data processing records to our Management tool, increasing the security and reliability of our business and ensuring the maintenance of the Program.

Another action that was implemented in 2021 and evolved in 2022 was the use of the Privacy By Design and Privacy By Default questionnaire to capture new activities and projects with the processing of personal data and process changes.

In addition, in 2022, we reinforced actions with supplier contracts, seeking to reduce risks. At the same time, some of our suppliers underwent the Cosan Group's maturity assessment, which generated an action plan with the supplier to reduce the risks found. Also in line with Cosan, the Data Protection Journey project was started, which aims at processing all the Company's data, going beyond personal data.

We continue to raise employee awareness, through training, workshops and disclosures on the Company's communication channels, with the aim of engaging and supporting law enforcement in corporate and day-to-day activities.

Our Privacy Policy is open to everyone at the [Company's website](#) or internal channels. For communications on the subject, we provide a Privacy Channel, aimed at third parties, former and current employees, and a channel for sending questions and requests for guidance, through the email of the Company's data processing officer (DPO) ([rumolgpd@rumolog.com](mailto:rumolgpd@rumolog.com)).

**In 2022, more than 81% of administrative and operational employees took the LGPD training, assigned as mandatory on the POC platform.**



# 2.8

## RISK MANAGEMENT

To manage the risks which we are exposed to, we rely on the support of our Statutory Audit Committee and the Internal Controls, Information Security and Corporate Legal Compliance areas, in addition to Cosan's Internal Audit, Risk Management and Compliance Committee teams, which act in an integrated manner for the benefit of all controlled companies. **GRI 3-3**

This joint action provides us with an integrated view of the risks and controls, enabling us to better identify the actions taken for handling. To define the negotiations, the risk assessment is carried out jointly, also involving the board responsible for the process in which the risk was identified, defining the degree of impact and the probability of occurrence. All mapped risks are taken for discussion and knowledge by the Statutory Audit Committee and the Risk Committee, which act to assist in the specific handling. **GRI 3-3**

In our risk management process, we consider:



### Strategic risks:

They are associated with senior management's decision-making and may generate a substantial loss in our economic value.



### Operational risks:

They are related to the possibility of losses (of production, assets, customers, revenues) resulting from failures, deficiencies or inadequacies of internal processes, people and systems, as well as external events, such as natural catastrophes, fraud, strikes and terrorist acts. Operational risks generally lead to a reduction, degradation or interruption, in whole or in part, of activities, with a negative impact on reputation in society and the potential generation of contractual, regulatory and environmental liabilities.



### Compliance risks:

They refer to the exposure to non-compliance with laws and regulations issued by governments, regulatory entities or even of an internal nature. They are associated with the prevention of money laundering, integrity, etc.



### Financial risks:

They are linked to the exposure of our financial operations. They are classified into:

- **Exchange rate:** linked to market volatility, it may affect us if we have assets or liabilities linked to foreign currency.
- **Interest:** also linked to market volatility. Eventually, we may contract debt and derivatives indexed to fixed or floating interest rates. However, changes in market agents' risk perception may generate volatility in interest curves, and therefore, increase our financial expenses.
- **Liquidity:** the loss of capital and/or inability to liquidate assets to meet obligations.
- **Credit:** associated with our counterparties, who may eventually fail to honor their commitments and obligations.



### Market risks:

Cargo transported by Rumo is concentrated in the agricultural sector, and therefore, its performance depends on the size of the crops and the exportation dynamics. Crops are subject to weather conditions, planted area, pests, and producer profitability. The export dynamics, on the other hand, is defined by the global supply and demand for agricultural cargo, which

may vary according to the growth in animal protein consumption and the performance of other countries' crops.



### Regulatory risks:

Rumo has a large part of its business linked to federal concessions, which are regulated by the regulatory agency ANTT. Therefore, the Company must comply with certain contractual requirements to be guaranteed to operate the concessions within the normal course of business. In addition, as it is a regulated business, any change in legislation may bring about changes or impacts on the Company's business.



### Business risks:

As it represents a high cost for the Company, changes such as significant reductions in fuel prices can affect the railroad's profit margin and competitive positions, as well as relevant increases in the price of the input are reflected in the transfer of tariffs for providing the service to customers.



### Technological risks:

The dependence on the use of information technology systems in the Company's operations can expose the business to vulnerable situations, such as network failures, natural disasters, sabotage, vandalism, terrorist attacks, software errors, malicious human acts generated by cybercriminals, among others, as well as the application of data protection laws and their enforcement.



### Environmental risks:

Environmental risk management is linked to the Company's Environmental Compliance, for the prevention and mitigation of impacts caused by railway operations, such as the occurrence of accidents and environmental disasters, involving gradual pollution and contamination, in which the Company is subject to extensive environmental regulation and fines and/or lawsuits arising from possible occurrences. We focus on preventive actions against situations likely to harm the Company, the environment and communities.

We have areas dedicated to the management of strategic and operational risks, such as Risk Management, Audit, Internal Controls, Compliance, Health, Safety and Environment (HSE) and Information Security, which work all together. Additionally, we prepare business continuity plans for immediate assistance in case of materialization of risks. **GRI 3-3**



Check out more information about risk management in the Reference Form:

<https://ri.rumolog.com/divulgacoes-e-documentos/formulario-de-referencia-e-cadastral/>

## 2.9

# CLIMATE CHANGE MANAGEMENT

The concern with environment degradation and the impacts related to climate change has been consolidated as a subject of priority debate in various sectors of the economy worldwide, with a focus on economic activities more exposed to these concerns, and which emphasize the possible consequences for society and the economy.

At Rumo, climate change is considered a material and relevant theme, either because of the characteristic of the Brazilian transport sector from the intensive use of fossil

fuels, or because of the strong relationship with climate-dependent sectors, such as agribusiness. Therefore, it is included as a risk to which we are exposed and fits into the Company's management strategy.

Through the guidelines related to climate change provided for in our Sustainability Policy, we continually seek to reduce greenhouse gas emissions through investments, technologies and initiatives, contributing to a low carbon economy. We assess risks and opportunities, thus ensuring the protection of assets and the continuity of our operations.

For constant and periodic monitoring of the theme, the strategic definition is monitored by senior leadership and reported to the Sustainability Committee, which in turn informs the Board of Directors.

Also, following content standards and criteria, disclosure is carried out following the guidelines of international initiatives such as the Task Force on Climate-related Financial Disclosures (TCFD), Carbon Disclosure Project (CDP) or GHG Protocol).



# 2.10

## CLIMATE RISKS

GRI 201-2

Some emerging risks in our sector arise from climate change, which can impact both the physical level of operations, acutely or chronically, and the transitional level, in the form of regulatory, legal, technological, market or reputational issues. In both cases, such risks could directly affect our revenues and expenses.

Therefore, in order to manage the Company's physical and transitional risks and climate opportunities, based on a specialized consultancy, a survey was carried out on the history of climate events faced by Rumo and the respective regions of operation, together with the selection of parameters for assets, time horizons and climate scenarios, which can be schematized as follows:

**Assets:** the railway networks under Rumo's concession, Rumo - Norte, Paulista, Central, Sul and Oeste, which operate in different regions of Brazil and the port terminals of Santos (SP), Paranaguá (PR), São Francisco do Sul (SC) and Rio Grande (RS);

**Time horizons:** the intervals established adopted by the Intergovernmental Panel on Climate Change (IPCC) for short (Baseline, 2022) and medium term (2050);

**Climate Scenarios:** following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the optimistic scenario - low emissions - Representative Concentration Pathway (RCP) 2.6 was considered, among the Shared Socioeconomic Pathways scenarios, from IPCC AR6 (2021), aligned with the goal of limiting global warming to 1.5°C or 2°C, in addition to another pessimistic - high emissions - RCP 8.5, scenario.

Through climate modeling, the main physical risks were mapped, as well as descriptions of trends by region, probability of occurrence, and impact, in order to assess potential adaptation and/or mitigation measures by asset and, based on the results of the assessments, establish action plans for critical risks.

Regarding transition risks management, the following was carried out:

- Identification and prioritization of risk and opportunity drivers;
- Data collection for selected drivers;
- Obtaining company data for risk assessment;

Based on this, as with physical risks, scenarios were adopted for carrying out climate modeling and prioritization, using the 2022 International Energy Agency (IEA) scenarios as a reference. For the optimistic scenario, there is the IEA APS (Announced Pledges Scenario) - considers that all climate commitments made by governments around the world, including Nationally Determined Contributions (NDCs), as well as access to energy and carbon neutrality, will be met in full and on time. In turn, the pessimist scenario is the IEA STEPS (Stated Policies Scenario) - it does not guarantee that the governments will meet all the announced goals and analyzes the trajectory resulting from the current political configurations.

Therefore, the results are described in the tables below, separated according to the type of risk.



Physical Risks GRI 201-2

	EXTREME HEAT	FOREST FIRES	WATER STRESS / DROUGHT	LANDSLIDES BY RAINFALL	RIVER FLOOD	TROPICAL CYCLONES
<b>Type of Risk</b>	Chronic	Acute	Acute	Acute	Acute	Acute
<b>Operational Impact Description</b>	Very high temperatures can cause the rails to buckle, leading the structure to deform and causing the trains to derail.	Fires can cause direct physical damage to tracks, signaling equipment and railroad track points, eventually interrupting operations.	Water stress/droughts can cause less water availability for runway maintenance and cleaning.	Landslides can cause direct physical damage to tracks, signaling equipment and railroad track points.	River floods can stop train circulation until the damage caused to the composition is repaired, impacting the transported cargo and the surrounding environment.	Cyclones can cause direct physical damage to tracks, signaling equipment and railroad track points.
<b>Financial Quantification of Physical Risks</b>	After the occurrence of an accident, there is an interruption in train circulation in the stretches, directly impacting productivity, with the need to repair the rolling stock involved.	Occurrences of this nature can compromise the permanent way and the rolling stock, bringing damages related to its repair.	Water stress/droughts can cause less water availability for runway maintenance and cleaning, as well as increase operational or logistical costs.	Barrier collapses can cause railway incidents, with loss of productivity and damage to the permanent track and rolling stock, in addition to possible impacts on the occurrence surroundings.	Floods caused by rains can stop train circulation until the damage caused to the composition is repaired, impacting the maintenance of commercial contracts (cargoes) and the surrounding community.	Cyclones can cause direct physical damage to the tracks, signaling equipment and railroad track points, compromising contractual deadlines and putting the safety of employees and surrounding communities at risk.
<b>Adaptation and/or mitigation measures</b>	In order to act preventively, derailment detectors were installed at various points along the stretches and track break detectors, which allow the driver to identify the adverse event and prevent more serious occurrences.	After understanding the climate dynamics, meteorological stations were installed to predict extreme weather events at relevant points and ensure early action, thus avoiding possible damage.	After understanding the climate dynamics, meteorological stations were installed to predict extreme weather events at relevant points and ensure early action, thus avoiding possible damage.	In locations considered critical for the operation and with a history of occurrences, constant monitoring is carried out so that possible interurrences are detected preventively, such as barrier collapse detectors.	In locations considered critical for the operation and with a history of occurrences, constant monitoring is carried out so that possible interurrences are detected preventively.	Although this risk is identified as a more regional risk, weather alerts help prevent potential occurrences.

Transition Risks GRI 201-2

	NEW TECHNOLOGIES	MARKET ANALYSES	CHANGE IN CONSUMPTION PATTERN	GREENHOUSE GAS (GHG) PRICING	SECTORAL IMPACT OF CLIMATE CHANGE
<b>Type of Risk</b>	Technological	Market	Market	Political & Legal	Reputational*
<b>Description of the Operational Impact</b>	There is a growing demand for low carbon transport services that are more energy efficient or use renewable energy.	Changes in the rainfall and temperature regime can cause changes in large crops and a drop in grain production in the region of Mato Grosso, which causes a reduction in transport flow, mainly through the Rondonópolis terminal.	We seek to adapt to the demand and supply of products affected by climate change, but there is difficulty in creating branches for short distances to transport other products.	As the topic of climate change advances globally, the identified risk refers to the existence of legislation on the subject, carbon pricing and emissions taxation, a reality that exists in some countries.	We increasingly identify the need for companies to take a stand in relation to climate change and effectively reduce its impacts and the risk of not taking a stand.
<b>Financial Quantification of Transition Risks</b>	New technical specifications for equipment and new operating standards can increase operating costs.	Changes in grain productivity have a direct impact on transport carried out by rail, which, in addition to large volumes, accounts for 80% of the total transported volume.	The unavailability of the railway network in some stretches and regions can make transportation unfeasible, leading to cargo loss to other modes or routes.	If there is a need to adapt to new laws and charges, the cost for the Company must be estimated, considering its annual emissions.	Conduct scenario assessments and analyses that can help predict potential impacts to operations from climate change and major climate-related events related to productivity.
<b>Adaptation and/or mitigation measures</b>	As an alternative, studies and assessments can be carried out to adjust existing assets to renewable technologies and gradually replace equipment.	We carried out a market analysis with prospecting customers to diversify the load and reduce dependence on the transport of agricultural products. An example of this is the "Fertilizantes" (Fertilizers) project, which involves transporting the input to the central region of the country on trains that unload agricultural products at the port of Santos and previously returned empty.	We seek to retain existing customers and carry out market analyses to establish logistics focused on raw material producers, demonstrating the competitive advantage of the railway modality.	Hiring consultants to anticipate the conduction of studies and preventive action in these cases that may result in higher operating costs.	We carried out a study of the internal emissions scenario and production and energy efficiency projections to estimate the possible impacts generated by our operations, with the definition of public targets to demonstrate the Company's commitment to its impacts.

\* Reputational risks are linked to all risks.

## TCFD – Task Force on Climate-related Financial Disclosures

The Company has been gradually adopting reporting in accordance with the TCFD guidelines, an initiative that aims to offer recommendations so that organizations can

measure and disclose climate-related financial information, increasing transparency in the market about the impacts on business arising from climate changes.



### GOVERNANCE

The Board of Directors oversees climate related issues mainly through Rumo's Strategic and Sustainability Committee, which is one of six Advisory Committees. In addition, the area is responsible for accounting for emissions, monitoring and evolving performance, analyzing scenarios and climate risks for operations, and disseminating the topic throughout the Company. The area is linked to the People, ESG PPF and Communication Board.

Learn more about Governance on page [page 23](#).

### STRATEGY

The Company continually seeks to offer an efficient and sustainable logistics solution, with increased energy efficiency and with a view to implementing less carbon intensive technologies.

Learn more about Strategy on page [page 23](#).

### RISK MANAGEMENT

Analysis of physical and transition climate risks, as well as impacts and opportunities, considering the location of assets, determining time horizons and adopting scenarios according to scientifically recognized climate models, with the purpose of guiding the strategy, aiming at business resilience.

Learn more about Risk Management on page [page 33](#).

### METRICS AND GOALS

We have ESG goals linked to the payment of variable compensation for all employees, which include socio-environmental performance indicators, including a goal to reduce specific GHG emissions. In addition, we have the following corporate goals:

- reduce specific emissions by 15% by 2023, based on 2019;
- reduce specific emissions by 21% by 2030, based on 2020;

On [page 90](#), we provide information on our targets and on scopes 1, 2 and 3 greenhouse gas emissions.

# 2.11

## STAKEHOLDER RELATIONSHIP

We consider the close relationship with our stakeholders, based on transparency and timeliness, essential for the growth and generation of business value.

We have made the "Fale Conosco" (Contact us) channel available on our website, which allows each audience to contact the Company. In addition, we have a Call Center for general demands, and specific channels for dealing with community complaints, customer contact and press demands, among others. **GRI 2-25**

We also have a Relationship Channel, managed by an independent company, which focuses on registering general requests, complaints, reports and community service, operating 24 hours a day, so that requests are directed to the respective areas and more critical cases are flagged/handled with due urgency. **GRI 2-25**

Stakeholders	Engagement form <b>GRI 2-29</b>
<p><b>Investors</b></p>	<p>Our relationship with investors is based on the engagement of all interested parties, making public information accessible and understandable and answering questions from the market in general. In this way, we updated our main audiences on the most relevant subjects and facts that interfere with Rumo's short, medium and long-term results and operations.</p> <p>We provide the public with access to the Investor Relationship area, through the "Fale com IR" (Talk to IR) channel, located at 'ri.rumolog.com' and via e-mail, through the contact 'ir@rumolog.com'. On our website, we keep up-to-date financial information, the Results Center, institutional presentations, governance structure and shareholding, among other topics of interest to investors.</p> <p>In 2022, we participated in nine face-to-face conferences in Brazil and abroad, roadshows in strategic cities abroad, in addition to the annual event for investors, held together with the other companies of Cosan group. Additionally, we made two visits to Rumo's operations at the Rondonópolis Terminal (MT) with investors.</p>
<p><b>Employees</b></p>	<p>Employees make the Company work, whether directly from the railway operation or working in the office. Therefore, a safe environment that values diversity and people's development is a priority.</p> <p>All employees are covered by various benefits and programs that exist to improve the quality of life and maintain health and well-being, extending to their families.</p> <p>Through the Jornada VEM (VEM Journey), based on Rumo DNA, people are aligned with the Company's values, supported by training and continuous development actions to constantly evolve.</p> <p>Performance assessments are carried out annually and linked to the payment of variable compensation. Also on an annual basis, the "Vc Movimenta" survey takes place, so that everyone can express their assessment of Rumo practices, in addition to the availability of the Ethics Channel for cases of highly critical conduct reports.</p>

## Customers

We have agendas of varying frequency, from daily to annual, with our customers and partner terminals. In these agendas, we address topics related to contractual execution and operation, along with their performance indicators. In addition, we have our sales team and the commercial execution and customer experience team, which are responsible for the daily service of our customers and partners, capturing their needs and demands. Thus, we develop, together with customer journey-related areas, in addition to the customer itself, solutions that seek to provide the best possible service level.

## Suppliers

Through the materials and services Suppliers Performance Index ([learn more on page 68](#)), we can have a detailed view of the supply. On a daily basis, we carry out action plans together with suppliers to deal with poor performance in the index. Also through this result, we selected the most critical suppliers for dealings in committees on matters related to Health, Safety and the Environment.

In addition, we carry out positive agendas with strategic suppliers to improve communication and strengthen the relationship.

We develop monthly lives with training and information aimed at suppliers, making everyone closer, engaged and aware of our rules and standards. Another form of engagement is the annual award event for suppliers that had the best annual result in their deliveries, in terms of innovation and ESG ([learn more on page 70](#)).

## Communities

Rumo's social action is focused on seeking a harmonious relationship with the communities surrounding the railroad and generating a positive impact..

Therefore, we conduct actions and initiatives as practices to promote social responsibility.

In order to improve the relationship with the community, we provide the Relationship Channel, which focuses on registering general requests, complaints, and reports via <https://canalconfidencial.com.br/rumo/> or by calling 0800 701 2255.

In the "communities" tab on the Company's website, it is possible to monitor the projects developed and also use the e-mail [rsociais@rumolog.com](mailto:rsociais@rumolog.com) as a contact tool.





# 03

## VALUE GENERATION

- 3.1 SUSTAINABLE GROWTH
- 3.2 OUR TEAM
- 3.3 RESPONSIBLE SUPPLY CHAIN
- 3.4 CUSTOMER CONFIDENCE
- 3.5 POSITIVE IMPACT ON THE SOCIETY
- 3.6 ENVIRONMENT

► MATERIAL THEMES

ECO-EFFICIENT OPERATION	RISK MANAGEMENT AND OPERATIONAL SAFETY	SAFE AND DIVERSE WORK ENVIRONMENT	CUSTOMER CONFIDENCE
-------------------------	--	-----------------------------------	---------------------

► CHAPTER SDGs


# 3.1

## SUSTAINABLE GROWTH

### Our growth strategy

The essence of our business is to offer a more efficient and sustainable logistics solution, in line with our customers' needs. In this sense, we maintain a renewed portfolio, which generates value and supports the sustainable development of strategic states, which account for more than 80% of the country's agricultural production: Mato Grosso, Goiás, São Paulo, Paraná, Rio Grande do Sul and Mato Grosso do Sul.

In line with this performance, in recent years we have recorded a sustainable growth trajectory, which has expanded our penetration in the country, and should be

maintained over the next few years. This growth is based on our commitments and focused on the eco-efficiency and safety of our operations, in addition to building a portfolio capable of meeting the growing demands of our customers.

Our growth strategy seeks to find new markets for the Company, and the arrival of our railway networks can have a significantly positive impact on the local economy, such as Goiás, Tocantins and Minas Gerais, in addition to increasing market share. In 2022, for example, with the inauguration of Iturama Terminal (MG), in Malha Central, we started our operations in the sugar market, a strategic investment for the transportation of production from the Minas Gerais, which was previously dependent on road transport.

Reinforcing our commitment to sustainable development and the incorporation of sustainability into our business strategy, we continue to invest in infrastructure adaptations, in the expansion of yards and in operational and asset improvements, which result in an increase in our capacity and expansion at the transport efficiency level, ensuring the contribution of the rail modality to economy decarbonisation.



### Pricing and Market Intelligence

In order to better understand the needs of our customers and the market, in 2022 we created the Pricing and Market Intelligence board.

To ensure focus on all our segments, the Pricing and Market Intelligence boards are divided by product group, allowing a granular analysis of all the markets where we operate. The purpose is to maximize the customer-perceived value, while preserving margins, focusing on long-term relationships.

We also have a specific area for long-term studies, seeking to understand the dynamics of production, prices and other consequences of the transformative infrastructure projects underway by the Company, helping to make better decisions regarding capital allocation.

Currently, the Board of Directors fully covers the markets and customers served by Rumo in the short and long term, supported by the most modern systems, contributing to results and to the maintenance of partnership relationships with customers.

## RUMO EXPANSION HIGHLIGHTS

-  **BRL 1,553 MILLION** of Expansion Capex invested in the year
-  **2 THOUSAND** employees involved (own and third parties)
-  **8.1 KILOMETERS** of new railway lines implemented
-  **11 OAE'S** (special artwork) implanted
-  **90 KILOMETERS** of walls and fences installed
-  **20 WORKS** delivered for operation
-  Approval of the project for the first stretch to Campo Verde (MT)

## Infrastructure expansion

The mission of Rumo's Expansion Board is to "ensure support for the business growth strategy through the development of capacity expansion projects in line with the best engineering, planning and construction practices, in the context of sustainability."

Thus, our expansion projects have a positive impact not only on surrounding communities, but also on the entire supply chain of engineering and construction materials and services, generating, in addition to improvements in infrastructure, employment and income for the population.

Find out about some of our expansion actions in 2022:

### MATO GROSSO STATE INTEGRATION RAILROAD




In the first quarter of the year, we obtained unanimous approval for the issuance of the Preliminary License (LP) for the Mato Grosso State Integration Railroad project. This license approves the environmental viability and establishes the technical requirements for the project development.

**Senador Vicente Emílio Vuolo state railway will be 743 kilometers long, connecting the road and rail terminal in**

### Rondonópolis (MT) to Cuiabá and Lucas do Rio Verde (MT), crossing 16 municipalities in the state.

In June, we continued to evolve with the progress of the railroad project, and we were granted the Installation License (LI), authorizing the start of works, which began in October.

Throughout the year, we took some important steps in the railroad construction process:

-  Installation license for the first 8.6 kilometers of the new railroad and protocol to obtain a license for another 180 kilometers of extension.
-  Public expropriation for the construction of the first 80 kilometers of the railroad.
-  Start of construction of the BR-163 transposition railway viaduct, in the Rondonópolis region.



Roadshow in the state of Mato Grosso to develop local suppliers and establish partnerships.



Definition of a strategic partner for the construction of the first intermodal loading terminal.

The potential for generating jobs and promoting local development brought about by the new undertaking is significant, representing 236 thousand new jobs in the construction stage alone, of which 78 thousand are direct, 38 thousand are indirect and 120 thousand are induced jobs.

### NEW TERMINALS

Another important delivery in 2022 was the inauguration of the new Road and Rail Terminal in Iturama (MG), the first terminal built for the transport of sugar in the Malha Central, with an export capacity of 2.5 million tons. The Iturama Terminal ensures competitiveness in freight within a 400- to 500-kilometer radius, serving from the Triângulo Mineiro region to the plants in the south of Goiás.

The infrastructure has a railway operation, two "tombadores", a warehouse with a static capacity of 45,000 tons and a loading bin of 1,500 tons/hour, with the potential to load three trains a day. The development was built

by the Coruripe Group, an important partner of the Company.

Also in Malha Central, we inaugurated the fertilizer terminal in Rio Verde (GO), with an initial capacity of 1.5 million tons per year, an important work that improves the exportation flow through the Port of Santos.

### OPERATION OF 120-CAR TRAINS

In 2022, we completed one year of operation with the 120-car trains between Rondonópolis (MT) and the Port of Santos (SP), which resulted in an above-average performance in the main export route for Brazilian agribusiness.

**The transport capacity of 120-car trains is up to 11,500 useful tons, a 50% increase compared to operations with 80 cars, optimizing the number of trips and transport costs. Throughout the year, we made 1,585 trips using the 120-car model, which proportionally represent 2,377 trips with 80-car trains.**

Currently, we ship an average of 6.5 120-car trains per day towards the Port of Santos, of

which five depart from the main grain terminal in Rondonópolis (MT), a volume accounting for 74 thousand tons per day.

### IMPROVEMENTS TO OPERATIONS IN THE PORT OF SANTOS

During 2022, we carried out important deliveries in the Port of Santos, with strategic works aimed at improving the port's operating flows. One of the deliveries was the new pedestrian walkway in the Customs region, ensuring more safety on the crossing for around 20,000 people who use the ferry crossing service between Santos (SP) and Guarujá (SP) daily, whose boarding terminal is located right after the walkway.

Additionally, we inaugurated the expansion of Perequê railway yard, in Cubatão (SP), which, in addition to allowing the crossing of trains with up to 120 cars, has now an additional retoryard line for trains bound for to Port, which is fundamental to pace the level of train offer for the region. Considered a highly complex work, it involved the construction of two 750-meter railway bridges over the Cubatão River, as well as another 90-meter bridge over the Perequê River, on soft soil, with around 250 piles up to 40 meters high, in addition to the manufacture and assembly of 124 beams of 36 meters length and approximately 130 tons of unit weight, in a region with great interference with the utility

network of industrial units and public service concessionaires networks.

### MODERNIZATION OF MALHA PAULISTA

Continuing with the Malha Paulista modernization project, we exchanged wooden planks for concrete planks, in addition to cleaning and complementing the ballast for 30 centimeter height with reinforcement on the rail modification platforms. The improvements aim to increase reliability levels and reduce failures, in addition to increasing the speed of trains in operation.

### UNDERPASS (PI)

We inaugurated the underpass (PI) for vehicles in São Carlos (SP). Completed with eight months of work, the passage aims to resolve urban conflicts between the railway line and municipal roads, in addition to guaranteeing safety in the city's daily life and improving urban mobility.

Two other works are planned in the municipality, with the construction of a new handle on an existing viaduct and two stairs for pedestrian access.

### ROAD VIADUCT IN JALES (SP)

We delivered a road viaduct in Jales (SP). The structure is 80 meters long and aims to ensure more railway safety for the region, eliminating the chances of accidents by collision or run over.

Additionally, with the viaduct, we reduced the transit time on Malha Paulista, allowing the crossing of 120-car trains and reducing noise, since after closing the Level Crossing, the driver no longer needs to sound the train horn.

## Operational safety

We have an extensive operation, with more than 13,500 kilometers of railroad, 1.4 thousand locomotives and 35 thousand wagons, passing through nine states and more than 500 municipalities. We thus crossed a large area of the country, which makes the operational safety issue relevant to our sustainability. **GRI 3-3**

The main risks to our operational safety are related to accidents and incidents, which can affect our employees or the communities surrounding our operations. In this sense, a single highly severe rail accident can strongly impact the Company's business and the communities surrounding our operations. For this reason, we have a dedicated look at the subject, and we are pioneers in several initiatives that promote increased safety of our networks.

We developed partnerships with public bodies to implement technologies for occurrences contingency and made investments, revitalization and maintenance of roads and rolling stock, in addition to constant training and awareness of our employees, aiming to reduce accident rates.

