



## SUSTAINABILITY POLICY

## Summary

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## 1. Objective

Establish guidelines to guide our actions towards sustainable development, with the purpose of ensuring alignment of the best sustainability practices with the business, incorporating them into the culture and strategic planning of Randoncorp, reaffirming and strengthening its commitment to generate positive impact for society.

## 2. Application and Scope

This policy applies to Randoncorp, in all countries where we operate, and to our stakeholders, such as administrators, employees, third parties, customers, suppliers, shareholders, community, and other publics.

In Randoncorp's controlled companies that have deliberative bodies, this Policy shall be submitted to the Board of Directors or its equivalent for acknowledgment and implementation.

## 3. References

- [Company Bylaws](#);
- [Internal Regulations](#);
- [Code of Ethical Conduct](#);
- [Corporate Policies of Randoncorp](#);
- [Sustainable Development Goals \(SDGs\)](#);
- [Global Compact \(UN\)](#);
- [GHG Protocol](#);
- [Carbon Disclosure Project \(CDP\)](#);
- [Sustainability Accounting Standards Board \(SASB\)](#);
- [UN Guiding Principles on Business and Human Rights](#);
- [International Bill of Human Rights of the United Nations](#);
- [Women's Empowerment Principles \(UN\)](#);
- [Business and Human Rights from the Decent Work \(Institute Ethos\)](#);
- [Brazilian Corporate Sustainability Index \(ISE B3\)](#);
- Applicable legislation, standards, and ratings.

## 4. Definitions

**Administrators:** members of the Board of Directors and the statutory and non-statutory Executive Board of the Company, as well as administrators appointed in the constitutive acts of controlled and/or affiliated companies

**ESG Ambition:** a set of priority topics defined through materiality analysis, aligned with Randoncorp's business focus, encompassing its public ESG ("Environmental, Social and Governance") commitments.

**Business Units or BUs:** Randoncorp's business units.

**Employees:** Employees, officers, members of the Fiscal Council, and members of the Board of Directors of Randoncorp.

**Executive Committee:** a non-statutory body composed of statutory and non-statutory officers, as defined in the Internal Rules of the Executive Board, responsible for managing Randoncorp's businesses in a corporate and cross-functional manner.

**ESG Committee:** a non-statutory, operational body composed of corporate representatives from each area related to the topic, coordinated by a C-level officer of the Company.

**Company:** Randoncorp S.A.

**Public Commitments:** sustainability (ESG) targets widely disclosed, through which Randoncorp publicly commits to these topics.

**CVM:** Brazilian Securities and Exchange Commission.

**ID Randoncorp:** Randoncorp Integrity Program.

**Strategic Guidelines:** the pillars that guide Randoncorp's business management, namely: Differentiation through innovation and technology; Absolute focus on customers; Diversification with focus; Financial robustness; Leveraging synergies; A desirable company to work for; and Prioritized sustainability.

**Prioritized SDGs:** the UN Sustainable Development Goals (SDGs) connected to Randoncorp's businesses, which guide actions aimed at contributing to the achievement of the 2030 Agenda.

**Randoncorp Principles:** the eight principles adopted by Randoncorp that underpin the Code of Ethical Conduct: People valued and respected; Safety and quality; Ethics; Innovation and technology; Satisfied customer; Image and legacy preservation; Profit with sustainability; and We are Randoncorp.

**Randoncorp Purpose:** connect people and riches to generate prosperity.

**Randoncorp:** for the purposes of this Policy, the Company, its controlled and affiliated entities located in Brazil and abroad, and all its establishments, such as branches, offices, subsidiaries, or any other entity directly or indirectly linked to it. For the exclusive purposes of this Policy, Randoncorp also includes non-economic entities (foundations, associations, institutes, pension funds) maintained by any companies within the Randoncorp economic group.

## 5. Guidelines

We recognize the importance of corporate sustainability and, aware of our role in society, we strive to act in a way that promotes continuous improvement to increasingly mitigate negative impacts, generating positive impact according to our Purpose.

We are grounded in Randoncorp Principles, especially the Profit with Sustainability principle, which since its foundation, represents our commitment to the ESG agenda.

Sustainability is integrated into our culture, risk management, and strategic planning, and is managed in an integrated manner, with corporate scope, giving consistency and uniformity to our practices. Relevant themes are identified through materiality analysis.

Randoncorp Business Units must comply with the legislation of the countries where they are located, which will be prioritized if it conflicts with the provisions of this Policy.

## 6. Principles and Best Practices

## 6.1. Compliance, Ethics, and Human Rights

We constantly work to strengthen our corporate governance practices, guided by the [Bylaws, Internal Rules, Corporate Policies](#), and other internal documents, going far beyond laws, standards, and regulations that establish legal obligations.

We are committed to ethics and corporate responsibility, fundamental pillars for driving the sustainable development of our business, with the principle of protecting and respecting human rights in our operations and throughout the value chain.

## 6.2. Engagement and Collaboration

Advancements towards more sustainable models depend on the engagement, action, and efforts of different audiences, and therefore, we believe that sustainability should be pursued collaboratively, directing efforts and resources towards risk mitigation, opportunity development, and value creation, as well as raising awareness among our relationship audiences.

