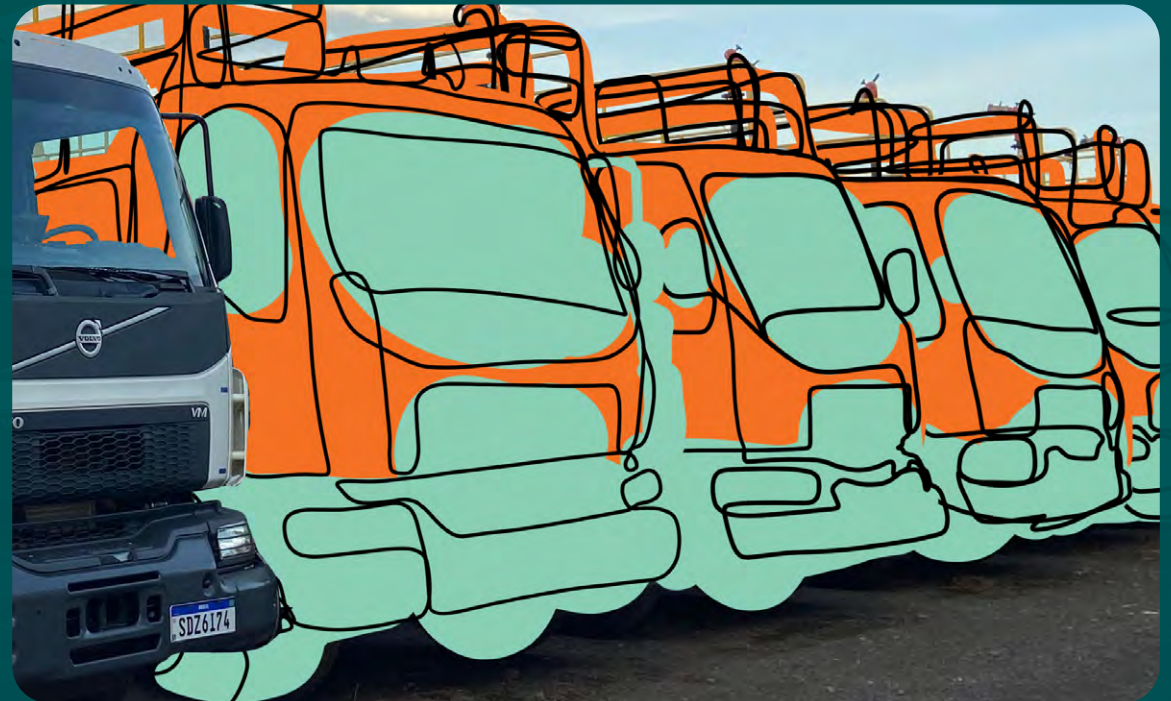
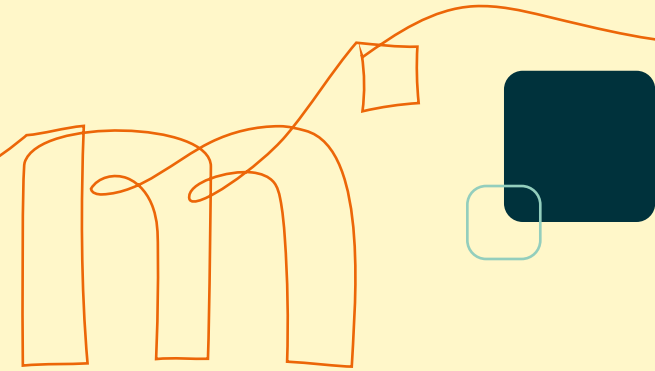


Indicator Notebook



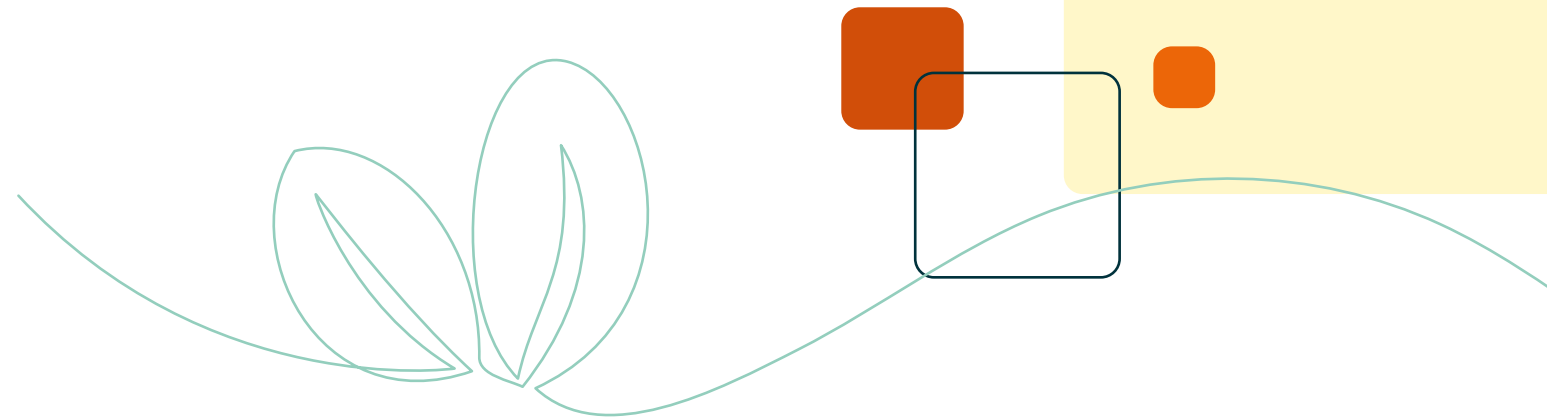
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2-1: Organization details

Full address of head office: Avenida das Nações Unidas, 7.815, Pinheiros, São Paulo/SP, Brasil.

2-2: Entities included in the organization's sustainability report

Mills Locação, Serviços e Logística S.A.
Mills Pesados – Locação Serviços e Logística S.A.
JM Empilhadeiras

We have audited consolidated Financial Statements. Yes, it involves information adjustments for minority shareholdings.

Companies acquired through mergers and acquisitions were recognized as subsidiaries and subsequently merged.

There is no divergence in the approaches to the contents of the standard. Mills IR website link: <https://ri.mills.com.br/>

2-5: External verification

The process of verifying the annual report has always been carried out with an independent audit, based on a detailed review of the company's reporting practices and an assessment of compliance with the criteria and indicators established by the GRI standards.

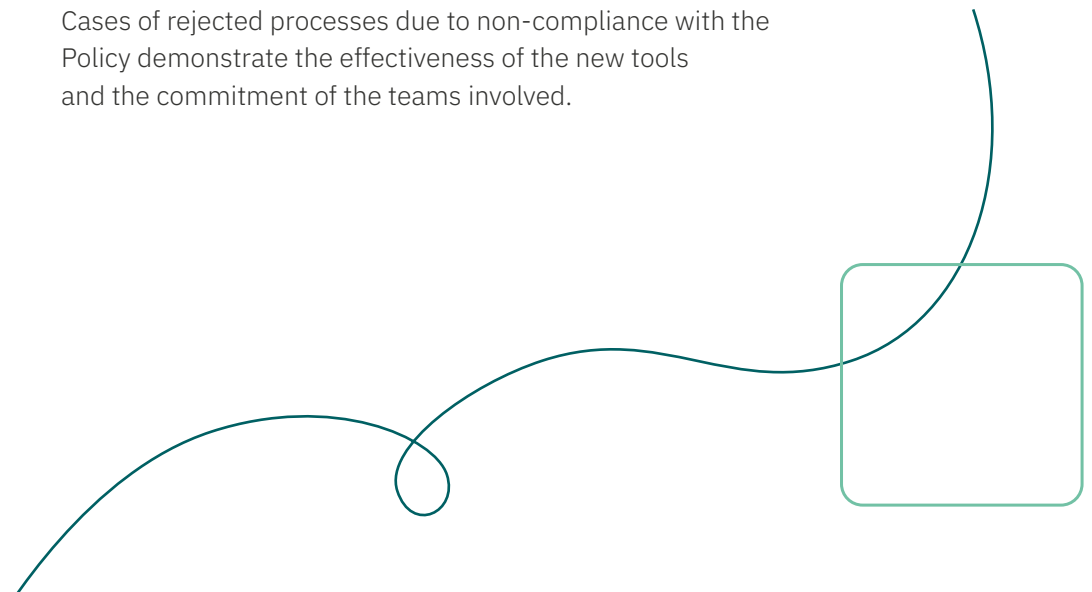
2-6: Activities, value chain and other business relationships

Mills has around **7 thousand suppliers and, in 2024, updated its Purchasing Policy** to standardize the procurement process, promoting more security, transparency, ethics and efficiency in the management of resources. The reformulation aimed to mitigate compliance risks and improve practices based on performance indicators (KPIs).

The procurement flow - from request to payment - is now monitored more closely, making it possible to identify deviations and make agile decisions. Contract management has also been strengthened to guarantee quality deliveries to partners.

We implemented a purchasing platform with quotation and negotiation modules, reducing process time and expanding alternatives in strategic categories. In addition, we created a dedicated front for supplier development and made training mandatory for all involved employees.

Cases of rejected processes due to non-compliance with the Policy demonstrate the effectiveness of the new tools and the commitment of the teams involved.



MAIN SUPPLIERS

• manufacturers of equipment and parts • service providers with allocated workforce • carriers • direct suppliers of materials used in the equipment (parts, lubricants, paints and others) • indirect suppliers (uniforms and PPEs) • local suppliers in the branches for day-to-day purchases

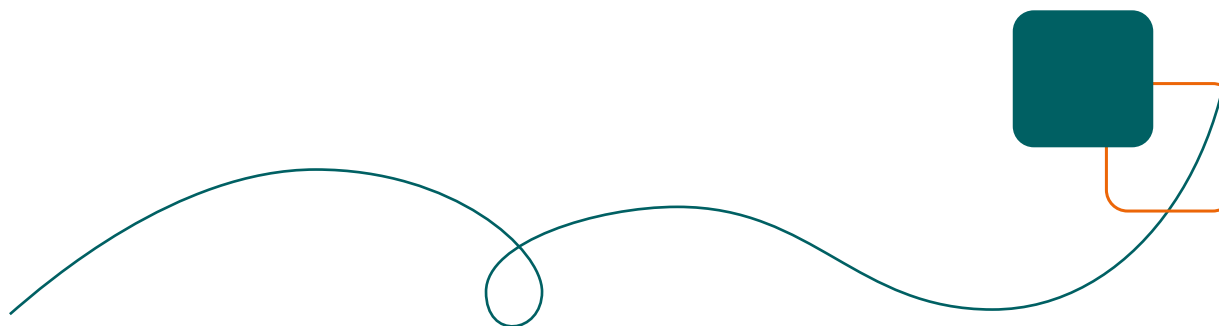
PARTNER ORGANIZATIONS

• Instituto Ethos • United Nations Global Compact • IPAF (International Powered Access Federation) • AB2L (Associação Brasileira de Legal e Lawtechs) • SINDIMAQ (Sindicato Nacional da Indústria de Máquinas) • ABRASFE (Associação Brasileira de Fôrmas, Escoramentos e Acesso) • ABIMAQ (Associação Brasileira da Indústria de Máquinas e Equipamentos) • SOBRATEMA (Associação Brasileira de Tecnologia para Construção e Mineração) • Sistema B

2-7: Employees

TOTAL NUMBER OF EMPLOYEES, BROKEN DOWN BY GENDER AND REGION

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	37	78	14	484	53	666
Male	153	207	47	1,017	151	1,575
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	190	285	61	1,501	204	2,241

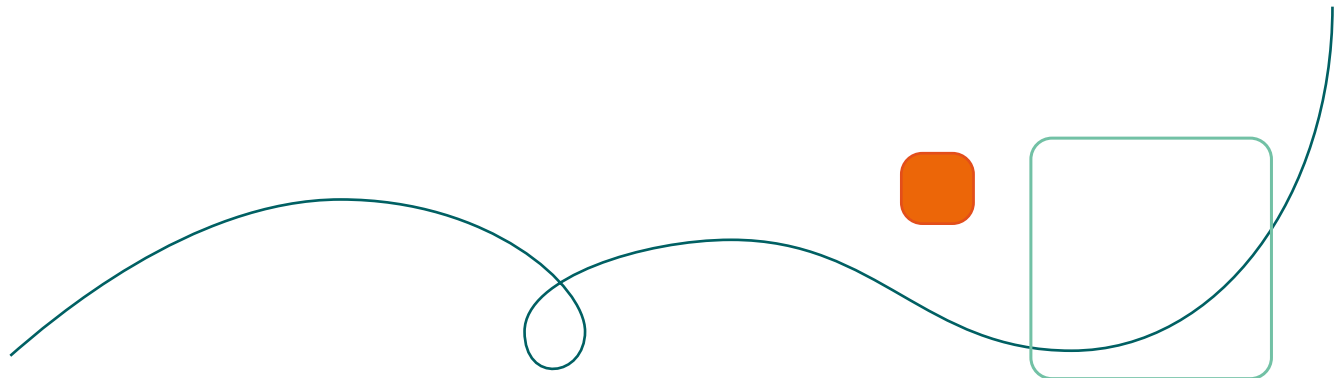


TOTAL NUMBER OF:
I. REGULAR EMPLOYEES, BROKEN DOWN BY GENDER AND REGION;

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	37	77	14	482	52	662
Male	152	206	47	1,015	151	1,571
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	189	283	61	1,497	203	2,233

TOTAL NUMBER OF:
II. TEMPORARY EMPLOYEES, BROKEN DOWN BY GENDER AND REGION;

