2025 INTEGRATED REPORT

IOCHPE-MAXION

SUMMARY

IOCHPE-MAXION

MESSAGE FROM THE CEO GRI 2-22

2025 was a year of transition – both for Iochpe-Maxion as a company and for me personally.

Taking on the role of President and Chief Executive Officer was a significant responsibility and honor. I stepped into it following the retirement of Marcos Oliveira, whose leadership over more than a decade leaves a strong legacy of innovation, integrity, and disciplined value creation. I would like to thank Marcos for his commitment and for leaving the Company well positioned for the next chapter.

The year unfolded amid a challenging global environment, with persistent geopolitical uncertainties, softer demand, and ongoing cost pressures shaping our operating context. In this environment, our priorities were clear: protect the fundamentals of the business, adapt where needed, and continue to strengthen our abilities to create longterm value for our stakeholders across our Wheels and Structural Components businesses.

I am proud of how our teams responded. We adjusted capacity where demand weakened, remained disciplined in capital allocation, and aggressively pursued new opportunities where our portfolio and engineering capabilities allowed us to scale responsibly. As a result, we delivered stable financial performance in a volatile year – preserving profitability, maintaining liquidity, and reinforcing the resilience needed to support sustainable growth over time.

In my first year, the achievements mattered – but what stood out most was how our teams delivered them.

Across our plants, engineering centers, and offices, I saw a strong sense of ownership and collaboration, combined with a clear focus on safety, quality, and execution. Safety remained a non-negotiable priority, supported by continuous improvements, structured risk management, and everyday engagement. Protecting our people is fundamental to our culture and a prerequisite for sustainable value generation.

At the same time, we continued to integrate sustainability into how we design, engineer, and manufacture our products. Innovation and sustainability at Maxion are not separate agendas – they are tightly connected. Embedded in our product portfolio are innovative and affordable sustainable solutions that help our customers reduce emissions, improve efficiency, and remain competitive in an evolving mobility landscape. Through advanced engineering, digital tools, and data-driven decision-making, we accelerated development cycles and delivered lighter, safer solutions with lower material and carbon intensity – creating value not only for our customers but for the entire value chain.

In 2025, we marked the successful completion of the first milestone established under our Roadmap Zero strategy: a 30% reduction in Scope 1 and 2 emissions by 2025. This was in fact already achieved in 2023 and by the end of 2025, we marked a reduction of 40%. This milestone year also reflected broader progress in strengthening our sustainability foundation, including the integration of near-term absolute Scope 3 targets, enhancements to sustainability governance, deeper integration of sustainability into enterprise risk management, and increased readiness for evolving disclosure requirements such as Corporate Sustainability Reporting Directive (CSRD) and International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards. These efforts were reinforced by the validation of our emissions-reduction targets by the Science Based Targets Initiative (SBTi), underscoring the credibility of our Roadmap Zero strategy and our commitment to responsible, long-term value creation.

External recognition supported this progress. Our inclusion in CDP's Climate Change A-List is not an end, but a confirmation that our integrated approach – linking sustainability, governance, and performance – is delivering measurable results.

While uncertainty will remain part of our operating environment, our direction is clear, and our approach is consistent. Through operational excellence, innovation, digitalization, and disciplined capital allocation, supported by strong governance and transparent reporting, we continue to advance a robust agenda. In doing so, we fortify a future-ready company that delivers affordable, sustainable solutions and long-term value – responsibly.

I would like to thank our more than 16,000 employees worldwide for their commitment, resilience, and engagement. As we move forward together, I am confident that Maxion is well prepared to navigate challenges, capture opportunities, and continue creating lasting value as a trusted partner in global mobility.

Pieter Klinkers
President and Chief Executive Officer
Iochpe-Maxion

2025 HIGHLIGHTS AT A GLANCE

Economic and Financial

Net operating revenue of R$ 15,366.5 million in 2025, representing a growth of 0.2%[1]

Gross profit of R$ 1,850.8 million with a gross margin of 12.0% in 2025, an increase of 1.6% and 0.1 p.p.[1]

Recurring EBITDA[2] margin of R$ 1,544.5 million in 2025, with an EBITDA margin of 10.1%, with stable margins on a year-over-year basis

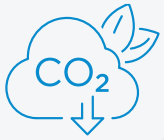
Net income of R$ 98.4 million in 2025 (earnings per share of R$ 0.65689 in 2025)

1. Compared to the same period last year.

2. Excluding non-recurring effects in both periods.

2025 HIGHLIGHTS AT A GLANCE

Sustainability



Achieved and surpassed Roadmap Zero target of 30% reduction in CO2 (GHG) emissions intensity by 2025, first reached ahead of schedule in 2023 and further improved thereafter.

Conducted a global product Life Cycle Assessment (LCA) focused on product carbon footprint across manufacturing facilities, improving comparability of product environmental impacts.

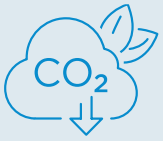
Recognized among global leaders with a CDP Climate “A” score (A List), renewed EcoVadis Silver Medal, and remained part of B3’s ISE, ICO2, and IDIVERSA indexes.

Achieved 28.2% share of green primary aluminum and 1.8% of secondary aluminum in total global aluminum purchases.

Prevented 880 tons of CO2 through newly launched solar farms in the Czech Republic, Mexico, and South Africa.

Emissions-reduction targets validated by the Science Based Targets Initiative (SBTi).

Reached 9.3% share of low-carbon emissions steel on total global steel purchased



Achieved 9% absolute Scope 1 and 2 emissions reduction compared to 2024.

ABOUT THE COMPANY GRI 2-1

Iochpe-Maxion S.A. ("Iochpe-Maxion", "Maxion" or the "Company") is a Brazil-listed global leader in the automotive industry, recognized as one of the world's largest manufacturers of automotive wheels and a key producer of structural components across the Americas. We operate our core business through Maxion Wheels (MX) and Maxion Structural Components (MSC). Maxion Wheels manufactures and sells a broad portfolio of wheels for light and commercial vehicles across on- and off-road applications, while Maxion Structural Components produces side rails, cross members, and full frames for commercial vehicles, in addition to structural components for light vehicles.

Driven by deep technical expertise and a commitment to innovation, Maxion continuously develops affordable solutions aligned with global macro-trends. Whether independently or in collaboration with strategic partners, the Company is shaping the future of mobility through advanced products and technologies.

Our commitment to excellence is reinforced by our listing on the *Novo Mercado* segment of the Brazilian stock exchange B3 S.A - Brasil, Bolsa, Balcão (B3) and reflected in a robust corporate governance framework that supports disciplined execution, transparency, and long-term value creation.