## 6.3. Commitment to the Environment

We maintain commitments to the environment that go beyond compliance with legislation. It is one of the values of our strategic foundations and guides us to promote continuous improvement and develop opportunities for eco-efficiency gains in operations, encouraging circularity, efficient use of resources, as well as mitigation, transition, and adaptation to climate change, in line with the [Health, Safety, and Environment Policy](#).

In our climate strategy, we seek to adopt the best global practices, developing products and processes with lower carbon emissions, to maximize positive impact, building cleaner solutions in the transportation ecosystem.

For better management of natural resources, we adopt practices that allow for their optimization, reuse, and reduction, through new technologies and new business models, enabling efficient use of waste.

## 6.4. Responsible Products and Services

We base our actions on our principles of 'Safety and Quality' and 'Satisfied Customer' to offer excellent, safe, efficient products that promote environmental impact reduction.

We strive for quality and for more efficient and sustainable processes and products, with continuous and disruptive innovations, focusing on the mobility sector, aiming to generate positive impact and mitigate risks arising from operations in the transportation chain.

## 6.5. Relationship with Stakeholders

We are committed to sustaining our partnerships with stakeholders, developing opportunities to strengthen the value chain, with the purpose of valuing people and pursuing business sustainability, based on the guidelines of the [Code of Ethical Conduct and related Corporate Policies](#).

Health and safety are priority topics. We aim to strengthen a culture of prevention, empowering employees and third parties, and engaging them to adopt preventive and safe behaviors, always maintaining a high level of commitment from everyone, aiming to reduce undesired accident occurrences, in line with the [Health, Safety, and Environment Policy](#).

We invest in the continuous development of our professionals through organizational education and cultural transformation programs. Additionally, we promote and disseminate a culture of diversity and inclusion, respecting different marginalized groups, in all our relationships.

In the supply chain, we give priority to approving suppliers who align with sustainability principles, the Company's culture and strategy, and the Corporate Purchasing Policy.

In our relationship with the community, we support actions and projects that promote social and cultural transformation, connected with Randoncorp's activities, contributing to collective development agendas and generating long-term benefits to society, following the guidelines of our [Sponsorship and Donations Policy](#).

## 7. Responsibilities

Our employees must carry out their activities and responsibilities, respecting and following the sustainability guidelines set forth in this Policy and whenever necessary, they should consult their manager regarding situations that may involve conflicts with this Policy or represent violations thereof, reporting situations or practices that are not in line with this Policy. However, some individuals or groups have specific assignments, as we will see next.

### 7.1. ESG Committee

- Ensure that ESG practices and strategic planning for sustainable growth are aligned with Randoncorp's strategy.
- Evaluate and propose participation in voluntary initiatives and commitments related to sustainability and ensure their compliance.
  - Review Randoncorp's Annual Sustainability Report.
  - Monitor the implementation of projects to enhance sustainability practices in the environmental, social, and governance (ESG) dimensions, originating from strategic planning.
  - Monitor the compliance with commitments, both public and internal, made by Randoncorp under the ESG Ambition.
  - Support departments and managers in situations involving ESG agenda topics.
  - Review this Policy and propose updates, aiming to align with market best practices.

### 7.2. Executive Committee

- Lead sustainability actions and comply with principles and standards related to the subject.
- Develop strategies and goals related to ESG.
- Prepare the annual operations plan and the corporate budget for sustainability.
- Deliberate on the inclusion of any subsidiary in global initiatives on a voluntary basis, as well as in financial market sustainability indices.
- Express your opinion on proposed changes to this Policy.

### 7.3. Executive Presidency

- Represent and support Randoncorp in events and forums related to sustainability;
- Act as the sponsor of the ESG Committee;
- Appoint the director, coordinator of the ESG Committee;

- Approve the strategies and goals related to ESG developed by the Executive Committee;
- Report and forward sustainability themes to the Board of Directors.

## 7.4. Board of Directors

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

## 8. Policy Violations

Failure to comply with this Policy may result in educational and/or punitive action by Randoncorp against any involved party, in accordance with internal policies and regulations.

Cases of Policy violation by Administrators should be immediately forwarded to the President Director or the Chairman of the Board of Directors by the management member who becomes aware of it, and failing to do so, by any person who knows about the violation, so that they can take actions in line with Randoncorp's Principles and Code of Ethical Conduct.

Anyone who suspects or witnesses situations that violate the guidelines of this Policy may report the fact through Randoncorp's Ethics Channel. This communication channel ensures the confidentiality of your contact and can be accessed by phone at 0800-777-07-68 (Portuguese) or 1-800-245-8549 (English), or via website [www.canaldeetica.com.br/randoncorp](http://www.canaldeetica.com.br/randoncorp).

## 9. Control Information and Responsible Parties for Development

This Policy was approved by the Board of Directors on March 12, 2024, coming into effect from March 12, 2024.

### Development

Corporate Governance and  
Investor Relations

### Review

ESG Committee and Executive  
Committee

### Approval

Board of Directors

### Change Log:

| Version       | RCA  | Date       | Description of Changes  |
|---------------|------|------------|---|
| 1st           | 985  | 03/12/2024 |   |
| 2nd   Current | 1020 | 12/11/2025 | Item 2: Inclusion of the second paragraph<br>Item 4: Inclusion of definitions — Administrators, Business Unit, CVM<br>General text review |