### **In order to raise awareness on the theme:**

We disseminate our rail safety pills internally and on our social networks, which address the most relevant topics for operational safety, and which should be disseminated to the communities.

All accidents and incidents are recorded and handled in an integrated management system,

and are subsequently monitored by the Company's Operating Committee. In addition, the Operational Safety area is responsible for managing the Strategic Safety Plan (PESEG). This is a multidisciplinary plan, conducted by a Committee composed of members from all operational and technology areas, the objective of which is to outline structuring actions to reduce the risk of accidents in our operation. This Committee meets monthly to monitor the evolution of each front. **GRI 3-3**

Through the PESEG, Rumo has developed initiatives such as the Censored Level Passage project ([learn more on page 47](#)).

Considering the attention to climate-related issues and the impact they can have on operations, we have made progress in climatology in the Serra do Mar de Santos and will expand it to the entire railway network with a preventive approach. We are developing engineering work to better understand the behavior of infrastructure assets on-site and how to prioritize more assertively, as well as developing monitoring methods to bring greater railway safety. With this evolution, even with large amounts of rainfall in the year, there were no major geotechnical instability events in this location.

During the year, we carried out an important infrastructure project aimed at increasing operational safety. After the occurrence of landslides due to natural events in the Serra do Mar region of Paraná, we worked on surface stabilization to prevent slope blocks from falling on the railroad.

To this end, we carried out one of the largest projects in our Infrastructure area in the region, in which we adopted the nailed soil system to stabilize the slope. In addition, a dynamic barrier was created to contain rock masses and other materials released from embankments and slopes.

**In 2022, we reached an important milestone in our operational safety. The corridor connecting Rondonópolis (MT) to the Port of Santos (SP) showed a 78% drop in accidents in the last five years. This reduction is the result of our team's high level of commitment to the safety of operations.**

The survey was carried out by our Operational Safety area, which considered the criteria of the Federal Railroad Administration (FRA) to determine the rate of railway accidents with derailments and damages greater than US\$11,300. As a result, we reached a rate of 1.6 accidents per total miles traveled during the period, which represents a 12.8% improvement, as a result of the disciplined execution of the PESEG by the Company's operation and maintenance areas.

## NATIONAL TRAFFIC WEEK

Every year, we participate in the National Traffic Week, an event that aims to raise awareness of safety measures. This year, the edition took place from September 18th and 25th, and featured a mobilization on the excessive use of cars and motorcycles, and the damage this causes to the environment.

The actions took place in several municipalities of the country. In Curitiba (PR), we participated in the solemn event that marked the opening of the event, with the signing of the National Plan to Reduce Traffic Deaths and Injuries (Pnatrans).

## COMMUNITIES SAFETY

Following our "We are united for safety" guideline, registered in Rumo DNA, we carry out a series of initiatives that contribute to the safety of the communities surrounding our operation.

Based on our Strategic Safety Plan (PESEG), we have structured an action front focused on the Community, with a view to reducing accidents. In this sense, we carry out initiatives aimed at raising awareness among the population, establishing relationships with important stakeholders — such as the Detran and the municipalities—, sealing off right-of-way and building uneven passages in areas of urban conflict.

Find out about the main projects carried out in 2022:



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Campinas (SP)**, with an extension of 18.13 kilometers.



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Cândido Rodrigues (SP)**, with a length of 1.15 kilometers.



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Ibaté (SP)**, with a length of 7.42 kilometers.



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Salto (SP)**, with a length of 6.91 kilometers.



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Pindorama (SP)**, with a length of 2.17 kilometers.



Construction of a sealing lane, with a mixed fence and wall, in the **municipality of Catiguá (SP)**, with a length of 1.60 kilometers.



Construction of the railway viaduct on Rua João Lourenço Rodrigues, in the municipality of São Carlos (SP), no km 205.



Construction of the Customs pedestrian bridge, in Santos (SP).



Construction of a road viaduct, at km 371.780, in the municipality of Jales (SP).



Continuous improvement of passive and active signaling, visibility triangle and paving of level crossings.



Periodic disclosures on social networks to disseminate educational campaigns on care to avoid accidents with the following themes:

- **Crashes** at level crossings;
- **Yellow May:** respect and responsibility in traffic;
- **Pedestrian safety** at level crossings;
- **Risks** when taking photos/ selfies near the rails;
- **Invasion** prevention;
- **National Traffic Week:** collision due to distractions;
- **Children's Day:** care when playing near the railroad;
- **Attention to pedestrians:** rails and their risks.



Railway safety awareness campaigns at gas stations in Paranaguá (PR).



**Censored Level Crossing**

In a partnership with the Transit Superintendence (Setran) and with the support of the Transit Department of Paraná (Detran-PR) we carried out the tests of the Censored Level Passage (PN) Project in a PN in Curitiba (PR), starting in September 2021. Upon the good outcome, in August 2022, a budget was approved to invest in another 23 passageways distributed in critical locations.

The new facilities were divided into two stages in 2022 and 2023. During 2022, the project focused on regions considered critical, with signs in the municipalities of Curitiba and Ponta Grossa, and northern Paraná, involving the municipalities of Arapongas, Rolândia, Apucarana, Sarandi and Mandaguari.

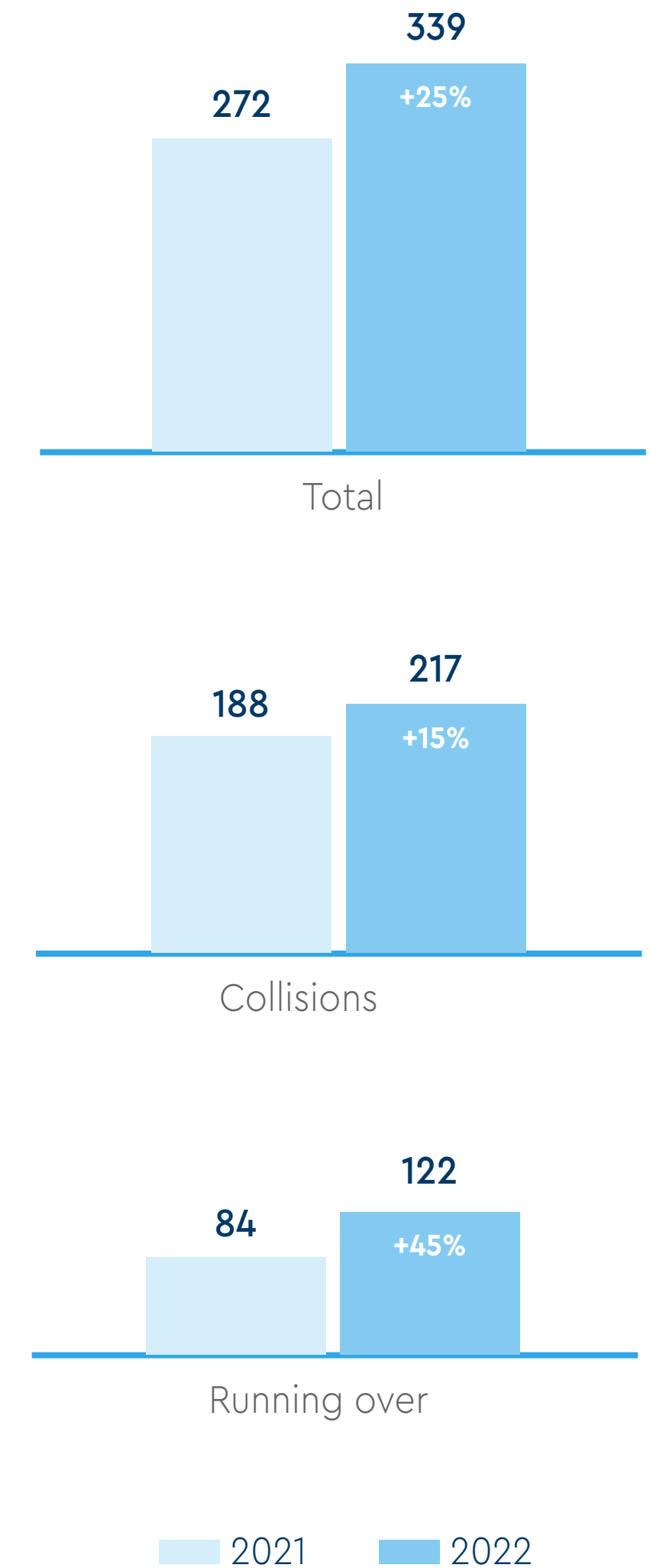
With this initiative, we aim to minimize the risk of collisions and running over involving trains in the city's urban perimeter. In addition, we produced videos aimed at providing guidance on railroad operation, good practices, signaling and accident prevention, made available in recycling courses at Paraná driving schools and at Detran-PR.

**ACCIDENTS INVOLVING COMMUNITIES**

In 2022, there were 339 accidents, of which 217 cases of collisions and 122 cases of running over were recorded. This number represents 25% more cases than in the period of 2021, a 15% increase in collisions and 45% in running over, which is explained by the significant increase in the transported volume, and consequently a greater circulation of compositions, since these accidents occur with third-party interference. 75% of collisions are concentrated in Malha Sul, with the municipalities of Curitiba/PR and Paranaguá/PR having the highest number, 23 and 13, respectively. **GRI 416-1**

Run overs occur more frequently in Malha Sul, with 55%, and Malha Paulista, with 44% of the incidents, with a higher concentration in Curitiba/PR (13 cases), Ponta Grossa/PR and Campinas/SP (10 cases in each municipality).

Please see our initiatives for safety in the communities surrounding our operation on [page 46](#).



## Technology and Eco-efficiency

With the restructuring of our technology board, carried out in 2021, we seek to ensure the correct management of budget projects (Opex and Capex), advance in internal procedures of the technology board and achieve improvements in customer service.



During the year, we continued to expand Trip Optimizer adoption across our operations. It is a semi-autonomous train driving system, which aims to save diesel, reduce pollutants and drive the train safer.

Currently, the Trip Optimizer is one of our key drivers of energy efficiency, saving more than 5% diesel compared to a driver-driven trip. In 2022, we also took the Trip Optimizer to the Malha Central, bringing even more benefits and a reduction in the emission of greenhouse gases.

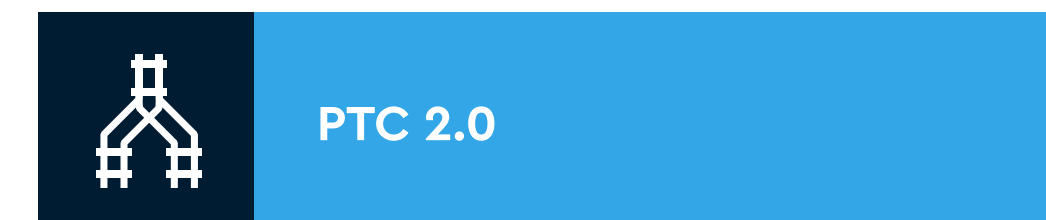
**According to a ranking by Wabtec, the company that developed the system, in an analysis of 13 railroads from different countries, we are**

**the Company that most uses Trip Optimizer in the world. In 2022 alone, we saved around 10 million liters of diesel, which represents a reduction of 23,000 tons of CO<sub>2</sub> emitted into the atmosphere, actively contributing to a more efficient and sustainable transport.**



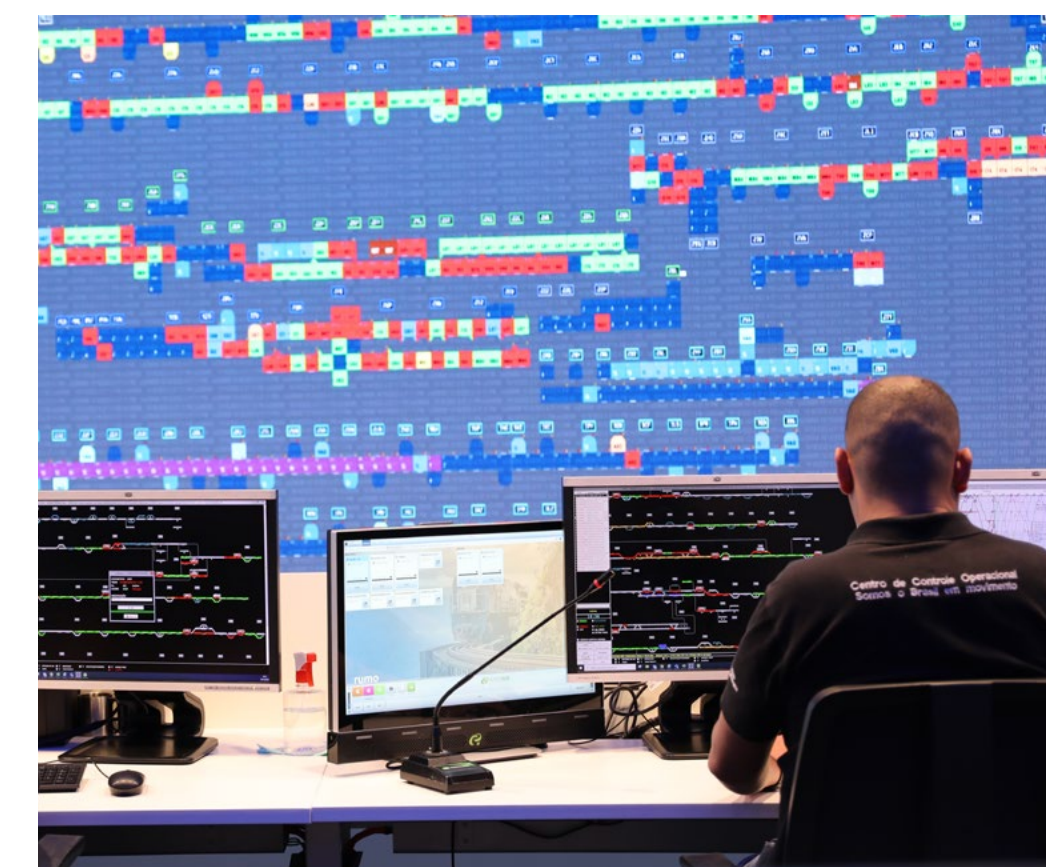
A project developed by our Research and Development (R&D) area, the Broken Rail Detector has operated since 2018 using artificial intelligence. In 2022, it entered its second phase of execution, focused on optimizing the detection of damaged rails.

Through the tool, we improved detection accuracy, in addition to reducing false alarms, increasing the efficiency of the operation.



Positive Train Control (PTC 2.0) is a control system designed to act in the braking of railway compositions, as it accurately determines the **location, direction and speed** of trains and alerts operators about possible problems.

The project raises the level of Rumo's operation, making it safer and more efficient. The railroad will become an intelligent, integrated and centralized ecosystem, capable of raising operational safety to levels never achieved in railroad worldwide.



Direct gains from the project include:

**-8.6 h**   
**TRANSIT TIME,**  
 with capacity gains;

**+2%**   
**FUEL SAVINGS**  
 per year;

**<24 thousand**  
**TON CO<sub>2</sub>/YEAR**  
 reduced emission;

**REDUCED RISKS**  
 of collisions and risks to communities.



## STRATEGIC PARTNERSHIPS

### LORAM

In 2022, we signed a contract to provide maintenance and restoration services for rail surfaces with Loram, a leader in the digital transformation of track maintenance and rail infrastructure management.

**The grinding contract, scheduled for execution in 2023, is unprecedented in Brazil.**

It provides, for the next 15 years, the maintenance and operation of a grinder that will serve the 2,183-kilometer stretch of railway from Rondonópolis (MT) to the Port of Santos (SP). The use of grinding technology will allow a reduction in changing rails, which is one of our most valuable consumables.

### SurfTech

**In partnership with SurfTech, we implemented a fiber optic network focused on 5G, capable of covering the 14,000 kilometers of trails managed by the Company.**

With the partnership, the municipalities that today are crossed by the rails managed by Rumo will benefit mainly from the possibility of accessing internet with speed and quality.

### SIGS

#### **(SOX Integration Management System)**

With the publication of the Sarbanes-Oxley Act (SOX), with the objective of improving internal processes and controls, and consequently, the disclosure of the Company's financial information, including balance sheets, expenses and revenues, a systems management project was developed.

In 2022, the Audit and Digital Solutions teams began the process of designing and building the system, divided into 3 phases:

**Phase 1 (completed):** Develop the environment and integrate AD with the main SOX systems (SAT, SIV, TL and Ariba).

**Phase 2 (completed):** Process of SOX systems ratification, which aims to survey user profiles and verify, together with the respective managers, the maintenance of access.

**Phase 3 (ongoing):** Integration with SAP RH, where the SOX systems will receive the information directly, keeping the systems constantly up-to-date and free of divergences.



## CYBERSECURITY

We dedicate great attention to the subject of information and cyber security. The operation is organized in such a way as to integrate all our companies. A Chief Information Security Officer (CISO) works in a matrix manner: while reporting to the Financial Vice-Presidency and the Audit Committee of the holding company, he/she works in partnership with the Business Information Security Officer (BISO) of each of the subsidiaries. The same applies to these officers, who report to each Company's IT Director - and also to the CISO.

On a daily basis, we expand the so-called "Momento Segurança" (Security Moment). In the beginning, we only talked about accidents at work. Now, we're taking a few minutes to talk about cybersecurity as a way to bring this topic to everyone's attention.

Monitoring indicators, exchanging experiences and sharing best practices are part of everyday life. This is a shared intelligence model. Together, we develop strategies, policies, standards, risk management and education programs.

### The partnership between companies for cyber defense prevents threats, attacks or intrusions.

Since January 2022, data protection has also become part of the team's attributions (previously, it was up to the Legal area). With this, we centralized the task of understanding who that data belongs to and how to ensure it is protected.

The fact that we have a single governance of solutions, tools and procedures related to information and cybersecurity has proven to

be highly beneficial, at a time when reports of hacker-type attacks on industries and companies are increasing.

### In 2022, we continued with our planning initiated the previous year and expected to extend until 2025.

We completed phase 1 of the OT (Operational Technology) security project and increased the security of our data in the cloud. In just two years, we reached an average of 3 (on a scale of 0 to 5 defined by the UD National Institute of Standards and Technology).

### Throughout the year, we also actively worked to raise employee awareness on the importance of cybersecurity.

To show how people are often deceived, we simulated phishing attacks and ran education campaigns about the importance of paying attention to any strange or unusual messages through a comprehensive program called "Guardião" (Guardian).

At the same time, we continued our journey of updating industrial systems – which should continue over the next few years.

It is worth mentioning that information security is not just an internal problem to be managed by us. A cyber-attack on our rail controls will jeopardize the transport of tens or hundreds tons of products, with impacts not only for our partners, but for society as a whole.

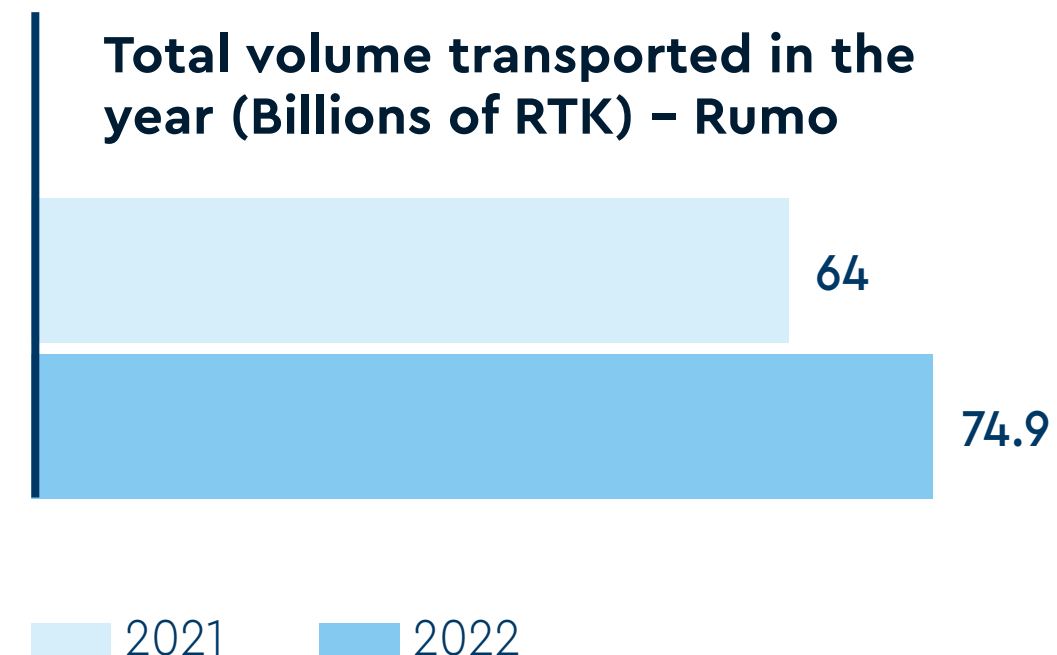


## Business performance

### OPERATIONAL PERFORMANCE

In 2022, the volume transported by Rumo reached 74.9 billion RTK, 17% above the previous year.

Net revenue totaled BRL 9,842 million in 2022, 32% above 2021, as a result of the increased transported volume and the 17% increase in the tariff, due to the crop failure in the previous year, which depressed prices in the comparison. The revenue improvement occurred in all the Company's operations, with a 39% growth in the Northern Operation, 7% in the Southern Operation and 39% in the Container Operation.



▲

**NORTHERN**  
Operation

Year	Volume (Billions of RTK)
2021	47.3
2022	58.9

**The total transported volume in the Northern Operation reached 58.9 billion RTK in 2022, a 24% growth compared to the same period in 2021.**

The agricultural products segment grew 13%, with emphasis on the market share gain in Mato Grosso, driven by the normalization of corn harvest and the greater remaining volume of soybeans for export. In the industrial cargo segment, there was a 20% growth, due to the migration of part of the cellulose volumes of the Southern Operation and the growth in biofuels segment.

▲

**SOUTHERN**  
Operation

Year	Volume (Billions of RTK)
2021	13.4
2022	12.3

**The Southern Operation transported 12.3 billion RTK, with an 8% decrease compared to 2021.**

The result mainly reflects the soybeans crop failure, which reduced the volume by 52%, partially offset by the higher corn volume. The 13% drop in industrial products was due to the migration of part of the cellulose volumes to the Northern Operation.

The Southern Operation gained 1.3 p.p. in the market share of grain transport to the ports of Paranaguá (PR) and São Francisco do Sul (SC), due to the greater availability of corn in the states of Paraná and Mato Grosso do Sul.

🚚

**CONTAINER**  
Operation

Year	Volume (Billions of RTK)
2021	3.3
2022	3.7

**The volume of Container Operation grew 13% compared to 2021, reaching 3.7 million RTK.**

The result is due to the 21% increase in the volume of containers in the export segments, with emphasis on cotton, paper reels and refrigerated cargo.

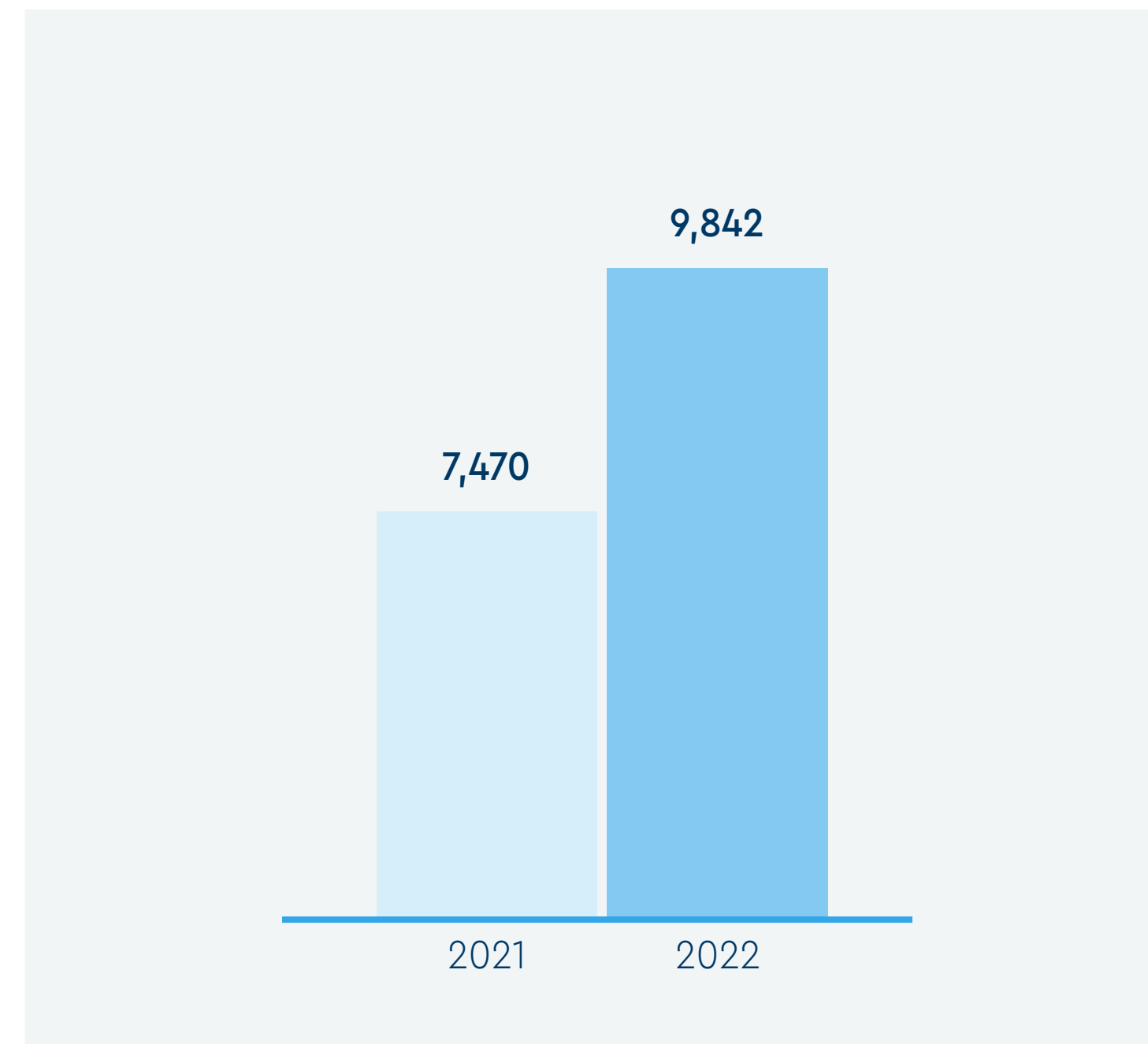
**In 2022, for the first time, we reached the milestone of 100,000 containers handled in the year.**

The domestic market grew by 21.8%, accounting for 30% of the operations, with emphasis on consumer goods, corn, fertilizers and crop defense products.