Vision

Be a global leader, growing sustainably through innovation and inspiring our people to take part in shaping the automotive world with us.

Mission

Provide components and automotive systems in a profitable manner while improving the competitiveness of our customers' products on a global basis through continued innovation, process improvement and outstanding people.

Values

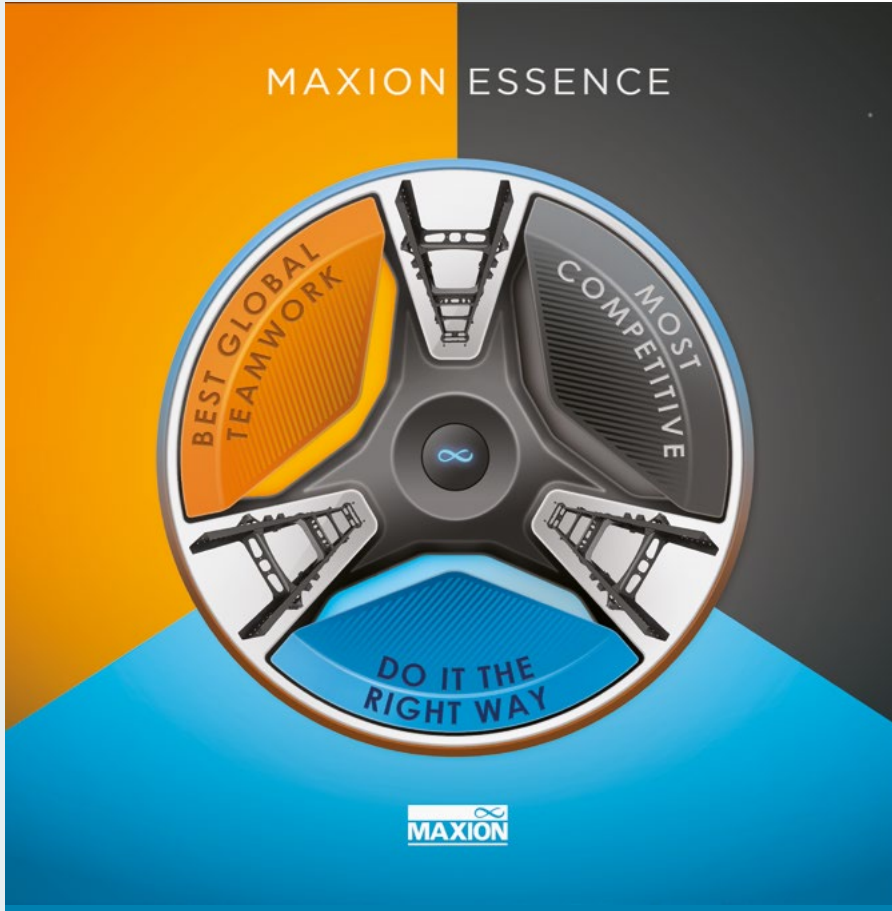
Conduct ourselves ethically and be socially and environmentally responsible.

Develop, trust, empower and respect our people.

Drive results through commitment, ownership mindset, continuous improvement and teamwork.

Utilize our resources efficiently and achieve the highest levels of customer satisfaction.

Foster innovation and unleash the creativity of all our people.



In 2025, when Pieter Klinkers assumed the role of President and CEO, he championed a company-wide framework to define the fundamental priorities guiding how we operate and succeed. We call it Maxion Essence, and it focuses our global organization on three essential drivers: best global teamwork, being the most competitive, and doing it the right way – bringing clarity and alignment to everyday decisions and actions across more than 16,000 employees. Complementing our Mission and Core Values, Maxion Essence reinforces the principles that underpin our performance while connecting our people around a shared understanding of what matters most, strengthening both execution and long-term value creation.

Operations GRI 2-1 | 2-2 | 2-6 | 2-9

We manufacture our products in 12 countries with full operational control over 26 plants. In line with the operational control approach, the data presented in this report covers only our fully controlled facilities. Information related to associated entities and joint venture operations (i.e., Amsted Maxion, Dongfeng Maxion, Maxion Montich, and Polimetal) is reported under Scope 3 emissions within the "investments" (Category 15) category and is not included in the other indicators presented in this report*. With a global workforce of more than 16,000 employees, Maxion is well positioned to serve customers worldwide, meeting their expectations for timeliness, quality, and competitiveness.

Business Model

Maxion's business model explains how we create, deliver, and preserve value over time by connecting our financial performance with the non-financial factors that underpin competitiveness – such as operational excellence, innovation, resource efficiency, and trusted stakeholder relationships. It also reflects how we adapt to shifting market dynamics and rising sustainability expectations, strengthening resilience, and supporting long-term value creation across our value chain.

Our Business Model

Resources used and relationships developed		by our business	result in impacts	and generate benefits to stakeholders
Intellectual Capital	Ability to attract and allocate capital Digital transformation and innovation R$ 240.6 million in R&D	**Iochpe-Maxion** **Maxion Wheels** **Maxion Structural Components**	**POSITIVE** 517,209,471 kWh of renewable electricity 18.8% of women occupy leadership positions 22,587 tCO2e avoided by energy supply and management Reuse of 241,993 m^3 of water 2,728 tons of recyclable material utilized **NEGATIVE** Emissions of 168,806.1 tCO2e (Scope 1) Emissions of 57,616.8 tCO2e (Scope 2) Emissions of 4,309,371.9 tCO2e (Scope 3) Consumption of 3,860,492 GJ of non-renewable energy Generation of 323,164.4 tons of waste Lost Time Injury Rate of 1.38	**Sustainable products:** • 92% of our aluminum purchases come from suppliers certified by the Aluminum Stewardship Initiative (ASI) • Secondary aluminum accounts for 1.8% of our total global aluminum purchases • Low-carbon emissions steel represented 9.3% of our total global steel purchases • Green primary aluminum made up 28.2% of our total global aluminum purchases **Distribution of the value added of:** • R$ 3,045 million in salary and benefits • R$ 1,446 million in taxes • R$ 660.4 million in financial expenses • R$ 46 million in dividends and interest in capital • R$ 54.5 million in earnings reserve
Financial & manufactured Capital	Capex R$ 554.0 million Full operational control over 26 manufacturing plants			
Human Capital	18,246 employees			
Social & Relationship Capital	14,505 suppliers R$ 760,000 in taxes directed to social causes in Brazil Non-incentivized donations of R$ 4.2 million, including contributions to the Iochpe Foundation and social causes			
Natural Capital	Natural gas Electricity Renewable resources Aluminum and steel Water			

MARKET CONTEXT

GLOBAL AUTOMOTIVE INDUSTRY CONTEXT

In 2025, the global automotive industry continued to face sustained volatility driven by macroeconomic uncertainty, geopolitical tensions, and evolving trade and tariff regimes. While electrification and decarbonization remained long-term priorities, affordability constraints slowed the pace of full electric vehicle (EV) adoption, reinforcing demand for hybrid and transitional solutions. At the same time, accelerating regionalization reduced global integration and increased reliance on localized supply chains, disciplined execution, and flexible capacity management.