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	0	1	0	2	1	4
Male	1	1	0	2	0	4
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	1	2	0	4	1	8

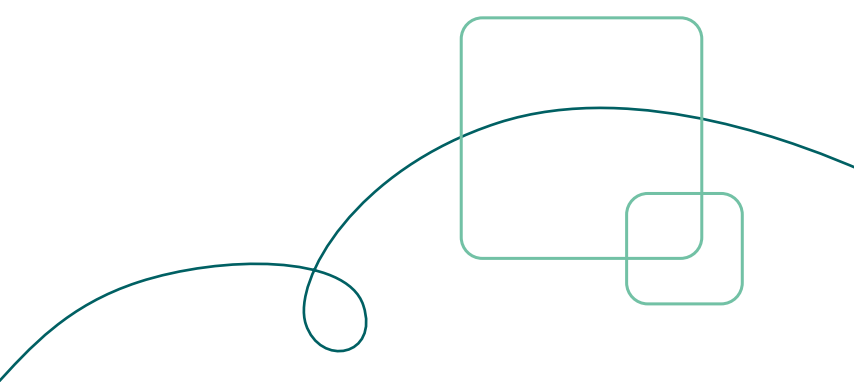


TOTAL NUMBER OF:
 III. EMPLOYEES WITHOUT GUARANTEED WORKING HOURS, BROKEN DOWN BY GENDER AND REGION;

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	6	13	3	76	13	111
Male	30	34	5	184	27	280
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	36	47	8	260	40	391

TOTAL NUMBER OF:
 IV. FULL-TIME EMPLOYEES BY GENDER AND REGION;

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	23	51	10	411	45	540
Male	147	193	43	969	137	1,489
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	170	244	53	1,380	182	2,029



2-7-B: TOTAL NUMBER OF:
V. PART-TIME EMPLOYEES BY GENDER AND REGION

GRI SEXES	MIDWEST	NORTHEAST	NORTH	SOUTHEAST	SOUTH	TOTAL
Female	14	27	4	73	8	126
Male	6	14	4	48	14	86
Other	0	0	0	0	0	0
Not disclosed	0	0	0	0	0	0
TOTAL	20	41	8	121	22	212

Note: The following were considered employees: Employees hired under the Consolidation of Labor Laws (CLT), Interns, Young Apprentices, Management Board and Temporary Staff

2-8: Workers who are not employees

Third-party employees with an active contract on 12/31/2024: **140 third-party employees**. Cleaning, security guards, facilities. There are no major changes in the number of workers who are not employed during the reporting period and between reporting periods.

Note: GRI 2-4 [Reformulation of information] The increase in the number of outsourced employees is due to the calculation format. In the previous year, it was not possible to account for cleaning and general services staff.

2-9: Governance structure and its composition

The Fiscal Council is an independent body of the Management, as its main responsibility is to supervise the actions of the administrators and analyze the Financial Statements, reporting its observations to the shareholders. The Fiscal Council is a non-permanent body made up of three members elected annually at the General Meeting.

The Board of Directors is made up of eight members, two of whom are independent and three women, one of whom is Co-Chair, elected individually at the General Meeting and with a two-year term of office, with re-election permitted. The members have specific backgrounds to ensure a diverse and comprehensive view of the externalities, risks and opportunities that can impact our business model.

In line with the world's best governance practices and valuing the importance of gender diversity, in accordance with our Administrator Nomination Policy, we have been signatories since 2021 to the *Women on Board* (WOB), committing ourselves to keeping at least two women on the Board of Directors, which was already our practice. WOB is an independent initiative, supported by UN Women, which aims to recognize, value and publicize the existence of corporate environments with the presence of women on Boards of Directors, to demonstrate the benefits of this diversity to the business world and society.

The Executive Management is responsible for the day-to-day management of the Company and for implementing the general policies and guidelines established by the Board of Directors, as well as executing the business plan drawn up in accordance with the strategic guidelines. Our officers, elected by the Board of Directors are chosen on the basis of their professional experience and alignment with the Company's corporate values, playing the role of leaders to conduct the teams in their areas of activity.

The Executive Management is supported by the Investment Forum, which is made up of the Chief Financial Officer and the Chief Technology Officer and is focused on deciding on the company's strategic investments.

The Management Bodies should be made up of members who have the ability to bring together a diversity and complementarity of knowledge, experience, behavior, cultural aspects, age and gender to enable the Company to benefit from a plurality of arguments and a decision-making process with greater quality and security

BOARD OF DIRECTORS

- **Francisca Kjellerup Nacht** - Co-Chair of the Board
- **Roberto Pedote** - Co-Chairman of the Board
- **Marise Ribeiro Barroso** - Board Member
- **Eduardo Luiz Wurzmann** - Board Member
- **Sebastian Agustin Villa** - Board Member
- **Juan Jorge Eduardo Oxenford** - Board Member
- **Ana Lúcia Caltabiano** - Independent Board Member
- **Pedro Henrique Chermont de Miranda** - Independent Board Member

FISCAL COUNCIL

- **Rubens Branco da Silva** - Chairman of the Fiscal Council
- **Rodrigo Fagundes Rangel** - Full Member
- **Luciana Doria Wilson** - Full Member

STATUTORY OFFICERS

- **Sérgio Kariya** - CEO
- **Ricardo de Araújo Gusmão** - Officer
- **Daniel Fabricio Fernandes Brugioni** - Officer
- **Kleber Morenghi Racy** - Officer
- **Renata Silva Vaz** - CFO and CIRO
- **Tatiane Cristina Aranda Medina** - Officer
- **Gustavo Canto Lopes** - Officer
- **Eduardo Lema** - Officer

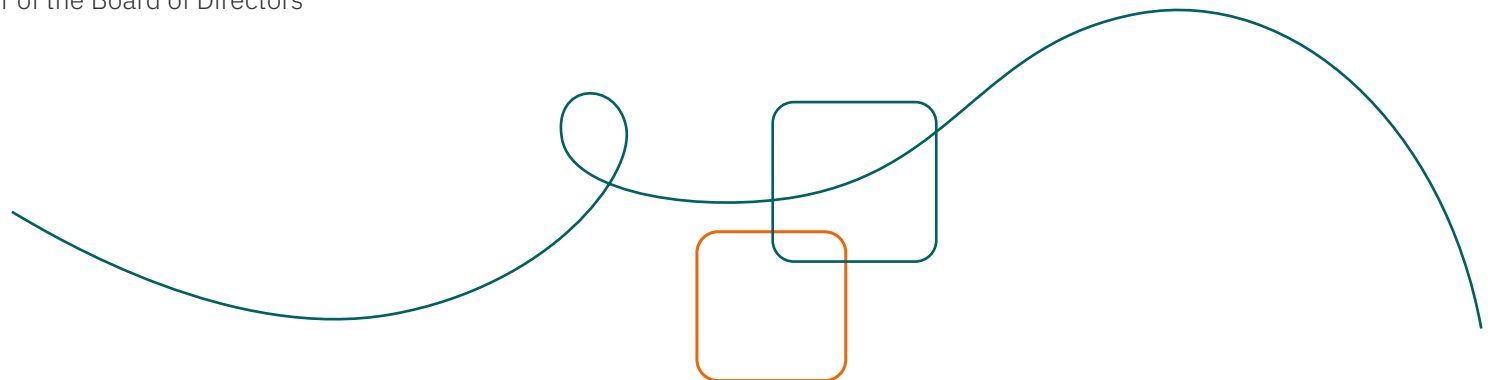
AUDIT, FINANCE AND RISK COMMITTEE

- **Francisca Nacht** – Co-Chairwoman of the Board of Directors
- **Sebastian Agustin Villa** - Member of the Board of Directors

- **Pedro Chermont** - Independent member of the Board of Directors
- **Eduardo Luiz Wurzmann** - Member of the Board of Directors
- **Juan Jorge Eduardo Oxenford** - Member of the Board of Directors
- **Roberto Pedote** – Co-Chairman of the Board of Directors

PEOPLE, MANAGEMENT AND SUSTAINABILITY COMMITTEE

- **Francisca Nacht** – Co-Chairwoman of the Board of Directors
- **Marise Barroso** – Member of the Board of Directors
- **Ana Lúcia Caltabiano** - Independent member of the Board of Directors
- **Roberto Pedote** – Co-Chairman of the Board of Directors



2-10: Appointment and selection to the highest governance body

The selection and appointment process for the Board of Directors and its Committees follows the Bylaws and the Nomination and Remuneration Policies, which guides the choice based on the principles of transparency, fairness, corporate responsibility, independence, focus on results and diligence, guaranteeing the integrity and qualifications of the nominees.

The policy establishes guidelines, criteria, legal requirements and impediments that must be followed by all nominees, regardless of their shareholding. The composition of the bodies should prioritize diversity and complementarity of knowledge, experience, age and gender, enriching the decision-making process.

The following criteria are required, among others: alignment with the Company's values and culture; unblemished reputation; absence of legal impediments or convictions under the Brazilian Corporate Law; no conflicts of interest; academic training or experience compatible with the position; skills such as strategic vision, experience in governance, financial knowledge and availability of time to perform the duties.

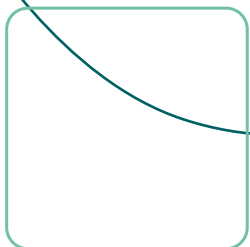
The Policy is available on the Company's Investor Relations website: <https://ri.mills.com.br>.

2-11: Chairman of the highest governance body

The chairman of the highest governance body is not a senior executive of the organization.

2-12: Role played by the highest governance body in overseeing impact management

The Board of Directors is responsible for validating policies, principles and long-term strategies, as well as overseeing impact management and due diligence, with the support of its Committees. The Audit, Finance and Risk Committee (CAFIR) assesses risks, internal controls, compliance and reports. The People, Management and Sustainability Committee (COGGS) promotes the development of ESG topics, monitors indicators and proposes strategic solutions aligned with material impacts. Decisions on economic, environmental and social topics are taken by the Board and Executive Board, based on the recommendations of the Committees.



2-13: Delegation of responsibility for impact management

The Board of Directors is responsible for approving the ESG strategy and monitoring the results. In 2022, it approved the breakdown of the targets of the 2020-2025 strategic cycle into intermediate challenges for the following three years.

The CEO is responsible for the development of material topics and for managing their respective economic, social, environmental and governance impacts. He reports on the execution and results of the strategy to the Board of Directors, as required.

2-14: Role of the highest governance body in sustainability reporting

Mills' Executive Management is responsible for validating the content of the Sustainability Report, with prior appraisal by the People, Management and Sustainability Committee, which submits its opinion to the Board of Directors. The report covers material topics and ESG performance, based on risks, opportunities and demands from *stakeholders*. The scope covers all the Company's business units, and reinforces the commitment to transparency and integration between financial and socio-environmental aspects.

2-15: Conflicts of Interest

The Company has rules and procedures to prevent and mitigate situations involving Conflicts of Interest.

The Policy on Transactions between Related Parties and other situations involving Conflicts of Interest, approved by the Board of Directors, aims to consolidate the procedures to be followed in the Company's business involving related parties, as well as in situations involving a potential conflict of interest, providing transparency on these procedures to its shareholders and the market in general, guaranteeing their alignment with the Company's interests, always in line with the best corporate governance practices.

The Code of Conduct and the Segregation of Duties and Conflicts of Interest Policy determine that all situations in which employees' personal interests may conflict with Mills' interests or interfere with the effective performance of their duties must be avoided and reported through the Whistleblower Channel. Failure to comply with any of the guidelines stipulated in the Code of Conduct and the laws in force in the country may be interpreted as an action against Mills' interests.

In this case, appropriate disciplinary, administrative and legal measures must be established, which include a warning (verbal or formal), suspension and/or dismissal and specific lawsuits in compliance with the legislation in force.

The Anti-Corruption and Anti-Bribery Policy stipulates that all the Company's Employees must act to prevent and remedy situations that may cause or suggest a conflict of interest in relations between Employees, suppliers, clients, competitors and public bodies and which, if not disclosed, may undermine the trust and credibility of the Employee and the

Company. Employees must not use their position in the company to seize opportunities, favors or advantages for their own benefit. They must not use confidential information improperly for their own benefit, they must not have any direct involvement in business that conflicts with the company's interests, and they must avoid any situation of actual or potential conflict of interest that could in any way compromise their independence or impartiality.

Therefore, any possible conflict of interest must be avoided and declared to the Audit, Risks and Compliance area through its Ethics and Integrity Committee, so that it can be dealt with appropriately, in accordance with the rules set out in the Code of Conduct, the Segregation of Duties and Conflicts of Interest Policy and the Related Party Transactions Policy.