## Financial performance

### NET OPERATING REVENUE (BRL MILLION)

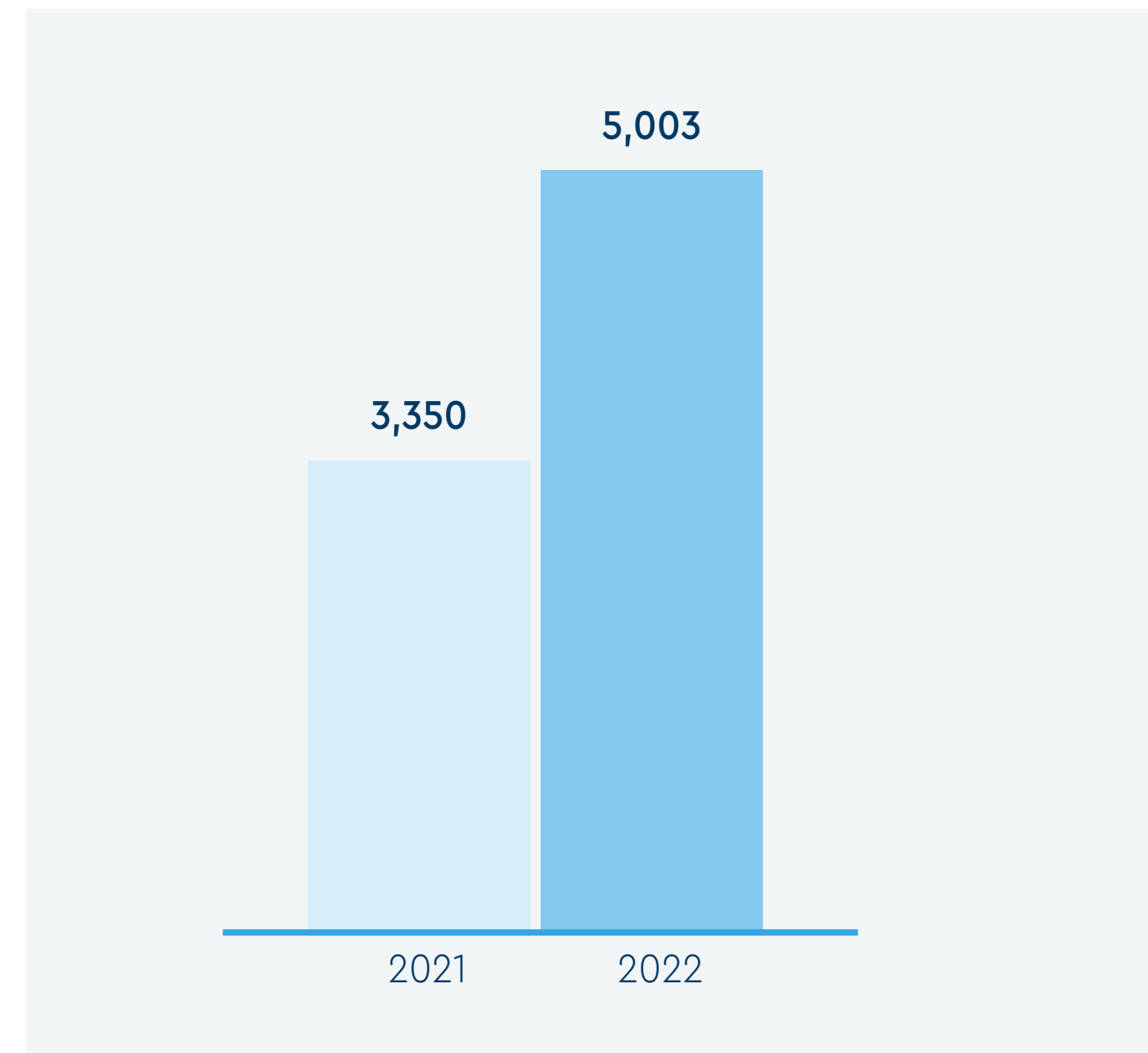
Net revenue totaled BRL 9,842 million in 2022, 32% higher than the previous year, due to the 17% increase in transported volume.



### EBITDA (BRL MILLION)

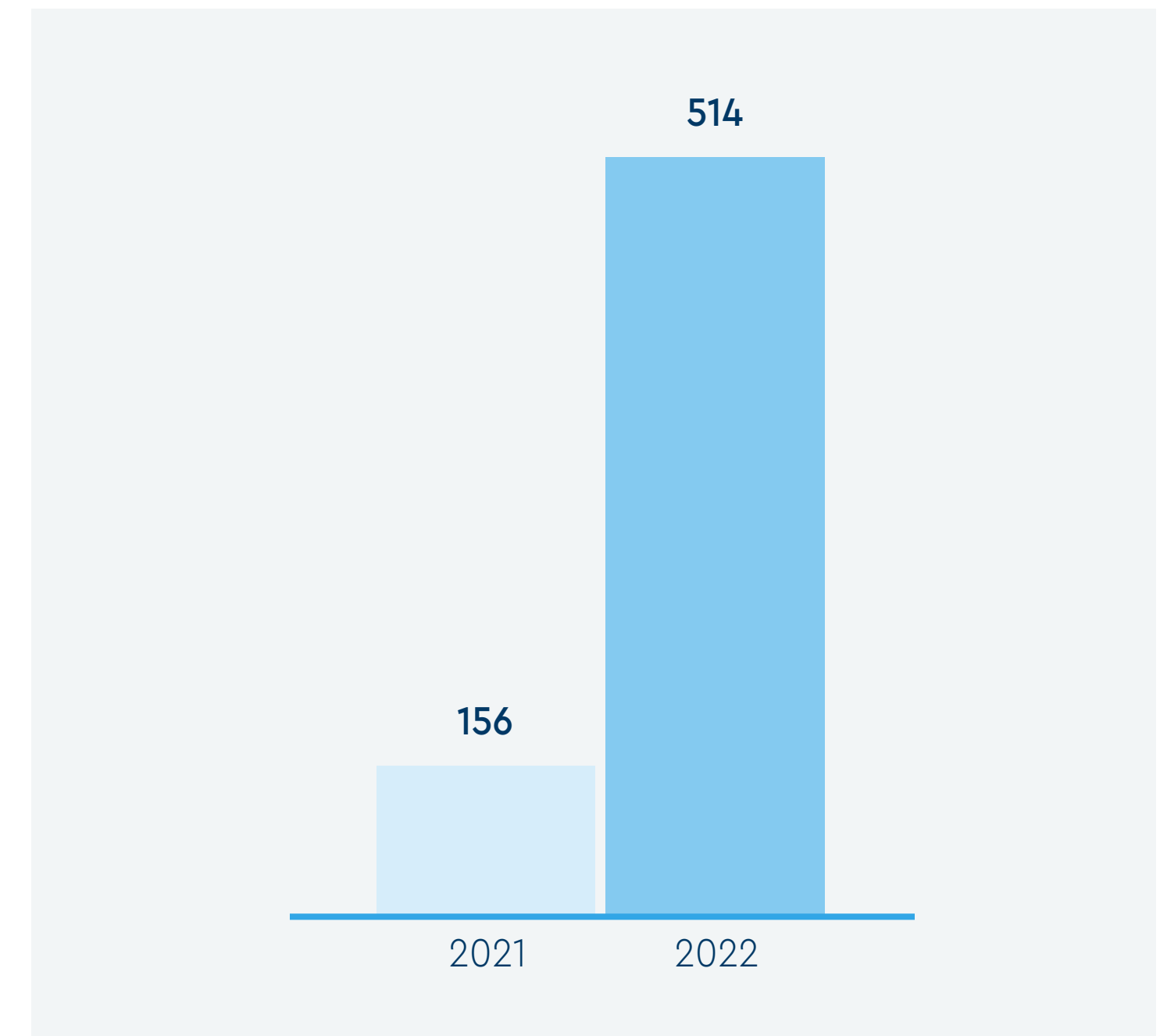
EBITDA reached BRL 5,003 million in 2022, a volume 49% higher than that recorded in the previous year. The result was impacted by the increase in transported volume.

Adjusted EBITDA reached BRL 4,534 million, due to extraordinary effects such as the sale of the Port Elevations Operation and the Acquisition of Agrovia.



### NET PROFIT (BRL MILLION)

Net profit for the quarter was BRL 243 million and for the year it totaled BRL 514 million. The completion of the sale of Port Elevations and the operational improvement boosted this growth. Net comprehensive debt reduced to BRL 9.1 billion, accelerating the Company's deleveraging process, ending the year with a **2.0x leverage in net debt/Adjusted EBITDA**.



VALUE GENERATION



To access our Financial Statements, please visit: <http://ri.rumolog.com/informacoes-financeiras/central-de-resultados/>

Rumo has completed the sale of its 80% stake in subsidiary Elevações Portuárias S.A. on November 16th, 2022. Following the sale, the Company holds a 20% stake in the port storage and handling operation.

<b>Value Added Statement (DVA)</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>DIRECT ECONOMIC VALUE GENERATED (BRL MILLIONS)</b>			
Revenue (BRL)	7,804	8,016	11,452
<b>ECONOMIC VALUE DISTRIBUTED (BRL MILLIONS)</b>			
Operational costs	2,717	3,462	4,595
Depreciation/Amortization and Impairment	1,716	1,831	1,967
Staff and charges	809	1,029	1,045
Third Party Capital Remuneration	1,795	1,898	3,580
Equity Capital Remuneration	305	175	514
Taxes, fees and contributions	653	53	901
<b>Total</b>	<b>7,995</b>	<b>8,448</b>	<b>12,602</b>
<b>ECONOMIC VALUE RETAINED (BRL MILLIONS)</b>			
"Direct economic value generated" minus "economic value distributed"	191	432	1,151
<b>ECONOMIC VALUE DISTRIBUTED (%)</b>			
Operational costs	34.0%	41.1%	36.5%
Depreciation	21.5%	21.7%	15.6%
Staff and charges	10.1%	12.2%	8.6%
Third Party Capital Remuneration	22.5%	22.5%	28.4%
Equity Capital Remuneration	3.8%	1.9%	4.1%
Taxes, fees and contributions	8.2%	0.6%	7.1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

# 3.2

## OUR TEAM

### Our way of being

At Rumo, we know that employees are the main strength of our business. They are the ones who put our logistics operation to work, generating value for the Company and all our stakeholders. Therefore, we seek to create a welcoming work environment, which values the diversity, development and safety of our team.

**We are committed to growth and to the consequences of our choices. Therefore, we explore new paths with technology, planning and investment to continue moving our careers, Brazil and the world.**

In this sense, we continue to strengthen the performance of the People, ESG, PPF and Communication Board, with a view to tracing our corporate culture and essence. In this way, we can reinforce our employees' careers and work with a team that is increasingly aligned with our Purpose and DNA.

In order to reinforce our transformation moment, with a view to developing new projects, we rely on our DNA, guidelines that must guide the business and the performance of all employees ([learn more on page 16](#)).

In 2022, we had 8,314 employees working at the Company, of which 88.4% were men and 11.6% were women. Of the total, 43.2% were located in the South region and 41.5% in the Southeast region. **GRI 2-7**



**Employees by employment contract and gender GRI 2-7**

	MEN	WOMEN
Permanent	6,980	762
Temporary	367	205
<b>Total</b>	<b>7,347</b>	<b>967</b>

**Employees by employment contract and region GRI 2-7**

	MID-WEST	NORTH	SOUTHEAST	SOUTH
Permanent	1,155	6	3,220	3,361
Temporary	106	0	235	231
<b>Total</b>	<b>1,261</b>	<b>6</b>	<b>3,455</b>	<b>3,592</b>



## Jornada VEM (VEM Journey)

Aware of the importance of working on the employee's journey, with a view to their development and evolution within our team, we created the Jornada VEM (VEM Journey), which seeks to give visibility to all improvement programs and actions made available by Rumo.

We use VEM as an acronym that brings together the 3 essential pillars of our journey:

**V**

### Values:

The employee's connection with Rumo DNA, from the first day of work.

**E**

### Experience:

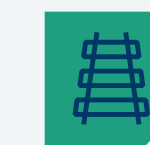
Training, programs and dialogues that inspire this journey.

**M**

### Merit and recognition:

Continuous development, with recognition of protagonism and evolution.

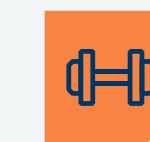
Within the Jornada VEM (VEM Journey), we have six "stations", each of which brings a series of programs supporting the development of our people and strengthening Rumo's culture through **#VEMCRESCER** (which, from Portuguese, means "Come Grow"):



Attract;



Welcome and Engage;



Develop;



Assess;



Recognize and Retain;



Career.



## Attract

With the purpose of promoting talent and thought diversity, respecting the individuality of each one, we created "Recrutamento + Humano" (More Humane Recruitment), which is our concept of unbiased recruitment.

**It proposes we focus the process on what really matters to our business: people who see the challenge as an opportunity for growth.**

Find out some of our attraction programs:



## EMPLOYER BRAND

We aim far, and therefore we take care of our talents and do our best so that those who see Rumo as a career opportunity come to work with us. Bearing that in mind, we created the Culture, D&I and Employer Brand Management, in which we work on the engagement and experience of employees and potential candidates, in addition to strengthening the Rumo employer brand both internally and externally.

One of the strategic pillars of the employer brand is the protagonism of employees so that they can support the company in disclosing Rumo's content and events. This type of engagement generates more visibility for potential candidates and also brings information to our customers and the communities where we operate.

## EMPOWER

### ACTIONS

We have a partnership with Empower, a company that creates professional relationships between companies and university students. In 2022, we had 26 Empower actions that had an impact on more than 1,021 students. Actions include lectures, technical visits, training, mentoring and webinars.

## glassdoor

### EVOLUTION

Employer brand reputation is the image and perception that people have of a company as an employer. This includes things like the work environment, benefits, culture and other human resource policies. A good employer brand reputation can attract top talent and help retain current employees.

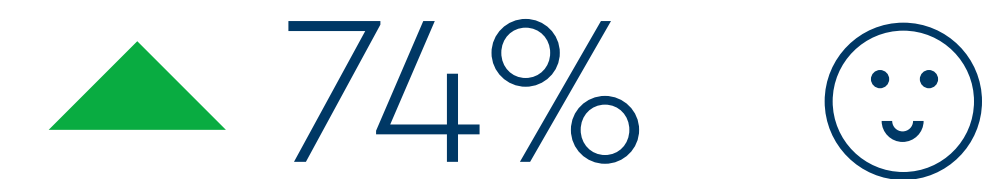
Glassdoor is a world leader in job and company insights, an online platform that provides reviews, salaries and information about companies and jobs. Reviews include comments from current and former employees about their experiences working at Rumo. A Company's reputation on the platform can be an important indication of how it is viewed by employees and potential candidates.

Over the past few years, Rumo has accumulated more than 700 reviews from current and former employees. In 2022, the overall rating given by employees grew by 2 points compared to the previous year, with a jump from 3.9 to 4.1.

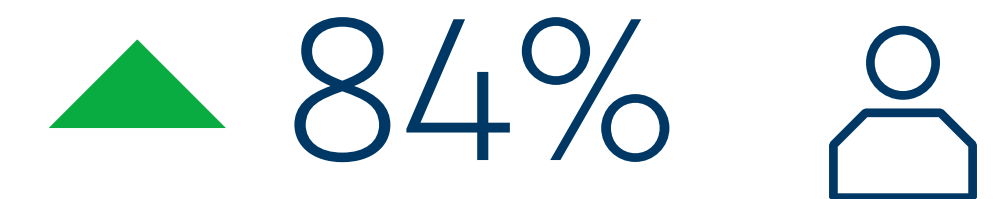
During the year, we received 771 reviews on the Glassdoor website:



**OF REVIEWS**  
recommend Rumo



**OF REVIEWS**  
have a positive outlook



**APPROVE OF**  
the CEO



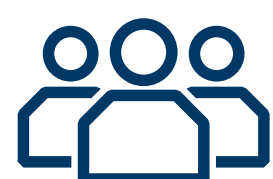


## INTERNSHIP PROGRAM

The internship program at Rumo has been going through continuous evolutions to improve the experience of candidates and our managers. In this way, we conduct the dynamics 100% online and create support materials so that everyone is prepared and feeling comfortable for this moment.

### Program highlights:

67%



## DIVERSITY

LGBTQIAP+

Black and Brown

Female

## NOMINATE SOMEONE LIKE YOU

The "Nominate someone like you" program aims to encourage employees to indicate people who have our DNA, to work at Rumo.

## HIRING OF MANEUVERERS

Hiring maneuverers demands special care from the People team, as it is an important function for Rumo, and future drivers are selected from them.

39



## FEMALE MANEUVERERS HIRED ON THE YEAR



## "WOMEN IN LEADERSHIP" (TEVA INDEX)

In 2022, we became part of the list of companies with the highest participation of women in corporate governance, after updating the Women in Leadership Teva index.

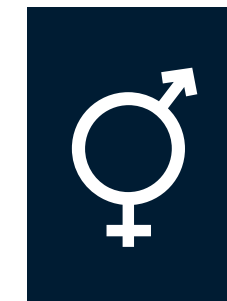
At Rumo, women represent 11.6% of our team, occupying both leadership and operational positions, making decisions that define important factors for the Company, defining our future and creating value for our stakeholders.

## Welcome and Engage

Employee engagement is measured annually through a survey including dimensions such as remuneration, career, safe environment, compensation, belonging and the company and leadership e-NPS.

Diversity is one of Rumo's intrinsic values. We believe that, in order to fulfill the Purpose of being Brazil in motion, we need to really reflect the Brazilian population diversity. **GRI 3-3**

With this, our Sustainability Policy and Human Rights Policy address guidelines for systemic action, i.e., all areas of the Company. Additionally, we have the **Commitment 3**:



Promote gender diversity in the selection processes and succession map, in addition to continuously develop people. **GRI 3-3**

As an important advance made during 2022, we created a specific management for the diversity theme. In addition, the theme of gender equality is part of the Company's collective indicators, linked to the variable remuneration of all employees. The indicators are monitored through monthly reports. **GRI 3-3**

To continue promoting diversity among employees, in 2023 we will have a goal of increasing the number of women in leadership positions.

In addition to these, we had the following initiatives during the year:

### DIVERSITY

#### Inclusive recruitment

In 2022, we strengthened our inclusive recruitment for several positions.

#### "Respeito Importa" (Respect matters)

We strengthened the Respect Matter program, which aims to prevent and combat incidents of moral and sexual harassment and hate crimes in the internal environment. The program encompasses initiatives related to Health, Diversity and Compliance, including periodic disclosures reinforcing expected behaviors from employees. In 2022, we further emphasized the campaign, bringing about the construction of safe environments, where we addressed issues such as promoting individual expression, aesthetic choices, gender identity and sexual orientation.

#### Affinity groups

At Rumo since 2021, we have affinity groups created in order to increasingly promote D&I discussions and also as a way of supporting so that all D&I actions are perceived throughout the company.

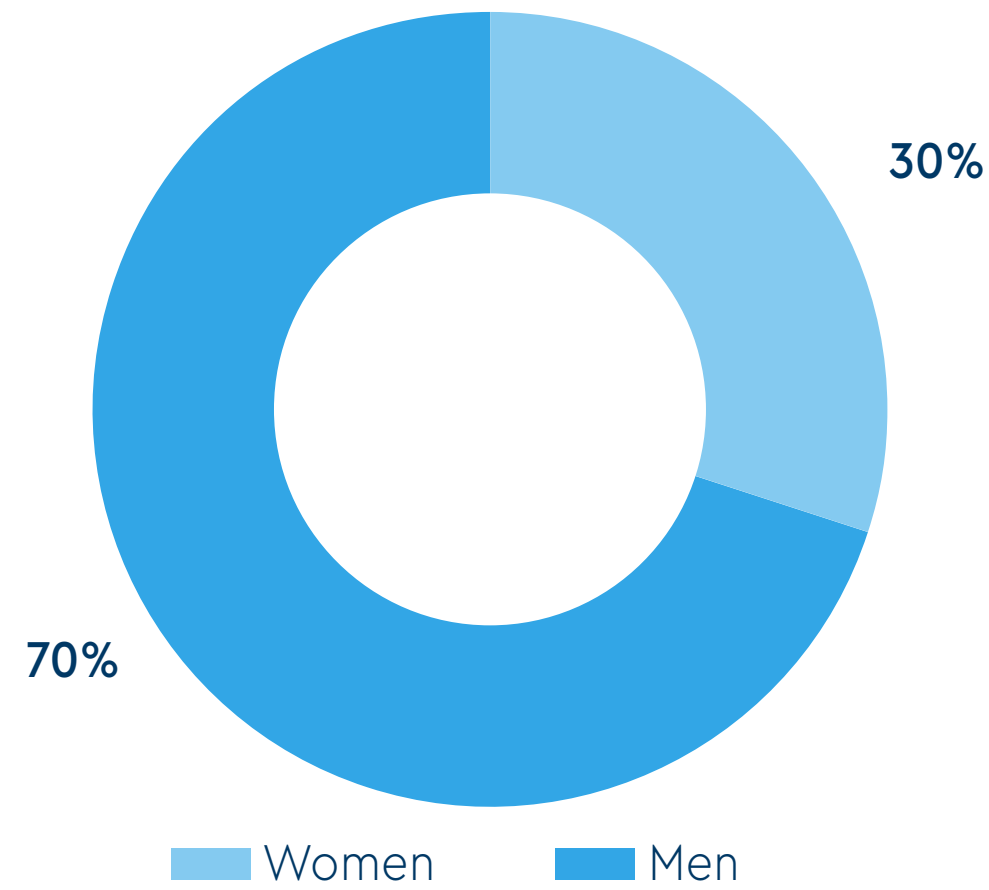
#### "Impulsionar" (Boost) Project



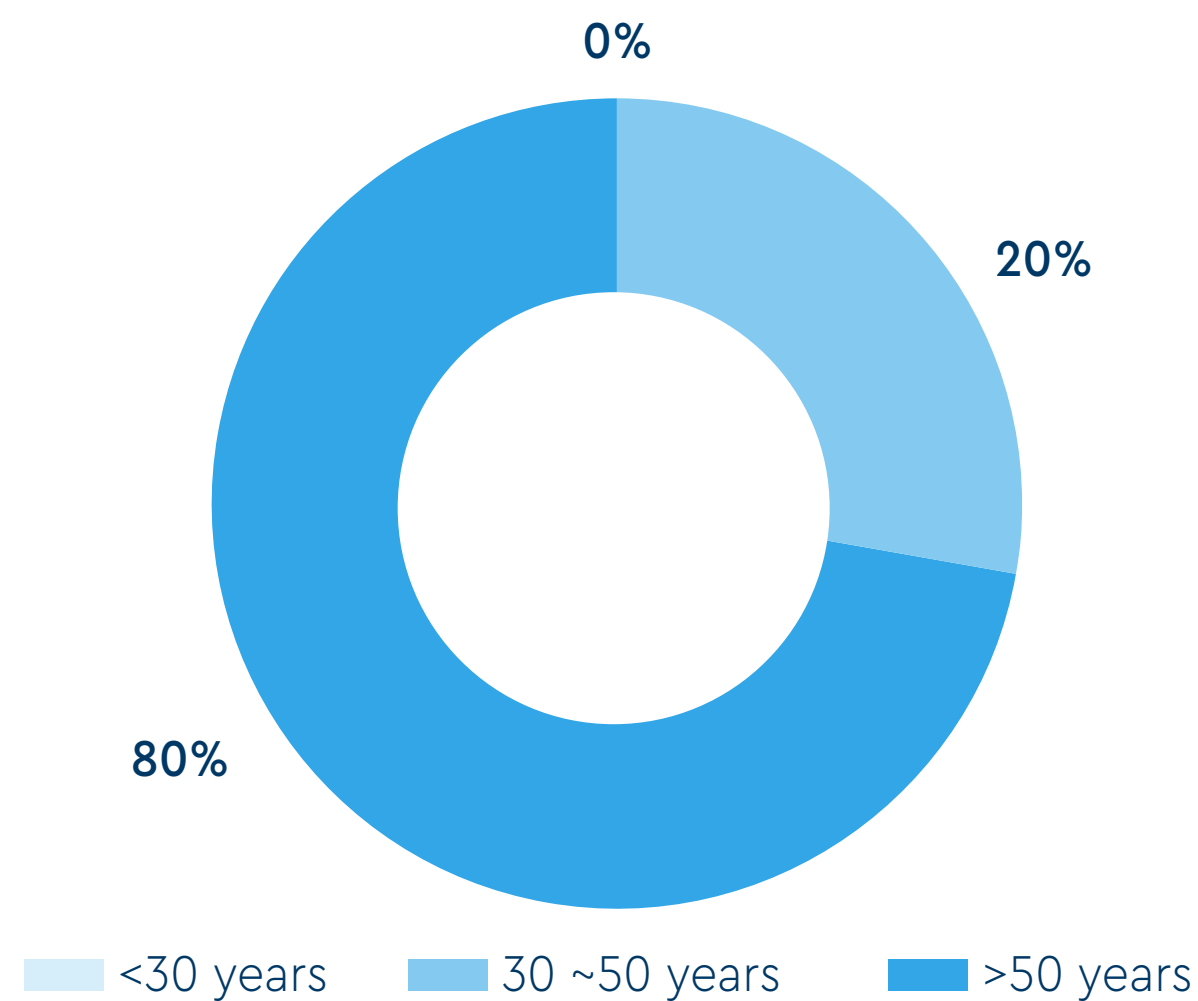
For us, professional qualification is fundamental to create opportunities for protagonism and to develop careers. However, we know that opportunities often do not reach people evenly. For this reason, during 2022, we launched the "Impulsionar" (Boost) Project, aimed at boosting the growth of black and brown employees.

The program aims to subsidize 100% of higher education for these employees, as a way of ensuring they have the necessary training to mature and develop their professional lives. The initiative represents Rumo's commitment to ensuring diversity and inclusion, contributing to building a more egalitarian society and a fairer future.

PERCENTAGE OF THE BOARD OF DIRECTORS MEMBERS BY GENDER GRI 405-1



PERCENTAGE OF THE BOARD OF DIRECTORS MEMBERS BY AGE RANGE GRI 405-1



**Employees by functional category and gender** GRI 405-1

	MEN	WOMEN
President and Vice President	6	0
Directors	16	1
Executive management	34	8
Management	85	29
Coordination	233	73
Other positions	6,973	856

**Employees by functional category and age range** GRI 405-1

	UNDER 30 YEARS OF AGE	FROM 30 TO 50 YEARS OF AGE	OVER 50 YEARS OF AGE
President and Vice President	0	4	2
Directors	0	17	0
Executive management	0	37	5
Management	6	100	8
Coordination	31	262	13
Other positions	1,706	5,439	684

**Employees by race** GRI 405-1

	MEN	WOMEN
Yellow	55	13
White	4455	656
Indigenous	30	0
Brown	2131	236
Black	662	54
Not informed	14	8



## Benefits

Thinking about the well-being and satisfaction of its employees, Rumo offers several benefits. Check the list with all the benefits on [page 104](#).

### EVERYTHING FROM PEOPLE TO PEOPLE

On the POC page, employees can access information on working hours, payments, benefits, vacations, termination, policies.

### PRAVC

A program for employees and their dependents with the assistance of specialists in matters related to well-being, health, finance, legal and psychological advice and social service (welcoming domestic violence). The platform is optional and confidential.

### "RUMO + PONTOS" (RUMO + POINTS)

The program aims to recognize above-expectations behaviors, attitudes and/or performance. The points received are exchanged for items from the Rumo brand.

At the POC, employees can access the main questions and answers about the benefit and also an explanatory video on how to monitor and use their points to purchase products.

### "FAMÍLIAS GESTANTES" (PREGNANT FAMILIES) PROGRAM

We grant several benefits to take care of coming mothers and fathers who are part of our teams, as we understand that people who are part of Rumo deserve all the care and affection in one of the most important moments of their lives:



#### "Pingo de Gente":

from 15 weeks of gestation, the family receives a kit with a maternity bag and several items to help in the first months of the baby's life;



#### "Família a Bordo":

we provide a kit with three thematic books that guide pregnant and/or adoptive families, in addition to access to a virtual learning environment;



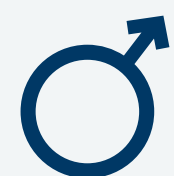
#### Extended leave:

extension of maternity leave and paternity leave, fully funded by the Company. Future moms can opt for a six-month leave, and dads are entitled to double the period from five to 10 days. Committed to diversity, the Company guarantees the same benefit to same-sex couples, as well as parents of adopted children.



69 h

**OF TRAINING ON  
AVERAGE**  
among women.



73 h

**OF TRAINING ON  
AVERAGE**  
among men.

## Develop

In order to support the career development and engagement of our employees, we promote various training courses and programs at all levels of the Company. For this purpose, we have the POC system, a platform that integrates all areas of the Company and facilitates communication, expanding access to our mandatory and recommended training base.

In line with our DNA, we have specific training and programs for all Company employees. In this way, we aim far away, engaging and encouraging development.

**Over the year, more than 514,000 training sessions\* were completed using the POC platform. This represents an average of 72 hours per employee and an investment of more than BRL4.4 million.**

Find out some of our development programs:

### Specialist training:

1<sup>st</sup> year in which we dedicate exclusive development actions to this audience. The initiative included:

- Technical mentoring;
- Career circles;
- Behavioral training.

### Manager training:

2<sup>nd</sup> year with manager training in an open format, in which participants can enroll in topics according to their needs. The themes available during the year were:

- Agile leadership;
- Psychological safety;
- Trust relationships;
- Self knowledge;
- Remote Management.
- UAU factor;
- Financial simulator;
- Diversity;
- Skills of the future.