Regulatory expectations also intensified. Expanded Environmental, Social and Governance (ESG) disclosure requirements under the IFRS Sustainability Disclosure Standards and local mandates raised the bar for transparency, data quality, and integrated reporting. For Maxion, these developments reinforced the importance of aligning strategy, operations, and sustainability while preserving competitiveness and financial resilience.

Against this backdrop, Maxion demonstrated agility, resilience, and strong execution across its global footprint. Despite uneven demand across regions and segments, the Company outperformed the industry in key light vehicle markets and proactively managed its exposure to softer areas, including select commercial vehicle segments. Competitive pressures increased, highlighting the importance of cost efficiency, regional proximity, and differentiated capabilities – areas where Maxion remains well positioned.

Material management played a central role in Maxion's sustainability efforts in 2025. The Company focused on improving material efficiency and increasing the use of recycled aluminum, thereby lowering emissions while controlling costs. Partnerships with suppliers in the Americas and Europe supported greater material reuse, while the introduction of lower-carbon emission materials was carefully balanced against cost impacts, including higher input prices. This pragmatic approach underscores Maxion's commitment to sustainability solutions that are both environmentally and economically sound.

Energy efficiency has become increasingly important for manufacturing. Maxion used digital tools to track and improve energy use, helping control costs and cut emissions. These efforts, along with continued product and manufacturing innovation, enhanced Maxion's capacity to meet customer and regulatory demands in a changing market.

Supply chain governance was further enhanced in response to rising Original Equipment Manufacturer (OEM) expectations and regulatory scrutiny. Maxion embedded ESG criteria into sourcing decisions and expanded risk assessment and traceability systems, reinforcing resilience, transparency, and responsible sourcing across its global supply base. These actions strengthened Maxion's position as a trusted partner in an increasingly regulated business environment.

Maxion maintained a strong emphasis on capital discipline and operational efficiency as key components of its strategic approach. In light of market volatility, investment decisions were closely aligned with core business objectives, ensuring efficient capital was allocated selectively to areas such as capacity expansion, automation, and advanced technologies, including artificial intelligence, that drive improvements in productivity, quality, and sustainability. This focused and rigorous allocation of resources enabled Maxion to strengthen its long-term competitive advantage by building on its core competencies.

FORWARD-LOOKING PERSPECTIVE

Looking ahead, the automotive industry will increasingly reward agility, innovation, and disciplined capital allocation. Rising ESG transparency expectations, accelerating technological change, and evolving customer requirements are reshaping demand for lightweight, sustainable, and cost-competitive solutions. At the same time, regionalized supply chains are creating opportunities for closer customer alignment and localized value creation.

Leveraging operational excellence, digitalization, and artificial intelligence, and a diversified global footprint, Maxion is well-positioned to navigate uncertainty, respond to structural industry shifts, and deliver sustainable long-term value for its stakeholders.

VALUE GENERATION

SUSTAINABILITY

Materiality

2-12 | 2-14 | 2-29 | 3-1 | 3-2

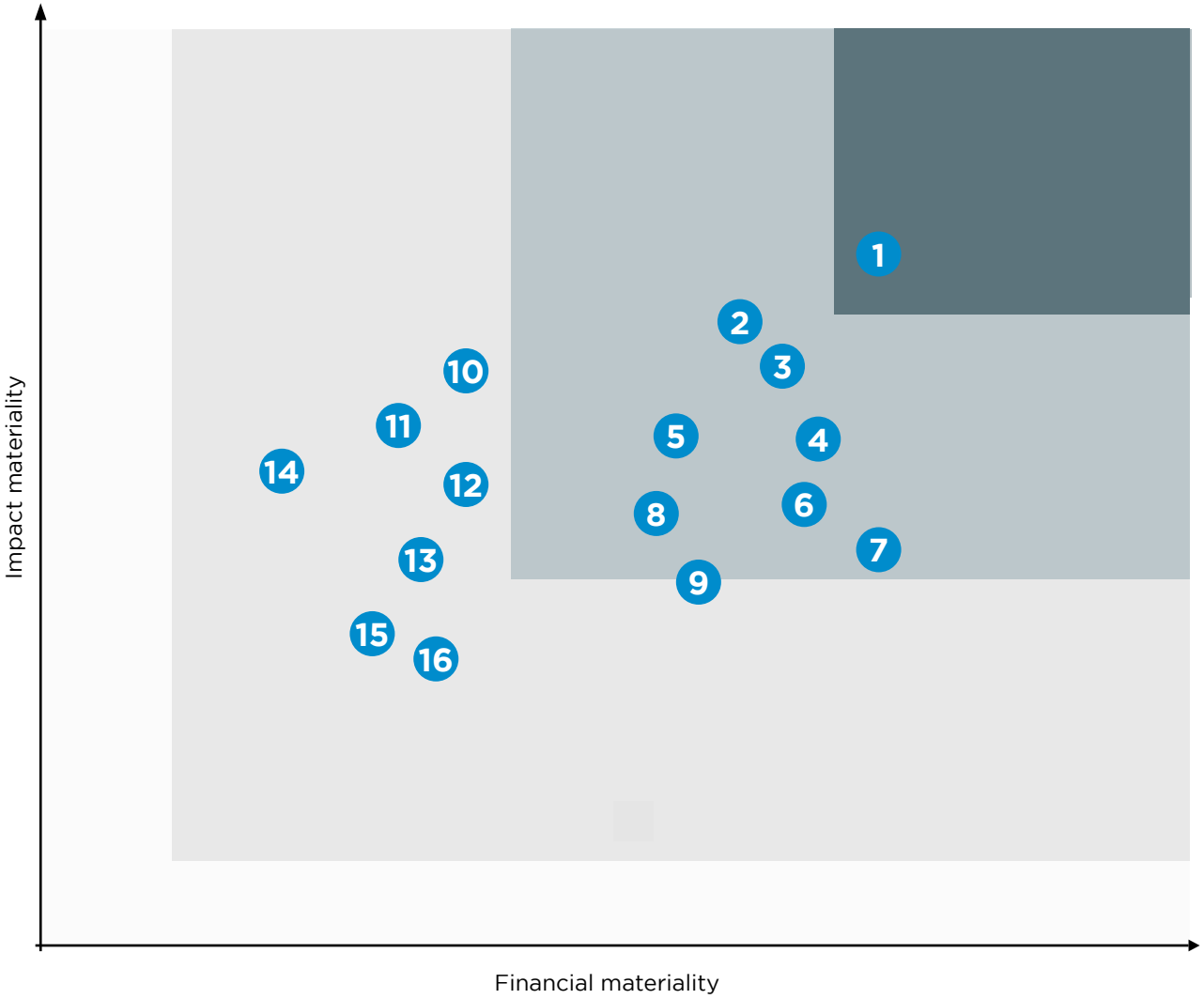
Iochpe-Maxion's double materiality assessment was revised in 2025 to identify, assess, and prioritize the most relevant ESG topics from two complementary perspectives: (i) our impacts on the environment and society, and (ii) the sustainability-related financial risks and opportunities that may affect business performance. The methodology is aligned with the Global Reporting Initiative (GRI) and European Financial Reporting Advisory Group (EFRAG) guidance, the European Sustainability Reporting Standards (ESRS), thereby supporting consistency, comparability, and methodological robustness.