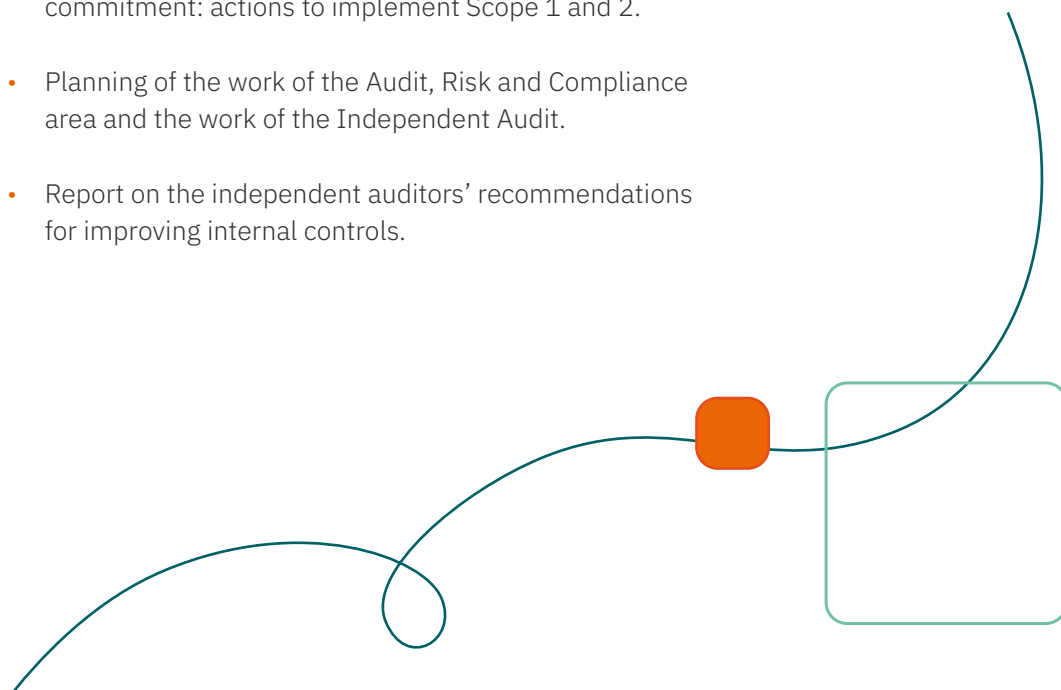
To date, the Company has not identified any situations involving Conflicts of Interest with its *stakeholders*.

2-16: Communicating critical concerns

Critical issues are communicated to the Board of Directors through periodic reports from the Audit Committee, Finance and Risks Committee and the People, Management and Sustainability Committee, which are made aware of the critical topics facing the Company's management. The Audit, Finance and Risk Committee becomes aware of critical topics related to violations of the Code of Conduct and the mapping of the Integrity Program through the Ethics and Integrity Committee.

10 CRITICAL CONCERNS WERE REPORTED, OF THE FOLLOWING NATURES:

- Follow-up of the Risk Management and Internal Controls Matrix.
- Follow-up of the work on investigating reports through the Ethics and Integrity Committee.
- Follow-up of critical accidents.
- Follow-up of the Integrity Program.
- Follow-up and monitoring of the Material Topics of the Sustainability Journey.
- Monitoring of the performance of the sustainability targets of the carbon emission reduction agenda commitment: actions to implement Scope 1 and 2.
- Planning of the work of the Audit, Risk and Compliance area and the work of the Independent Audit.
- Report on the independent auditors' recommendations for improving internal controls.



2-17: Collective knowledge of the highest governance body

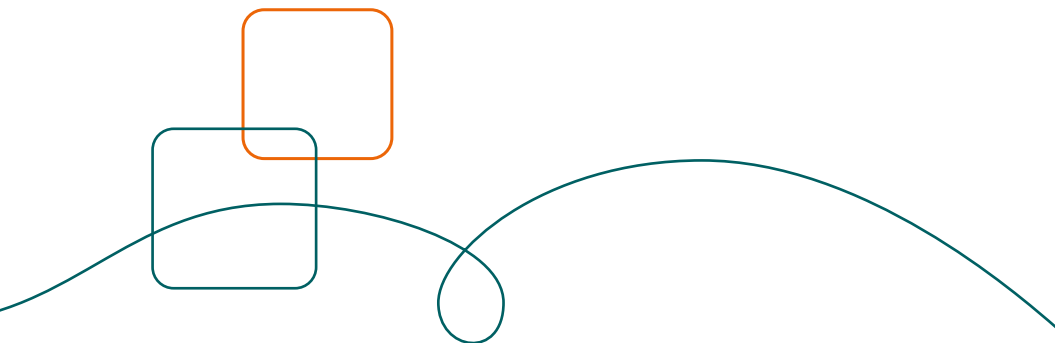
The Board of Directors is made up of eight members with different specialties and knowledge, which are shared spontaneously in the discussions and decisions made by the Committee. As a result, we have been able to address different corporate topics and business specificities, in line with the group's specific backgrounds, ensuring a diversified and comprehensive view of the externalities, risks and opportunities that can impact our business model. The Body is the validator of policies, principles and long-term strategies and oversees impact management and due diligence processes. In this context, it is qualified to make safe decisions aimed at sustainable development from an economic, environmental, social and governance perspective. These topics are discussed periodically, depending on the subject.

BELOW WE HIGHLIGHT THE MAIN AREAS OF EXPERIENCE AND COMPETENCE OF OUR BOARD OF DIRECTORS:

- Risk Management and Auditing | Accounting and Finance - 5
- Strategy and Innovation - 8
- Marketing and Communication | HR and Leadership - 1
- Talent and Organizational Culture - 4
- Corporate governance – 2
- Sustainability – 4
- Social entrepreneurship - 4

2-18: Assessment of the performance of the highest governance body

The Board carries out an evaluation of its performance at least once during its two-year mandate (combining methods of self-assessment by members, evaluation of the Board itself and of the Co-Chairs and Committees by their members). The evaluation is formalized through a self-assessment questionnaire and rounds of conversations led by the Co-Chairs and with the support of the Corporate Governance area. The assessments do not include the Fiscal Council. This evaluation is not independent and is carried out at least once during the board's term of office.



According to the results of the evaluation, in general, each board member seeks to improve their level of effectiveness in fulfilling their role, acting effectively in different dimensions, becoming consistent in executing good governance practices and supporting the direction of the organization.

2-19: Remuneration policies

The remuneration of the members of the Board of Directors and the Fiscal Council is set at the General Meeting and does not follow the remuneration policy applied to officers and employees. The committees receive an amount equivalent to 50% of the directors' monthly remuneration, except when the members are employees of the company.

The remuneration policy for statutory and non-statutory officers aims to attract, retain and motivate qualified professionals, combining fixed remuneration (salary and benefits) and variable remuneration. The latter includes profit-sharing, stock options and a Long-Term Incentive Program based on restricted shares, aligned with business performance. There are no attraction bonuses, recruitment incentives, retirement programs or clawback clauses. Severance pay and FGTS are paid in accordance with the law. Remuneration is linked to the achievement of targets via the Short-Term Incentive Program (profit sharing).

The members of the Fiscal Council, when installed, are entitled to individual remuneration set at the General Meeting, which may not be less than 10% of the average individual remuneration of the statutory officers, corresponding to the minimum set by law. In this way, their remuneration is not related to the Remuneration policies applicable to the Company's officers and other employees and, therefore, there is no objective remuneration policy or practice for this body.

2-20: Process for determining remuneration

Remuneration at Mills is defined on the basis of the strategy approved by the Board of Directors. The People, Management & EHS Executive Board hires specialized consultants to draw up the salary scale, based on market data compatible with the size, sector and type of company.

According to the Brazilian Corporate Law, the remuneration of the Board of Directors is ratified annually at the General Meeting, whose detailed proposal is disclosed 30 days in advance. During the process, shareholders can approve, reject or abstain from voting.

2-21: Proportion of total annual remuneration

The ratio of the annual total remuneration of the highest paid individual in the organization to the average annual total remuneration of all employees is 86. In terms of proportion, the increase in the remuneration of the highest paid compared to the previous period was 12%, while the average percentage for the company was 10%.

The increase in indicator 2-21-a from 72x (2023) to 86x (2024) is due to the result of the Long-Term Incentive of the highest paid individual.

2-23: Policy commitments

Mills adopts the principles of the UN Global Compact, including guidelines on due diligence, precaution and respect for human rights. These commitments are reflected in the company's Sustainability Policy, which guides the incorporation of sustainable development at all levels of the organization and in its strategic decisions, with a focus on material topics and relations with *stakeholders*.

The Company promotes social responsibility practices based on its Code of Conduct, which defines the values, purpose and behavior expected of employees and partners. It is committed to respecting and promoting human rights in all its business relationships; valuing diversity and combating discrimination in any form; respect for fundamental rights in labor relations, guarantee of privacy and freedom of opinion and expression; promoting the physical and emotional well-being of employees and their families; creating mechanisms to resolve conflicts of interest without compromising the collective good.

More information is available at the links:

- [10 Principles of the Global Compact](#)
- [Mills' profile at the UN](#)
- [Mills's Sustainability Journey](#)

2-24: Incorporating policy commitments

Mills' Executive Management is responsible for managing topics related to sustainable development. Decisions are aligned with the guidelines of the Board of Directors, through specialized committees: Audit, Finance and Risk (CAFIR) Committee and People, Management and Sustainability Committee.

CAFIR relies on the support of the Ethics and Integrity Committee to monitor the Integrity Program, aimed at employees and *stakeholders*. The powers and decision-making processes are described in the Bylaws and Internal Regulations. The Company's commitments are disseminated through mandatory corporate policies for all employees, including:

- Code of Conduct
- Anti-Corruption and Anti-Bribery Policy
- Consequences Policy
- Sustainability Policy
- Rules of Procedure
- Donations, Contributions and Sponsorship Policy

The implementation of these guidelines is reinforced by mandatory training, such as:

- Code of Conduct
- Anti-Corruption and Anti-Bribery Policy
- Supply Policy
- Risks in Relations with Third Parties (aimed at areas such as Supplies, Sales, Marketing, Sustainability and branch management)
- Risks in Donations, Contributions and Sponsorships
- Fighting Harassment

2-25: Processes to repair negative impacts

Mills has not identified, in recent years, any causality or contribution to significant negative economic, social or environmental impacts that require remediation. Even so, it has tools to prevent, detect and respond to possible occurrences.

These tools include the **Whistleblower Channel** which is publicly accessible and managed by an independent company (ICTS), as well as the **Fale na Boa** an internal channel for identifying health and safety risks. All reports are dealt with by the Audit, Risk and Compliance area, reporting to the Ethics and Integrity Committee, which decides on the basis of the

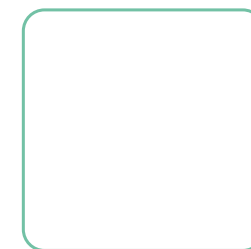
Consequences Policy and reports to the Audit, Finance and Risk Board.

In 2020, the **Integrity Program** was implemented, structured into nine pillars organized into three categories: prevent, detect and respond. The main internal controls are tested regularly and, when failures are identified, action plans are defined. The **Risk Matrix** is updated every six months and presented to the Executive Management and the Board. Mills guarantees that there is no retaliation against whistleblowers and keeps its channels accessible to all *stakeholders*.

2-26: Mechanisms for advice and raising concerns

Mills maintains an Integrity Program Training Plan, drawn up by the T&D and Audit, Risk and Compliance areas, with a focus on disseminating ethics and integrity practices, especially for employees in sensitive areas. Anyone, internal or external to the Company, can report violations of the Code of Conduct, internal policies and anti-corruption legislation via the website www.canaldedenuncia.com.br/mills or by calling 0800-882-0616 (business days, 9 a.m. to 5 p.m.). Reports are handled confidentially by an independent and specialized company.

Email compliance@mills.com.br is also posted internally as a channel for support and clarification.



2-27: Compliance with laws and regulations

AREA	NO. OF SIGNIFICANT CASES	TOTAL FINES (R\$)	DESCRIPTION
Judicial	0	0.00	No cases reported.
HR	1	160,752.94	Fine for not hiring people with disabilities (PCD).
Environmental	1	6,000.00	Case of the São Luís branch: drilling a well without authorization (case started in 2021 and ended in 2024). No cases currently pending.
Safety	0	0.00	No cases reported.

2-28: Participation in associations

Mills actively participates in various associations that promote technical development, innovation and sustainability in the sectors in which it operates. Since 2011, it has been a member of the executive board of **ABRASFE (Associação Brasileira de Fôrmas, Escoramentos e Acesso)**, an organization that encourages research in engineering and administration, promotes the training of professionals and leads the segment's interests in the public sector.

In the Heavy Equipment Business Unit, the Company also integrates **SOBRATEMA (Associação Brasileira de Tecnologia para Construção e Mineração)** aimed at developing technological solutions and training professionals for the sector, and **ABIMAQ (Associação Brasileira da Indústria de Máquinas e Equipamentos)** which works in partnership with **SINDIMAQ (Sindicato Nacional da Indústria de Máquinas)** with a focus on technological innovation and industry growth.

Internationally, it has been a founding member since 2011 of the **IPAF (International Powered Access Federation)**, a non-profit organization that promotes the safe and effective use of aerial platforms worldwide.

Mills is also a member of **AB2L (Associação Brasileira de Legal e Lawtechs)**, which promotes the legal ecosystem focused on technology; it is a signatory of **Instituto Ethos**, whose mission is to mobilize and support companies to act in a socially responsible manner; to the **UN Global Compact**, an initiative that encourages the strategic alignment of companies with the Sustainable Development Goals (SDG).

2-29: Approach to stakeholder *engagement*

Mills considers *stakeholders* all the publics with which it has a direct or indirect relationship, including the Executive Board, Board of Directors, Employees, Clients, Suppliers, the Community and Investors. **The management of these stakeholders is essential to the execution of the corporate strategy, as it contributes both to the mitigation of risks and to the identification of opportunities and the continuous improvement of the Company's policies and practices. Engagement with Investors and Clients takes place through formalized processes.**

Relationships with other stakeholders are structured but not formalized, and are conducted according to the needs identified by the areas responsible. Various channels are used to keep the stakeholders informed. With employees, we highlight the intranet, newsletters, internal social networks, campaigns, events and information materials. The active listening process is carried out through climate surveys, meetings with leaders and meetings with senior management. In addition, the Board of Directors and the Executive Board hold itinerant meetings in different branches, strengthening direct contact with the local teams.