### Operational leaders training:

The topics addressed during the year included:

- Communication;
- Feedback;
- Emotional intelligence;
- Leadership;
- Conflict Management;
- Team work.

### Functional training:

- **Marketing School:** Aimed at the commercial team and partner areas.
- **Supplies school:** Aimed at the buyers and analysts team.

### Operational training:

Include driver training, maneuver school and courses in basic electrical, welding, line driver and bulletin chief.

- Maneuver training – 262 impacted;
- Train drivers training – 86 impacted;
- Line auto driver training – 16 impacted;
- Welding, Oxyfuel and Boilermaking training – 65 impacted.

\* Type of training considered: video, test, material, external content, event and online class. Considering 8,238 active employees in December 2022.



- **PTC** – (PTC 2.0 is the next generation of this system, by integrating safety with state-of-the-art technology and automation in an unprecedented way, the railroad becomes an intelligent and high-performance ecosystem where connectivity integrates with real-time data analysis.) – Impacting the Northern operation in several areas such as CCO, Traction and Yard, Operational Technology and Locomotive Maintenance .

#### **Internship Program:**

In order to attract new talent, we have an Internship Program, which, in addition to providing work experience, has a specific training matrix for participants, where learning actions are mediated. The initiative consists of three pillars:

- **Training playlist focused on Rumo DNA:** in this pillar, interns have access to technical and behavioral training aligned with our DNA. Some examples are Excel, Communication and Time Management.

- **Meetings with Leadership:** the purpose of this pillar is to bring these professionals closer to the business areas, providing breadth and various career tips shared by our Managers and Directors.
- **Training in Project Management and conducting the Internship Project:** The training includes 4 modules conducted by an external consultancy and by Rumo's Continuous Improvement and Training and Development areas. In these schedules, they are given training in Project Management and tips for conducting their own internship project, where they will put everything they have learned into practice.

#### **Career Dialogue Program:**

One of the activities aimed at developing the protagonism of our staff is the Career Dialogues, an Internal mentoring program at Rumo and Brado, launched in 2020, which has the Company's analysts as a target audience. In this third edition, we had the participation of

60 employees from Rumo and Brado. The main objective of the action is to develop skills and proximity between different areas, creating a welcoming and inspiring space to guide, advise and provoke career insights in the participants.

#### **Open training for the entire Company:**

Based on the employees' Individual Development Plan (PDI), we identified the most recurrent development needs and created open classes so that employees could enroll. The topics addressed were:

- Productivity and High Performance
- Influence, negotiation and persuasion
- Personal marketing
- Emotional intelligence
- Emotional health and well-being
- Communication and oratory techniques
- How to build high-impact presentations
- Power Bi

Development actions we also made available throughout the year:

- Mentoring – 21 impacted
- Technical mentoring – 10 impacted
- Coaching – 14 impacted

#### **Succession mapping:**

For the continuity of Rumo and for growth to be maintained at the usual quality, we are concerned with mapping successors for specialists and leadership positions. We identify people who are ready to assume more complex responsibilities and promote frequent discussions about our succession map, as we deem it to be a strategic exercise.

## ASSESS

Our goal with Jornada VEM (VEM Journey) is to contribute to the continuous development of our employees, and that is why we dedicate a careful look to the performance evaluation of our team, especially the alignment with Rumo DNA. Based on the results of our assessments, we create mechanisms to recognize and retain our talents.

### People Cycle

We carry out annual performance assessments, in which we consider the skills related to Rumo DNA and also specific skills, according to the employee's area and function. Our management team goes through a 360° evaluation process, an opportunity to receive valuable inputs for their development based on the perception of their peers, customers, leaders and subordinates.

### In 2022, 99% of our employees received a competency assessment.

As for the performance assessment, all employees occupying specialist positions and above have individual annual targets. These goals bring the main challenges for the year, considering the strategy of the areas and of Rumo.

### People Committee

The result of performance assessments is the basis for a meeting with the participation of managers and the employees' main internal customers. The objective is to discuss the development and career of each one of them and talk about their possibilities for development.

## RECOGNIZE AND RETAIN

At Rumo, we value employees who are dedicated and committed to our purpose, and that is why we understand that celebrating dedication and recognizing deliveries is essential to maintaining the pride of being Rumo in each of our employees.

### Payment of the Profit Sharing Program (PSP)

The individual performance notes compose the calculation of amounts to be received in PSP in the year.



## CAREER

We want everyone who is part of Rumo to be able to fully develop within the Company, and for that we are committed to putting into practice career guidance actions aligned with our strategy.

- **Career Track:** They are guides prepared together with the operational areas that direct, through a set of criteria and evaluations, the career of base employees. In 2022, we had the creation of the Career Track in the Customer Service area and the implementation of the CCO Track, which was revised in 2021.
- **Career in motion:** At Rumo, we encourage all job openings to be advertised internally. In 2022, we had 1,204 employees enrolled, with 136 positions closed internally. Also in 2022, we started an improvement project, with the aim of increasing the use of internal candidates and valuing the Rumo team.

### Feedback and Individual Development Plan (PDI)

With the consolidated performance results, the manager structures a well-founded feedback on the employee's performance, recognizing the positive points of the year and signaling development opportunities. Based on this, manager and employee build together the PDI for the following year, considering the items in the skills report, the discussions in the People committees and also the challenges that will make up the goals for the following year.

## HEALTH AND SAFETY

Health and safety is one of our highest priorities. For this reason, we continuously strive through prevention tools, actions and initiatives so that safety is a value in all areas and levels of the Company, and we practice the same values both for our own employees and for third parties. **GRI 3-3**

We have the Commitment to Sustainable Development 1: **ensure the safety of teams, processes and operations**, with the quantitative goal of maintaining the LTIF rate of 0.15 by 2025, following the best railroads in the world. In 2022, the occurrence of one more accident event, compared to the year 2021, resulted in an increase in the LTIF rate. **GRI 3-3**

For this, we have the Rumo "Zero Accidente" (Zero Accident) Program, which includes procedures and tools to continuously reduce accidents in our operation, acting preventively in all areas, covering 100% of our own employees and third parties. **GRI 403-1**

To assess and identify the risks arising from our operation, we carry out annual surveys to compose the Environmental Risk Prevention

Program (PPRA), replaced by the Federal Government by the Risk Management Program (PGR), and the Occupational Health Medical Control Program (OHMCP), in addition to the Rumo "Zero Accidente" (Zero Accident) Program tools, which make all the difference within the company as they are necessary for the daily monitoring of our operations. **GRI 403-2**

We continually assess blocking and accident prevention actions, generating strategic actions and safety campaigns to reinforce the care, risks and expectations of all employees. This may include investments in physical adaptations to machines, equipment and daily knowledge tools, prioritizing employee safety. **GRI 403-7**

All employees who enter Rumo's premises are covered by the health and safety management system. **GRI 403-8**

**With this, since 2020 we have zeroed our fatality rate and worked incessantly to maintain this indicator in this way, reaching the milestone of 1,000 days without fatal accidents\*.**

\* Milestone reached on 08/Jan/2023





## 7 RULES OF LIFE

We have the 7 Rules of Life, which are basic rules of our operation, mandatory for all employees. If not followed, there are risks to the physical integrity and even to the lives of those involved in terminal or railway operations. **GRI 3-3**

The Rules make up one of the "Zero Accidente" (Zero Accident) Program initiatives, which encompass all the Company's safety actions.

Keeping our commitment of zeroing risks to zero accidents, in 2022 we reformulated and deepened the 7 Rules of Life, considering the

specifications of the main activities carried out in the Company. The process had the active participation of management, resulting in the 7 Rules of Life structured for the following areas:

- Terminals
- Railway operations
- Mesh / Works
- Rolling Stock.

### TERMINALS:

- #1 Do not work** while under the influence of alcohol or other drugs;
- #2 Keep** hydraulic and pneumatic arms at rest, as well as a safe distance from yellow line equipment and unloading vehicles;
- #3 Perform** blocking and tagging of equipment, ensuring zero power source;
- #4 Never stay** under lifted loads, and keep a safe distance from critical activities;
- #5 Respect** the access rules in confined spaces;
- #6 Carry out** work at heights with safe and previously identified anchorage;
- #7 It is forbidden** to walk on products without protection/anchoring or to stay in an area at risk of barrier collapse, avoiding the possibility of being buried.

### RAILWAY OPERATIONS:

- #1 Do not work** while under the influence of alcohol or other drugs;
- #2 Comply** with boarding and anchoring procedures;
- #3 Block** rolling stock under maintenance;
- #4 Block** unwanted movement;
- #5 Transpose and align** coupling correctly;
- #6 Maintain** proper communication during the withdrawal procedure;
- #7 Do not** improperly occupy the track;

### MESH/WORKS:

- #1 Do not work** while under the influence of alcohol or other drugs;
- #2 Keep** hydraulic and pneumatic arms at rest, as well as a safe distance from yellow line equipment and unloading vehicles;
- #3 Respect and comply** with the rules for driving vehicles and operating equipment;
- #4 Never** stay under lifted loads, and keep a safe distance from critical activities;
- #5 Use** tools, machines or equipment in working conditions, without improvisation or defect;
- #6 Carry out** work at heights with safe and previously identified anchorage;
- #7 Respect** service bulletin rules.

### ROLLING STOCK:

- #1 Do not work** while under the influence of alcohol or other drugs;
- #2 Comply** with critical operating rules: boarding and anchoring, transposition and correct coupling alignment;
- #3 Respeitar** and comply with the rules for driving vehicles and operating equipment;
- #4 Never** stay under lifted loads, and keep a safe distance from critical activities;
- #5 Use** tools, machines or equipment in working conditions, without improvisation or defect;
- #6 Carry out** work at heights with safe and previously identified anchorage;
- #7 Perform** maintenance or interventions with proper blocking and signaling of rolling stock, yellow line or equipment.

In addition, we provided training on the 7 Rules of Life, which is mandatory for both our own employees and third parties. The content was created to present, in the form of videos, the rules in depth and ensure the safety of all teams, including Terminals, Railway Operation, Rolling Stock, Mesh/ Works and Administrative. **GRI 403-5**

**During the year, 7,900 own employees took the training through the POC and 12,200 outsourced workers took the training conducted by a company specialized in training.**

## HEALTH AND SAFETY TRAINING

With the purpose of disseminating concepts, procedures and policies on Health and Safety, we engage employees through our training platforms, awareness campaigns, DDSs (Health and Safety Dialogues) and Safety Stops. **GRI 403-4**

To manage our own training and internal communication with employees, we use the POC platform, through which we disseminate content on safety concepts, procedures, policies, and routines, and procedures for preparing for emergencies, such as, for example, training in protection against fires and health and safety when working with flammables. We conducted a total of over 70,000 hours of normative training and over

80,000 hours of online training throughout the year, totaling over 150,000 hours of training on the subject. **GRI 403-5**

In 2022, in addition to launching training on the revised 7 Rules of Life ([learn more on page 65](#)), we held lives with relevant topics, such as: Safe Driving and Hand and Finger Accidents. In addition, we send short newsletters via WhatsApp, with tips on Health and Safety topics. **GRI 403-4 | 403-5**

## HEALTH AND WELL-BEING

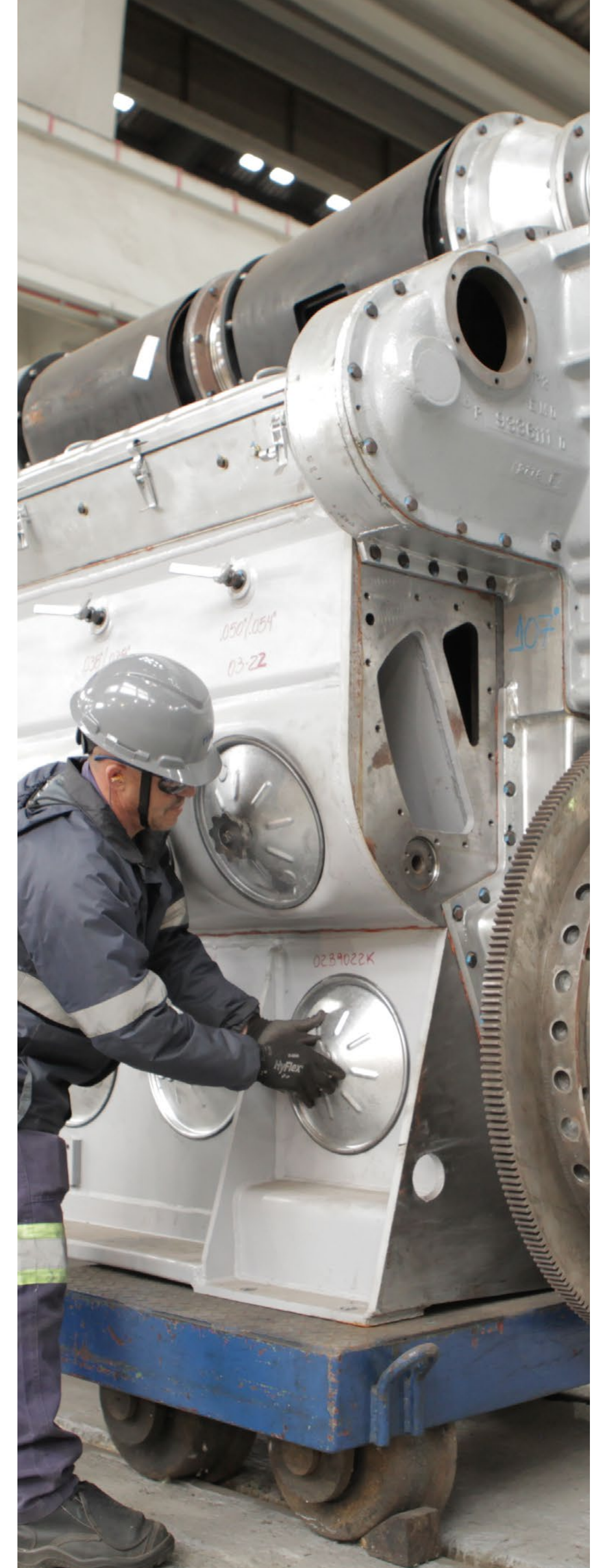
To carry out occupational health management, we have a trained health team, responsible for complying with the Occupational Health Medical Control Program (OHMCP) and preventive health actions. This team operates through various awareness programs and campaigns aimed at the health of employees and their dependents. Access to health data of workers and their third parties is in line with best practices and the General Data Protection Law (LGPD) criteria.

Throughout the year, we carried out several health promotion and disease and accident prevention actions, both through OHMCP and Safety Dialogues (DDSs), and through local campaigns, such as flu vaccinations, lectures and distribution of materials. These actions are defined by the internal health team and validated by management, along with other areas, supporting the dissemination of information. **GRI 403-3**

One of the highlights of 2022 was the new integrated health team, which offers employees the support of an auditor nurse who conducts dialogue, support and mediation of conflicts with health insurances and has also a medical auditor. Periodic meetings are held between the doctors of the Cosan group companies, for them to exchange experiences on supplementary health. **GRI 403-6**

In addition, we have the following health campaigns carried out during the year:

- **Prevention** against COVID-19;
- **Pink October** – discussions and lectures on women's health;
- **Safe Environment** – discussions and lectures on mental health and suicide prevention, leadership training on the subject;
- **Blue November** – discussions and lectures on men's health;
- **Local campaigns** measuring employees' blood pressure and capillary blood glucose;
- **Labor gymnastics** campaigns;
- **Welcoming** chemical dependent employees. **GRI 403-6**





## 3.3

# RESPONSIBLE SUPPLY CHAIN

### Our suppliers

Through relationships with responsible suppliers, who are in line with our purpose and values, we seek to expand the Company's positive impact on society and the environment.

Our primary suppliers are divided into service providers (maintenance of wagons and locomotives, lease and maintenance of equipment, security, facilities, cleaning and conservation, consultancy, contracts and maintenance and expansion works, engineering and technology) and material providers (rolling stock, such as wagons and locomotives, and materials for maintenance of railway tracks, operations in cargo terminals, automation, track signaling and operation support). **GRI 2-6**

We seek to share our ethical values with these companies through access to Rumo's internal Policies and Code of Conduct. To be incorporated as partners, they must accept the document, which addresses, among other issues, integrity, respect for diversity and data protection.

**In 2022, we had 1,808\* companies approved and contracted around BRL 5.94 billion in services and materials.** **GRI 2-6**

\* The number of approved suppliers in 2022 decreased significantly compared to the previous year (4,255) due to the implementation of the new Ariba certification platform, which not all suppliers were able to comply with the level of requirements for supplier qualification.

## Supplier management

In order to ensure the relationship with responsible suppliers, during the supplier approval process, we apply a series of criteria to ensure that we only work with reputable suppliers, with good conduct in terms of social, environmental and ethical aspects. All 1,808 companies approved in 2022 answered socio-environmental questionnaires, and of this amount, 915 represent new Rumo partners. [GRI 414-1 | 408-1 | 409-1](#)

**In 2022, we continued to carry out a reputational analysis (Background check) for all suppliers, which was previously carried out for strategic contracts only.** [GRI 3-3](#)

The entire approval process is provided for in our Purchasing Policy and coordinated by the Supply area. We have a team exclusively dedicated to the process, whose function is to support hiring through a systemic platform that enable managing all the information collected during the selection and qualification process.

During supplier selection, we classify companies according to their nature and degree of criticality. Critical suppliers are those linked to sensitive issues considering environmental, health and safety aspects, such as maintenance of wagons and locomotives, cleaning and conservation,

maintenance and expansion contracts and works, solid waste management, treatment and disposal of effluents.

The most critical suppliers are submitted to a complete registration analysis carried out by an external audit. The assessment takes into account labor, social security, tax, financial and fiscal aspects and considers the General Data Protection Law (LGPD).

In order to become an approved supplier and able to supply, it must meet the requirements of the process and reach the minimum score established by the approval criteria.

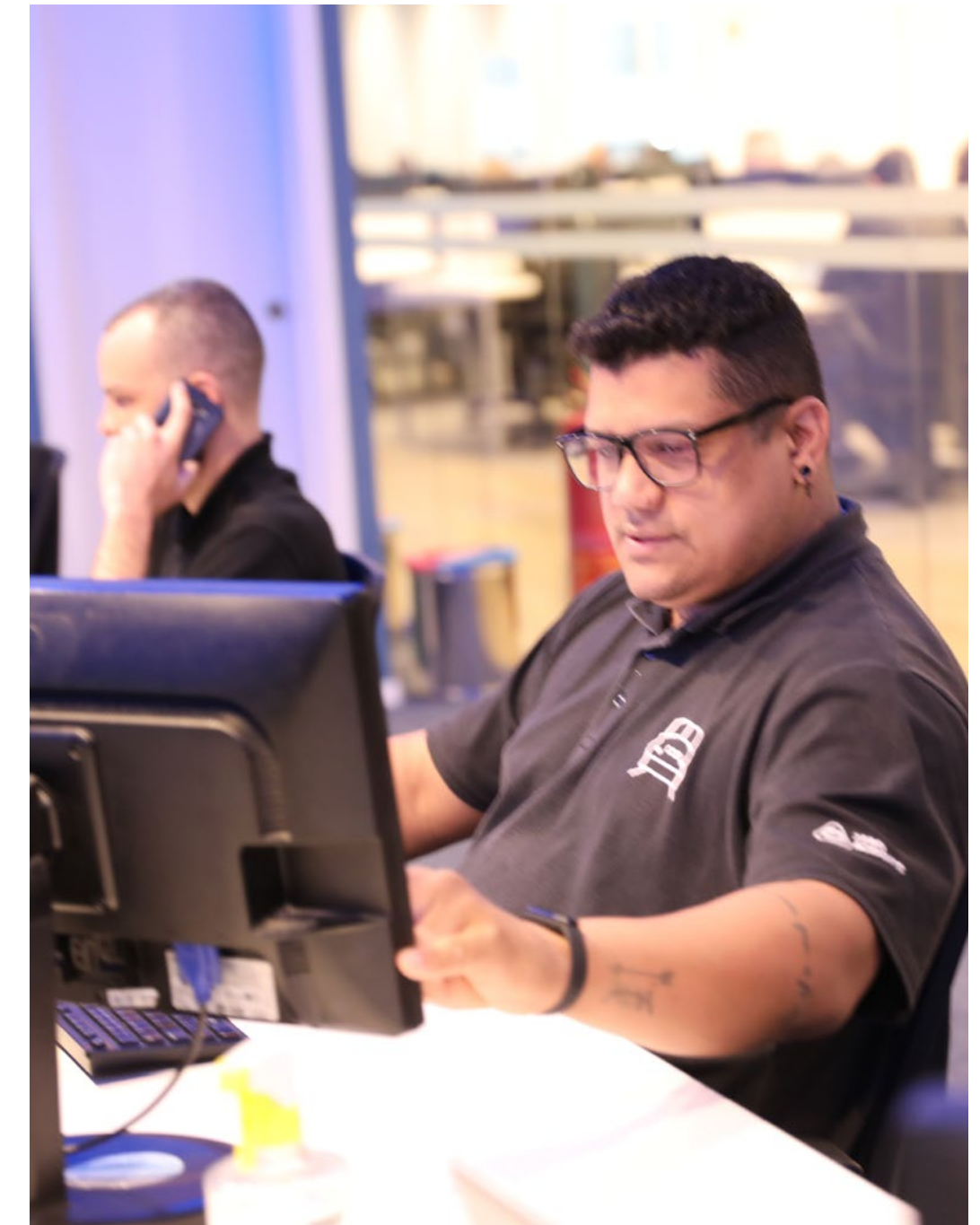
During the course of the contract, we rely on other resources to ensure the quality and compliance of suppliers. Rumo has, for example, a Third Party Committee, comprised of a multidisciplinary group, with monthly meetings, which seeks to identify the main obstacles and difficulties of each operation and decides on the replacement or recovery of impacting suppliers.

After being contacted, approved service providers are audited in relation to the working conditions provided to their employees who work daily in our operation. We assess compliance with a set of standards related to safety, dignified conditions, slavery-like conditions and child labor, among others. In cases of non-compliance, the supplier is subject to warning, punishment, suspension of the contract and even blocking. [GRI 408-1 | 409-1](#)

Regarding Labor Rights, we provide our guidelines both in the Term of Clauses and General Conditions for future and eventual supply of goods, services and lease, as well as in the Supplier Manual. In addition, in the supplier approval process, there are also eliminatory clauses related to Labor Law. [GRI 3-3](#)

Service providers undergo constant inspections during the services provision, either documentally or in relation to physical facilities, accommodation and overnight stays. We also seek to ensure benefits for outsourced workers and conduct training on the topic. [GRI 3-3](#)

The audits carried out allow Rumo to take immediate action in relation to any identified irregularities, and in this case there may be a reassessment as to whether or not to keep these suppliers in its chain in more critical situations, especially related to inadequate working conditions. [GRI 408-1 | 409-1](#)



### Highlights and evolution of supplier management

- Inclusion of ESG/Sustainability topic in the Supplier Manual;
- Valuing and engaging companies with ESG initiatives;
- Integration of new suppliers;
- Plans for training and awareness-raising among suppliers.

## MEASUREMENT AND EVALUATION OF SUPPLIER PERFORMANCE

In order to improve our management of the chain, the user area of the contracted service, together with Supplier Management, measures the Supplier Performance Index (SPI) on a monthly basis according to indicators such as deadlines, quality and safety, including compliance with Rumo's and the Ministry of Labor and Employment's safety standards.

In the case of materials supply, Rumo also uses the SPI to measure performance, but considering the OTIF (On Time in full), and evaluates the quality of the materials/equipment supplied.

### Key supplier indicators

- Material Supplier Performance Index (SPI) increased by 5%;
- Services SPI increased by 1%;
- Non-Compliance Records (NCR) of material suppliers decreased by 17%;
- NCR of service providers decreased by 20%;
- Document monitoring with 95% regularity;
- Environmental Performance Index (EPI) with 92.36 overall performance.

Supplier Management also has a tool called RNC, which consists of non-compliance records entered into the system by the areas responsible for contracting services and materials. After this signaling, the Supplier Management area notifies suppliers requesting the regularization of non-compliance and holds action plan meetings when necessary, evaluating and monitoring compliance with negotiated contractual clauses.

We have an external consultancy that audits our strategic suppliers on a monthly basis, to assess compliance with labor obligations related to the payment of funds to their employees, such as salary, benefits, FGTS and INSS payments, among other necessary documents.

In addition to providing training and guidance to suppliers, we provide training to our contract managers, with the participation of the legal and occupational health and safety areas, focusing on guidance on ongoing monitoring and care to prevent possible misconduct related to working conditions from our third parties.

### SAP Ariba Platform

In 2022, we implemented the use of the SAP Ariba Platform, with the objective of integrating the processes of material purchasing and contracting services managed by the Procurement area. In this way, we reduced the number of systems and centralized communication.

The main significant environmental impacts in our supply chain are related to the supply of ballast and wooden planks for railroads, which are critical materials and require environmental validation to certify their traceability in the chain. In addition, we also evaluate construction contractors in relation to their environmental aspects. **GRI 3-3**

**In 2022, we submitted 506 supplier companies to an environmental impact assessment, including 47 new suppliers to the Company. Fifteen companies were identified as potential causes of environmental impacts.** **GRI 308-1 | 308-2**



## "PARCERIA EM MOVIMENTO" (PARTNERSHIP IN MOTION) PROGRAM

In 2022, we held the second edition of the "Parceria em Movimento" Program. The initiative aims to strengthen the relationship with our suppliers, in addition to boosting the quality of the material or service provided.

The event took place in a hybrid format, with the participation of around 1,100 people, with recognition given to suppliers in the categories:



### Performance:

Best performance in deliveries evaluated monthly, in several criteria.



### Highlight:

To the suppliers who submitted innovative projects and sustainable projects.

**In total, 16 suppliers were recognized and awarded at the event.**

In addition to the awards event, we held 21 lives with suppliers, with an average participation of 110 partners each. Topics such as governance, environment, conscious consumption, diversity and inclusion, health, social projects, Code of Conduct and occupational health and safety were addressed.

## Highlights of the Parceria em Movimento Program in 2022

- Evolution in supplier engagement;
- Greater adherence in lives;
- Greater adherence in training;
- Greater participation and sharing of ideas in committees;
- Improved performance index of suppliers and decreased non-compliance records;
- Increased feedbacks in lives of approximately 245%;
- Increased audience at the event.

## COMMUNICATION WITH SUPPLIERS

Within the Rumo website, we have a Suppliers-specific tab (<https://rumolog.com/fornecedores/>) with various information and documents, in addition to our contacts via email: [gestao.fornecedores@rumolog.com](mailto:gestao.fornecedores@rumolog.com).

We also have a channel from the Parceria em Movimento program [parceriaemmovimento@rumolog.com](mailto:parceriaemmovimento@rumolog.com), disavailable for suppliers to contact us to clarify doubts or bring up any type of subject they want to share with us.



# 3.4

## CUSTOMER CONFIDENCE

At Rumo, we seek to establish close relationships with our customers, in which we add value to their businesses through a competitive and efficient logistics solution, both from an operational and environmental point of view. **GRI 3-3**

For this purpose, our Sustainability Policy provides guidelines for the good relationship with those who are our main stakeholders, in addition to our Commitment to Sustainable Development:

### Commitment 10



Promote sustainability actions together with customers. **GRI 3-3**

Reinforcing our positioning, we have the goal of guaranteeing 100% traceability of transported agricultural commodities by 2025, which allows us to work together with the major **players**.

In 2022, with the support of Cosan, we developed a system to provide traceability and security to our customers, making our operations safer and more efficient.

Throughout the year, we carried out several positive agendas with customers, in order to demonstrate Rumo's advances and positioning towards sustainability, in addition to its competitive advantage. On a monthly basis, we send material in **One Page Report** format, demonstrating the quantitative value of estimated emissions and avoided emissions that they reach when transporting with Rumo, in addition to highlighting the Company's main initiatives in the period. **GRI 3-3**

### Co-create Traceability Debate

Focusing on sustainability commitment 10 and aiming to strengthen integration with the Company's largest customers, we held the Co-create Traceability Debate in November 2022. The event was attended by approximately 40 individuals, and created a space for collaboration with our customers, where it was possible to generate shared understanding about Rumo's traceability goal and structure actions for 2023.