The process followed four stages: context setting (business model, value chain, strategy, regulation, and benchmarks); identification of impacts, risks, and opportunities (IROs) across the value chain based on the ESRS topic catalogue and relevant sector and thematic standards; assessment and prioritization using criteria such as severity, scope, remediability, probability, and financial magnitude; and validation and reporting under governance oversight, aligned with ESRS requirements. The scope covered all business units and industrial sites, recognizing that impacts and financial effects may arise from raw material sourcing through product use and end-of-life. Stakeholder input combined document review, regulatory and market analysis, and peer benchmarking with primary data collection: an online survey with 1,080 respondents (968 employees, 101 suppliers, and 11 customers) and 17 in-depth interviews with senior executives, functional leaders, Board members, shareholders, and external specialists.

Topics prioritized under both lenses included energy and decarbonization, sustainable and innovative solutions, business ethics, governance and transparency, product quality and safety, materials and waste management, human capital management, extreme weather events, and a responsible supply chain; additional relevant topics included occupational health and safety, water and wastewater, social and community impacts, human rights, nature and biodiversity, air quality, and diversity and inclusion. The assessment identified 24 ESG-related risks, of which 22 are already included in the corporate risk matrix, demonstrating strong integration with the enterprise risk management framework.

The resulting themes were grouped to better reflect their importance level and mapped into the 2025 Double Materiality Matrix. The matrix, approved by the Board of Directors, also highlights the increased prominence of additional material issues such as extreme weather events, biodiversity and air quality.

Double Materiality Matrix



1. Energy and decarbonization
2. Sustainable, innovative and affordable solutions
3. Business ethics
4. Corporate governance and transparency
5. Human capital management
6. Materials and waste
7. Product quality and safety
8. Responsible supply chain
9. Extreme weather
10. Occupational health and safety
11. Social impact and community relations
12. Water and wastewater
13. Human rights
14. Nature and biodiversity
15. Diversity and inclusion
16. Air quality

Critical | Significant | Important

We continue to present the results by grouping the material topics into five strategic themes to support clearer strategic direction, more focused management processes, and consistent reporting. These material themes were mapped against the relevant United Nations Sustainable Development Goals (SDGs), reinforcing alignment with global sustainability priorities and highlighting how our ESG agenda supports longterm value creation, risk management, and positive societal outcomes.

1

Innovative and affordable sustainable solutions

- Energy and decarbonization
- Materials and waste
- Product quality and safety

2

People and society

- Human capital management
- Diversity and inclusion
- Occupational health and safety
- Social impact and community relations

3

Climate and nature

- Water and wastewater
- Biodiversity
- Emissions and air quality
- Extreme weather events

4

Responsible supply chain

- Materials and waste
- Human rights

5

Corporate governance

- Corporate governance and transparency
- Business ethics

Sustainability Governance

GRI 2-12 | 2-13

Our ESG governance structure continued to mature in 2025. The **Health, Safety, and Sustainability policy** establishes the principles and guidelines for managing occupational health, safety, and sustainability, defines details, and formalizes the responsibilities for this process. The Sustainability Committee oversaw key strategic decisions, including integrating near-term Scope 3 commitments into Maxion's Roadmap Zero strategy and maintaining our long-term climate commitments amid evolving global regulations. Monthly regional reviews and quarterly corporate meetings ensured consistent oversight of safety and sustainability performance.

We strengthened regulatory compliance governance by implementing global ESG regulatory monitoring tools, including a third-party compliance intelligence platform that tracks and updates applicable Health, Safety and Environment (HSE) and ESG legal requirements and regulatory change updates across our operations, with Brazil covered through an equivalent local platform, and by advancing readiness for upcoming disclosure standards such as the CSRD and IFRS Sustainability.

ESG Ratings

ICO2 B3
IDIVERSA B3
ISE B3

Inclusion in B3 Sustainability Indexes

In 2025, we maintained our presence in three B3 sustainability portfolios – ISE (Corporate Sustainability Index), ICO2 (Carbon Efficient Index) and IDIVERSA (Diversity Index), – reinforcing the Company's continued commitment to sustainability, carbon efficiency, and diversity, in line with evolving ESG expectations and market standards.

We have maintained our presence in the ISE portfolio for five consecutive years, demonstrating sustained efforts in corporate responsibility and ethical business practices.

CDP
DRIVING SUSTAINABLE ECONOMIES

A Climate
B Water

CDP

We are proud to close 2025 with a significant milestone in our climate journey: for the first time, Iochpe-Maxion has been recognized on CDP's Climate Change A List, positioning the Company among the top 4% of organizations globally assessed by CDP, the world's leading independent environmental disclosure system.

This recognition reflects the strength of our climate governance, the consistency of our energy transition strategy, and the credibility of our science-based emissions reduction targets, which together support measurable progress toward a low-carbon business model.