In terms of investor relations, the Investor Relations (IR) Department conducts the disclosure of quarterly results and maintains accessible channels, such as the IR website and direct e-mail. In 2023, more than 200 meetings were held with the market, as well as participation in events promoted by financial institutions and influencers, promoting dialog with shareholders and potential investors. The Company also complies with all CVM requirements for publicly traded companies, including calling the Annual General Meeting at least one month in advance.

Mills is listed on B3's New Market segment, which reinforces its commitment to the highest standards of governance and transparency. In the area of sustainability, the Company has been expanding its engagement with strategic *stakeholders*, especially clients and suppliers. **In addition, in 2024, the TransFormar program involved strategic partners** and there are plans to intensify this engagement in the next cycle, with a focus on developing eco-efficient solutions and strengthening the sustainable value chain.

2-30: Collective bargaining agreements

In 2024, 90.15% of Mills' employees were covered by collective bargaining agreements. For the remaining 9.85%, which correspond to interns, apprentices and Board members, working conditions and terms of employment are defined on the basis of the Consolidation of Labor Laws (CLT) and the organization's internal rules, and there is no direct application of collective bargaining agreements for these groups.

403-1: Occupational health and safety management system

We maintain an occupational health and safety management system that covers not only our direct employees, but also contracted, outsourced, temporary and intern professionals. This system also benefits our clients, since safety is our main value, especially in risky activities such as working at heights. In terms of coverage, all Mills branches and corporate units are covered.

With a robust structure aligned with international best practices, we comply with current legislation through a scope that includes organizational procedures, work instructions, safety policies, processes and projects specific to the HSE (Health, Safety and Environment) area.

Our management system complies with legal requirements covering:

- Work Order Implementation
- Constitution of an Internal Commission for Accident Prevention (CIPA)
- Preparation of the Risk Map
- PPE Management
- Preparation of the Risk Management Program (PGR) and Occupational Health Medical Control Program (PCMSO)
- Emergency Response Plan
- Bimonthly safety and environmental checklists
- Technical visits with reports and action plans
- Various training courses for the HSE area
- Preparation of escape routes and signage of safe paths
- Campaigns such as Green April, Yellow May, Environment Week, Pink October and Blue November
- Unhealthy and hazardous work reports

- Occupational health monitoring
- Occupational gymnastics
- Implementation of an Internal Workplace Accident Prevention Week (SIPAT) in 100% of units

Implementation is based on the Ministry of Labor's Regulatory Standards: NR 01, 05, 06, 07, 09, 10, 11, 12, 15, 16, 18, 23, 32 and 35.

Our team is made up of more than 70 professionals from the HSE area, spread across all units and different hierarchical levels, including:

- HSE Manager and Coordinator
- HSE Analysts I, II and III
- Legalization Analyst
- Occupational Nurse
- University intern
- Administrative assistant
- Workplace Safety Technician
- Operating instructors

All professionals - contracted, outsourced, temporary and intern professionals - are included in the management system, as well as the locations where they work. Various operational and administrative

functions are mapped using GHEs (Homogeneous Exposure Groups), which define the scope, activities and workplaces of each role.

403-2: Hazard identification, risk assessment, and incident investigation

Mills adopts an Occupational Health and Safety Management System that integrates hazard identification, risk assessment and control, accident analysis, emergency preparedness and continuous improvement. This system is supported by procedures, methods and tools for training (such as technical onboarding, Mills School and HSE Integration), reporting (anonymous channel “Fale na Boa”), prevention (Work Permit, DDS and HSE Stop) and response (bimonthly HSE checklist).

The “Fale na Boa” channel allows incidents, unsafe conditions, near misses and deviations to be reported anonymously, including by third parties, temps and interns. The reports generate specific action plans and risk indicators, which feed into the technical analysis carried out by the Brazilian HSE team. Incident management follows a standardized flow, with committees responsible for investigating and defining corrective actions in the event of accidents involving people. All the measures are monitored by records and indicators that assess their effectiveness.

In 2024, the preventive culture was reinforced with a focus on risk perception, resulting in an increase in reports and the incorporation of the topic into the Excellence Program. Mills also guarantees the right to refuse dangerous tasks, with no records of retaliation in the period.

403-3: Occupational health services

Mills has a professional specialized in corporate health who oversees occupational health programs, indicators and issues, in conjunction with medical supervision and health insurance providers.

The services are governed by contracts with monitoring of performance indicators, which are reviewed periodically. Based on this data, new guidelines for continuous improvement are defined.

403-4: Worker participation, consultation, and communication on occupational health and safety

Mills signs collective bargaining agreements by unit or region, reviewed annually and available on the corporate intranet. The clauses relating to health and safety are aligned with the Company’s OHS Management System.

Among the topics covered by the agreements are: adequate workplace conditions, free supply of PPEs and uniforms, seats for resting, preventive protection measures, and mandatory training, including compensation for hours when carried out outside working hours. The company maintains an Internal Commission for Accident Prevention (CIPA) in units with more than 80 employees and appoints representatives in the others, in accordance with NR-05. Both hold monthly meetings to identify risks, draw up action plans, promote an Internal Workplace Accident Prevention Week (SIPAT), provide guidance on PPE, investigate accidents and record the minutes.

403-5: Worker training on occupational health and safety

Mills offers customized training in occupational health and safety, according to the position, activity, place of work, occupational risks and legal requirements. This is managed through a training matrix, which defines mandatory requirements per role and allows new employees to adapt quickly. The process begins with onboarding, with emphasis on operational technical onboarding, which ensures alignment with the company's security culture.

In 2024, risk perception and work permit training were prioritized, in addition to mandatory regulatory training NR-12 and NR-35, which totaled 7,552 hours of training throughout the year.

403-6: Promoting workers' health

Mills offers comprehensive health coverage to all employees and their dependents, with medical assistance without monthly fees and limited co-participation. Cases that require special attention are monitored by professionals from the partner brokerage firm to ensure the best service.

The health promotion actions implemented include:

Doutor Mills 24h: free telemedicine with medical, obstetric, nutritional and sports services.

Management of absentees: guidance on INSS processes, support in returning to work and psychosocial support.

H1N1 vaccination: free influenza campaign.

Occupational gymnastics: weekly online classes to prevent musculoskeletal disorders and sedentary lifestyles.

Health protocols: standardization and support for occupational health decision-making. Gympass: access to gyms and physical activities in person or online, with a free plan available.

Empresa Cidadã: extension of maternity leave (180 days) and paternity leave (20 days).

403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Mills has a Health, Safety and Environment (HSE) Policy that guides all its business relationships, reinforcing its commitment to safe, healthy and sustainable workplaces for employees, third parties, clients and other stakeholders. The policy establishes guidelines such as: protection of occupational health, responsible environmental management, promotion of training and simulations, full compliance with legislation and compliance with the Company's Code of Conduct.

In addition, Mills has adopted nine **HSE Golden Rules** applicable to all units, focusing on critical topics such as: work at height, use of PPEs, safe positioning,

risk assessment, prohibition of psychoactive substances, operation of machinery, correct disposal of waste, organized environment and environmental protection. These guidelines and practices reinforce the mitigation of risks and impacts on occupational health and safety, including those generated by partners, suppliers and service providers acting on behalf of the Company.

403-8: Workers covered by an occupational health and safety management system

Mills has an Occupational Health and Safety Management System (OHSMS) that covers **100% of direct employees** as well as **third parties, temporary workers, interns and visitors** at all corporate and operational units in Brazil. Clients are also indirectly impacted, especially in operations involving working at heights.

The system is operated by a specialized team of more than **70 professionals, including 45 Security Technicians** assigned to the units, responsible for actions such as: document management, integration of new staff, inspections, CIPA, PPE control, HSE events and mandatory training. Management is supported by platforms and cells dedicated to legal documentation, occupational health, training, PPE, occurrences and technical reports. The OHSMS is aligned with best practices and complies with the Ministry of Labor's main regulatory standards, reinforcing Mills' commitment to risk prevention, the preservation of life and the well-being of everyone involved in its operations.

403-9 Occupational accidents

In 2024, there were no deaths or accidents with serious consequences among own employees or third parties. Among employees, there were 41 occupational accidents that had to be reported:

- 24 typical accidents (rate: 4.45),
- 15 commuting accidents (rate: 2.78),
- 2 vehicle accidents (rate: 0.37).

The main occurrences were typical accidents, commuting accidents and accidents involving vehicles. The total number of hours worked by employees was 5,388,130.38 hours. Among non-employee workers, 3 typical accidents with time off work were recorded. The Company does not have precise data on the hours worked by this group, which makes it impossible to calculate the accident rate.

Note: Vehicle accidents with time off work refer to incidents involving fleet vehicles or employees' own vehicles during working hours (e.g. visits to clients) which resulted in time off work the following day.

403-10 Occupational diseases

In 2024, there were no deaths from occupational diseases among the Company's employees. There were also no cases of notifiable occupational diseases or identification of recurrent types of occupational diseases in this group. Likewise, in 2024, no deaths or cases of occupational diseases requiring mandatory reporting were recorded among outsourced or non-employee workers working under the organization's control. No types of occupational diseases were identified in this population.

416-1: Assessment of the health and safety impacts of product and service categories

Safety is a non-negotiable value for Mills, present in 100% of the services provided and integrated into the Company's purpose. All equipment sold and leased complies with Brazilian and international technical standards, as well as legal requirements, as follows:

Rental: NBR 16776 and NRs 10, 12 and 13

Formwork and Shoring: NRs 11 and 18

Heavy: NRs 12 and 32

Intralogistics: NRs 10 and 11

Training: NR 18 (focusing on Annex F.1.1) and NBR 16776

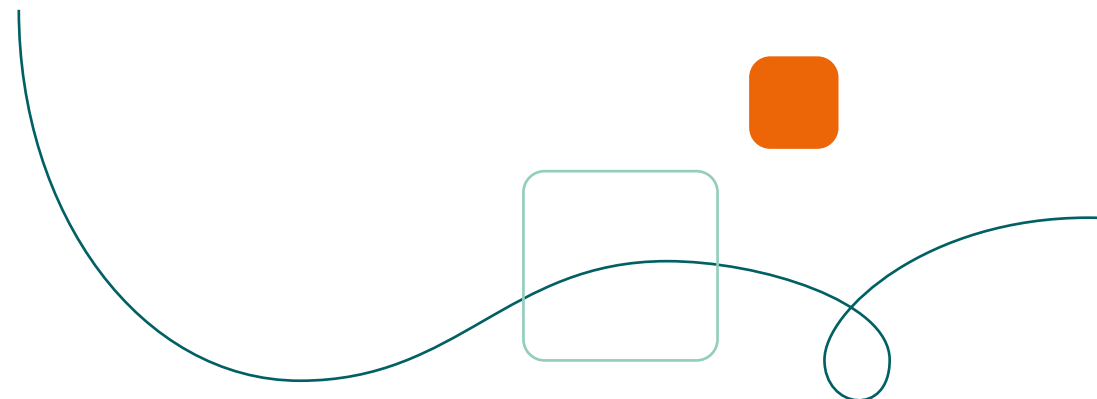
In addition to technical compliance, Mills promotes specialized training, preventive inspections and technical projects focused on client safety, according to the nature of each operation:

Rental: Operational training and guidance on the safe use of equipment.

Formwork and Shoring: Technical projects and periodic inspections to mitigate risks.

Heavy: Preventive maintenance and training in good use and safety practices.

Intralogistics: Technical training and regular maintenance, with a focus on industrial and commercial environments.

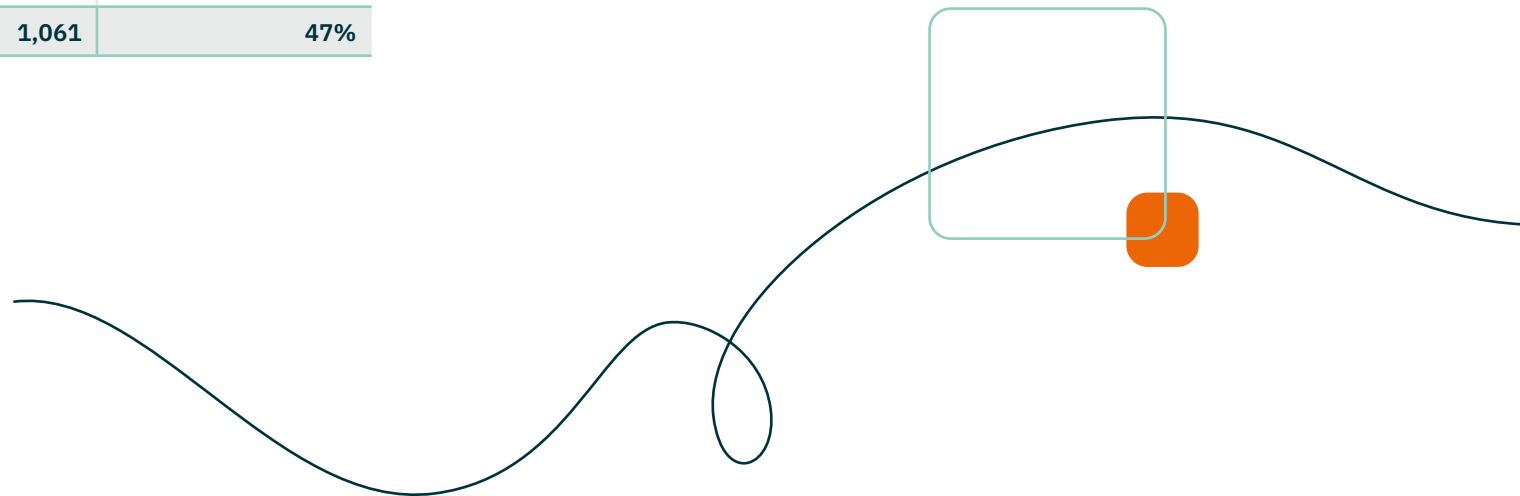


401-1: New employee hires and employee turnover

AGE GROUP	2024	
	NUMBER OF HIRES	HIRING RATE
Under 30 years	655	29%
30–50 years	384	17%
Over 50 years	22	1%
TOTAL	1,061	47%