### FIND OUT BELOW THE MAIN PARTNERSHIPS ESTABLISHED DURING THE YEAR:

#### 2022 ACTIONS RELATED TO CUSTOMER EXPERIENCE:

ORI platform, aimed at ensuring the quality standard of transport, for uniform and transparent visibility

#### SUZANO & KLABIN

Execution of record volume of cellulose

#### FS Bioenergia

Long-term structuring agreement to increase corn ethanol transport capacity

#### CORURIBE

Inauguration of the sugar road and rail terminal in Iturama (MG), with capacity to handle 2 million tons per year

#### ANDALI

Construction of a fertilizer transshipment terminal in Rio Verde (GO), with an estimated handling of over 1.5 million tons

#### CARGILL

Investments to expand railway participation in grain transport

#### RAÍZEN

Investment in rolling stock to increase transport capacity of transport in Mato Grosso and Mato Grosso do Sul

## CUSTOMER SATISFACTION

In order to understand whether we are meeting customer expectations, we conduct satisfaction surveys using the **Net Promoter Score (NPS)** methodology, through which customers can identify gaps and suggest opportunities for improvement.

With the consolidation of the NPS as Rumo's official methodology, we started to measure customers and partner terminals loyalty and satisfaction. Based on the responses, we create action plans to address points highlighted in the surveys, which are structured and applied with support from the areas that make up the customer journey.

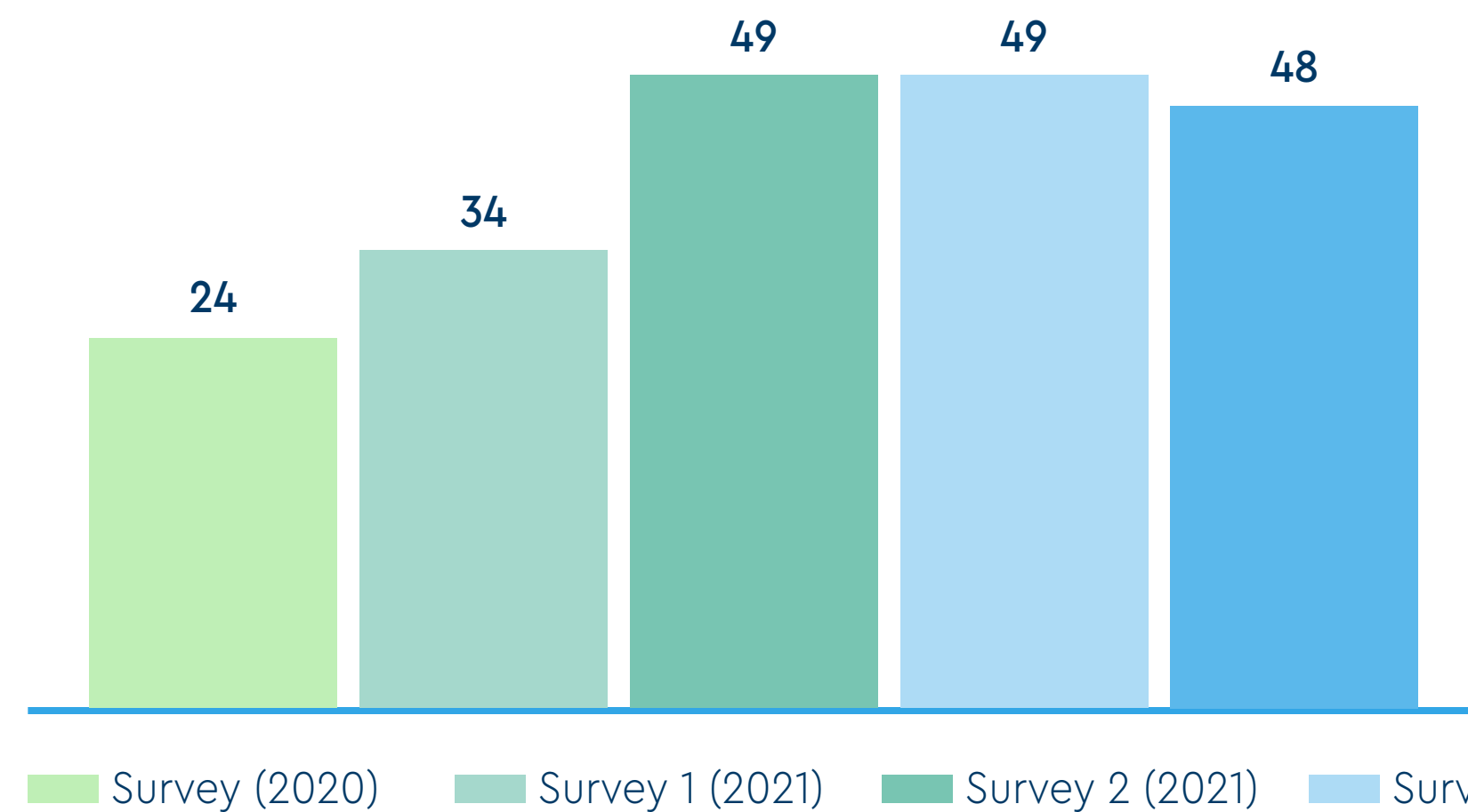
In 2022, we carried out two surveys with our customers and partner terminals in the North, Central and South operations. As a result, we maintained our NPS result compared to 2021. With this, we demonstrate continuity in the service level and quality compared to the previous year - which showed significant growth when compared to 2020.



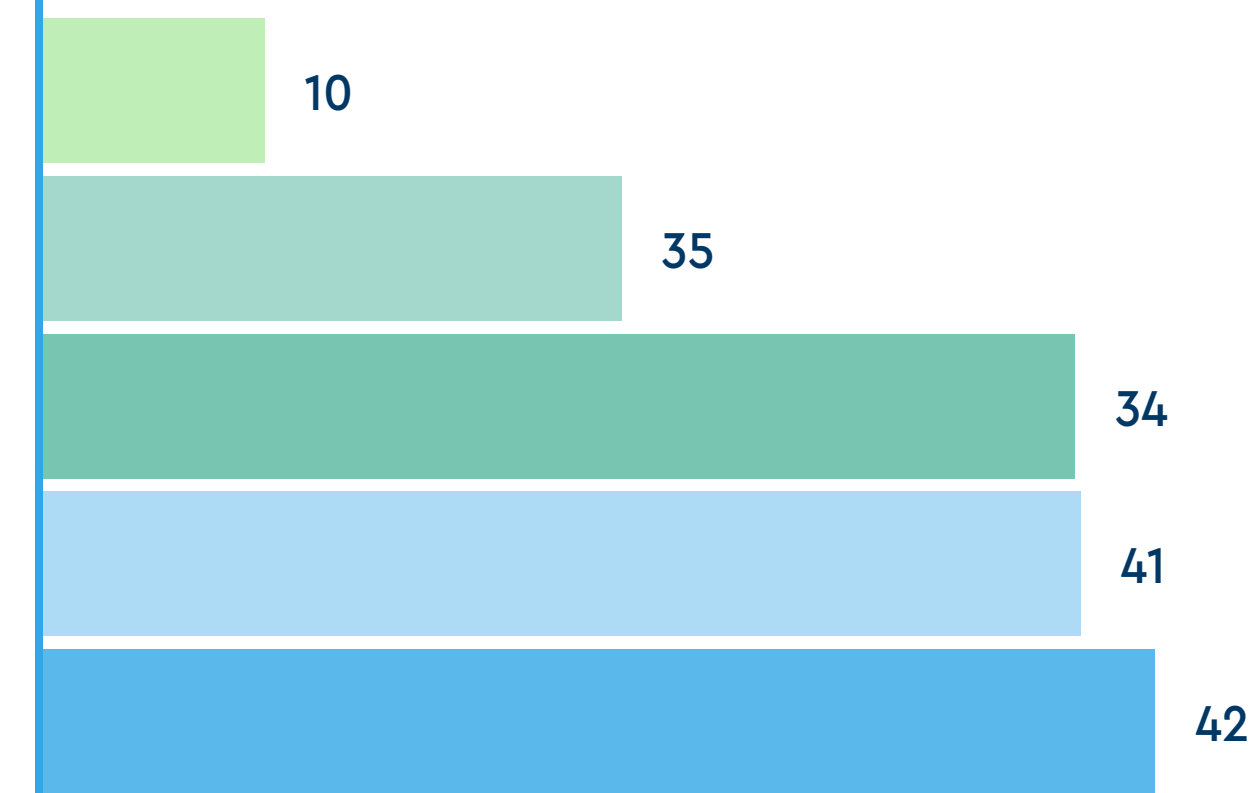
The main highlight is the significant growth we had in the perception of quality in the Malha Norte and Malha Central operations.

In the Southern Operation, despite the drop in scores, we remain in a Quality Zone\*.

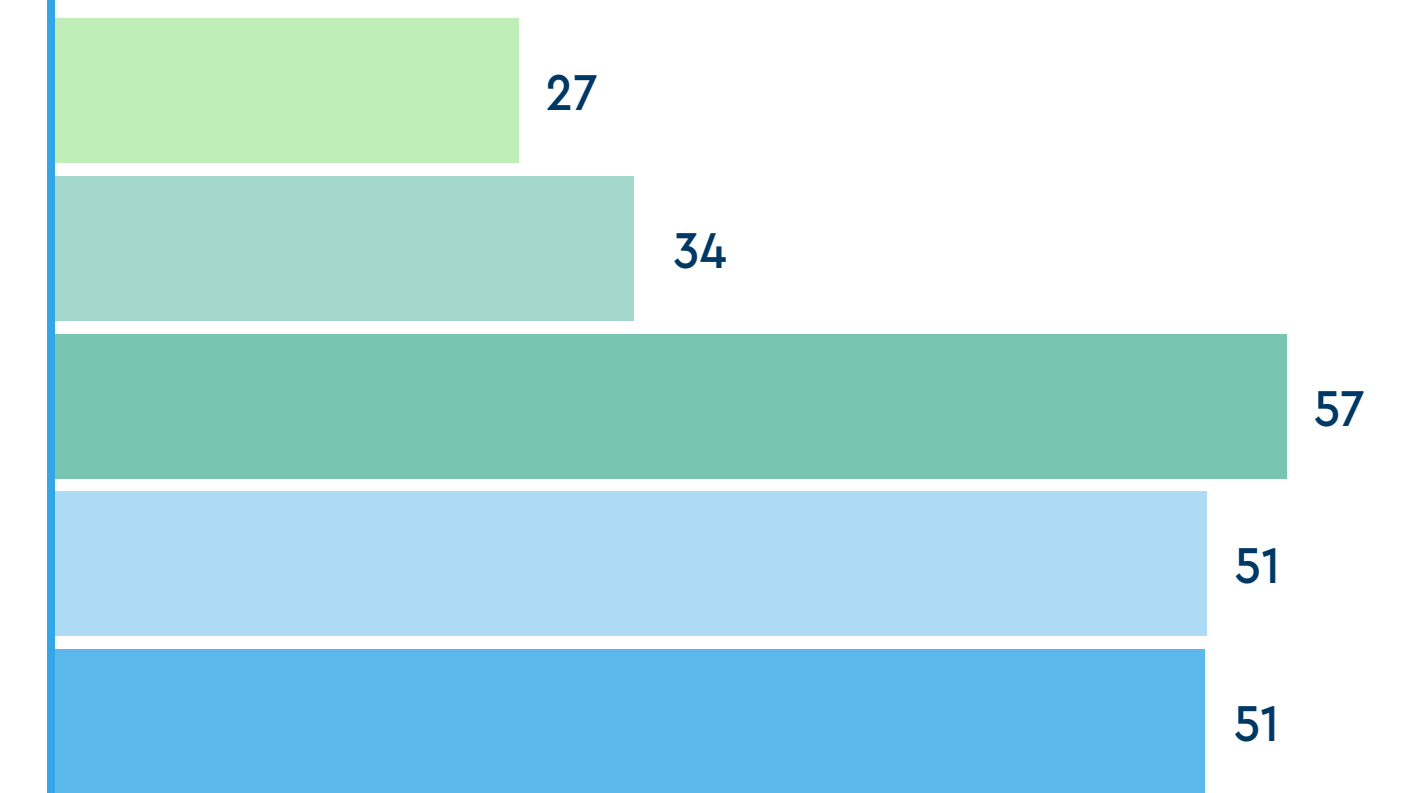
RUMO NPS EVOLUTION



NORTHERN OPERATION NPS EVOLUTION



SOUTHERN OPERATION NPS EVOLUTION



\*Excellence Zone - Between 75 and 100, Quality Zone - Between 50 and 74  
Improvement Zone - Between 0 and 49, Critical Zone - Between -100 and -1



## 3.5

# POSITIVE IMPACT ON SOCIETY

Our network is spread across four of the five regions of the country, which leads us to interact with approximately 500 municipalities. This shows our power to positively impact Brazilian society, whether through our logistics activities, or through direct social actions in the locations where we are present.

**In this sense, during 2022, we carried out socio-environmental activities in 53 municipalities.**

Our social work and relationship with the community is based on important guidelines that guide the Company's actions and decisions, such as the Private Social Investment Policy, the Human Rights Policy and the Sustainability Policy. The latter, for example, provides that our action must be aimed towards promoting

harmonious coexistence with the communities surrounding the railroad, through an ethical and accessible relationship.

In 2022, we reviewed our community engagement strategy, with the aim of minimizing negative impacts and enhancing our positive impacts. We thus started seeking a positive transformation in youth and in the community development, through support for social projects and people's safety.

Another important advance during the year was the publication of our Social Report, referring to the years 2021-2022. The publication brings together the main highlights of our social work and relationship with communities, including Instituto Rumo actions and the impact generated on society during the period.

In this way, we aim to strengthen Rumo's ties with the communities surrounding our operations, in order to promote a relationship based on transparency and dialogue, always aiming at the future of the people impacted by our actions. More information on Community Safety on [page 46](#).



Check out the 2021-2022 Social Report at:

<https://rumolog.com/comunidades/relatorio-social-2021-2022/>



## OUR GUIDELINES

### SUSTAINABILITY POLICY

Provides for the commitment to perform with a view to promoting harmonious coexistence with the surrounding communities, through an ethical and accessible relationship.

### PRIVATE SOCIAL INVESTMENT POLICY

Defines the strategy, guidelines and actions for applying Rumo's financial, human and material resources, in order to generate a positive social impact in the municipalities where the Company operates directly.

### HUMAN RIGHTS POLICY

Establishes the guidelines and general principles of Rumo's work with respect to Human Rights. These principles must guide all of the Company's activities and relationships.



## Donations

During 2022, we carried out communication actions with the communities. From these actions, we made several donations to the communities, including:

-  **288** food baskets
-  **150** geriatric diapers
-  **200** liters of milk
-  **600** seed kits
-  **AROUND 230** native tree seedlings
-  **1** laptop

## Social and environmental communication and engagement

To create a harmonious relationship with the communities surrounding our railways, we understand that it is necessary to get to know them and create efficient communication mechanisms in order to listen to their needs.

In this sense, when designing a new railroad, before the start of the construction and expansion phase, we began a social and environmental diagnosis process in the region, and we maintain impact assessment programs along the entire network. From there, we can implement the most appropriate measures to mitigate or compensate for the identified negative impacts.

As part of this process, we designed a socio-environmental communication strategy, according to the needs of each location, aimed at raising awareness and engagement with the community and employees. In addition, we mapped the main actors and institutions that could become future partners in socio-environmental actions in the region.

Throughout 2022, we held a series of meetings with community leaders and a participatory socio-environmental diagnosis, which aims to assess our impact and understand the relationship between communities and the railroad.



### Relationship channels GRI 413-2

We believe that based on transparent and ethical communication with the people part of the communities surrounding our operations, we can generate a safer and more transformative operation for this region.

**In order to meet the demands of the communities, we provide the Rumo Relationship Channel, with options for registering general requests, complaints, denouncements and assistance to students.**

The information is received by an independent and specialized company, ensuring absolute secrecy and adequate handling of each situation by Rumo's senior management.

The Relationship Channel can be accessed through the electronic address <https://canalconfidencial.com.br/rumo/#home> or by calling [0800 701 22 55](tel:08007012255), 24h hours a day, 7 days a week.



Find out about the initiatives and donations made in the Social Report, available at:  
<https://rumolog.com/comunidades/relatorio-social-2021-2022/>

## Environmental Education Program

Our Environmental Education Program aims to carry out structured teaching and learning activities on environmental education and rail safety in communities that have an interface with the railroad. As part of the Program, we delivered an educational booklet with the main topics addressed, so that program participants use this material in their homes and act in the dissemination of information to their family and friends.

Addressed themes include:

- Safety on the railway;
- Fauna and flora preservation;
- Recycling and reusing solid waste, as well as reducing generation (conscious consumption);
- Importance of the railroad in the country development;
- Improvement of coexistence between the neighboring population and the railroad.

**Throughout 2022, the project was developed in public schools and the topics were approached**

**in a playful and interactive way with the participants. In addition, we apply environmental games, providing discussion among participants and the exchange of acquired knowledge.**

### TRAIN RACE

The Train Race is an initiative that addresses the importance of rail transport, as well as attitudes and procedures that should be adopted in areas close to railroads through gamification.

The initiative **applied in public schools and partner institutions close to the railway line**, has a giant board game with information about railway safety, aiming to raise awareness and prevent accidents with pedestrians, cars and domestic animals.

**During the year, we carried out the program in 10 municipalities and 13 schools, impacting approximately 650 students from the 5<sup>th</sup> to 7<sup>th</sup> grade of the public school system.**



## Private social investment

Our Private Social Investment Policy aims to define the strategy, guidelines and actions for the application of Rumo's financial, human and material resources, in order to generate a positive social impact in the municipalities where the Company operates directly.

In 2022, we joined the Group of Institutes, Foundations and Companies (GIFE), a platform with over 160 associates aimed at strengthening philanthropy and private social investment in Brazil. Through this initiative, we seek improvement, qualification, articulation and construction of new partnerships focused on social projects.



Find out about some of the donations and initiatives made in 2022 in Rumo's Social Report:

<https://rumolog.com/comunidades/relatorio-social-2021-2022/>

### OUR PRIVATE SOCIAL INVESTMENT POLICY

#### PILLARS

- RESPECT
- TRANSPARENCY
- INTEGRITY

#### GUIDELINES

- Rumo's Strategy
- Rumo's ESG Goals
- Environmental Policy
- Sustainability Policy
- Principles of the Global Compact and Sustainable Development Goals (SDGs)



DONATIONS FROM OWN FUNDS



INCENTIVIZED DONATIONS



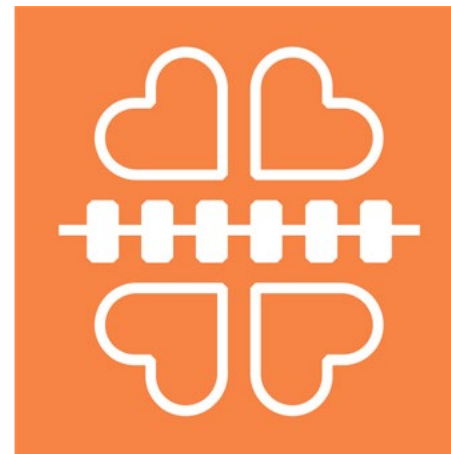
DEVELOPMENT OF PARTNERSHIPS



WE OPERATE WITH

**Private Social Investment**

through Instituto Rumo, the social arm of RUMO



During 2022, we celebrated the first year of activities at Instituto Rumo. The Institute was created with the purpose of returning part of the value received by the Company to the society, by training young people to be protagonists and encouraging them to continue their studies.

The Institute works to expand the socio-productive inclusion of this audience, respecting individual talents and the socioeconomic vocation of the municipality where they live. Dialogue for engagement and the creation of support networks are an important part of the process, aimed at creating a better future for young people and their cities.

### INSTITUTO RUMO PURPOSE

Contribute to the socio-productive inclusion of young people in the municipalities where it operates, through protagonist training.

### INSTITUTO RUMO OBJECTIVES

- Promote protagonist training for young people;
- Enable the expansion of employment opportunities for the socio-productive inclusion of young people in the municipality;
- Articulate partnerships and local networks for socio-productive inclusion.

### Positive transformation

With the graduation of the first group of students from the Rondonópolis (MT) project, two students were hired as Young Apprentices on Brado's team.

### Find out about all the actions and projects supported by Instituto Rumo in 2022:

ACTION TAKEN	POSITIVE IMPACT	OBJECTIVE	LOCATION
<b>Continuation of cycle 1 of the Instituto Rumo training program</b>	Training of 58 students in the 9 <sup>th</sup> year of elementary school and the 1 <sup>st</sup> year of high school.	Through training for protagonism and encouraging continuous studies, we work to significantly expand the socio-productive inclusion of young people, respecting individual talents and the socio-economic vocation of the municipality where they live.	• Rondonópolis (MT)
<b>"Adote uma Escola Cubatão"</b>	Training of 163 students in the 8 <sup>th</sup> and 9 <sup>th</sup> grade of elementary school, promoting socio-productive inclusion.	The program aims to promote social engagement and volunteering to help public schools overcome the education challenges arising from the pandemic and strengthen ties with the school community.	• Cubatão (SP)

## Find out about all the actions and projects supported by Instituto Rumo in 2022:

ACTION TAKEN	POSITIVE IMPACT	OBJECTIVE	LOCATION
<b>"Trilhando seu Futuro" 1st Edition</b>	Professional mentoring for 19 young people	With "Trilhando Seu Futuro" program, we connect our leadership with young people in municipalities impacted by our railroads. From the program, we can impact youth to walk their transformation and protagonism path.	<ul style="list-style-type: none"> <li>• Cubatão (SP)</li> <li>• Rondonópolis (MT)</li> </ul>
<b>"Trilhando seu Futuro" 2nd Edition</b>	Professional mentoring for 57 young people		<ul style="list-style-type: none"> <li>• Cubatão (SP)</li> <li>• Rondonópolis (MT)</li> <li>• Curitiba (PR)</li> </ul>
<b>Comic book "Monica and Friends" SDG and railway safety</b>	<p>Distribution of comic books with instructions for safety on the railway line to 3,500 students from different locations.</p> <p>In addition, the project involved the training of 15 teachers through the platform, with themes related to the SDGs.</p>	The project made it possible to disseminate the theme of Sustainable Development Goals (SDGs) and rail safety for children and adolescents in the municipalities where we operate.	<ul style="list-style-type: none"> <li>• São José do Rio Preto (SP)</li> <li>• Rio Claro (SP)</li> <li>• Cubatão (SP)</li> <li>• Rondonópolis (MT)</li> <li>• Aparecida do Taboado (MT)</li> <li>• Morretes (PR)</li> <li>• Santa Maria (RS)</li> <li>• Joinville (SC)</li> <li>• Bauru (SP)</li> </ul>
<b>"Da Linha pra frente"</b>	<p>Greater community engagement with the railroad and local community committed to rail safety and socio-environmental issues.</p> <p>With this action, we hope to impact approximately 350 children and adolescents, in addition to an indirect audience of around 5,000 people.</p>	With this action, we promote a railway and environmental safety culture, through art workshops and painting the wall that separates our right of way from the community.	<ul style="list-style-type: none"> <li>• Cubatão (SP)</li> </ul>



In our Social Report, we present the history of Instituto Rumo and the programs supported over the year. In addition, the Report contains testimonials from people impacted by the Institute's actions and initiatives.

Check out more information about Instituto Rumo's actions, testimonials and photos, in our Social Report, available at <https://rumolog.com/comunidades/relatorio-social-2021-2022/>

## Volunteer work

Since 2017, we have had the "Trem do Bem" (Train of Good) volunteer program, which aims to encourage employees to carry out activities in institutions that serve people in socially vulnerable situations, in communities close to our units, in all municipalities crossed by our railway lines.

In order to enable Vs to participate in the Program, we have a Training Trail, available to employees through the POC digital platform and to non-employee volunteers through videos.

In 2022, we carried out 23 volunteer projects, presented below:

## HIGHLIGHT OF VOLUNTEERING 2022\*

In 2022, we reached the milestone of 625 volunteers registered, with the engagement of approximately 249 volunteers participating in the proposed actions, totaling 558 hours of activities.

-  **23** projects
-  **10** municipalities
-  **BRL 214.9 THOUSAND** invested
-  **5,308 PEOPLE** impacted
-  **BRL 26,708.33** overhead expenses

\*Update after completion of actions in the year





Institution	Project Name	Positive Impact	Investment	Location
Associação Beneficente Lar Maria de Nazaré	Carinho que alimenta	160 families per week	BRL 10,000.00	Americana (SP)
União Oeste Paranaense de Estudos e Combate ao Câncer	Desafiando Gigantes II	30 women and 25 children	BRL 5,400.00	Cascavel (PR)
União Oeste Paranaense de Estudos	Desafiando Gigantes I	30 women and 25 children	BRL 4,600.00	Cascavel (PR)
Associação de Moradores Pró Melhoramento da Vila Esperança e do Morro do Índio	Apoio Estrutural	500 young people	BRL 10,000.00	Cubatão (SP)
Associação Amigos da Praça Jorge Amado	Amigos da Vila de Fátima	500 children	BRL 10,000.00	Cubatão (SP)
Associação dos Moradores Conjunto Habitacional Mario Covas	Soul Arte Karatê Do	40 people with disabilities	BRL 10,000.00	Cubatão (SP)
Associação de Educação Ambiental Cubatão de Bem com o Mangue	Apoio a geração de renda - Corte e Costura	150 women	BRL 10,000.00	Cubatão (SP)
Associação Casa da Esperança de Cubatão	El Español Como Hierramienta de Inclusión Social	513 children and young people with disabilities	BRL 9,995.50	Cubatão (SP)
Marco Antônio Pereira de Souza	Grupo de capoeira Arte e Luta	50 people	BRL 10,000.00	Cubatão (SP)
Cultivar	Projeto Cultivar nas Escolas	250 students	BRL 9,960.00	Cubatão (SP)
Instituto Ação Verde	Verde novo: Recuperação de uma nascente	290 families	BRL 10,000.00	Cuiabá (MT)
Café Solidário Perpetuo Socorro	Compra de equipamentos para cozinha da sede	600 people (480 men, 110 women and 10 children).	BRL 10,000.00	Curitiba (PR)
APPF E.M. Coronel Durival Britto	Transformação a Mil Mãos	516 students	BRL 10,000.00	Curitiba (PR)
Associação Fênix	Expandindo Horizontes	20 young people, 65 children and their families	BRL 10,000.00	Curitiba (PR)
Tech Girls Ltda	Mulheres na Tecnologia	30 low income women	BRL 10,000.00	Curitiba (PR)

Institution	Project Name	Positive Impact	Investment	Location
Associação Lar Moises	Alimentar com Amor	20 children	BRL 10,000.00	Curitiba (PR)
Associação Casa de Acolhimento Lar	Games Station	20 children and young people	BRL 9,997.90	Guarujá (SP)
Mitra Diocesana de Jundiai	Festa da Primavera	120 people	BRL 10,000.00	Itu (SP)
Casa Laura Vicunha	Amigos da Laura	70 girls from 6 to 14 years old	BRL 10,000.00	Rondonópolis (MT)
Organização não Governamental Frutos do Amanhã	Fome Zero, compra de cestas básicas	100 people + citizens	BRL 10,000.00	São Vicente (SP)
Centro Integrado de Assistência a Pessoas Com Câncer - Cenin	Rumo Cuidando de Vidas	50 children	BRL 5,000.00	Santos (SP)
Casa Bom Samaritano (subsidized)	Revitalização e acessibilidade do lar	210 people/day	BRL 10,000.00	Rondonópolis (MT)
Associação Araxá (subsidized)	Construção de uma Cozinha Comunitária	200 people/month	BRL 10,000.00	Rondonópolis (MT)



# 28,000 kg

## OF CAPS COLLECTED

which resulted in the donation of 41,000 geriatric diapers

# 1.091 kg

## OF MEDICINE CARDS

We donated about

# 20 TWO-LITER PET BOTTLES OF METALLIC SEALS

## Fundraising campaigns



### "TAMPINHA SOLIDÁRIA" (SOLIDARITY BOTTLE CAP)

With the participation of the teams, we contributed to the Tampinha Solidária campaign, collecting 28,000 kilos of plastic bottle caps, which were sent for recycling. Proceeds from the sale were used to purchase 41,000 geriatric diapers, donated to the elderly care homes registered in the campaign.