SILVER | Top 15%
ecovadis
Sustainability Rating
JUN 2026

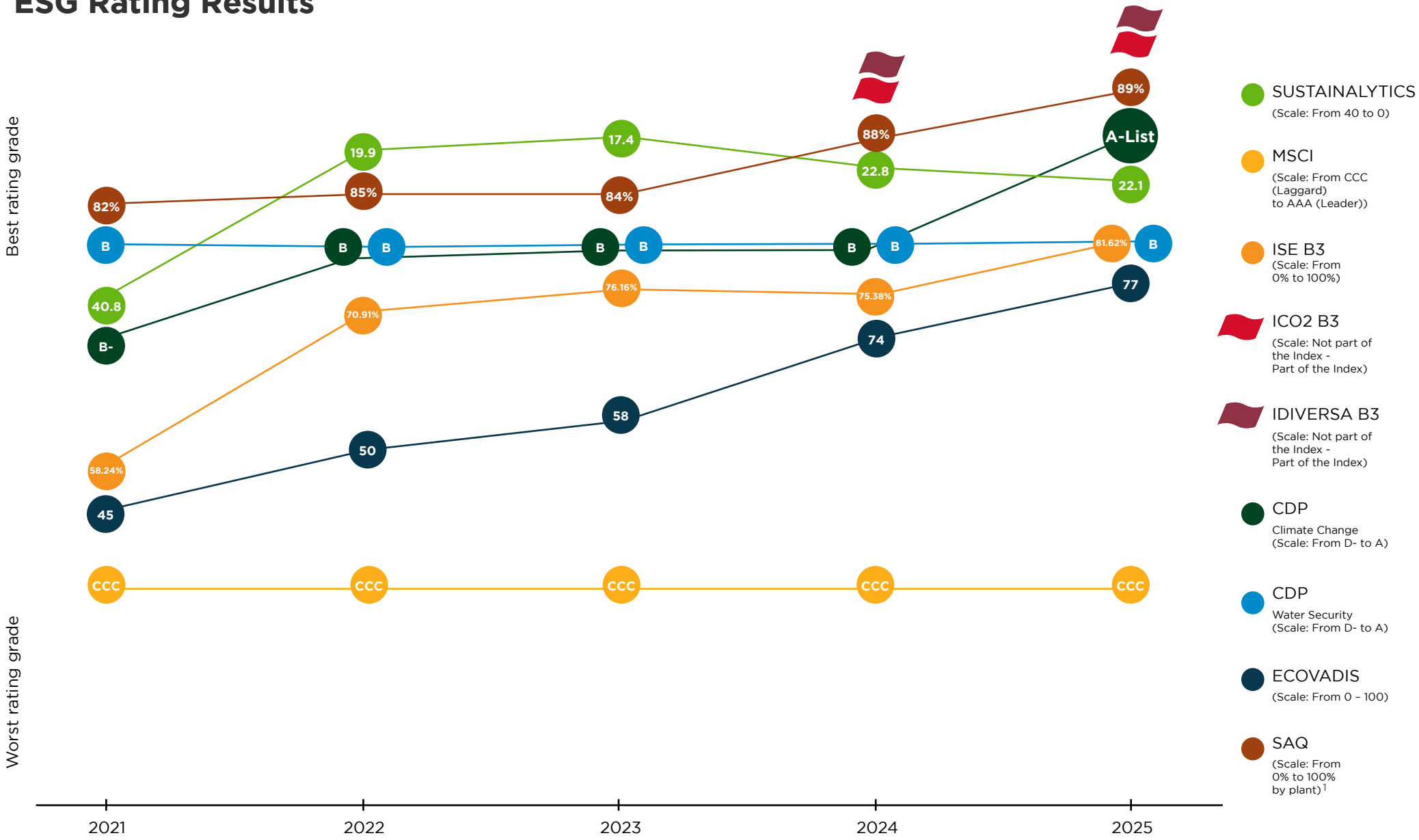
EcoVadis

During the reporting period, Iochpe-Maxion strengthened the integration of sustainability into its governance and risk management processes, achieving yet another increase in its EcoVadis overall score, from 74 to 77 points, and retaining the EcoVadis Silver Medal, placing the Company among the top 15% of companies assessed globally.

The improvement reflects enhanced management of environmental, social, and supply-chain-related risks, supported by the execution of sustainability action plans. Advancements in Environmental Management and Sustainable Procurement reinforce value chain resilience, while progress in Ethics and Labor & Human Rights strengthens governance, internal controls, and stakeholder confidence.

External validation through EcoVadis enhances transparency and comparability of sustainability performance, supporting the Company's ability to manage sustainability-related risks and opportunities and to create long-term value in an increasingly ESG-driven global automotive market.

ESG Rating Results



INNOVATIVE AND AFFORDABLE SUSTAINABLE SOLUTIONS

GRI 3-3 | GRI 3-3 Sustainable, Innovative and Affordable Solutions | GRI 3-3 Energy and Decarbonization | GRI 3-3 Materials and Waste

Innovation activities are deeply connected to sustainability objectives. Our Engineering teams focus on reducing product weight and optimizing design to minimize CO2 emissions, leveraging advanced computational tools for structural optimization. These efforts not only enhance vehicle efficiency but also contribute to broader decarbonization and circular economy agendas.

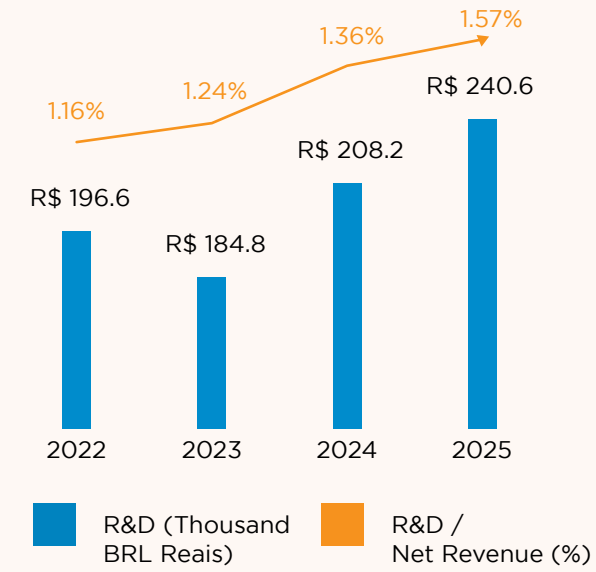
We actively invest in projects to boost operational efficiency across our organization. By optimizing labor resources, reducing cycle times, and improving material flow, we streamline processes and increase productivity. These efforts lay the foundation for developing and adopting new materials and manufacturing techniques, ensuring sustainability is not only achievable but also economically viable.