GENDER	2024	
	NUMBER OF HIRES	HIRING RATE
Male	673	30%
Female	388	17%
TOTAL	1,061	47%

REGION	2024	
	NUMBER OF HIRES	HIRING RATE
Southeast	681	30%
South	136	6%
Midwest	106	5%
North	53	2%
Northeast	85	4%
TOTAL	1,061	47%



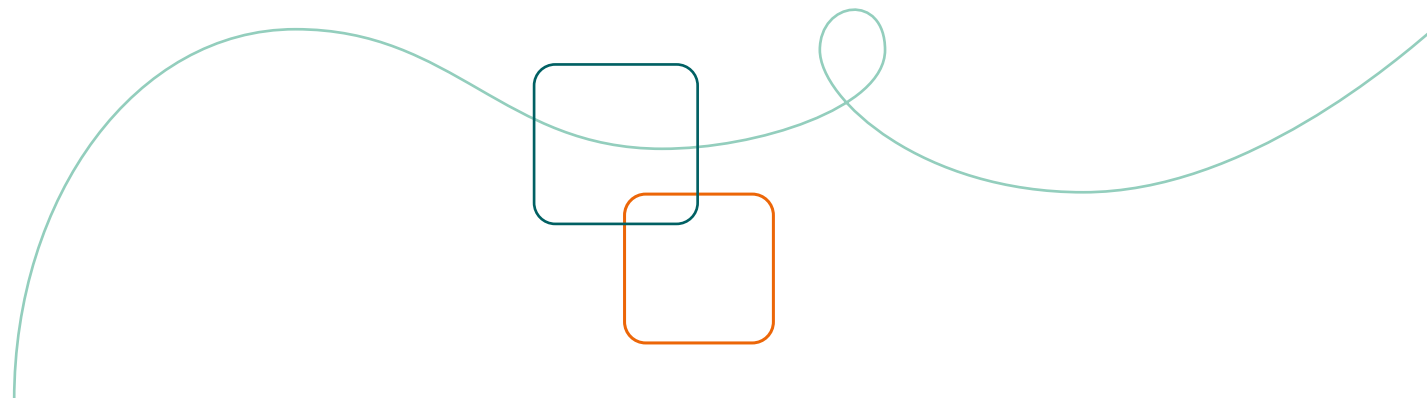
401-1.b: Total number and rate of employee turnover during the reporting period, broken down by age group, gender and region.

AGE GROUP	2024		
	NUMBER OF HIRES	NUMBER OF LAYOFFS	TURNOVER RATE
Under 30 years	655	511	26%
30–50 years	384	382	17%
Over 50 years	22	28	1%
TOTAL	1,061	921	44%

GENDER	2024		
	NUMBER OF HIRES	NUMBER OF LAYOFFS	TURNOVER RATE
Male	673	641	29%
Female	388	280	15%
TOTAL	1,061	921	44%

REGION	2024		
	NUMBER OF HIRES	NUMBER OF LAYOFFS	TURNOVER RATE
Southeast	681	558	28%
South	136	149	6%
Midwest	106	90	4%
North	53	52	2%
Northeast	85	72	4%
TOTAL	1,061	921	44%

Note: The following were considered employees: Employees hired under the Consolidation of Labor Laws (CLT), Interns, Young Apprentices, Management Board and Temporary Staff



401-2: Benefits offered to full-time employees that are not offered to temporary or part-time employees

1. Life insurance
2. Health care
3. Extension of maternity/paternity leave (Empresa Cidadã)
4. Transportation vouchers
5. Meal allowance
6. Food allowance
7. Pharmacy agreement
8. Charter transportation
9. Dental care
10. Length of service bonus
11. Automobile (Executives/Managers)
12. Fuel (Executives/Managers)
13. Christmas gift card (children)
14. Christmas basket card
15. Mobility Aid (Convert transportation voucher value into Mobility card balance)
16. Dr Mills (Telemedicine Service/Nutritional Coaching/Physical Education Coaching/Telepsychology)
17. Mobility bonus (Employee Transfer Policy)
18. Worksite (Partnerships for contracting Insurance services (Life/Auto/Mobile/Residential))
19. Payroll loans
20. Gift card (Birth of Child)
21. WellHub (Gympass)

TEMPORARY WORKERS RECEIVE:

1. Transportation vouchers
2. Meal vouchers
3. Christmas gift card

401-3: Maternity/paternity leave

	2024		
	MALE	FEMALE	TOTAL
Total number of employees entitled to take maternity/paternity leave, broken down by gender. (All employees entitled to leave in the year of the reporting period.)	34	20	54
Total number of employees who took maternity/paternity leave, broken down by gender. (Only employees who went on leave in the year of the reporting period.)	34	20	54
Total number of employees returning to work after maternity/paternity leave, broken down by gender. (Consider employees who left in the year prior to the report and returned in the year of the reporting period; Do not consider employees who will return in the following year of the reporting period)	34	17	51
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after their return to work, broken down by gender. (Consider employees who went on leave in the year prior to the reporting period.)	3	12	15
Return-to-work rates of employees who took maternity/paternity leave, broken down by gender	100%	100%	100%
Return and retention rates of employees who took maternity/paternity leave, broken down by gender	100%	80%	94%

404-1: Average hours of training per year per employee

GENDER	2024
	AVERAGE HOURS OF TRAINING
Male	41:01:52
Female	28:17:53

JOB CATEGORY	2024
	AVERAGE HOURS OF TRAINING
TEAMS IN GENERAL	35:14:40
COORDINATORS, SUPERVISORS AND MANAGERS	51:04:36
INTERNS AND APPRENTICES	37:58:46
MANAGEMENT	56:23:06
EXECUTIVE BOARD	20:47:47

404-2: Programs for improving employee skills and career transition assistance

INITIATIVE	DESCRIPTION AND RESULTS
Evouir program	Subsidy of up to 75% (ceiling of R\$ 900/month) for technical, undergraduate, graduate and MBA courses; 100% for the Encceja.
Internship Program	Technical and behavioral development; includes soft skills, round-table discussions and an adapted technical trail.
Acceleration Program	Trail for talent with leadership potential. In 2024, 57 participants in 9 classes.
Leadership Development Program (LDP)	Training 86 leaders from the corporate, technical and commercial areas in soft and hard skills.
Leader of the Future	Strategic training for 14 high-performance leaders in partnership with the Crescimentum consultancy.
Trainee program	Completed in 2024 with 15 participants; 7 in strategic or leadership positions.
Multiplica Program	Sharing technical knowledge among employees; encouraging collaborative learning.
Mills School	Digital platform with technical content, media library, training trails and training evaluation.

404-3: Percentage of employees receiving regular performance and career development reviews

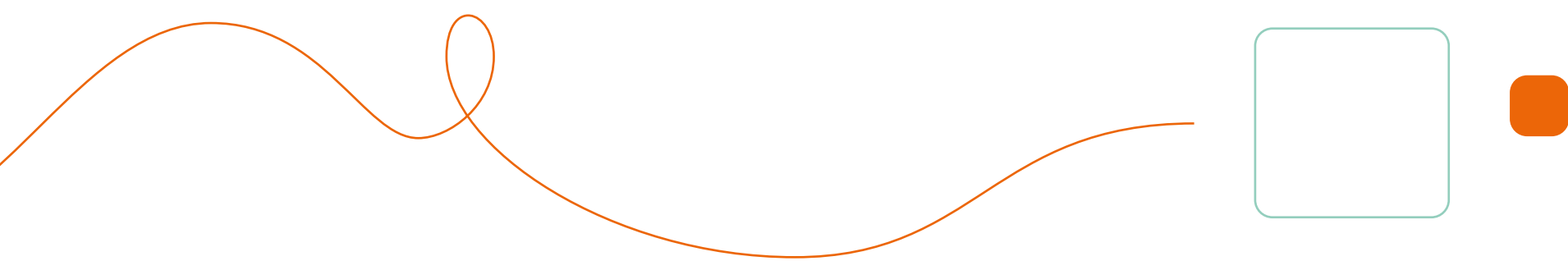
GENDER	2024
	PERCENTAGE OF TOTAL EMPLOYEES
Male	Self-evaluation: 65% Manager evaluation: 68%
Female	Self-evaluation: 29% Manager evaluation: 31%
TOTAL	Self-evaluation: 94% Manager evaluation: 99% Overall evaluation: 97%

JOB CATEGORY	2024
	PERCENTAGE OF TOTAL EMPLOYEES
Executive Board	Self-evaluation: 0.5% Manager evaluation: 0.4%
Management	Self-evaluation: 3.7% Manager evaluation: 3.6%
Coordinators, supervisors and managers	Self-evaluation: 9.4% Manager evaluation: 9.5%
Teams in general	Self-evaluation: 73.4% Manager evaluation: 76.2%
Interns and apprentices	Self-evaluation: 7.5% Manager evaluation: 8.9%
TOTAL	Self-evaluation: 94% Manager evaluation: 99% Overall evaluation: 97%

405-1: Diversity in governance bodies and employees

GENDER	EXECUTIVE BOARD	MANAGEMENT	COORD./SUP/MAN	TEAM IN GENERAL	INTERNS/ APPRENTICES	TOTAL
Men	1	8	26	495	143	673
Women	0	2	11	232	143	388
TOTAL	1	10	37	727	286	1,061

GENDER	EXECUTIVE BOARD	MANAGEMENT	COORD./SUP/MAN	TEAM IN GENERAL	INTERNS/ APPRENTICES	TOTAL
Under 30 years	0	0	3	386	266	655
30–50 years	1	9	28	326	20	384
Over 50 years	0	1	6	15	0	22
TOTAL	1	10	37	727	286	1,061



JOB CATEGORY	GENDER (%)		AGE GROUP (%)				RACE (%)						OTHER (%)	
	FEMALE	MALE	<- 24	25-30	31-50	>51	BLACK	MIXED-RACE	WHITE	YELLOW	INDIGENOUS	NI	PEOPLE WITH DISABILITIES	REFUGEES
BOARD OF DIRECTORS														
2022	0	0	9	9	0	0	0	12	63	0	0	25	0	0
2023	37	63	0	0	13	87	0	23	87	0	0	0	0	0
2024	36.36	63.64	0	0	27.27	72.73	0	9.09	81.82	0	0	9.09	0	0
EXECUTIVE BOARD														
2022	29	71	0	0	86	14	0	29	71	0	0	0	0	0
Hiring in 2022	100	0	0	0	100	0	0	0	100	0	0	0	0	0
2023	33	67	0	0	83	17	0	17	83	0	0	0	17	0
Hiring in 2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	22.22	77.78	0	0	88.89	11.11	0	33.33	66.67	0	0	0	11.11	0
Hiring in 2024	0	100	0	0	100	0	0	0	100	0	0	0	0	0
MANAGEMENT														
2022	22	78	0	0	93	7	2	13	85	0	0	0	0	0
Hiring in 2022	0	100	0	0	100	0	14	0	86	0	0	0	0	0
2023	19	81	0	0	93	7	2	16	83	0	0	0	2	0
Hiring in 2023	33	67	0	0	100	0	0	33	67	0	0	0		
2024	20.29	79.71	0	1.45	91.30	7.25	1.45	15.94	79.71	2.90	0	0	1.45	0
Hiring in 2024	20	80	0	0	90	10	10	10	80	0	0	0	0	0

JOB CATEGORY	GENDER (%)		AGE GROUP (%)				RACE (%)						OTHER (%)	
	FEMALE	MALE	<- 24	25-30	31-50	>51	BLACK	MIXED-RACE	WHITE	YELLOW	INDIGENOUS	NI	PEOPLE WITH DISABILITIES	REFUGEES
COORDINATION, SUPERVISION AND MANAGERS														
2022	24	76	0	18	71	8	8	27	63	2	0	0	0	0
Hiring in 2022	35	65	0	15	80	5	13	15	45	0	0	0	0	0
2023	26	74	1	14	78	7	7	28	64	1	0	0	0	0
Hiring in 2023	35	65	0	88	6	6	3	23	71	3	0	0	0	0
2024	28.44	71.56	0	17.06	74.88	8.06	7.58	30.33	62.09	0	0	0	0.95	0
Hiring in 2024	29.73	70.27	0	8.11	75.68	16.22	5.41	24.32	70.27	0	0	0	0	0
TEAMS IN GENERAL														
2022	24	76	15	26	52	7	12	37	47	1	1	2	0.46	0.86
Hiring in 2022	28	72	28	30	41	1	14	1	45	37	1	2	0.16	1.13
2023	24	76	17	25	51	7	12	39	48	1	0	0	0	0
Hiring in 2023	25	75	28	27	41	4	14	42	38	1	1	4	0	0
2024	26.78	73.22	16.94	26.61	48.91	7.54	14.97	40.27	43.55	0.87	0.33	0	0.22	0.82
Hiring in 2024	31.91	68.09	29.30	28.06	40.58	2.06	17.06	44.84	37.14	0.41	0.55	0	0.41	1.24
INTERNS														
2022	36	64	85	14	1	0	12	40	47	1	0	0	0	0
Hiring in 2022	31	39	85	14	1	0	13	0	45	40	1	1	0	0
2023	52	48	86	12	2	0	15	43	41	2	0	0	0	0
Hiring in 2023	47	57	83	14	3	0	16	44	38	1	1	0	0	0
2024	58.40	41.60	78	19.20	2.80	0	19.60	42	36.80	1.60	0	0	0	0.40
Hiring in 2024	50	50	75.52	18.88	5.59	0	21.33	40.21	37.06	1.40	0	0	0	0.35

405-2: Ratio of basic salary and remuneration of women to men

	2024		
	MALE SALARY	FEMALE SALARY	WAGE RATIO
EXECUTIVE BOARD	Confidentiality restrictions		92%
MANAGEMENT	Confidentiality restrictions		96%
COORD./SUP/MAN	Confidentiality restrictions		119%
TEAM IN GENERAL	Confidentiality restrictions		106%
INTERNS/APPRENTICES	Confidentiality restrictions		100%
TOTAL	-	-	96%

406-1: Cases of discrimination and corrective measures taken

In 2024, 07 cases of discrimination were reported to the Whistleblower channel. The Internal Audit and Investigation department carried out the appropriate investigations together with the People and Management department, where 02 were concluded as justified with dismissal for just cause in accordance with the Consequence Policy. The other cases have not been confirmed.