### "CARTELAS DE REMÉDIO" (MEDICINE CARDS)

In partnership with Assistance for Rehabilitation and Wellbeing of Convalescents (ARBEC), the initiative seeks to collect empty medicine cards. The institution sells the cards and purchases wheelchairs, bath chairs, hospital beds and crutches, lending them to convalescents. In 2022, Rumo collected 1,091 kg of cards and sent them to the Institution in Maringá (PR).



### "LACRES DO BEM" (GOOD SEALS)

Campaign to collect metallic seals, donated to Pequeno Cotelengo, and the sale of which is reversed to meet the Institution's needs. In 2022, we donated around 20 two-liter PET bottles.



In our Social Report, we present all the actions carried out by the volunteer teams, through "Trem do Bem". Check out more information about projects and donations in our Social Report, available at <https://rumolog.com/comunidades/relatorio-social-2021-2022/>

## Incentive Laws

Through tax incentive laws, we use resources to contribute to the development of communities in our areas of operation.

**In 2022, we provided BRL 3.8 million to 32 projects focused on social impact, culture, education, health for the elderly/ children and sport, impacting around 5.2 million people.**

During this period, health-oriented incentive law projects, such as Pronas and Pronon, were not renewed by the Ministry of Health.



Check out more information about the projects in the Social Report, available at

<https://rumolog.com/comunidades/relatorio-social-2021-2022/>

Incentivized project *	Positive Impact	Location	Investment
<b>Fulano e Sicrano</b>	Theatrical show using Libras language, performed in public schools and in partnership with private theaters. Estimated 1,000 people impacted.	Rio Claro (SP)	BRL 60,000.00
<b>O Mundo sem Escolas</b>	Educational theatrical production of storytelling about the importance of schools and their value for the world's progress and evolution. Estimated 500 children and adolescents impacted.	<ul style="list-style-type: none"> <li>Cubatão (SP)</li> <li>Rio Claro (SP)</li> <li>Curitiba (PR)</li> </ul>	BRL 109,235.00
<b>Orquestra SESI</b>	Didactic concerts in the form of musicalization, choral singing, guitar and violin in several municipalities in Mato Grosso. Estimated 60,000 people impacted.	<ul style="list-style-type: none"> <li>Rondonópolis,</li> <li>Lucas do Rio Verde,</li> <li>Cuiabá, Várzea Grande, Sinop, Tangará da Serra, Sorriso (MT)</li> </ul>	BRL 60,000.00
<b>Mostra Cultural do Cerrado</b>	The theme is folklore and regional culture and will consist of multilingual events and cultural training for all. Estimated 2,000 people impacted	Rio Verde (GO)	BRL 60,000.00
<b>Academia de música da Orquestra Sinfônica de São Carlos</b>	Concerts by the São Carlos Orchestra and 6 workshops on the theme "What is Classical Music". Estimated 3,000 people impacted.	São Carlos (SP)	BRL 78,089.00
<b>Quitutes e Batuques</b>	Conducting workshops on cultural diversity. Estimated 1,000 children and young people impacted.	Cubatão (SP)	BRL 60,000.00
<b>Linha D'água</b>	Exhibition of photographs with the theme of water and its conscious consumption, in addition to a lecture by sailor Amyr Klink. Estimated 1,000 people impacted.	Santos (SP)	BRL 136,852.90

Culture 2022

In 2022, Pronon and Pronas did not receive any funding as the programs were not renewed by the Ministry of Health.

	Incentivized project *	Positive Impact	Location	Investment
Culture 2022	Bacuri	Provide cultural workshops in singing, music, theater, as a means of democratizing access to cultural goods and offering leisure and knowledge. Estimated 200 children and young people.	Sumaré (SP)	BRL 103,058.00
	Orquestra de Sucata	Thirty interactive shows performed in public schools, cultural centers or concert halls, combining music and recycling. Estimated 20,000 people impacted.	Cubatão (SP)	BRL 210,000.00
	53ª Encenação da Paixão de Cristo	Singing and acting workshops in the community, to attract actors for the staging of "Passion of Christ" and conversation circle with the theme "Material Heritage". Estimated 7,000 people impacted.	Cubatão (SP)	BRL 97,211.00
	Núcleo de Cultura	Inclusion of dance in the education of young people in social vulnerability, with training for qualifying students as interpreters who can inspire culture in their community. Estimated 200 young children impacted.	Cubatão (SP)	BRL 210,961.00
	Flimo Festa Literária	Programming cultural literary activities related to languages, literature and the art of the word, providing training to teachers and educators with workshops. Estimated 10,000 people impacted.	Morretes (PR)	BRL 96,851.00
	Têxteis do Brasil	Strengthen the community enterprise of lace makers and embroiderers, boosting income generation and safeguarding handcrafted textile techniques. Estimated 10,000 people impacted.	<ul style="list-style-type: none"> <li>Rondonópolis (MT)</li> <li>Lucas do Rio Verde (MT)</li> </ul>	BRL 587,741.77
	Caravana Cultural	Transform the reality through art and the Circus with theater, dance, cinema, circus and various visual arts workshops with an educational content approach to fauna and flora. Estimated 15,000 people impacted.	Sumaré (SP)	BRL 150,000.00
	Instituto Inhotim	It addresses the general maintenance of the institute, the preservation of the cultural collection, the activation and exhibition of art content through the exhibition of new artistic works and training in cultural areas aimed at young people from schools and social institutions. Estimated 15,000 people impacted.	Brumadinho (MG)	BRL 180,000.00

	Incentivized project *	Positive Impact	Location	Investment
Sport 2022	Futebol de Rua	Implementation of street soccer centers based on the concept of sport for human development. Estimated 600 children and young people impacted.	<ul style="list-style-type: none"> <li>Cubatão (SP)</li> <li>Rondonópolis (MT)</li> <li>Lucas do Rio Verde (MT)</li> </ul>	BRL 380,000.00
	Vôlei em Rede	Volleyball project for children and young people in social vulnerability, aiming at human development. Estimated 3,000 children and young people impacted.	27 nuclei in the state of Paraná	BRL 90,000.00
Fumcad I Condeca FIA 2022	Sorriso Saudável	The project aims to offer dental care to APAE students in Pinhais. Estimated 60 impacted students.	Pinhais (PR)	BRL 90,930.64
	Arte e Vida	Project aimed at music, theater, dance and karate workshops for children and adolescents. Estimated 528 children and young people impacted.	Paranaguá (PR)	BRL 109,069.86
	Viva+ Oncopediatria	Specialized multidisciplinary professionals for the care of children and young people with cancer, at Hospital de Base de São José do Rio Preto. Estimated 3,000 children and young people impacted.	São José do Rio Preto (SP)	BRL 100,000.00
	Acolher II	Provide care for children and young people who have suffered violations of their rights at the Hospital de Base de São José do rio Preto. Estimated 3,000 children and young people impacted.	São José do Rio Preto (SP)	BRL 100,000.00
Fumcad I Condeca FIA 2022	Infância 360	Improve and humanize the quality of pediatric care at Angelina Caron hospital. Estimated 16,000 children and young people impacted.	Campina Grande do Sul (PR)	BRL 150,000.00
Elderly 2022	Melhor Cuidado Idoso	Improve integrated clinical assistance through technology, equipment and qualified personnel at Angelina Caron Hospital. Estimated 32,000 elderly people impacted.	Campina Grande do Sul (PR)	BRL 100,000.00
	Viva+ Oncogeriatría	Promote the health and quality of life of elderly people undergoing cancer treatment, at Hospital de Base de São José do Rio Preto Estimated 40,000 elderly people impacted.	São José do Rio Preto (SP)	BRL 100,000.00
	Terceira Idade Digital	Training Course for the elderly for safe mobility, developing their role and the full exercise of citizenship, through education for traffic in digital inclusion. Estimated 500 elderly people impacted.	Curitiba (PR)	BRL 50,000.00

	Incentivized project *	Positive Impact	Location	Investment
Elderly 2022	Amparo ao Idoso	Provide comprehensive care for elderly patients, in the units of Hospital de Amor, considering the costs related to the treatment itself and multidisciplinary activities. Estimated 167,000 elderly people impacted.	Barretos (SP)	BRL 60,000.00
	Adote um leito	Hospital care for the elderly during their stay at Hospital de Base de São José do Rio Preto. Estimated 1,368 elderly people impacted.	São José do Rio Preto (SP)	BRL 80,000.00
	Saúde em Primeiro Lugar	Promote active and healthy aging through ethical and safe dispensing of medication prescriptions and proper nutrition. Estimated 300 elderly people impacted.	Rio Verde (GO)	BRL 80,000.00
	Reabilitar 60+	The project aims to provide improvements in the care for elderly patients, as well as provide a series of humanized and technological actions at São José hospital. Estimated 120,000 elderly people impacted.	Jaraguá do Sul (SC)	BRL 80,000.00

In 2022, Pronon and Pronas did not receive any funding as the programs were not renewed by the Ministry of Health.

# 3.6

## ENVIRONMENT

In accordance with Rumo's Sustainability Policy guidelines, we seek to minimize the impacts arising from our activities and contribute to the preservation of natural resources, complying with legislation and becoming a reference in environmental management. In this way, we act in a responsible and conscious manner, aiming at reducing consumption and the sustainable use of resources and ecosystem services.

We prioritize compliance with legislation and the requirements of our licenses when conducting a series of socio-environmental programs in our network, seeking to minimize and offset the negative impacts and enhance the positive impacts generated by our operations. These are initiatives that involve environment preservation within the limits of the right of way and the recovery of areas, the reduction of atmospheric emissions, the conscious use of resources, the management of waste and effluents and constant awareness among our audiences.







**In 2022, in line with Rumo's Environmental Policy, through one of its environmental principles: Promote Environmental Management, we started to use a System called SOGI, which in Portuguese means Integrated Management Online System. GRI 2-23**

This 100% online system works with a focus on risk prevention through various modules that make it possible to manage non-compliance from the management of legal requirements, environmental aspects and impacts, management and legal compliance system audits, monitoring of licenses and conditions. The system provides agility and ease in management through graphs and reports issued automatically that support the decision-making process of managers in all areas involved.

Complementarily, we restructured our indicators in the Environmental Management area through technological alternatives to improve the management of the areas: Monitoring and follow-up of Environmental Accidents and administrative sanctions related to the Environment; Monitoring and Follow-up of the Environmental Risk Matrix and other

indicators related to the Environmental Area. We seek to evaluate environmental performance systematically, considering the life cycle perspective of our products or services.

### Environmental management

-  Environmental Risk Matrix
-  Environmental accidents
-  Management of contaminated areas
-  Control of letters and crafts
-  Integrated Management Online System – SOGI
-  Waste management

**-54%**  
**IN ACCIDENTS**  
with environmental impact







## WORKS – "CANTEIRO SUSTENTÁVEL" (SUSTAINABLE CONSTRUCTION SITE) PROJECT

Aiming at the continuous improvement of the expansion and modernization worksites, the Sustainable Construction Site Project was implemented from January 2022 onwards.

The project seeks the voluntary adherence of contractors who, upon agreeing to participate in the initiative, are evaluated monthly by Rumo's environmental audit team.

The themes of Waste Management; Environmental Education and Social Responsibility; Water resources; Energy Efficiency; Constructive Standards;

Greenhouse Gas (GHG) Emissions; among others, are evaluated during the audits.

Through a checklist, the sites are evaluated and receive monthly grades that can range from 70 to 100 points.

When the minimum score of 70 points is reached, the construction site receives the "Sustainable Construction Site Seal", which is revalidated every month by the auditor responsible for the work. The project is the result of a joint construction process between several areas, seeking alignment with the Company's Sustainability assumptions, which are extended to our contractors, so that we can strengthen our commitment to the environment and society on a daily basis.



## GOOD ENVIRONMENTAL PRACTICES AT THE TUTOIA SUPPLY YARD

Seeking to promote good environmental practices, various teams working at the Tutoia Supply Yard, in Araraquara (SP), mobilized to install a wind energy generator.

The site has deficiencies in electricity, but at the same time, it has a high incidence of winds, which made the space suitable for receiving the generator.

With the generator, we estimate savings of 1,825 kilowatts per year.

In addition, 200 seedlings of fruit trees native to the region were planted, which were acquired in conjunction with Araraquara Environment Department.

# Emissions

Our negative impacts in relation to climate change are linked to the emission of Greenhouse Gases (GHG) from the burning of fossil fuels, as in the transport sector. However, the rail modality is more sustainable when compared to the others, as it emits more than 7.6x less GHG than the road modality.

Still, we consider it important to mitigate the impacts of climate change where possible. In this sense, we carried out several energy efficiency actions, to improve performance, have lower fuel consumption, and consequently, lower GHG emissions in our operation. In addition, we seek to have a firm

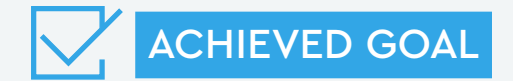
position on the subject, in order to influence other interested parties. **GRI 3-3**

Rumo has been analyzing global trends in the energy efficiency matrix, demonstrating its commitment to the purpose of reducing the impacts caused by our operations and starting to chart the path towards a low-carbon economy.

To this end, we have an area that monitors and follows up climate change-associated factors. We also have an energy efficiency area, which aims to map opportunities to improve our performance, resulting in lower fuel consumption and GHG emissions, in addition to evaluating the feasibility of innovative projects, such as the hybrid locomotive, which is in the testing phase. **GRI 3-3**

In this sense, we have two public emission targets: **GRI 3-3**

In 2022, 2 hybrid locomotives were acquired, combining diesel engines and batteries, which will be in operation in 2023, in the Southern Operation, seeking to reduce diesel consumption and consequently reduce CO2 emissions. During the testing period, it will be possible to carry out a comparative analysis of operational performance, and based on the results, evaluate the expansion of using the models, leveraging the Company's continuous innovation initiatives.



## REDUCE

15%

specific emissions by 2023\*

\* based on 2019.

## REDUCE

21%

specific emissions by 2030\*

\* based on 2020.

SASB TR-RA-110a.2



Anticipating the achievement of the 2023 target with an 17% reduction in specific emissions since 2019.



More than 6.4 million tons of CO<sub>2</sub> avoided in 2021 vs. if all transport was carried out by trucks.



Rail transport emits 7.6 times less than less efficient modalities.



8.53% reduction in specific emissions since 2020.



39% reduction in specific emissions since 2015.



4.9% reduction in specific emissions compared to 2021.

**Direct Emissions of Greenhouse Gases - Scope 1 (t CO<sub>2</sub> equivalent) GRI 305-1 | TR-RA-110a.1**

	2016	2017	2018	2019	2020	2021	2022
Total gross CO <sub>2</sub> emissions	817,749	923,581	957,487	950,756	895,366	881,421	981,114

**Indirect Emissions of Greenhouse Gases - Scope 2 (t CO<sub>2</sub> equivalent)\* GRI 305-2**

	2016	2017	2018	2019	2020	2021	2022
Total gross CO <sub>2</sub> emissions	1,859	2,309	2,265	2,418	2,164	7,504	2,632

\* The following gases were considered in the aforementioned calculations: CO<sub>2</sub> - Carbon dioxide; CH<sub>4</sub> - Methane; N<sub>2</sub>O - Nitrous Oxide; HFCs - hydrofluorocarbons. The base year chosen for accounting is 2022, due to the continuity of emissions accounting. In the said year, total emissions were 983,746 CO<sub>2</sub> equivalent and biogenic emissions totaled 103,254 ton CO<sub>2</sub> eq. The methodology and emission factors are based on the GHG Protocol and audited annually by an independent third party (Instituto Totum). The consolidation chosen for emissions is operational contro.

**Intensity of Greenhouse Gas Emissions (gCO<sub>2</sub> eq/TKU) GRI 305-4**

	2020	2021	2022
	14.34	13.77	13.09



Since 2017, Rumo has published its complete inventory in the Public Emission Registry of the GHG Protocol Program, to access it click here: <https://registropublicodeemissoes.fgv.br/participantes/2930>

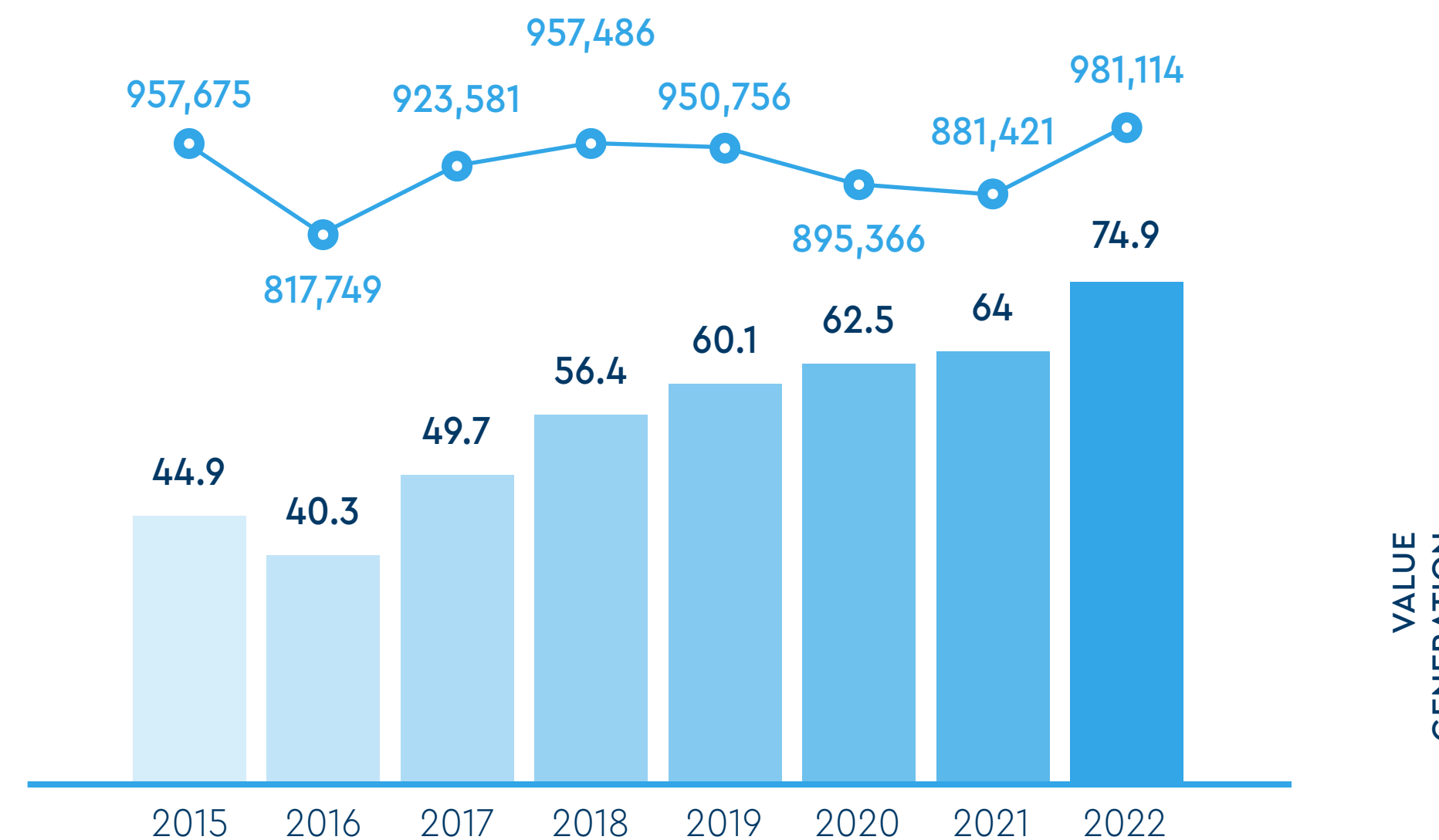
Regarding the actual positive impacts of our operation on climate change, we communicate to our stakeholders the advantages of the rail modality versus other modalities. As for our potential positive impacts, we monitor the progress of other national and international companies in the sector, in addition to acting as a benchmark.

**Global Carbon Market Congress**

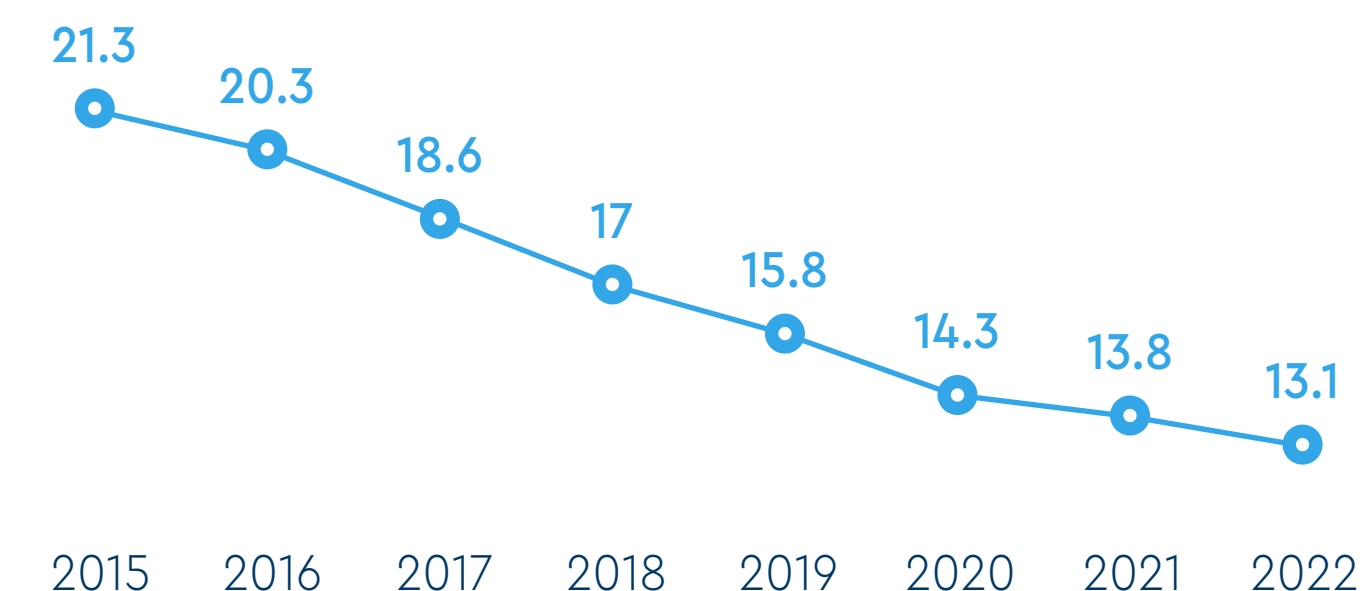
The main business, political and environmental leaders in Brazil gathered from May 18th and 20th, in Rio de Janeiro (RJ), for the Global Carbon Market Congress - Decarbonization & Green Investments.

At the event, our CEO Beto Abreu presented the Company's sustainable advances during the panel "Green infrastructure and logistics as a development strategy".

VOLUME (MM TKU) X ABSOLUTE EMISSIONS (ton CO<sub>2</sub>eq/Year)



SPECIFIC EMISSIONS (gCO<sub>2</sub>eq/TKU)



VALUE GENERATION

## GREEN BOND FUND RAISING

In 2020, the Company was responsible for issuing the first Green Bond for freight railroads in Latin America, raising US\$500 million, with CBI (Climate Bonds Initiative) certification.

The fund raising includes the following investments:

- Acquisition and replacement of rolling stock;
- Infrastructure for duplication of stretches, patios and extensions;
- Modernization of the permanent way.

These investments are part of the Company's plan to increase the energy efficiency of transport, caused by the continuous reduction of our greenhouse gases emissions and possible climate change-related impacts, contributing to the achievement of our goals.



On an annual basis, we publish a resource allocation report. Check the complete document through the link:

<https://rumolog.com/wp-content/uploads/2023/01/Relatorio-de-Uso-de-Recursos-Green-Bond-Report.pdf>



# Biodiversity

## MITIGATING THE IMPACT ON BIODIVERSITY

Our main impacts on the reduction of wildlife biodiversity are due to the railroad implementation and operation.

The implementation of railroads leads to the loss and fragmentation of habitats, causing a barrier effect that reduces gene flow, thus diminishing the genetic variability of isolated species. The impacts of the railway operation are due to the loss of individuals due to running over. **GRI 304-2**

The most relevant impacts on the flora are vegetation suppression for implementation of expansion projects, such as yards and road extensions. In all these cases, we always act governed by environmental authorizations, and the impacts are compensated ([learn more on pages 96 and 97](#)). **GRI 304-2**

In some regions, our railway operation, transshipment terminals and offices and headquarters may interface with protected areas with rich biodiversity. In these locations, we carry out activities using strict criteria to minimize any environmental impacts, such as waste generation, contamination, impacts on local fauna and vegetation. All these operations are monitored by environmental auditors and comply with the environmental



standards imposed by the Operating Licenses issued by the licensing bodies. **GRI 304-1**

Over the last few years, we have carried out monitoring and maintenance in the following compensatory planting projects in Conservation Units: **GRI 304-3**



**Itirapina Terminal:** with 40.8 hectares in the Cerrado. Approved by Cetesb, inside Rumo's rural property in APA Corumbataí Botucatu (SP).



**Flona do Ipanema** with 21.6 hectares planted in the Atlantic Forest and Cerrado. Approved by Ibama and ICMBio, within Ipanema National Forest.



**REBIO Planting:** in the Pantanal with 44 hectares. Approved by Ibama and the Environment Department of Miranda (MS) within the Marechal Cândido Rondon Biological Reserve.



**Malha Central Planting:** with 815 hectares in the Cerrado. Approved by Ibama, within the domain and Permanent Preservation Areas (APPs) of rivers and springs.

The compensation projects have the role of restoring previously degraded environments with native species, supported by hiring specialized companies for planting in each of the regions. The areas were chosen following the technical manuals of environmental agencies, such as Ibama, CETESB, ICMBio, and following the guidelines of each specific biome.

## 2022 WAS RUMO'S GREENEST YEAR

In 2022, our actions for planting native seedlings broke a record for employee participation and planted trees.

A total of 22 units brought together around 447 participants from the operational and administrative areas, where 345 seedlings of native species were planted at our headquarters and terminals in the Northern and Southern Operations.

## Operational units in or adjacent to protected areas or areas with a high biodiversity level\* GRI 304-1

	SERRA DO MAR STATE PARK (SP) FOR FULL PROTECTION	PICO DO MARUMBI STATE PARK (PR) FOR FULL PROTECTION	ARAGUAIA RIVER (MT) APA FOR SUSTAINABLE USE	CORUMBATAÍ BOTUCATU (SP) APA FOR SUSTAINABLE USE
<b>Geographic location</b>	Serra do Mar State Park (SP)	Pico do Marumbi State Park (PR)	Araguaia River (MT) APA	Corumbataí Botucatu (SP) APA
<b>Land use</b>	São Paulo - Santos Mountain range - Malha Paulista	Curitiba -Paranaguá Mountain range - Malha Sul (PR)	Alto Araguaia Terminal	Itirapina Terminal
<b>Position relative to the area</b>	Covers parts of the protected area, which the Domain Range (FD) intersects.	Covering parts of the protected area, which the FD intercepts.	All activities are of superficial use within the domain range.	All activities are of superficial use within the domain range.
<b>Type of operation</b>	Overnight and rail operation.	Overnight and rail operation.	Railway terminal operation.	Railway terminal operation.
<b>Type of property</b>	Nature conservation priority areas.	Nature conservation priority areas.	Nature conservation priority areas.	Nature conservation priority areas.
<b>Value for biodiversity</b>	Full Protection Conservation Unit (physical and biotic ecosystems).	Full Protection Conservation Unit (physical and biotic ecosystems).	Full Protection Conservation Unit (physical and biotic ecosystems).	Full Protection Conservation Unit (physical and biotic ecosystems).