In 2025, we advanced the use of lower carbon emission alternatives, including low carbon emission steel (95,290.04 tons; 9.3% of purchased steel) and maintained the procurement of green aluminum (42,266.13 tons; 28.2% of purchased aluminum), classified based on supplier's PCF data and renewable electricity criteria collected annually for the first time via the Maxion Supplier Portal.

In this regard, Maxion Wheels was selected by Stellantis for a nomination in the Best Supplier Carbon Footprint (CO2) category during its Annual Global Supplier Meeting, reflecting progress in emissions management across our operations in this category for the calendar year 2024.

Our vision for a circular economy centers on safeguarding and reusing both primary and secondary materials. Through continuous improvement initiatives, strategic investments, and a commitment to agility, we work to minimize waste and maximize resource efficiency. For instance, in 2025, the quantity of externally purchased secondary aluminum increased by 14% compared to 2024. Approximately 1.8% of globally purchased aluminum in 2025 was secondary, up from 1.6% the previous year. Recycled inputs are quantified using defined criteria for secondary materials, particularly secondary aluminum, where only the verified recycled proportion in blended ingots is counted and the full portion of secondary wheels recuperated from the market applies.

R&D Investment (in million R$)



Maxion Team Award

The Maxion Team Award (MTA) is Maxion's annual global recognition program that celebrates teamwork, innovation, operational excellence, and continuous improvement across the organization. The program encourages teams to develop scalable solutions that improve productivity, quality, safety, sustainability, customer value, and overall business performance.

In 2025, more than 1,700 projects were evaluated globally, demonstrating the strong engagement and problem-solving culture embedded across Maxion's operations. Beyond recognizing outstanding achievements, the MTA promotes collaboration, cross-functional learning, and the replication of best practices across plants and regions – helping accelerate operational improvements and strengthen competitiveness throughout the Company.

By empowering employees to turn ideas into measurable results, the program supports Maxion's culture of innovation, agility, and continuous improvement while contributing to long-term value creation for customers, shareholders, and other stakeholders.

Advanced Engineering and Simulation Capabilities

To enable these innovations, Maxion leverages advanced engineering tools, including topology optimization and high-performance computing (HPC), to design wheels and structural components that maximize weight reduction while maintaining stiffness and safety. Through complex simulations and virtual crash studies, engineers anticipate real-world performance under extreme conditions, ensuring compliance with structural tests such as CFT, Impact 13, Impact 90, RFT, and biaxial wheel test.

This approach accelerates development cycles, enhances reliability, and supports sustainability goals by optimizing material usage and reducing CO2 emissions. By integrating these technologies into projects such as Maxion BIONIC, Maxion FUSION, and Maxion INVolt battery housing, the Company demonstrates how digital innovation drives safer, lighter, and more efficient mobility solutions. These projects reflect Iochpe-Maxion's commitment to affordable sustainability, ensuring that environmental progress aligns with economic viability.

Maxion BIONIC – Steel Wheel Innovation for EVs

Maxion BIONIC redefines steel wheel design by applying bionic engineering principles inspired by nature. Developed by global teams in Brazil, Mexico, the United States, and Germany, this solution addresses OEM demand for large-diameter wheels (18" and above) that combine style, performance, and sustainability.

Key features include:

- Stamped and flow-formed disc for optimized weight and structural integrity.
- Aerodynamic styling to reduce drag and extend EV range.
- Optimized rim profile to improve NVH (noise, vibration, and harshness) performance (stiffness, frequency, loudness).

By using steel—the primary material with the lowest CO2 footprint—Maxion BIONIC offers a sustainable alternative to aluminum wheels without compromising aesthetics or performance. This innovation is particularly relevant for electric vehicles, which require enhanced stiffness and lightweight solutions to maximize range.

Maxion FUSION – Hybrid Wheel Combining Steel and Aluminum

Maxion FUSION introduces a hybrid concept that leverages the best properties of steel and aluminum to deliver an affordable, stylish, and sustainable wheel solution. Developed by teams in India, Germany, and Italy, the Maxion FUSION wheel achieves approximately 30% lower CO2 emissions than standard alloy wheels while meeting stringent OEM safety and performance standards.
Distinctive attributes include:

- Steel rim for robustness and impact absorption, reducing tire damage on poor road conditions.
- Aluminum disc for styling flexibility and premium finishing options.
- Full compliance with international safety standards, including radial impact and advanced Maxion verification tests.

This combination of materials ensures optimal cost, durability, and sustainability, meeting market demand for lightweight solutions that balance environmental impact and affordability.

Maxion INVolt

Focused on the electrification market, the Company is offering Maxion INVolt – a battery housing solution that reduces weight while leveraging proven, high-volume automotive manufacturing processes such as stamping and welding. This enables customers to achieve performance gains without the cost, complexity, or investment associated with less familiar production methods.

All designs comply with international safety standards, including crash performance, leakage prevention, and structural stiffness, ensuring reliability and regulatory confidence.

Customers can select from two material options based on their priorities: in a partnership with Novelis, an aluminum solution optimized for maximum weight reduction, or in a partnership with ArcelorMittal, a steel alternative designed for cost efficiency.

The housings are manufactured entirely through stamping and welding, eliminating the need for extrusion or casting. This simplifies production, supports scalability, and aligns with existing supply chains.

Together, these material and process choices deliver an optimal balance of cost, durability, and sustainability, enabling lightweight designs that meet performance targets while maintaining affordability and minimizing environmental impact.

Digital Transformation and Operational Efficiency

In 2025, we advanced our digital transformation journey to enhance operational efficiency, sustainability, and competitiveness. Three key highlights illustrate this progress:

- **Expansion of Shop Floor Monitoring & Control**
  We expanded live monitoring and control of manufacturing processes by implementing SCADA systems, primarily using our proprietary MaxSCADA solution. This evolution reached steel wheel and structural components plants, enabling faster decision-making and improved productivity. Real-time data access reduced Mean Time to Repair (MTTR) and enabled accurate, trustworthy insights to inform operational decisions.
- **Evolution of AI-driven Energy Analytics**
  We deepened the application of AI-driven energy analytics to optimize resource consumption. In aluminum plants, this initiative delivered significant reductions in natural gas consumption. In steel plants, AI-enabled flow-forming cells achieved a significant reduction in electricity consumption. These results reinforce our commitment to energy efficiency and reduce our carbon footprint.
- **External Recognitions for IT Leadership**
  Our efforts in digital innovation earned global recognition. The NAM Future Manufacturing 2030 Award, granted by the U.S. National Association of Manufacturers, highlighted Maxion's AI journey as a benchmark for the industry. Additionally, the Info-Tech Research Group IT Leadership Award recognized our alignment of IT services with strategic business goals, delivering measurable value and competitive advantage through technology platforms.