201-2: Financial implications and other risks and opportunities arising from climate change

The study of climate risks and opportunities, following the TCFD methodology and to comply with IFRS 1 and 2, will be conducted in 2025 by a multidisciplinary team.

301-1: Materials used by weight or volume

In this item, we only considered the consumption of lubricating oil used in the maintenance process of our equipment.

NON-RENEWABLE MATERIALS USED	2024
	WEIGHT/VOLUME
Lubricating Oil - Light Machinery	228,496
Lubricating Oil - Heavy Machinery	127,889
TOTAL	356,385.00

Note: Volume in liters

301-2: Raw materials or recycled materials used

We do not use any material that comes from recycling. We only send it for recycling after use.

301-3: Reused products and their packaging

Batteries: In 2024, 12,665 batteries were consumed, of which 1,307 were recovered via desulphation at the Light Machinery branches, which represents 10.3% of the total. The rate was lower than in 2023 (13.1%). Strategies are being developed to expand recovery, such as including the topic in the Excellence Program.

Tires: Consumption increased by 80% compared to 2023, totaling 2,860 units in 2024. Of these, 895 were recovered, equivalent to 31.3%.

Laboratories: We ended 2024 with 10 active laboratories, responsible for the recovery of 3,547 parts, representing 50% of the total of 7,129 parts consumed in the year. The process generated savings of approximately R\$ 12.2 million, contributing to operational efficiency and sustainability.

Note: Data provided by the Light Machinery Rental Engineering department.

302-1: Energy consumption within the organization

DOMESTIC FUEL CONSUMPTION (MEGAJOULES)

TYPE	2022	2023	2024	% CHG.
Gasoline	22,699,511	25,674,775	22,495,009	-12%
Ethanol	1,904,253	1,260,844	16,649,748	1221%
Diesel	7,842,903	10,146,730	14,906,859	47%

DOMESTIC FUEL CONSUMPTION (MEGAJOULES)

TYPE	2022	2023	2024	% CHG.
LPG	2,739,148	3,071,872	3,028,068	-1%

ELECTRICITY CONSUMPTION (MEGAJOULES)

YEAR	CONSUMPTION	% CHG.
2021	9,289,696	-
2022	9,670,799	4%
2023	10,719,292	11%
2024	12,089,929	13%

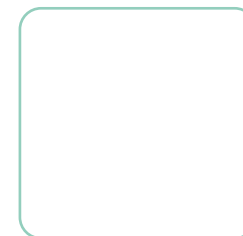
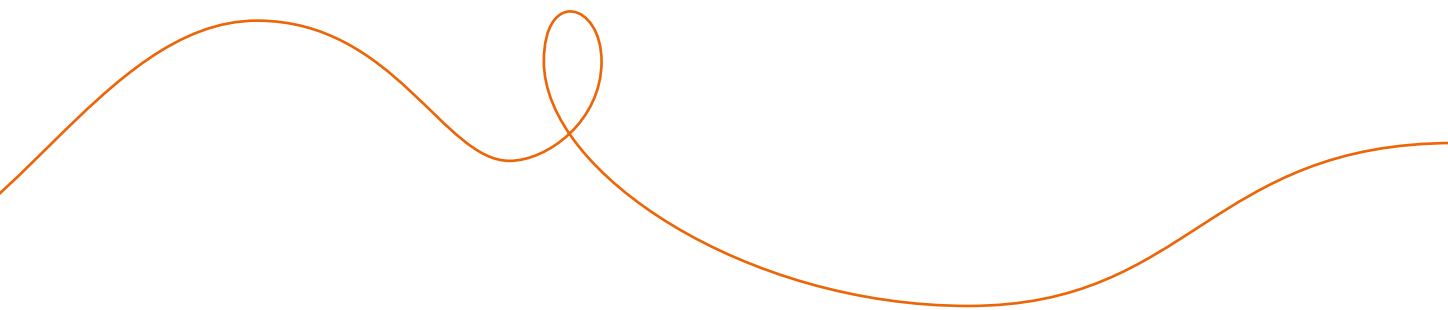
302-1.e: Total energy consumption within the organization in joules or multiples thereof.

	2024
Electricity	12,089,928.5
Fuels	57,079,683.4

302-1.G: SOURCE OF THE CONVERSION FACTORS USED.

Conversion factors 2024

FUEL	FACTOR (MJ)	SOURCE	TOTAL DOMESTIC CONSUMPTION 2024	MJ CONVERSION
WITHIN THE ORGANIZATION - GRI 302: ENERGY				
Diesel (liters)	35.86	https://pt.wikipedia.org/wiki/Diesel#:~:text=ou%20alt%C3%ADssimas%20press%C3%B5es.,Caracter%C3%ADsticas,2%2C6%20kg%20de%20CO2.	415,696	14,906,858.60
Gasoline (liters)	32.2	FGV - chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://fgvenergia.fgv.br/sites/fgvenergia.fgv.br/files/arquivos/2_roberto_rodrigues.pdf	697,736	22,495,008.60
Ethanol (liters)	20.09	FGV - chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://fgvenergia.fgv.br/sites/fgvenergia.fgv.br/files/arquivos/2_roberto_rodrigues.pdf	828,758	16,649,748.20
LPG (KG)	46.6	https://energypedia.info/wiki/Liquefied_Petroleum_Gas_(LPG)	64,980	3,028,068.00
TOTAL			2,007,170	57,079,683.40



302-1.G: SOURCE OF THE CONVERSION FACTORS USED.

Conversion factors 2024

ELECTRICITY	FACTOR (MJ)	SOURCE	TOTAL DOMESTIC CONSUMPTION 2024	MJ CONVERSION
WITHIN THE ORGANIZATION - GRI 302: ENERGY				
Energy (KWh)	3.6	https://www-sciencedirect-com.translate.goog/topics/engineering/kilowatt-hour?_x_tr_sl=en&_x_tr_tl=pt&_x_tr_hl=pt&_x_tr_pto=sge#:~:text=O%20quilowatt%2Dhora%20(kW%20h,pagando%20pelas%20inefici%C3%AAncias%20dos%20operadores.	3,358,313	12,089,928.50

Note: Renewable and non-renewable fuels consumption data collected according to information for the 2024 emissions inventory. All the evidence can be found on the Climoo platform. The data source used as a basis for conversion were open scientific data platforms.

302-2: Energy consumption outside the organization

Fuel consumption data for the use of our equipment by clients in 2024. Light Machinery, Heavy Machinery and Intralogistics areas. The information is taken from our systems for monitoring hours of use and consumption per hour of our equipment in use by clients.

OUTSIDE THE ORGANIZATION 302-2

CLIENT FUEL CONSUMPTION (MEGAJOULES)

TYPE	2022	2023	2024	% CHG.
Diesel	369,669,516	915,389,685	1.093.002.850 MJ	24%
LPG	-	-	20.492.275 MJ	-

2024

OUTSIDE THE ORGANIZATION - GRI 302: ENERGY

FUEL	FACTOR (MJ)	TOTAL CLIENT CONSUMPTION 2024	MJ CONVERSION
Diesel (liters)	35.86	30.479.723	1,093,002,850
LPG (KG)	46.6	439,748	20,492,275
Total			1,113,495,125

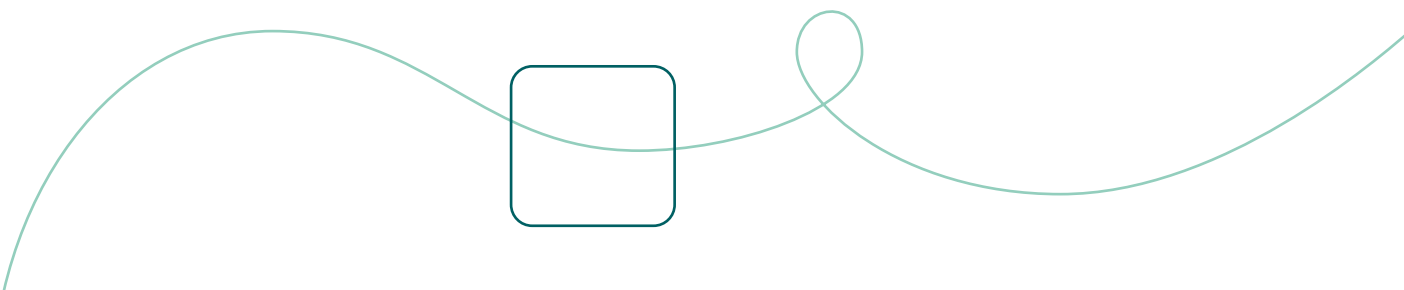
Note: The conversion factors used to calculate energy consumption were based on data from publicly accessible scientific platforms.

302-3: Energy intensity

2024	
302-3.a: Energy intensity rate for the organization.	We have separated the total rate calculation. For Light Machinery Rental, the total rate is: 121.25. While for Formworks and Shoring, it is 16.
302-3.c: Types of energy included in the intensity rate; whether fuel, electricity, heating, cooling, steam or all.	Electricity
302-3.d: Whether the rate uses energy consumed inside the organization, outside it, or both.	Within the organization

Note: Energy intensity only considered for Light Machinery BU.

302-3.b: The metric used was KW/h consumed/equipment movement - input (per branch).

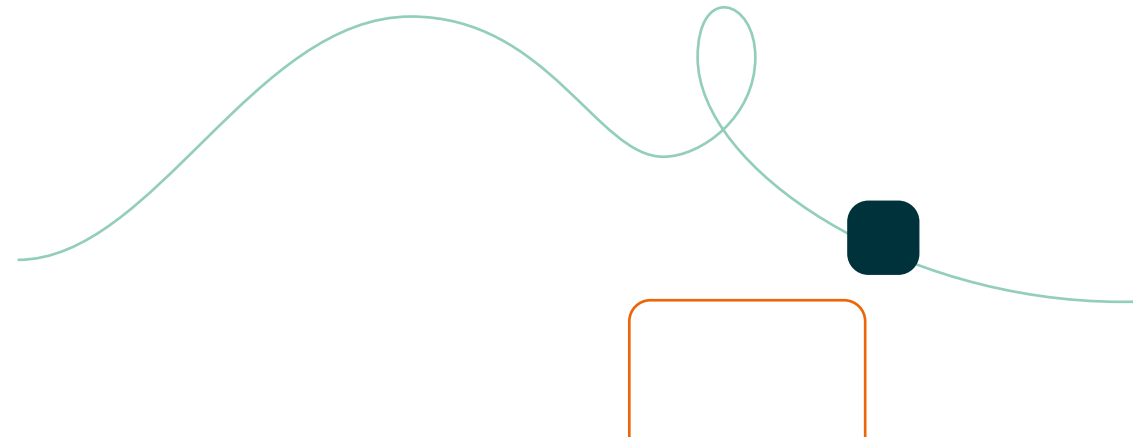


303-1: Interactions with water as a shared resource

ASPECT	KEY INFORMATION
Water sources	70% of branches use local concessionaires; 30% use artesian wells (licensed or in process)
Use and reuse of water	41 branches with WTP in place (closed system); 12 use separator boxes. Target: 100% of washing areas with WTP by 2025
WTP efficiency	2024 (until Oct): 44% (7,308 m ³ saved); 2023: 39%
Sanitary effluents	48% connected to the public system; 40% with septic tank + filter + sump/blind box; 10% with a mixed system; Cotia/SP with 3 anaerobic WWTPs
Monitoring and control	Monthly consumption inventory; biannual analysis of wells and filters; channel for recording environmental deviations
Management and performance	Indicator in the Excellence Program 2024 (target: -5% consumption); technical training at the WTPs
Water risk assessment	WWF Tool: 34 branches at medium risk, 7 at high risk; water stress in 7 branches (SP, MG, PE)

303-2: Management of impacts related to water disposal

ASPECT	KEY INFORMATION
Legal compliance	It complies with CONAMA Resolution 430/2011 and SP State Decree 8468/1976
Effluent monitoring	Biannual analyses to check compliance with legal standards
Branches without WTP (use of separators)	Effluent directed to the public system or stored for collection by a licensed company
Parameters analyzed	Temperature, pH, oil and grease, BOD/COD, anionic surfactants, settleable solids, total suspended solids
Impact control	Comparison of results with federal and state legal limits



303-1: Interactions with water as a shared resource

2024

WATER DISPOSAL (303-4.A; 303-4-B; 303-4-C)	ALL AREAS	AREAS WITH WATER STRESS
WATER INTAKE BY SOURCE		
I. SURFACE WATER (TOTAL)	31,484.0 MEGALITER	1,977.0 MEGALITER
Fresh water (total dissolved solids ≤1,000 mg/L)	31,484.0 megaliter	1,977.0 megaliter
Other types of water (total dissolved solids >1,000 mg/L)		
II. GROUNDWATER (TOTAL)	13,724.0 MEGALITER	0.0 MEGALITER
Fresh water (total dissolved solids ≤1,000 mg/L)	13,724.0 megaliter	0.0 megaliter
Other types of water (total dissolved solids >1,000 mg/L)		
III. SEA WATER (TOTAL)	0.0 MEGALITER	0.0 MEGALITER
Fresh water (total dissolved solids ≤1,000 mg/L)	0.0 megaliter	0.0 megaliter
Other types of water (total dissolved solids >1,000 mg/L)		
IV. WATER PRODUCED (TOTAL)	0.0 MEGALITER	0.0 MEGALITER
Fresh water (total dissolved solids ≤1,000 mg/L)	0.0 megaliter	0.0 megaliter
Other types of water (total dissolved solids >1,000 mg/L)		
V. WATER PRODUCED (TOTAL)	0.0 MEGALITER	0.0 MEGALITER
Fresh water (total dissolved solids ≤1,000 mg/L)	0.0 megaliter	0.0 megaliter
Other types of water (total dissolved solids >1,000 mg/L)		

Note: The information is collected through direct measurement on water bills or by monitoring water meters (groundwater).