\* Conservation units where we have physical structures installed are considered.

## FAUNA PROTECTION

Among the wild fauna species most affected by the railway operation, we highlight the six-banded armadillo, the nine-banded armadillo, the peccary, the wild dog, the tapir, the giant anteater, the water tiger and the tortoise. **GRI 304-2**

**In order to reduce the impact of our operations, we have programs and subprograms to protect wildlife, in compliance with legislation, including:**

### Animal Rescue Program in Operational Areas

Since 2017, we have had a mobile animal rescue base that runs along the main stretches of the Northern and Southern Operations. The office is equipped with medicines for veterinary use, containment materials, equipment for clinical examination and transportation of various species.

Over the past five years, our team of veterinarians and biologists has cared more than 3,000 cases.



### Fauna Rescue and Displacement Sub-program:

in which teams of biologists and veterinarians work on the vegetation suppression fronts or in the deforestation phase.



### Fauna Monitoring Sub-program:

which assesses the impacts of installing a new railroad or duplicating an existing railroad on the various populations of animals found in the impacted regions.



### Fauna passages monitoring sub-program:

which consists of monitoring the structures intended for fauna crossing, the so-called "fauna passages", to identify which species use these passages, if there is a preference for size or shape of the structure and if there is any interference in the use of the passage according to the luminosity or presence of water.



### Animal run over monitoring and mitigation sub-program:

which consists of monitoring the railroad to survey all animals killed on the track, whether due to being run over or from other causes. From these records, it is possible to define which stretches are more critical and propose measures to reduce these fatalities.

## HIGHLIGHTS ON WILDLIFE PROTECTION



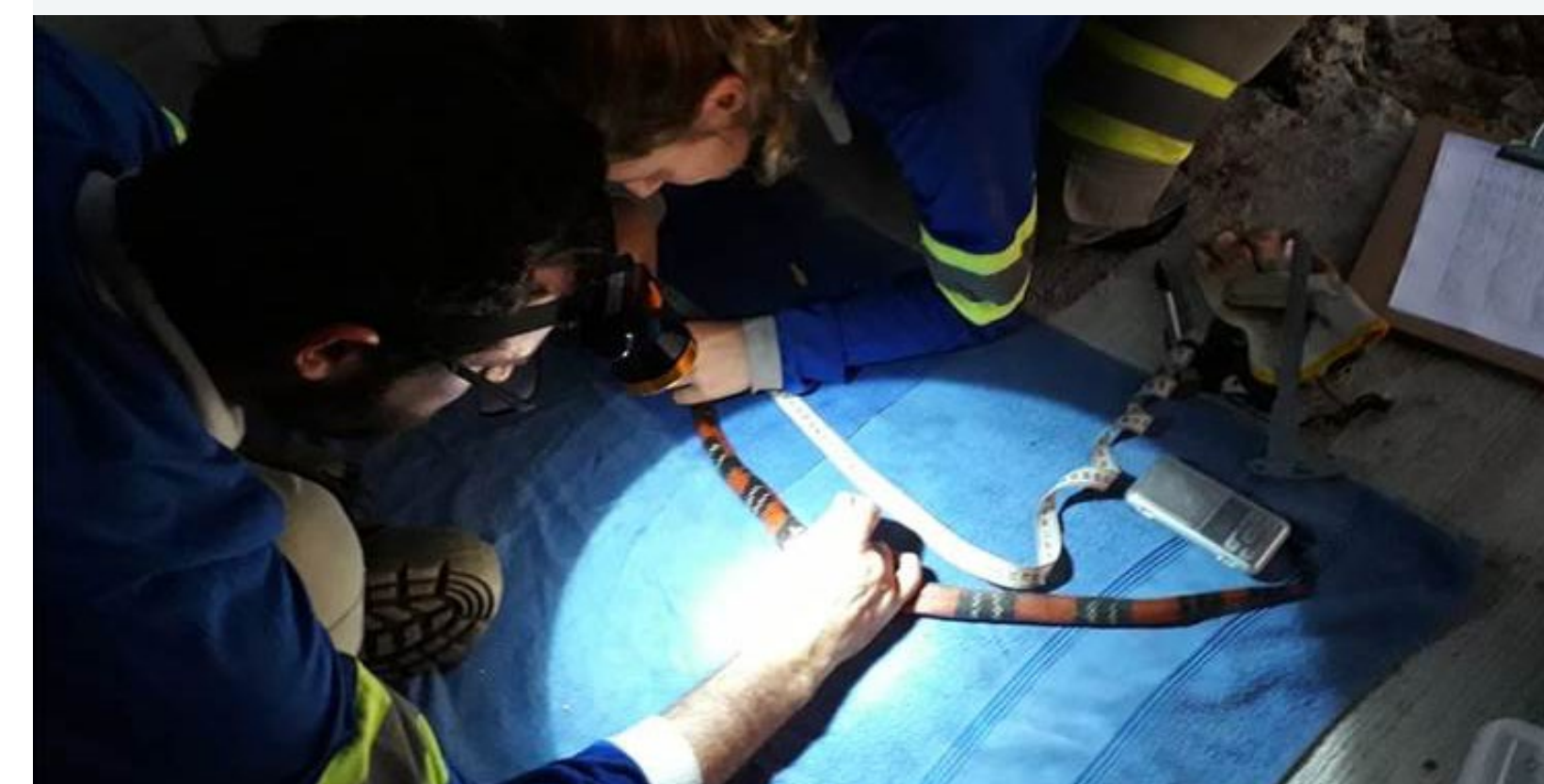
**In 2022, 283 animals were saved** in suppression and cleaning fronts



**Training** on venomous animals, reinforcing environmental education and safety at work, with 756 participants in the year



**We carried out** 36 actions on the subject, 18 of which were training sessions and 18 Safety Dialogues (DDSs)



In addition to the programs, we carried out several actions to mitigate running over accidents in 2022, including:

### Malha Norte

- Installation of almost 20 kilometers of fauna protection fences, in Rondonópolis (MT) and Itiquira (MT);
- Installation of six jumping ramps.

### Malha Central

- Installation of nearly two kilometers of protective fences in Jaraguá (GO). In total, 16 kilometers will be installed;
- Installation of 74 channels for turtles in Tocantins.

### Malha Sul

- Installation of four signposts;
- Installation of four new canals for turtles in Rio Grande do Sul;
- Cleaning and repainting of 127 canals;
- Experiment with turtles in partnership with the Center for Ecology Studies on Highways and Railroads at the Federal University of Rio Grande do Sul.

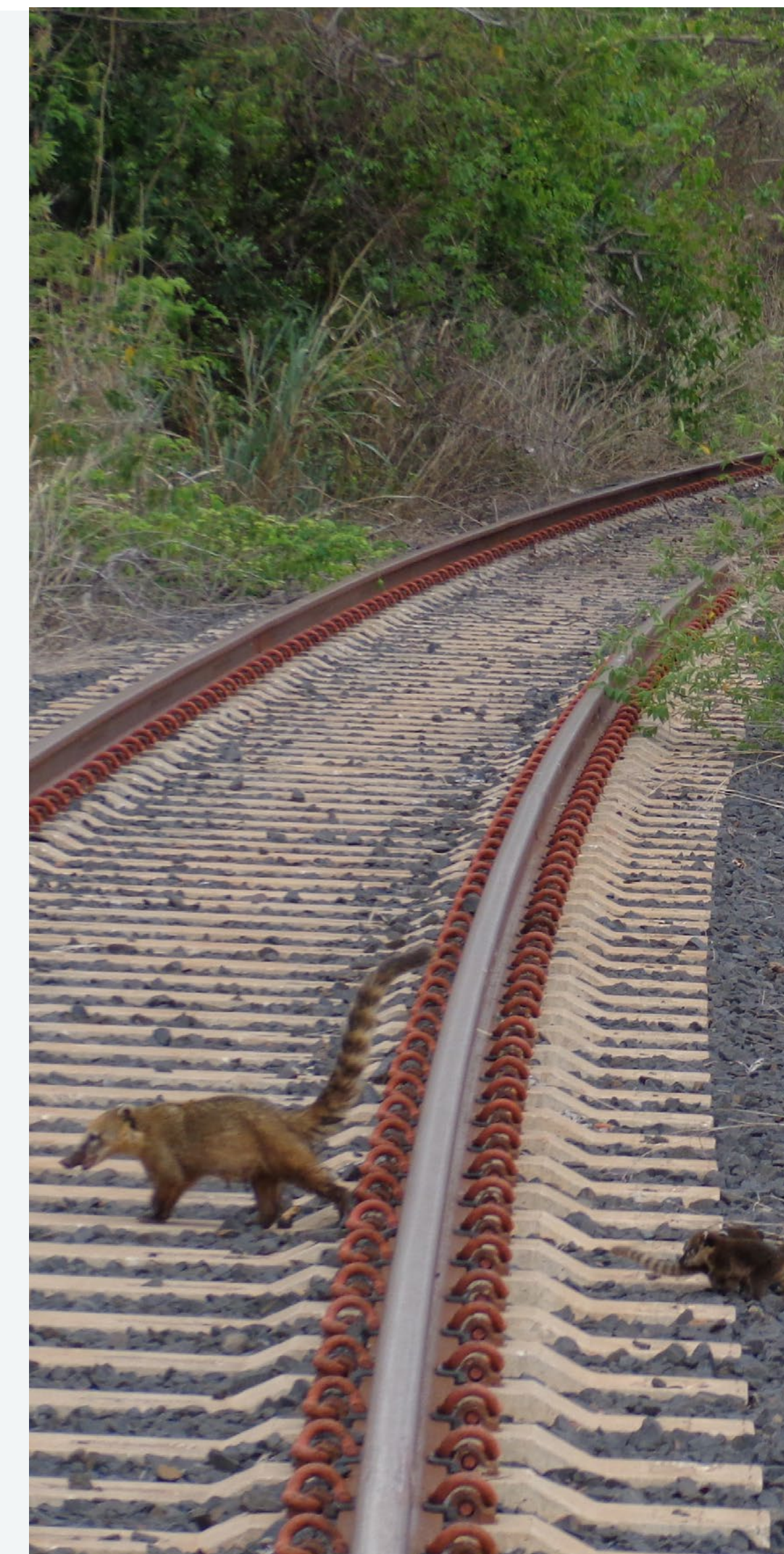
### Malha Paulista

- Completion and Filing of the Fauna Run-overs Mitigation Plan.

## FEDERAL ENVIRONMENTAL LICENSING FORUM – FAUNA

In 2022, we were selected by Ibama to present two papers at the Federal Environmental Licensing Forum with the theme "Fauna". During the event, we presented the Fauna Fatalities Mitigation Plans implemented at Rumo Malha Sul and Rumo Malha Central.

We were granted certification by Ibama as to compliance of our actions to reduce the impacts of our operation on wild fauna.







## FLORA PROTECTION

As for the flora, the reduction of species is related to vegetation suppression for carrying out projects and maintenance. In this case, the impact occurs primarily during the installation of a new project.

In accordance with Brazilian legislation, all our railways are licensed by Ibama and other environmental agencies, through which their development is supported by specific environmental programs, in order to mitigate and minimize negative impacts and enhance positive impacts, with due environmental compensation.

Aiming at conserving and helping to guarantee genetic quality and diversity of the native flora in the railway maintenance areas, we implemented the Flora Protection Program. The program consists of collecting seeds and seedlings from plants present in the operational stretches undergoing restoration, and over 15 kilos of native seeds were collected during the period.

To this end, the environmental team monitors activities to improve infrastructure conditions, collects seeds and replaces epiphytic plants in other areas, which include species such as bromeliads and orchids. The program currently takes place in the stretch of Serra do Mar de Santos (SP), where there is a conservation unit.

**The program has already relocated 130 epiphytic plants from around 30 different species, including bromeliads, orchids and cacti.**

## ENDANGERED SPECIES – FAUNA

The list of species included in the International Union for Conservation of Nature (IUCN) red list and in national conservation lists with habitats located in areas affected by our operations remains unchanged since 2017, when the Monitoring and Mitigation Program was discontinued for the study and implementation of mitigation measures and revision of Normative Instruction No. 13/2013.

Regarding the IUCN, no critically endangered species have been registered. As for endangered species, one species was identified, in addition to 11 vulnerable, 12 near endangered and 113 of little concern. On the list of the Ministry of the Environment (MMA), one critically endangered species, one endangered and 12 vulnerable species were registered.

In 2022, we updated the list of species with the consolidation of fauna run over monitoring data, removing data on domestic and exotic animals. We also updated the endanger status of the species following the IUCN and especially the MMA list in 2022, which no longer lists least-concern and near-endangered status. **GRI 304-4**

## INDIGENOUS COMMUNITIES

### Through the Legal department and the SMA – Environment area, we follow up on five cases involving impacts of our network on indigenous communities.

In this sense, in May 2020, an unprecedented term of commitment was signed in the country between Rumo Malha Paulista S.A., the indigenous communities of Tenondé Porã, Itaoca, Rio Branco de Itanhaém, Guarani do Aguapeú and Tekoa Mirim indigenous lands (represented by the indigenous association "Comitê Interaldeias"), the National Indian Foundation (FUNAI), the Federal Public Ministry and the Brazilian Institute for the Environment and Renewable Natural Resources (Ibama).

The purpose of the term of commitment was to facilitate the best way to carry out the 94 activities foreseen in the Indigenous Component of the Basic Environmental Plan, which will benefit the indigenous villages located in the capital and on the southern coast of the state of São Paulo.

**Part of the obligations will be carried out by the indigenous people themselves through the transfer of financial resources, guaranteeing the peoples' autonomy.**

Among Rumo's execution activities, involving infrastructure works for the communities, two road accesses were delivered in 2022, while another two accesses, 12 improvement works and two basic sanitation works are under construction. There are a total of six villages already directly benefited by Rumo's teams.

The Legal department and the SMA – Environment area are also monitoring a Public Civil Action proposed by the Federal Public Ministry, with the objective of investigating the regularity of the railway installation and operation within the Indigenous Land of Queimadas, located in Ortigueira (PR).

The Federal Court recognized that there was no irregularity in the procedure, at that time conducted by the Federal Government, for the installation of the railroad in the site. The case is currently awaiting decision by the Superior Courts.

In 2022, there were no cases of violation of indigenous communities rights as a result of Rumo's operations. **GRI 411-1**



## ATMOSPHERIC POLLUTION

Potential sources of atmospheric emissions from our terminals are related to grain and fertilizer handling activities, including receipt, transportation, storage and subsequent shipment.

In order to control possible emissions of particulate matter generated in these activities, we use state-of-the-art technology systems, consisting of a pulsating jet bag filter, with suction promoted by a centrifugal fan and residual emissions carried out through a chimney. The hoppers also have air curtains and automatic doors that minimize particulate emissions during truck unloading.

The mass of particulate material collected is quantified through gravimetric analysis. The concentration is obtained by the ratio between the mass of particulate material and the sampled gas volume. In 2022, we released 0.0003934 ton/h of particulate matter. The result is the average of the measurements of 9 chimneys at the Rondonópolis and Elevações Portuárias units. **GRI 305-7 | TR-RA120a.1**

## Waste

In order for us to act in accordance with appropriate practices in the management of waste generated through our operations, we prioritize the reuse and recycling of materials, monitoring the final disposal of waste and evaluating efficiency based on qualitative and quantitative analyses.

The Company's strategic vision is to research, develop and innovate in the efficient use of resources for cleaner production related to the generation and disposal of solid waste, which

is why we have annual targets for reducing the generation and reusing or recycling solid waste in all operations.

**We prioritize the search for compliant suppliers and adopt systematic good practices in the Company in meeting the 5R's: refuse, reduce, reuse, repurpose and recycle.**

Aiming at improving waste management in the Environmental Management, in 2023 we will implement a Waste Management System that will allow us to automate and optimize the waste management process in all networks from the database control in a unified manner, easy-to-access, real-time analytical reports, optimizing costs at destinations and ensuring traceability in the process, in addition to integration with all environmental agencies for the issuance of Waste Transport Manifests and Final Destination Certification.

## HIGHLIGHTS IN WASTE

Restructuring of waste management (MTR system registrations), control of third-party licenses, search for alternatives in the market to remedy difficulties.



**Waste by composition, in metric tons (t) GRI 306-3**

<b>HAZARDOUS WASTE</b>	
Oily sludge	4.19
Filter and Plastics	7.63
Oil contaminated grains	1.75
Lamps	5.57
Used oil	1,026.21
Batteries	0.70
Plastics and cotton waste	1.33
Healthcare waste (RSS)	35.20
Miscellaneous contaminated waste	1,342.13
Hydrocarbon-contaminated land	295.59
Ink	0.59
<b>Total</b>	<b>2,721.47</b>

**Waste by composition, in metric tons (t) GRI 306-3**

<b>NON-HAZARDOUS WASTE</b>	
Rubber	28.70
Compost from sweeping	2,086.17
Unserviceable wooden planks	68.04
Copper wires	0.82
Grains and other organic waste	2,143.64
Wood	219.94
Unserviceable bronze bearing	2.60
Organic	134.73
Cardboard	13.28
Plastic	22.78
Miscellaneous recyclables	13.11
Common waste	724.27
Miscellaneous non-contaminated waste	619.20
Rollers	12.71
Scraps	44,306.27
Glass	0.32
<b>Total</b>	<b>50,396.57</b>



## Water and effluents

We manage water and effluents by monitoring the quality of the supply water under our responsibility and the treatment of effluents. In this sense, we have effluent treatment plants (ETE) installed in the units where locomotives, wagons and parts are washed, which generate industrial effluents with traces of oily or organic substances.

ETEs operation is carried out by third-party companies that perform chemical analyses for the monthly monitoring of the parameters of interest for the generated effluents, which after being treated are discarded in the pluvial/fluviat system or in the public collection networks.

Effluents receive physical-chemical treatment, in addition to biological

treatment, when applicable, and follow the quality standards defined by legislation and environmental agencies.

In addition to monthly analyses of effluent input and output, which manages the efficiency of the treatment system, quarterly analyses are carried out upstream and downstream from the release points into water bodies to monitor parameters of interest and identify possible impacts on surface waters. Consolidated data are submitted to Ibama on an annual basis, in compliance with operating license requirements.

Regarding water catchment from wells and surface water, we maintain regularity through catchment grants, meeting the guidelines and requirements provided by the responsible bodies.

## The Company frequently seeks alternatives to enable water reuse and the use of rainwater to reduce the demand for this important input. Find out about some of the actions we carried out throughout the year:

- ETEs from Rio Claro (SP) and Rio Negro (SC) have a system for reusing treated effluent;
- At Malha Central, in the Rio Verde Terminal, there is no discharge of effluents, and all generation is operationally reused for non-noble purposes;
- There is also reuse of treated effluent from Araraquara (SP), for wetting unpaved roads and irrigation;
- Since 2019, the new Waste Center projects have a rainwater collection system in their design, which is used to clean the structure's floors;
- At units such as the Curitiba and Bauru Headquarters, rainwater is collected from the factory roofs and stored in tanks, later used to wash locomotives;
- In 2022, we adhered to the Brazilian Commitment to Water Security, seeking the conscientious management of resources. Learn more on [page 19](#).

### Total water consumption (ML) GRI 303-5

	2020		2021		2022	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Total water consumption in cubic meters (m <sup>3</sup> )	162,907.00	0.00	149,864.00	0.00	172,829.00	0.00
Total water consumption in megaliters (ML)	162.91	0.00	149.89	0.00	172.82	0.00



# 04

## ANNEXES

---

**4.1** ANNEX OF INDICATORS

**4.2** GRI INDEX

**4.3** SASB INDEX

**4.4** ASSURANCE LETTER

**4.5** CREDITS

---

# 4.1 INDICATORS ANNEX

## Our Team

### Total number and rate of new hires, by gender GRI 401-1

	TOTAL	HIRING RATE
Men	1,110	15%
Women	347	36%
<b>Total</b>	<b>1,457</b>	<b>18%</b>

### Total number and rate of new hires, by age range GRI 401-1

	TOTAL	HIRING RATE
Under 30 years of age	745	43%
From 30 to 50 years of age	693	12%
Over 50 years of age	19	3%

### Total number and rate of new hires, by region GRI 401-1

	TOTAL	HIRING RATE
Midwest region	301	24%
North region	1	17%
Southeast region	596	17%
South region	559	16%

### Total number and rate of dismissals, by gender GRI 401-1

	TOTAL	DISMISSAL RATE
Men	1,180	16%
Women	250	26%
<b>Total</b>	<b>1,430</b>	<b>17%</b>

### Total number and rate of dismissals, by age range GRI 401-1

	TOTAL	DISMISSAL RATE
Under 30 years of age	446	28%
From 30 to 50 years of age	858	15%
Over 50 years of age	126	18%

### Total number and rate of dismissals, by region GRI 401-1

	TOTAL	DISMISSAL RATE
Midwest region	312	25%
North region	2	33%
Southeast region	457	13%
South region	659	18%

## Benefits granted to employees \* GRI 401-2

### TYPE OF BENEFIT

- Health insurance - Bradesco, Unimed Curitiba, Unimed Santos (employees working in Santos/SP only)
- Dental insurance - Odontoprev and Odonto Empresas
- Life Insurance - Metlife
- Food and Meal Voucher - Sodexo
- Transport voucher - card from the public transport operator
- Reimbursement for Surgical Instrumentation
- Pharmacy Covenant - Functional Card
- "Pra Vc" Program - Optum
- Private Pension - Futura II
- Payroll Loan - Barracred
- Maternal and Child Assistance
- "Família a Bordo" Program
- "Família Gestante" Program
- "Pingo de Gente" Program
- "Rumo + Pontos" Program
- Extended Maternity Leave Program
- Christmas basket
- Christmas toys
- School Supplies Kit

\* The benefits are the same in all our regions of operation

## Employees taking parental leave GRI 401-3

	MEN	WOMEN	TOTAL
Number of employees who took the leave	204	95	299
Number of employees who returned to work after leave	204	95	299
Employees who returned to work after leave	100%	100%	100%
Number of employees who completed 12 months on the job after leave	202	90	292
Employees who completed 12 months on the job after leave	99%	94%	97%

## Ratio between the base salary for women and men per employee category\*

GRI 405-2

2022	RATIO BETWEEN THE BASE SALARY FOR WOMEN AND MEN	RATIO BETWEEN THE REMUNERATION FOR WOMEN AND MEN
Executive Manager and Managers	0.90	0.89
Coordinator	0.96	0.96
Sales experts and executives	0.93	0.93
Professional	0.80	0.80
Operational	0.90	0.85

## Average training hours per employee, by gender GRI 404-1

	AVERAGE TRAINING HOURS
Men	73
Women	69
<b>Total</b>	<b>72</b>



**Employee health and safety rates and figures** GRI 403-9 | TR-RA-320a.1

	2020	2021	2022
Number of deaths resulting from work-related injuries	1	0	0
Rate of deaths resulting from work-related injuries	0.04	0	0
Number of severe work-related injuries (excluding fatalities)	2	4	1
Rate of severe work-related injuries (excluding fatalities)	0.09	0.18	0.05
Number of work-related notifiable injuries	4	4	3
Rate of work-related notifiable injuries	0.17	0.18	0.14

**Employee health and safety rates and figures (employees and third parties)** GRI 403-9

	2020	2021	2022
Number of deaths resulting from work-related injuries	1	0	0
Rate of deaths resulting from work-related injuries	0.02	0	0
Number of severe work-related injuries (excluding fatalities)	5	7	7
Rate of severe work-related injuries (excluding fatalities)	0.13	0.17	0.20
Number of work-related notifiable injuries	10	11	12
Rate of work-related notifiable injuries	0.26	0.27	0.34

## Operational Performance

**Activity metrics**

	2020	2021	2022
<b>TR-RA-000.A</b> Number of loads transported	58,985	64,027	67,059
<b>TR-RA-000.B</b> Number of intermodal units transported	82,771	87,363	106,125
<b>TR-RA-000.C</b> km traveled	13,592	13,598	13,601
<b>TR-RA-000.D</b> Revenue per ton km (RTK)	62,458	64,027	74,944
<b>TR-RA-000.E</b> Number of employees	9,235	8,112	8,314

## Negative social impacts in the supply chain and measures taken

Suppliers with negative social impacts GRI 414-2*	2020	2021	2022
Number of suppliers evaluated in terms of social impacts	3,012	4,255	1,808
Number of suppliers identified as having significant actual and potential negative social impacts	193	155	96
Number of suppliers identified as having significant actual and potential negative social impacts, with which improvements were agreed upon as a result of the assessment	190	155	96
Percentage of suppliers identified as having significant actual and potential negative social impacts for which improvements were agreed upon as a result of the assessment	98.45%	96.13%	92%
Number of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of the assessment	3	6	10
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of the assessment	1.55%	3.87%	10%

\* We had a reduction in the number of approved suppliers in 2022 due to the implementation of the new Ariba approval platform, which included new requests for information and documents, thus increasing the levels and criteria required in the qualification of these suppliers. Potential negative social impacts are related to non-compliance with safety standards and delay in posting third-party documentation, which may lead to work accidents and labor sanctions.

## Environment

### Total water discharge, by destination (ML)\* GRI 303-4

	2020		2021		2022	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Surface waters, including wetlands, rivers and lakes	32.30	0.00	43.23	0.00	64.3	0.00
Underground water/groundwater	0.00	0.00	0.00	0.00	0.00	0.00
Sea water	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water, and the volume of this total sent for use in other organizations, if applicable	0.00	0.00	1.96	0.00	0.00	0.00
<b>Total</b>	<b>32.30</b>	<b>0.00</b>	<b>45.19</b>	<b>0.00</b>	<b>64.3</b>	<b>0.00</b>

### Direct Greenhouse Gas Emissions (t CO<sub>2</sub> equivalent)

	2020	2021	2022
Electricity, heat or steam generation	571.00	534.00	258.00
Physical-chemical processing	0.00	0.00	0.0
Transport of materials, products, waste, employees and passengers	892,330.00	878,836.00	978,932.00
Process emissions	2,077.00	1,891.00	1,730.00
Fugitive emissions	388.00	165.00	395.00
<b>Total gross CO<sub>2</sub> emissions</b>	<b>895,366.00</b>	<b>881,421.00</b>	<b>981,114.00</b>

\* There was an increase of 23,916 m<sup>3</sup>, compared to 2021, due to the inclusion of new consumer units.

### Reductions in GHG emissions achieved as a direct result of emission reduction initiatives (t CO<sub>2</sub> equivalent) GRI 305-5

	2020	2021	2022
Reductions from direct emissions (Scope 1)	55,092.00	13,945.00	0.0
Reductions from indirect emissions from energy acquisition (Scope 2)	254.00	0.00	4,871.00
Reductions from other indirect emissions (Scope 3)	0.00	0.00	0.0
Total GHG emission reductions	55,346.00	13,945.00	4,871.00
Reductions from compensations	0.00	0.00	0.0

### Other indirect Greenhouse Gas (GHG) emissions - Scope 3 (ton CO<sub>2</sub> eq.) GRI 305-3

UPSTREAM	2022
Purchased goods and services	6,582.39
Capital assets	1,076.09
Activities related to energy (not included in Scope 1 or Scope 2 emissions) and fuels	209,944.90
Upstream transport and distribution	3,783.81
Waste generated in operations	37,333.21
Business travel	1,380.89
Employee displacement	4,366.97
<b>Total emissions</b>	<b>264,468.28</b>
<b>Biogenic emissions</b>	<b>4,710</b>

### Fuel consumption from non-renewable sources (GJ) GRI 302-1

	2020	2021	2022
Diesel oil	11,876,114.00	11,777,901.17	13,121,369.68
Automotive gasoline	21,943.00	22,119.73	19,510.13
LPG	200.00	207	26.60
Lubricant	150,430.00	136,993.63	125,284.96
<b>Total</b>	<b>12,048,687.00</b>	<b>11,937,221.53</b>	<b>13,266,191.37</b>

### Fuel consumption from renewable sources (GJ) GRI 302-1 | TR-RA-110a.3

	2020	2021	2022
Ethanol	7,249.83	5,608.75	2,914.00
Biodiesel	1,590,467.24	1,485,501.88	1,457,929.96
<b>Total</b>	<b>1,597,717.08</b>	<b>1,491,109.55</b>	<b>1,460,843.96</b>

### Consumed energy (GJ) GRI 302-1

	2020	2021	2022
Electricity	126,818.00	223,637.87	222,392.57
Heating	0.00	0.00	0.00
Refrigeration	0.00	0.006	0.0121
Steam	0.00	0.00	0.00
<b>Total</b>	<b>126,818.01</b>	<b>223,637.88</b>	<b>222,392.58</b>

**Total consumed energy (GJ)**

	2020	2021	2022
Fuels from non-renewable source	12,048,687.00	11,920,710.27	13,266,191.37
Fuels from renewable sources	1,597,717.08	1,491,109.55	1,460,843.96
Consumed energy	126,818.00	223,637.88	222,392.59
Sold energy	0	0	0
<b>Total</b>	<b>12,335,276.16</b>	<b>13,635,457.70</b>	<b>14,949,427.92</b>

**Energy intensity (GJ)\* GRI 302-3****2022**

0.222929

\*Regarding the chosen metric, the total energy consumption within the organization in GJ divided by the total amount of useful tons is considered. When considering this metric for 2020 and 2021, the results found are respectively 0.2335 and 0.2261, therefore, it is possible to identify a 4.53% reduction in the last 3 years, comparing 2020 vs. 2022.