Maxion Life Cycle Assessment

In 2025, Maxion reached an important milestone by moving from decentralized, individual Life Cycle Assessments (LCAs) to a global LCA across 24 Maxion manufacturing facilities. Enabled by increased digitization and data availability, this project represents a significant step forward in consistency, comparability, and transparency.

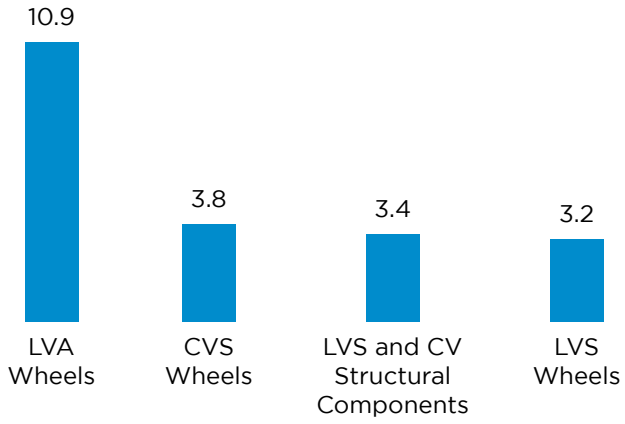
Compared to a Product Carbon Footprint (PCF), an LCA adopts a broader and more comprehensive environmental perspective. It evaluates multiple environmental impact categories across a product's life cycle within system boundaries. The PCF, which focuses on greenhouse gas emissions, is one outcome category in an LCA, and for Maxion's manufacturing processes, it is the most prominent.

Life Cycle Assessments help Maxion identify where environmental impacts occur along the value chain and guide decisions in product design, production, and supply chain management. They also provide transparent, standardized environmental data, which customers increasingly require.

The global LCA presents a cradle-to-gate assessment of aluminum and steel wheels and structural components produced across 24 production sites worldwide. The study was conducted in accordance with ISO 14040/44 and ISO 14067, applying the Environmental Footprint (EF) 3.1 methodology with 16 impact categories. Results are based on a functional unit of 1 kg of finished product at the factory gate (packed).

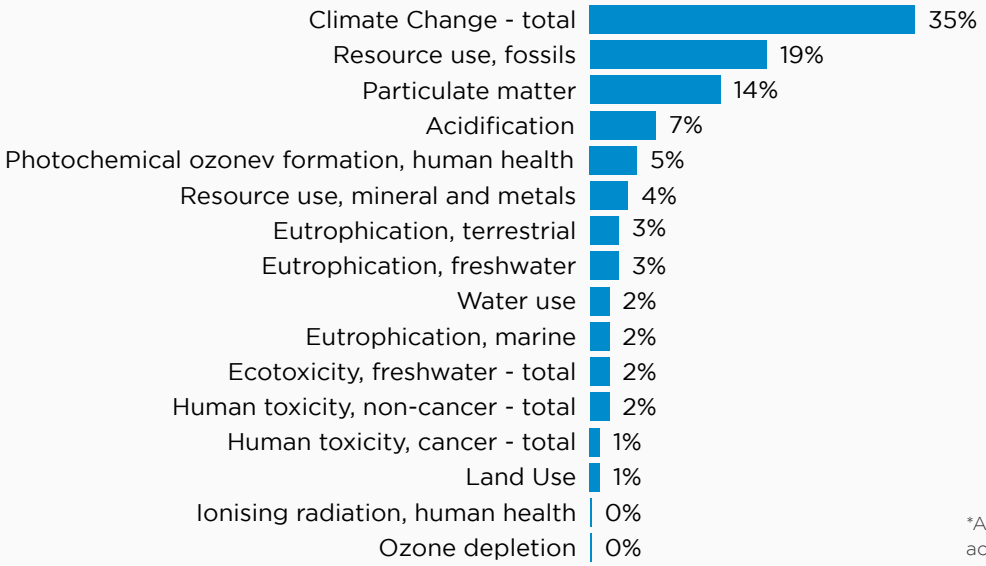
The assessment achieved a high share of primary data for key foreground processes, such as electricity, natural gas, and transport, thereby strengthening the robustness of the data globally. The results also show that raw materials, steel and aluminum, are the largest contributors to our product carbon footprint, reinforcing the importance of material choices and supplier engagement as key reduction levers. This harmonized approach provides Maxion with a solid foundation to identify reduction levers, track progress over time, and further integrate lifecycle thinking into product development and strategic decision-making.

Product Carbon Footprint by Segment



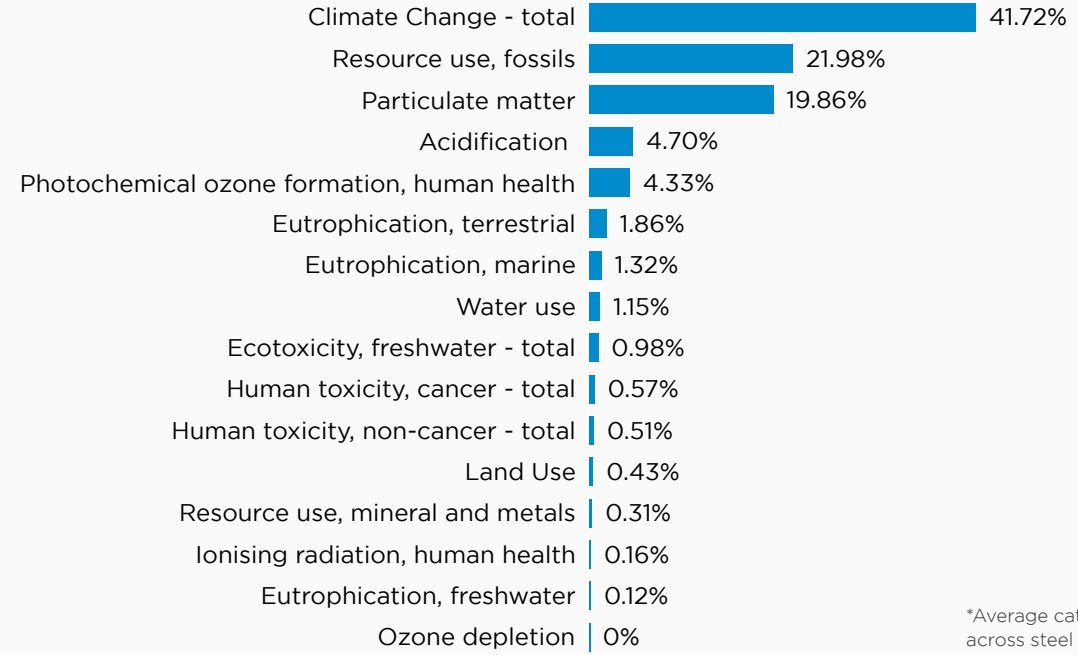
*Product carbon footprint based on ISO 140 67 GWP 100 total