303-4: Water disposal

Effluent analyses follow state and federal legal parameters, focusing on BOD, COD, oil and grease, suspended solids, settleable solids, pH and temperature. The critical parameters for control are oil and grease, pH and settleable solids. The volume destined for external treatment is recorded via MTR and measurement reports. The data is obtained from invoices, water meters and the *Water Risk Filter* (WWF) tool.

2024

WATER DISPOSAL (303-4.A; 303-4-B; 303-4-C)	ALL AREAS	AREAS WITH WATER STRESS
WATER DISPOSAL BY DESTINATION		
I: Surface water	31,484.0 megaliter	1,977.0 megaliter
II: Groundwater	327.0 megaliter	0.0 megaliter
III: Sea water	Not applicable	
IV: Third-party water (total)	Not applicable	
IV: Third-party water sent for use by other organizations	Not applicable	
TOTAL WATER DISPOSAL		
Surface water + groundwater + sea water + third-party water (total)	1,111.0 megaliter	
DISPOSAL OF WATER BY FRESH WATER AND OTHER TYPES OF WATER		
Fresh water (total dissolved solids \leq1,000 mg/L)	1,111.0 megaliter	
Other types of water (total dissolved solids $>$1,000 mg/L)	Not applicable	

303-5: Water consumption

Water consumption is monitored monthly on the basis of utility bills and direct measurements at wells, and is compiled by regional HSE analysts. Water stress assessment is carried out using the *Risk Filter Suite* (WWF) tool, using the filter 1.2 *Baseline Water Stress*. All subsidiaries were analyzed based on global data from the platform.

2024

WATER CONSUMPTION (305-3.A; 305-3-B; 305-3-C)	ALL AREAS	AREAS WITH WATER STRESS
Total water consumption	45,280.0 megaliter	1.1 megaliter
Change in water storage, if water storage has been identified as causing a significant water-related impact	Not applicable	Not applicable

305-1: Direct (Scope 1) GHG emissions

Base year: 2022

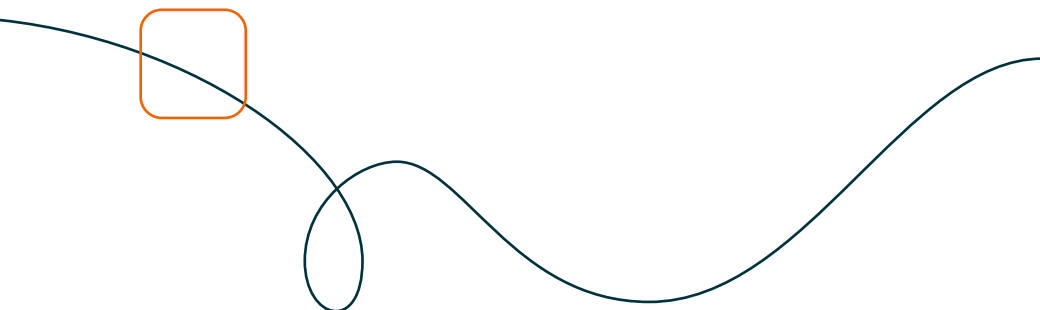
Reporting period: 01/01/2024–12/31/2024

Reference: targets validated by SBTi

In 2024, Scope 1 emissions increased by 11.6%, mainly due to the acquisition of the new Intralogistics unit. In the Light Machinery, Formwork & Shoring (F&S) and Heavy Machinery Business areas, there was a 21% reduction in mobile combustion emissions, driven by the use of ethanol in the operating fleet. Fugitive emissions grew by 29%, especially the use of R134-A refrigerant gas in heavy vehicles. Studies are underway to replace them with lower GWP alternatives. The calculations were carried out using the GHG Protocol Brazil (FGVces) tool, processed on the Climoo platform, according to the methodology of ABNT NBR ISO 14064-1:2022 and IPCC emission factors (Vol. 5, Chap. 6 - Equation 6.1a, Tier 1).

2024

Total direct emissions (Scope 1) of GHG in metric tons of CO2 equivalent.	4,538.86
Gases included in the calculation: se CO2, CH4 , N2O, HFCs, PFCs, SF6 , NF3 or all.	CO2 (t)CH4 (t) N2O (t), HFCs
Biogenic CO2 emissions in metric tons of CO2 equivalent.	1,670



305-2: Indirect energy (Scope 2) GHG emissions

Base year: 2022 (revised and rectified in the Public Register of Emissions - targets submitted to SBTi)

Reporting period: 01/01/2024–12/31/2024

Scope 2 emissions increased by 55% by location in 2024, influenced by the incorporation of a new business unit, operational expansion and an increase in the average emission factor of the Brazilian Interconnected System (SIN) (from 0.0385 to 0.0545 tCO₂e/MWh).

As a mitigation measure, 40% of the branches started using energy from renewable sources via Distributed Generation (DG), reducing around 11 tCO₂e/year. In addition, 100% of the energy consumed has been I-REC certified.

Methodology: GHG Protocol Brazil Tool (FGVces - v2023.0.1); Standard ABNT NBR ISO 14064-1:2022; Emission factor: MCTI - Corporate Inventories 2024

2024	
Total indirect (Scope 2) GHG emissions from energy purchases in metric tons of CO ₂ equivalent calculated based on location.	180.58
Total indirect GHG emissions (Scope 2) from energy purchases in metric tons of CO ₂ equivalent calculated based on the market.	0.45 tCO ₂ e (amount of energy without IREC certificate)
Gases included in the calculation: se CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ or all.	CO ₂

305-3: Other indirect (Scope 3) GHG emissions

Base year: 2022 (revised and rectified in the Public Register of Emissions - targets submitted to SBTi)

Reporting period: 01/01/2024–12/31/2024

In 2024, Scope 3 emissions increased by 4%, mainly due to the acquisition of the new Intralogistics unit. The category of leased goods (use of equipment by clients) rose by 27% compared to 2023, 44% of which in the Heavy Machinery line, reflecting the growth of the business.

The main challenges for reduction include the efficient use of equipment by clients and expanding the supply and adoption of hybrid/electric models. Tests are underway with manufacturers and clients for more efficient solutions.

2024	
Total other indirect GHG emissions (Scope 3) in metric tons of CO2 equivalent.	165,040.96 tCO2e
Gases included in the calculation: se CO2, CH4 , N2O, HFCs, PFCs, SF6 , NF3 or all.	CO2 N2O CH4
Biogenic CO2 emissions in metric tons of CO2 equivalent.	11,859.26 tCO2e
Other categories and activities of indirect GHG emissions (Scope 3) included in the calculation.	N/A

305-4: GHG emissions intensity

ITEM	2024
GHG emissions intensity index	103 tCO2e/MM
Metric used (denominator)	MM (million meters moved or similar)
Types of emissions included	Scopes 1 (direct), 2 (indirect by energy) and 3 (other indirect)
Gases included in the calculation	CO ₂ , CH ₄ , N ₂ O, HFCs

Note: In 2024, we had a 20% increase in net revenues and a 7% reduction in relative emissions (tCO2e/MM).

305-5: Reduction of greenhouse gas (GHG) emissions

ITEM	2024
Scope 1 Reduction (mobile combustion)	-21% in emissions, using ethanol in technical service vehicles
Scope 2 Reduction (electricity)	11 tCO _{2e} avoided by using solar energy via Distributed Generation
Type of action	Fuel substitution and migration to renewable sources

Note: The values of the indicators relating to emissions may change due to the process of external verification of the 2024 GHG inventory, since the publication of this report took place before the verification was completed.

306-1: Waste generation and significant waste-related impacts

In 2024, the main waste generated in the Company’s operations resulted from equipment maintenance activities, building maintenance and employees’ routine (household waste). All waste is segregated at source according to its classification, stored in specific areas at the branches and sent to companies approved by the HSE department, in compliance with current environmental legislation.

Potential impacts associated with operational activities include oil, paint and solvent spills and the inappropriate use of degreasers, which can

compromise the efficiency of water treatment plants (WTP). The real impacts include the generation of solid and liquid waste in varying volumes, depending on the condition of the equipment received from clients. In the context of household waste, the potential impacts relate to inadequate segregation and increased water consumption, increasing the generation of sanitary effluents. In addition, the generation of construction waste as a result of building maintenance was recorded as a potential impact.

306-2: Management of significant waste-related impacts

Since 2021, the Company has had a management system that controls the transportation, destination and volume of waste per branch. Most of this is generated in equipment maintenance and includes Class I - hazardous - waste. All waste is segregated at source, stored properly and disposed of by approved partners in accordance with environmental legislation. The company invests in the circularity of materials, especially the recovery of engines, alternators and cylinders, which are returned to stock after repair. It also carries out reverse logistics for batteries, tires and oils, with nationwide collection.

Employees receive training in handling waste, using containment kits and reporting incidents via an internal channel. In cases such as oil spills, protocols are followed for containment, disposal and recording for analysis and correction by the HSE team. Collections are managed by an electronic system, from the request to the issue of the MTR. Weighing is confirmed at the destination, with monthly evidence sent to validate the services. The data may be adjusted once the final destinations have been confirmed, within 90 days.

306-3: Waste generated

2024

WASTE COMPOSITIONS	WASTE GENERATED
Class I: Contaminated with oils and greases, CSAO effluents, Used oil	3,997.00 t
Class II - A: Sanitary Effluent, Debris, Organic, Common Waste	422.00 t
Class II - B: Wood, paper and cardboard, plastic and other common items	979.00 t
Type 4 waste	-
Total	5,398.00 t

Note: The data provided has been extracted from our electronic waste management platform and may be subject to minor adjustments due to confirmation of final destinations, which takes around 90 days to process.

306-4: Waste not destined for final disposal

Total weight of waste **not destined for disposal** in metric tons and a breakdown of this total by waste composition.

2024

WASTE COMPOSITIONS	WASTE NOT DESTINED FOR FINAL DISPOSAL
Class I	3,905.00 t
Class II - A	180.00 t
Class II - B	674.00 t
Other	0.00 t
Total	4,759.00 t

2024

(306-4-B; 306-4-C; 306-4-D)	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
HAZARDOUS WASTE			
Preparation for reuse	0.00 t	0.00 t	0.00 t
Recycling	0.00 t	0.00 t	0.00 t
Other recovery operations	0.00 t	3,905.00 t	3,905.00 t
Total	0.0 t	3,905.50 t	3,905.00 t
(306-4-B; 306-4-C; 306-4-D)	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
NON-HAZARDOUS WASTE			
Preparation for reuse	0.00 t	0.00 t	0.00 t
Recycling	0.00 t	626.00 t	626.00 t
Other recovery operations	0.00 t	228.00 t	626.00 t
Total	0.0 t	854.00 t	854.00 t
(306-4-B; 306-4-C; 306-4-D)	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
Waste avoided			0.00 t

Note: The data provided has been extracted from our electronic waste management platform and may be subject to minor adjustments due to confirmation of final destinations, which takes around 90 days to process.

306-5: Waste destined for disposal

Total weight of waste destined for disposal in metric tons and a breakdown of this total by waste composition.

2024

WASTE COMPOSITIONS	WASTE DESTINED FOR FINAL DISPOSAL
Class I	92.00 t
Class II - A	242.00 t
Class II - B	305.00 t
Other	0.00 t
Total	639.00 t

2024

(306-5-B; 306-5-C; 306-5-D)	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
HAZARDOUS WASTE			
Incineration (with energy recovery)	0.00 t	0.00 t	0.00 t
Incineration (without energy recovery)	0.00 t	10.00 t	10.00 t
Confinement in landfill	0.00 t	82.00 t	82.00 t
Other disposal operations	0.00 t	0.00 t	0.00 t
Total	0.0 t	92.00 t	92.00 t

2024

(306-5-B; 306-5-C; 306-5-D)	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
NON-HAZARDOUS WASTE			
Incineration (with energy recovery)	0.00 t	0.00 t	0.00 t
Incineration (without energy recovery)	0.00 t	4.00	4.00 t
Confinement in landfill	0.00 t	543.00 t	543.00 t
Other disposal operations	0.00 t	0.00 t	0.00 t
Total	0.0 t	547.00 t	547.00 t

Note: The data provided has been extracted from our electronic waste management platform and may be subject to minor adjustments due to confirmation of final destinations, which takes around 90 days to process.