**Reductions in energy consumption achieved directly as a result of improvements in conservation and efficiency (GJ) GRI 302-4**

	2020	2021	2022
Diesel oil	672,346.00	111,467.24	-
Gasoline	1,983.00	-	2,609.60
Ethanol	3,309.00	1,641.08	2,694.75
Lubricant	30,190.00	13,426.37	11,708.67
Electricity – Southern Operation	857.00	-	-
<b>Total</b>	<b>708,685.00</b>	<b>126,544.69</b>	<b>17,013.02</b>

**Waste not intended for disposal, in metric tons (t) GRI 306-4**

Hazardous waste	Reuse	-
	Recycling	1,027.21
	Recovery	-
Non-hazardous waste	Reuse	28.93
	Recycling	44,522.08
	Recovery	-

**Waste intended for disposal, in metric tons (t) GRI 306-5****2022**

Hazardous waste	Incinerated with energy recovery	35.20
	Landfill	1,594.69
	Other disposals	-
Non-hazardous waste	Incinerated with energy recovery	81.43
	Landfill	3,758.24
	Other disposals	-

**Emissions by type of gas (t)**

	2020	2021	2022
CO <sub>2</sub> emissions	879,862.82	867,142.09	965,082.03
CH <sub>4</sub> emissions	61.417	60.383	65.267
N <sub>2</sub> O emissions	47.585	46.929	52.139
HFC emissions	0.18994	0.0791	0.2051

## 4.2 GRI CONTENTS

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 2: General Contents – 2021</b>	<b>2-1</b>	Organization details	Pages 11 and 15	-
	<b>2-2</b>	Entities included in the organization's sustainability reports	Logisport Armazéns Gerais S.A.; Elevações Portuárias S.A.; Rumo Luxembourg Sarl; Rumo Intermodal S.A.; Rumo Malha Oeste S.A.; Rumo Malha Paulista S.A.; Rumo Malha Sul S.A.; Rumo Malha Norte S.A.; Rumo Malha Central S.A.; Boswells S.A.; ALL Argentina S.A.; Paranaguá S.A.; ALL Armazéns Gerais Ltda.; Portofer Transporte Ferroviário Ltda.; Brado Logística e Participações S.A.; Brado Logística S.A.; ALL Mesopotâmica S.A.; Terminal São Simão S.A.; ALL Central S.A.; Servicios de Inversión Logística Integrales S.A.; Rumo Energia	-
	<b>2-3</b>	Reporting period, frequency and point of contact	The Report is submitted on an annual basis. To submit comments or questions related to Rumo's Sustainability Report, send an email to <a href="mailto:ir@rumolog.com">ir@rumolog.com</a>	-
	<b>2-4</b>	Restatement of information	In 2022, there was no restatement of information.	-
	<b>2-5</b>	External verification	Page 4	-
	<b>2-6</b>	Activities, value chain and other commercial relations	Pages 11 and 67	-
	<b>2-7</b>	Employees	Page 54	-
	<b>2-8</b>	Workers that are not employees	In 2022, we had 5,128 outsourced workers.	-
	<b>2-9</b>	Governance structure and composition	Pages 23, 24 and 25	12, 16 and 17
	<b>2-10</b>	Appointment and selection of the highest governance body	Page 24	12, 16 and 17

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 2: General Contents – 2021</b>	<b>2-11</b>	President of the highest governance body	Page 24	12, 16 and 17
	<b>2-12</b>	Role of the highest governance body in overseeing impacts management	Page 25	12, 16 and 17
	<b>2-13</b>	Delegation of responsibility for impact management	Page 25	12, 16 and 17
	<b>2-14</b>	Role played by the highest governance body in sustainability reporting	Page 4	12, 16 and 17
	<b>2-15</b>	Conflicts of interest	Page 29	12, 16 and 17
	<b>2-16</b>	Communication of critical concerns	Page 31	12, 16 and 17
	<b>2-17</b>	Collective knowledge of the highest governance body	Page 25	12, 16 and 17
	<b>2-18</b>	Performance evaluation of the highest governance body	Page 24	12, 16 and 17
	<b>2-19</b>	Compensation policies	Page 27	12, 16 and 17
	<b>2-20</b>	Process for determining remuneration	Page 27	12, 16 and 17
	<b>2-21</b>	Proportion of total annual remuneration	The proportion of total annual remuneration is 1.25%. We use as a calculation basis, the Remuneration: Salaries, Benefits, PPR Closing Provision and Bonuses.	12, 16 e 17
	<b>2-22</b>	Declaration on the sustainable development strategy	Page 7	-
	<b>2-23</b>	Policy commitments	Page 16, 18, 30 and 88	16
	<b>2-24</b>	Incorporation of policy commitments	Page 17	16
	<b>2-25</b>	Processes to repair negative impacts	Page 39	16
	<b>2-26</b>	Mechanisms for counseling and raising concerns	Page 31	16
	<b>2-27</b>	Compliance with laws and regulations	During 2022, there were 71 ongoing processes, 28 of which were environmental and 43 were regulatory.	16

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 2: General Contents – 2021</b>	<b>2-28</b>	Participation in associations	<ul style="list-style-type: none"> <li>Associação Nacional dos Transportadores Ferroviários (ANTF);</li> <li>Associação Brasileira da Infraestrutura e Indústrias de Base (Abdib);</li> <li>Associação Brasileira dos Terminais Portuários (ABTP)</li> <li>Abrasca</li> </ul>	16
	<b>2-29</b>	Approach to stakeholder engagement	Page 39 and 40	-
	<b>2-30</b>	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.	-
	<b>3-1</b>	Process for determining material topics	Page 5	-
<b>GRI 3: Material Topics - 2021</b>	<b>3-2</b>	List of material topics	Updated material topics are described on Page 6. Topics such as "Value chain and traceability of transported product", "Relationship with communities, impact and social investment", "Investment and expansion of rail and port infrastructure", present in the 2021 materiality matrix, were not kept in the 2022 materiality matrix.	-
<b>MATERIAL THEME: SAFE, DIVERSE AND PROSPEROUS WORK ENVIRONMENTS</b>				
<b>GRI 3: Material Topics - 2021</b>	<b>3-3</b>	Material Topics management	Page 58 and 64	-
<b>GRI 401: Employment - 2016</b>	<b>401-1</b>	New hires and employee turnover	Page 103	8
<b>GRI 2: General Contents – 2021</b>	<b>401-2</b>	Benefits offered to full-time employees that are not offered to temporary or part-time employees	Page 104	8
	<b>401-3</b>	Maternity/Paternity Leave	Page 104	8



Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 403: Occupational Health and Safety - 2018</b>	<b>403-1</b>	Occupational health and safety management system	Page 64	3 and 8
	<b>403-2</b>	Hazard identification, risk assessment and incident investigation	Page 64	3 and 8
	<b>403-3</b>	Occupational health services	Page 66	3 and 8
	<b>403-4</b>	Employee participation, consultation and communication regarding occupational health and safety	Page 66	3 and 8
	<b>403-5</b>	Employee training in occupational health and safety	Page 66	3 and 8
	<b>403-6</b>	Employee's health promotion	Page 66	3 and 8
	<b>403-7</b>	Prevention and mitigation of impacts on occupational health and safety directly linked to business relationships	Page 64	3 and 8
	<b>403-8</b>	Employees covered by an occupational health and safety management system	Page 64	3 and 8
	<b>403-9</b>	Work accidents	Page 105	3 and 8
	<b>403-10</b>	Occupational diseases	In 2022, we reported no cases of occupational diseases considered diseases with a causal link (B91 benefit), except for accidents at work. All are submitted to the Legal department for dispute and they receive feedback if reversed.	3 and 8
<b>GRI 404: Training and education - 2016</b>	<b>404-1</b>	Average training hours per employee	Page 104	1 and 6
<b>GRI 405: Diversity and equal opportunities - 2016</b>	<b>405-1</b>	Diversity in governance bodies and employees	Page 59	5, 10 and 16
	<b>405-2</b>	Ratio between base salary and remuneration received by women and men	Page 104	5, 10 and 16

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 406: Non-discrimination - 2016</b>	<b>406-1</b>	Cases of discrimination and corrective actions taken	In 2022, we identified 29 cases of discrimination.  Among them, 19 reports are under analysis by the People team, 10 reports have already been investigated and action plans have been implemented, and 10 reports have already been investigated and are no longer subject to corrective measures.	5, 10 and 16
<b>MATERIAL THEME: CUSTOMER CONFIDENCE</b>				
<b>GRI 3: Material Topics - 2021</b>	<b>3-3</b>	Material topics management	Page 71	-
<b>GRI 418: Customer Privacy - 2016</b>	<b>418-1</b>	Substantiated complaints regarding breach of privacy and loss of customer data	In 2022, there were no leaks related to loss of customer data.	16
<b>MATERIAL THEME: RISK MANAGEMENT AND OPERATIONAL SAFETY</b>				
<b>GRI 3: Material Topics - 2021</b>	<b>3-3</b>	Material topics management	Page 34, 35, 45 and 65	-
<b>GRI 2: General Contents - 2021</b>	<b>2-16</b>	Communication of critical concerns	Page 31	16
<b>GRI 416: Consumer health and safety - 2016</b>	<b>416-1</b>	Assessment of health and safety impacts caused by categories of products and services	Page 47	9
	<b>416-2</b>	Cases of non-compliance regarding health and safety impacts caused by products and services	In 2022, there were 43 cases of non-compliance.	9
<b>MATERIAL THEME: GOVERNANCE AND INTEGRITY</b>				
<b>GRI 3: Material Topics - 2021</b>	<b>3-3</b>	Material topics management	Page 28, 29 and 30	-

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 2: General Contents - 2021</b>	<b>2-9</b>	Governance structure and composition	Page 23, 24 e 25	12, 16 and 17
	<b>2-10</b>	Appointment and selection of the highest governance body	Page 24	12, 16 and 17
	<b>2-11</b>	President of the highest governance body	Page 24	12, 16 and 17
	<b>2-12</b>	Role of the highest governance body in overseeing impacts management	Page 25	12, 16 and 17
	<b>2-13</b>	Delegation of responsibility for managing impacts	Page 25	12, 16 and 17
	<b>2-14</b>	Role played by the highest governance body in sustainability reporting	Page 4	12, 16 and 17
	<b>2-15</b>	Conflicts of interest	Page 29	12, 16 and 17
<b>GRI 205: Fighting Corruption - 2016</b>	<b>205-1</b>	Operations assessed for corruption-related risks	Risks refer to trading with counterparties under administrative or judicial investigation, in Brazil and abroad; commercial dealings with Politically Exposed Persons (PEPs); exposure of employees who interact with public bodies, municipalities and government-controlled companies; identification of third parties in administrative sanction lists; as well as operations involving donations and sponsorships.	16
	<b>205-2</b>	Communication and training on anti-corruption policies and procedures	Page 31	10
	<b>205-3</b>	Confirmed cases of corruption and actions taken	During 2022, there were no corruption-related records.	10
<b>GRI 308: Environmental assessment of suppliers – 2016</b>	<b>308-1</b>	New suppliers selected based on environmental criteria	Page 69	-
	<b>308-2</b>	Negative environmental impacts in the supply chain and measures taken	Page 69	7, 8 and 9
<b>GRI 408: Child labor – 2016</b>	<b>408-1</b>	Operations and suppliers with significant risk of child labor cases	Page 68	8
<b>GRI 409: Forced or slave-like labor – 2016</b>	<b>409-1</b>	Operations and suppliers with significant risk of cases of forced or slave-like labor	Page 68	1, 2 and 3

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 411: Indigenous peoples' rights - 2016</b>	<b>411-1</b>	Cases of violation of indigenous peoples' rights	Page 98	5, 8 and 10
<b>GRI 413: Local Communities - 2016</b>	<b>413-2</b>	Operations with significant- actual and potential – negative impacts on local communities	Aspects arising from the railway operation that may particularly have a negative impact on local communities are urban mobility, train horns and right-of-way weeding services.  In order to facilitate communication with the community, Rumo has a channel dedicated to answering community requests, described on Page -.	5, 8 and 10
<b>GRI 414: Social assessment of suppliers - 2016</b>	<b>414-1</b>	New suppliers selected based on social criteria	Page 68	8
	<b>414-2</b>	Negative social impacts in the supply chain and measures taken	Page 106	8
<b>GRI 415: Public policies - 2016</b>	<b>415-1</b>	Political contributions	We do not make contributions to political parties and politicians. Donations are prohibited, pursuant to article 24 of Law No. 9.504, of September 30, 1997. In addition, we have a Donations and Sponsorship Policy that prohibits political donations.	16
<b>MATERIAL THEME: ECO-EFFICIENT OPERATION</b>				
<b>GRI 3: Material Topics - 2021</b>	<b>3-3</b>	Material topics management	Pages 68, 69 and 90	-
<b>GRI 201: economic performance - 2016</b>	<b>201-2</b>	Financial implications and other risks and opportunities arising from climate change	Pages 35 and 36	-
	<b>302-1</b>	Energy consumption within the organization	Page 108	-
	<b>GRI 302: Energy - 2016</b>	<b>302-3</b>	Energy intensity	Page 109
<b>302-4</b>		Reduction of energy consumption	Page 109	-

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
<b>GRI 302: Energy - 2016</b>	<b>302-5</b>	Reduction in energy requirements of products and services	In 2022, there was an increase in consumption of 1,353,833 GJ, comparing 2021 vs. 2022, due to a 17% increase in transported volume.	
			We consider the total consumption of liters of diesel by the railway fleet in 2021 - 371,958,061 and 2022 - 409,347,820, in order to adopt 88.8% of the value, since 11.2% corresponds to biodiesel for 2021 and 90% of value, since 10% corresponds to biodiesel, for 2022. Then, the unit is converted from L to m <sup>3</sup> by dividing by 1,000 and then to GJ by multiplying by 35.50, as shown in Table VIII.7 - Average Equivalence Coefficients for Liquid Fuels, on Page 225 of the 2022 National Energy Balance Report.	-
<b>GRI 305: Emissions - 2016</b>	<b>305-1</b>	Direct emissions of greenhouse gases (GHG) (Scope 1)	Page 91	7, 8 and 9
	<b>305-2</b>	Indirect emissions of greenhouse gases (GHG) from energy acquisition (Scope 2)	Page 91	7, 8 and 9
	<b>305-3</b>	Other indirect emissions of greenhouse gases (GHG) (Scope 3)	Page 108	7, 8 and 9
	<b>305-4</b>	Intensity of greenhouse gas (GHG) emissions	Page 91	7, 8 and 9
	<b>305-5</b>	Reduction of greenhouse gas emissions	Page 108	7, 8 and 9
	<b>305-7</b>	NOX, SOX and other significant atmospheric emissions	Page 98	7, 8 and 9
<b>NON-MATERIAL TOPICS, BUT WHICH ARE REPORTED DUE TO THEIR IMPORTANCE</b>				
<b>GRI 303: Water and effluents - 2016</b>	<b>303-4</b>	Water discharge	Page 107	8 and 9
	<b>303-5</b>	Water consumption	Page 101	8 and 9

Standard	Disclosures	Reference / Direct Response	Global Compact	Pacto Global
<b>GRI 2: General Contents – 2021</b>				
<b>GENERAL DISCLOSURES</b>				
	<b>304-1</b>	Owned, leased or managed operating units within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Page 93	8 and 9
<b>GRI 304: Biodiversity - 2016</b>	<b>304-2</b>	Significant impacts of activities, products and services on biodiversity	Pages 93 and 95	8 and 9
	<b>304-3</b>	Protected or restored habitats	Page 93	8 and 9
	<b>304-4</b>	Total number of species included in the IUCN Red List and national conservation lists with habitats in areas affected by operations	Page 97	8 and 9
	<b>306-3</b>	Generated waste	Page 100	7, 8 and 9
<b>GRI 306: Waste - 2020</b>	<b>306-4</b>	Waste not intended for final disposal	Page 109	7, 8 and 9
	<b>306-5</b>	Waste intended for final disposal	Page 109	7, 8 and 9

## 4.3 SASB CONTENTS

Code	Accounting metric	Category	Measurement unit	Reference / Direct response
<b>Transport: Rail Transport</b>				
<b>TOPICS FOR DISCLOSURE OF SUSTAINABILITY AND ACCOUNTING METRICS</b>				
<b>TR-RA-110a.1</b>	Scope 1 gross global emissions	Quantitative	Metric ton (t) CO <sub>2</sub>	Page 91
<b>TR-RA-110a.2</b>	Discussion of the long and short term strategy or plan to manage Scope 1 emissions, emission reduction targets and a review of performance against these targets	Analysis and discussion	N/A	Page 90
<b>TR-RA-110a.3</b>	Total fuel consumed, renewable percentage	Quantitative	Gigajoules (GJ), percentage (%)	In 2022, we used 11.01% renewable fuel.
<b>TR-RA-120a.1</b>	Atmospheric emissions of the following pollutants: (1) NOx (excluding N2O) and (2) particulate matter (PM10)	Quantitative	Metric ton (t)	Page 98
<b>TR-RA-320a.1</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	We had no fatalities. Total recordable incident rate (TRIR) = 0.34, Near miss frequency rate (NMFR) = 83 potential near misses (rate of 2.32)
<b>TR-RA-520a.1</b>	Total amount of monetary losses as a result of lawsuits associated with anti-competitive behavior regulations	Quantitative	Reporting currency	There is no conviction in a judicial proceeding regarding anti-competitive practices. However, there was a conviction in an administrative proceeding at CADE (process n. 08700.007482/2017-08), in the amount of BRL 247 million, which occurred in 2021, which is the subject of judicial discussion.
<b>TR-RA-540a.1</b>	Number of accidents and incidents	Quantitative	Figure	<ul style="list-style-type: none"> <li>In 2022, the total number of accidents we were involved in was 393.</li> <li>IAFG Malha Paulista: 4.01   IAFG Malha Central: 0.00</li> <li>IAF Malha Paulista: 9.60   IAF Malha Sul: 21.09   IAF Malha Oeste: 17.33</li> </ul>
<b>TR-RA-540a.2</b>	Number of (1) accidental and (2) non-accidental releases (NARs)	Quantitative	Figure	In 2022, we had a total of fifteen (15) accidents at Rumo, eight accidents at Malha Paulista, (five with leaks and three without leaks), and seven at Malha Sul. Among them, in Malha Paulista there were 03 accidents with soy leakage; 01 with sugar leakage; 01 with fertilizer leakage, and 03 other accidents without leakage. In Malha Sul, there were 03 accidents with fuel leakage; 01 accident with soy bran leakage; 01 with diesel oil leakage; 01 with soy leakage; and 01 with wheat leakage.

Code	Accounting metric	Category	Measurement unit	Reference / Direct response
<b>Transport: Rail Transport</b>				
<b>TOPICS FOR DISCLOSURE OF SUSTAINABILITY AND ACCOUNTING METRICS</b>				
<b>TR-RA-540a.3*</b>	Number of violation defects recommended by the Federal Railroad Administration (FRA)	Quantitative	Figure	The rules of the Federal Railroad Administration (FRA) are not applicable to RUMO and its concessionaires, which are supervised by the National Land Transport Agency - ANTT, following the rules issued by such entity, in addition to current Brazilian legislation, including in relation to accident management and safety.
<b>TR-RA-540a.4</b>	Frequency of internal railway integrity inspections	Quantitative	Rate	The frequency of internal railway integrity inspections in 2021 was 1.505. Data from mechanized inspection of geometry and ultrasound were considered, in addition to walking inspections throughout Rumo's network. There was a restructuring of frequencies, with no increase in capacity, but with a better distribution of detection according to the criticality of each section.

Code	Accounting metric	Category	Measurement unit	Reference /Direct response
<b>TR-RA-000.A</b>	Number of loads transported	Quantitative	Figure	Page 105
<b>TR-RA-000.B</b>	Number of intermodal units transported	Quantitative	Figure	Page 105
<b>TR-RA-000.C</b>	Kilometers traveled	Quantitative	Miles	Page 105
<b>TR-RA-000.D</b>	Revenue per ton km (RTK)	Quantitative	RTM	Page 105
<b>TR-RA-000.E</b>	Number of employees	Quantitative	Figure	Page 105

\* It does not apply to the business due to the difference in rail gauges. Rumo follows the NBR 16387- Track classes.



## 4.4 ASSURANCE LETTER



São Paulo Corporate Towers  
Av. Pres. Juscelino Kubitschek, 1909  
Torre Norte - 9º Andar - Itaim Bibi  
04543-011 - São Paulo/SP, Brasil

Tel: (11) 2573-3000  
Fax: (11) 2573-5780  
ey.com.br

A free translation from Portuguese into English of auditors' limited assurance report on non-financial statements originally prepared in Portuguese.

### Independent auditors' limited assurance report on sustainability indicators and certain commitments contained in Rumo's Annual Sustainability Report, base year 2022

To  
Shareholders, Directors and Management of  
**Rumo S/A**  
São Paulo - SP

#### Introduction

We have been engaged by Rumo S/A ("Rumo") to present our limited assurance report on the sustainability indicators and certain commitments ("indicators and commitments") contained in Rumo's 2022 Annual Sustainability Report ("Report"), for the year ended December 31, 2022.

Our limited assurance does not extend to prior period information or any other information disclosed in conjunction with the Report, including any embedded images, audio files or videos.

#### Responsibilities of Rumo's management

Rumo's management is responsible for:

- Select and establish appropriate criteria for preparing the information contained in the Report;
- Prepare information in accordance with the criteria and guidelines of the Global Reporting Initiative ("GRI Standards"), the Sustainability Accounting Standards Board - Rail Transport ("SASB") and its own criteria regarding to its sustainability commitments;
- Design, implement and maintain internal control over the relevant information for the preparation of the indicators and commitments contained in the Report, which are free from material distortion, regardless of whether caused by fraud or error.

#### Responsibility of the independent auditors

Our responsibility is to express a conclusion on the indicators and commitments contained in the Report, based on the limited assurance work carried out in accordance with Technical Communication CTO 07 - 2022 issued by the CFC, and based on NBC TO 3000 - Non-Audit Assurance Work and Review, also issued by the CFC, which is equivalent to the international standard ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require the auditor to comply with ethical requirements, independence and other responsibilities related to it, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on meeting ethical requirements, professional standards, and applicable legal and regulatory requirements.

Additionally, the aforementioned standards require that the work be planned and executed with the objective of obtaining limited assurance that the indicators and commitments contained in the Report, taken as a whole, are free of material distortions.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of inquiries to Rumo's management and other Rumo's professionals who are involved in preparing the information, as well as the application of analytical procedures to obtain evidence that make it possible to conclude, in the form of a limited assurance, on the information taken as a whole. A limited assurance work also requires the execution of additional procedures, when the independent auditor becomes aware of matters that lead him to believe that the indicators and commitments disclosed in the Report, taken as a whole, may present material distortions.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of the indicators and commitments contained in the Report, other circumstances of the work and our consideration of areas and processes associated with the material information disclosed in the Report, in what material misstatements could exist. The procedures comprised, among others:

- a) the planning of the work, considering the relevance, the volume of quantitative and qualitative information and the operational systems and internal controls that served as a basis for the preparation of indicators and commitments contained in the Report;
- b) understanding the calculation methodology and procedures for compiling indicators and commitments through inquiries with the managers responsible for preparing the information;
- c) the application of analytical procedures on the quantitative information and inquiries about the qualitative information and its correlation with the indicators and commitments contained in the Report;
- d) for cases in which the indicators and commitments correlate with indicators of a financial nature, the confrontation of these indicators with the financial statements and/or accounting records.

The limited assurance work also included adherence to the guidelines and criteria of the GRI Standards, SASB and specific criteria applicable in the preparation of the indicators and commitments contained in the Report.

We believe that the evidence obtained in our work is sufficient and appropriate to support our limited conclusion.

#### Scope and limitations

Procedures performed in limited assurance engagements vary in nature and timing and are less extensive than in reasonable assurance engagements. Consequently, the level of assurance obtained in a limited assurance engagement is substantially less than that which would have been obtained if a reasonable assurance engagement had been performed. If we had carried out a reasonable assurance work, we could have identified other matters and possible distortions that may exist in the indicators and commitments contained in the Report. Accordingly, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of methods used to determine, calculate or estimate such data. Qualitative interpretations of data materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we did not carry out any work on data reported for previous periods, nor in relation to future projections and targets.

The preparation and presentation of the indicators and commitments followed the GRI Standards, SASB and own criteria and, therefore, do not have the objective of ensuring compliance with social, economic, environmental or engineering laws and regulations. The aforementioned standards provide, however, for the presentation and disclosure of any non-compliance with such regulations when sanctions or significant fines occur. Our assurance report must be read and understood in this context, inherent to the selected criteria (GRI Standards and SASB).

#### Conclusion

Based on the procedures carried out, described in this report and on the evidence obtained, nothing has come to our attention that leads us to believe that the indicators and commitments contained in Rumo's Report for the year ended December 31, 20202, were not prepared, in all relevant aspects, in accordance with the criteria and guidelines of the GRI Standards and SASB.

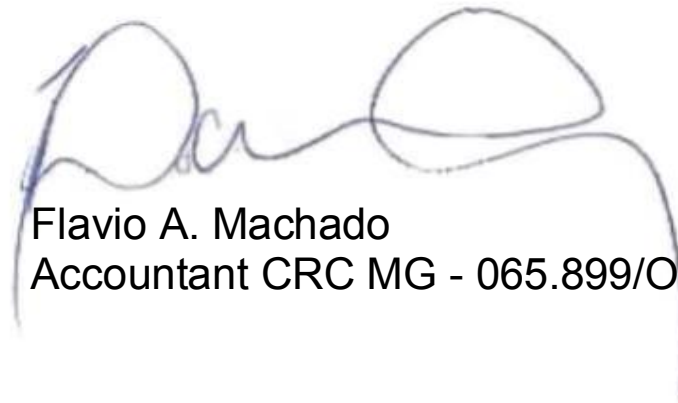
São Paulo (SP), March 16, 2023.

#### Ernst & Young

Auditores Independentes S/S Ltda.  
CRC SP- 034519/O



Leonardo Masseli Dutra  
Sustainability Partner



Flavio A. Machado  
Accountant CRC MG - 065.899/O-2

## 4.5 CREDITS

### Headquarters

Rua Emilio Bertolini, 100, Bairro Cajuru  
Curitiba/PR – Brazil  
CEP [Zip Code] 82920-030

### Coordination

Rumo – ESG  
Rumo - Investor Relations  
Rumo – Corporate Communication

### Editorial project, consultancy, writing and translation

**Ricca Sustentabilidade**  
[riccasustent.wixsite.com/sustentabilidade](https://riccasustent.wixsite.com/sustentabilidade)

### Graphic project, layout, design and translation

**Ricca Sustentabilidade**  
[riccasustent.wixsite.com/sustentabilidade](https://riccasustent.wixsite.com/sustentabilidade)

### Photos and illustrations

Rumo's image database

rumo