201-4: Financial support received from the government

Total Benefits and Tax Credits: R\$ 29,529,059.70

Composition of amounts:

- IRPJ/CSLL Tax Loss: R\$ 26,901,093.00
- PAT (Workers' Food Program) Incentive: R\$ 842,133.98
- Incentive via Rouanet Law/PRONAC: R\$ 826,541.35

- Sports Incentives: R\$ 413,270.68
- Incentives for Children and Youth: R\$ 206,635.34
- Incentive for the Elderly: R\$ 206,635.34
- Extension of Maternity and Paternity Leave: R\$ 132,750.01

205-1: Operations assessed for risks related to corruption

In 2024, there were 12 operations corresponding to 52% of Mills' total Processes (value chain)

Of the 51 risks mapped in the risk matrix, 20 present significant risks related to fraud and/or corruption, as follows:

- R10 - Excess availability or unavailability of assets to meet market demand (Light Machinery RENTAL)
- R11 - Inadequate freight management
- R14 - Divergences between the physical and accounting balances of the Company's inventories or high inventory costs
- R15 - Fines and/or sanctions against the Company and/or its executives for non-compliance with current legislation or regulations (employees and partners)
- R16 - Financial losses or damage to image due to fraudulent or unethical acts (employees and partners)
- R18 - Weaknesses in the governance of business processes
- R25 - Negative impact on the Company's financial performance (Light Machinery RENTAL, Heavy Machinery and Corporate)
- R27 - Loss and/or dissatisfaction of clients and/or penalties due to non-compliance with contractual commitments
- R34 - High working capital requirement (NCG)
- R37 - Fraud and/or financial losses on the sale of assets
- R38 - Theft/robbery in branches
- R39 - High costs or inefficient cost management
- R40 - Loss of company assets (F&S)
- R41 - Absence and/or error in calculating the company's revenues (F&S)
- R43 - Inadequate work and/or repairs carried out
- R44 - Low level of confidentiality of information
- R45 - Low level of information integrity
- R46 - Tax assessments not carried out or incorrect (ICMS, IR, CSLL, PIS, COFINS and ISS)

- R47 - Incorrect accounting records or lack of accounting
- R49 - Carrying out critical activities not covered by people, processes and systems)

205-2: Communication and training on anti-corruption policies and procedures

The Company does not communicate directly with business partners about its anti-corruption policies and procedures. This information is disseminated through institutional channels, such as corporate social networks.

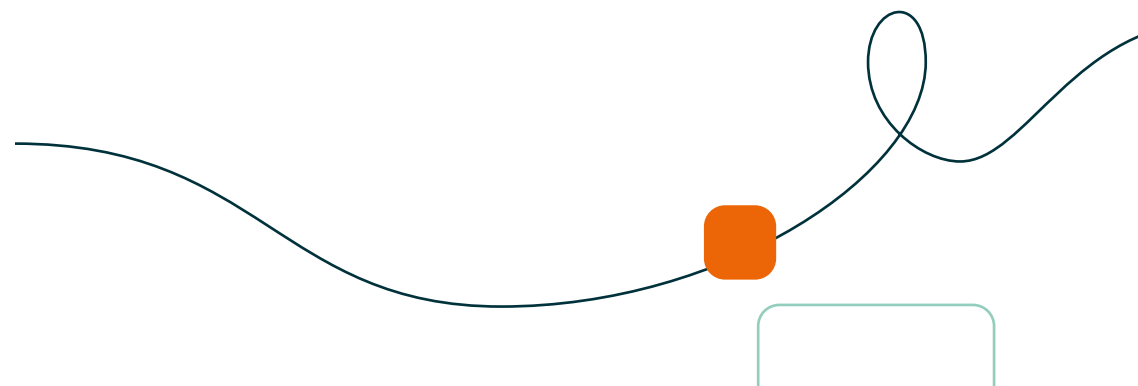
By December 2024, 1,917 employees had been trained, which corresponds to 96% of all employees. Communication on topics related to the fight against corruption was carried out through different internal channels, such as the Mills School's mandatory training platform, specific training and internal communication actions.

205-3: Confirmed cases of corruption and measures taken

In 2024, there were 4 confirmed cases of employees dismissed or punished for corruption and 1 contract with a supplier was terminated due to violations related to the topic, and there were no lawsuits filed against the company or its employees in the period.

207-1: Tax approach

In 2024, the company maintained a conservative tax approach, focusing on legal compliance and optimizing tax benefits in all spheres. The Financial and Investor Relations Executive Board is responsible for this topic, with quarterly audits and monthly compliance with accessory obligations. This year, the position of tax planning specialist was created, with work focused on reviewing internal procedures, supporting teams, analyzing tax impacts and identifying opportunities for optimization, strengthening the company's tax structure and expanding its investment capacity.



207-2: Governance, control and management of tax risks

The company maintained a robust governance and tax risk management structure in 2024, with an independent audit by PwC and technical support from specialized consultancies such as KPMG and law firms. The Tax and Accounting teams, subordinate to the Financial Executive Board, conduct internal control and tax analysis of strategic operations, with external support when necessary. All obligations are met within the legal deadlines and audited on a quarterly basis. Periodic risk reports support tax planning, which follows strict technical criteria. Compliance is reinforced by a Code of Ethics, mandatory training and a confidential Whistleblower channel, in addition to the regular issuance of negative certificates. 207-3: Stakeholder *engagement* and management of tax-related concerns.

In 2024, Mills maintained a conservative and transparent stance in its relationship with tax authorities, responding with agility to inspections and adopting good tax governance practices. All relevant operations undergo tax analysis with the support of specialized consultants. The company does not participate in lobbying activities, advocacy or committees aimed at discussing public tax policies. It also reinforces its ethical commitment through a mandatory Code of Ethics and a confidential and publicly accessible Whistleblower channel.

207-4: Reports by country

The company only operates in Brazil. For more information, see the indicators **2-1, 2-2, 2-6, 201-4 and 207-1**

417-2: Cases of non-compliance regarding product and service information and labeling

Mills has no history of non-compliance in the information and labeling of products and services, including the Yellow Line, and specifically NBR 16776 - Mobile Work Lifting Platforms.

204-1: Proportion of spending on local suppliers

In 2024, 28% of the purchasing budget at Mills' major operating units was allocated to local suppliers - defined as those with a branch in the same state as the supplier, excluding large suppliers, service providers and distributors. The units considered important were identified using the Pareto diagram, covering the branches responsible for 80% of the company's total turnover.

308-1: New suppliers selected based on environmental criteria

Currently, we do not yet have a formal supplier selection strategy based on sustainability criteria. We collected information via a system during the due diligence, identifying actions and the level of maturity of suppliers on topics such as emissions, waste and diversity management.

308-2: Negative environmental impacts in the supply chain and measures taken I 414-2: Negative social impacts in the supply chain and actions taken

In 2024, Mills evaluated 1,820 suppliers with an integrity tool that covers environmental criteria and embargoes, without identifying any irregularities. ESG questionnaires were also administered to 306 suppliers, covering topics such as environmental legislation, emissions, sustainability, human rights and labor laws. Six new suppliers with a potential environmental impact were analyzed with documentary rigor. Despite these initiatives, the company does not yet have a structured monitoring or development process based on environmental impacts, and there were no cases that required corrective action.

The main potential impact we have identified is compliance with labor legislation and respect for human rights in labor practices in activities within our suppliers.



408-1: Operations and suppliers at significant risk of child labor cases

There is no risk of child labor in Mills' operations, due to the nature of the activities. With regard to suppliers, the risk assessment tool does not yet include specific criteria on the topic, but no evidence or records of child labor were identified between 2021 and 2024. The company adopts preventive measures such as: delivery and acceptance of the Supplier Relations Manual (which prohibits child labor); integrity training with a focus on good practices in the chain; and contractual clauses that reinforce the commitment to labor rights and non-discrimination.

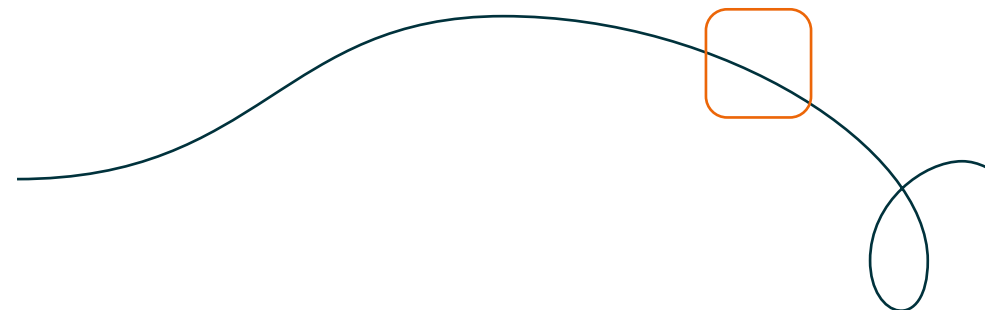
409-1: Operations and suppliers at significant risk of cases of forced or slave-like labor

In Mills' own operations, there is no possibility of slave labor, due to the processes and internal controls adopted. In its relationship with suppliers, the Company systematically checks the Ministry of Labor and Employment's "Dirty List of Slave Labor" during the approval of third parties classified as high risk, and has not identified any suppliers involved in this practice. As part of

the actions to reinforce integrity, in 2024 a training video was developed on the Third Party Relations Manual, aimed at high-risk suppliers. There were no recorded cases of forced or slave-like labor in 2021, 2022, 2023 and 2024.

410-1: Security personnel trained in human rights policies or procedures

Mills' entire security team is outsourced. Contractors receive the Company's Code of Conduct and receive training focused on ethical conduct, professional behavior and acting in critical situations. These topics are covered both in training and in periodic refresher training. The contracts signed include specific anti-discrimination clauses and encourage suppliers to adopt similar practices in their own supply chains.



414-1: New suppliers that have been selected using social criteria

Although Mills has not yet adopted a formal selection strategy based on social criteria, it does carry out a systematic evaluation of suppliers using a dedicated tool, considering topics such as emissions management, waste, diversity and inclusion. At the same time, the Compliance area conducts Due Diligence focused on labor compliance, respect for human rights and the prevention of work analogous to slavery. These actions reinforce the Company's commitment to responsible practices in the value chain.

416-2: Cases of non-compliance concerning the health and safety impacts of products and services

There have been no records of impacts on the health and safety of third parties resulting from the use of our products and services. Although there have been accidents involving our equipment, none of the incidents identified Mills' responsibility related to maintenance or the absence of safety information.

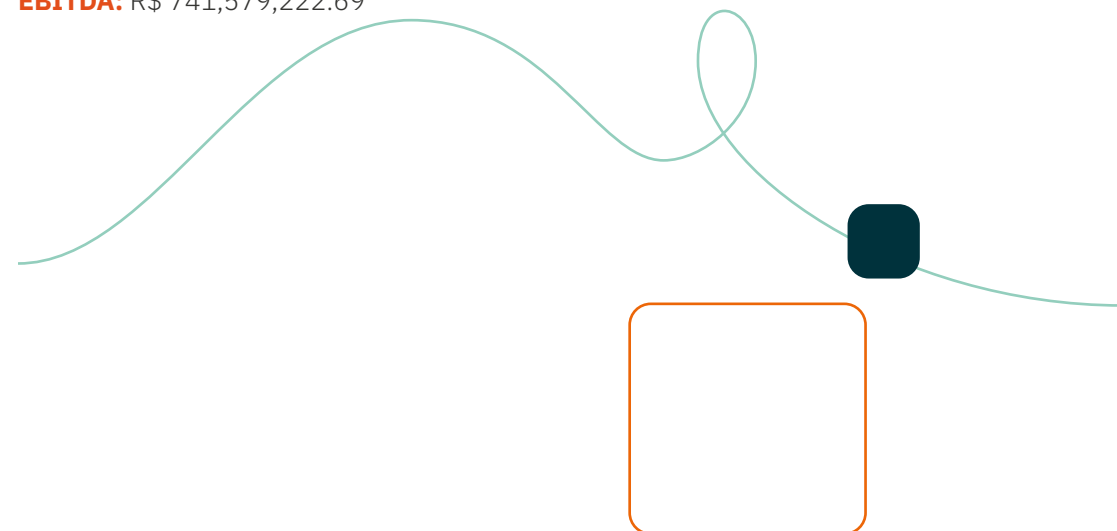
417-1: Requirements for product and service information and labeling

100% of Mills' equipment follows the safety and compliance procedure. There are no labeling requirements, but we follow all the quality standards for our equipment.

201-1: Direct economic value generated and distributed

Net Income: R\$ 285,187,874.74

EBITDA: R\$ 741,579,222.69



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (EVG&D) (R\$ MILLION)

2024	
Direct economic value generated: revenues	R\$ 1,711,553,503
Net revenue	R\$ 1,711,553,503
Distributed economic value	R\$ 1,624,382,022
Operating costs	R\$ 464,288,473
Employee salaries and benefits	R\$ 293,234,457
Payments to capital providers	R\$ 556,894,793
Payments to the government	R\$ 309,964,300
Investments in the community	R\$ 3,767,988
Retained economic value	R\$ 87,171,481

203-1: Investments in infrastructure and services supported

Our main economic impact is linked to the machinery and equipment rental business model, which offers clients a strategic and sustainable alternative for business growth, avoiding the high initial and maintenance costs of their own fleet. Considering our segments of activity, an easily recognizable example is agribusiness. With our heavy machinery rental service, we boost one of the most important sectors of the Brazilian economy. In addition, we contribute to reducing the inequality of opportunities for young people in Brazil, generating social impact through professional training scholarships.

203-2: Significant indirect economic impacts

Mills contributes to increasing efficiency and productivity in strategic sectors such as agribusiness, construction, industry and energy through its equipment rental model. This alternative makes it possible to optimize resources, direct capital to strategic investments and reduce operating costs. The model also boosts production by minimizing asset downtime. In addition, the Company recognizes its role in tackling social challenges, such as youth unemployment, and acts with a focus on productive inclusion, professional qualification and economic development with social responsibility.