Aluminum Products - Category Share



*Average category share across aluminum plants

Steel Products - Category Share



*Average category share across steel plants

Industry Standards and Life Cycle Assessment Integration

In 2025, we strengthened our role in advancing sustainability practices beyond our operations by contributing to the development of two new standards within the European Wheel Manufacturers Association (EUWA). These standards establish harmonized guidelines for calculating the PCF and introducing a CO2 Footprint Efficiency Indicator, which combines environmental impact and structural performance metrics.

Both standards are grounded in internationally recognized LCA methodologies, ensuring consistency and comparability across manufacturers. By supporting these initiatives, the Company reinforces its commitment to transparency and continuous improvement, enabling OEMs and stakeholders to make informed decisions based on standardized, verifiable data.

This collaborative effort reflects our leadership in promoting industry-wide sustainability benchmarks that align product innovation with global expectations and regulatory requirements. It also complements the company's internal LCA practices, creating a strong link between advanced engineering solutions and sector governance for carbon reduction.

Product Safety and Quality

3-3 | Product Quality and Safety

Product safety and quality are the foundation of our business, and the reason customers choose and stay with Maxion. Every product must perform without compromise, building the trust that drives repeat business, new program wins, and industry recognition. This commitment is also central to our sustainability strategy, ensuring durable, reliable products across their lifecycle.

In 2025, we strengthened this foundation by further integrating Engineering and Quality across the full product lifecycle, aligned with our ESG priorities. From design through manufacturing, rigorous validation standards, real-time process control, and globally aligned systems ensure consistent delivery of high safety, performance, and environmental standards.

The results are clear. In 2025, standardized key performance indicators (KPIs) and monthly performance reviews strengthened global accountability, while digital tools such as daily scrap and rework dashboards in Castaños, Mexico, enhanced operational visibility. Targeted initiatives, including quality culture assessments and training programs in Brazil, reinforced engagement and ownership across the organization. These efforts drove improved customer parts per million (PPM) and reduced complaints across all plants and were recognized with 34 customer and industry awards for excellence in safety, quality, delivery, and environmental performance, reinforcing our role as a trusted partner in delivering sustainable, high-performance solutions.

All plants maintained global certifications following external audits, supported by our Integrated Management System. More importantly, this reflects a culture focused on zero major non-conformities, continuous improvement, and responsible operations.

Product safety and quality are not just how we operate; they are our competitive advantage. They underpin customer trust, strengthen long-term partnerships, and drive sustainable value creation, ensuring every Maxion product delivers reliability, safety, and superior performance.

SUSTAINABLE SUPPLY CHAIN

GRI 3-3 Responsible Supply Chain | GRI 3-3 Business Ethics | 2-6 | 2-29 | 308-2 | 408-1 |409-1 | 414-2

Supply Chain and ESG Integration

In 2025, the Supply Chain function reinforced its strategic role in advancing our ESG agenda across Maxion. Annual planning processes incorporated ESG objectives into business-specific roadmaps, cascaded targets to all plants, and embedded sustainability criteria into sourcing decisions. Governance mechanisms include implementing monitoring platforms such as SAQ (Sustainability Assessment Questionnaire) and Prewave, as well as other risk assessment tools, supported by regular senior cross-functional management reviews and clear escalation and decision-making processes with a particular focus on human rights, labor rights, health & safety, and environmental incidents, ensuring timely response and supplier compliance with ESG standards.

Environmental actions focused on decarbonization and responsible sourcing. We progressed on suppliers' roadmaps for Scope 1, 2, and 3 emissions, prioritizing the transition to green electricity, reducing natural gas consumption, and adopting Power Purchase Agreements (PPAs). On the materials side, strategies included sourcing low carbon emission steel, green aluminum and secondary aluminum, which is already available in all regions, including both secondary aluminum ingots, as well as end-of-life wheels from the market. These initiatives help reduce the carbon footprint but entail higher costs and therefore require customer alignment.

Supplier engagement remains a cornerstone of ESG integration. All suppliers must adhere to the Supplier Code of Conduct, and priority suppliers undergo financial health checks, ESG risk assessments, and, when necessary, on-site audits. Monthly risk board meetings involving HSE and Legal leadership ensure proactive management of alerts and compliance gaps.

Maxion's responsible minerals due diligence is governed by a global policy issued in 2025 that covers conflict, extended, and additional minerals in the direct materials supply base. Supplier submissions are reviewed for completeness, and declared smelters are screened against the Responsible Minerals List of active and conformant smelters to identify potential risks in the supply chain. Where risks are identified, Maxion applies a clear escalation and remediation approach. Maxion's due diligence framework supports suppliers in transitioning away from non-compliant smelters and encourages smelter certification to ensure responsible sourcing.

Social and governance aspects are equally prioritized. Human rights compliance is enforced through audits and questionnaires that align with specific requirements and our Supplier Code of Conduct. The Company maintains strict oversight to prevent labor violations and addresses geopolitical risks, such as sanctions, by resourcing suppliers as needed. Governance-related demands, including the European Union's Carbon Border Adjustment Mechanism (CBAM) and expanded ESG reporting requirements, have increased administrative complexity and driven investments in digital solutions to ensure data reliability and regulatory compliance.

Stakeholder engagement reflects growing expectations for transparency throughout the supply chain. Customers increasingly require full traceability of raw materials, while suppliers emphasize the cost and timing of green transformation. These dynamics underscore the importance of balancing sustainability commitments with economic viability, reinforcing the strategic role of supply chain management in delivering long-term value. In 2025, we invited all direct material suppliers to awareness sessions to communicate Maxion's sustainability standards and expectations, and we delivered similar sessions internally for all Purchasing employees. To further embed ESG into day-to-day decision-making, we launched employee eLearnings on the Supplier Performance Evaluation framework, where Sustainability accounts for 25% of the overall supplier score, and we also prepared an eLearning on the Supplier Risk Management process, which will be launched in 2026.

ENVIRONMENTAL

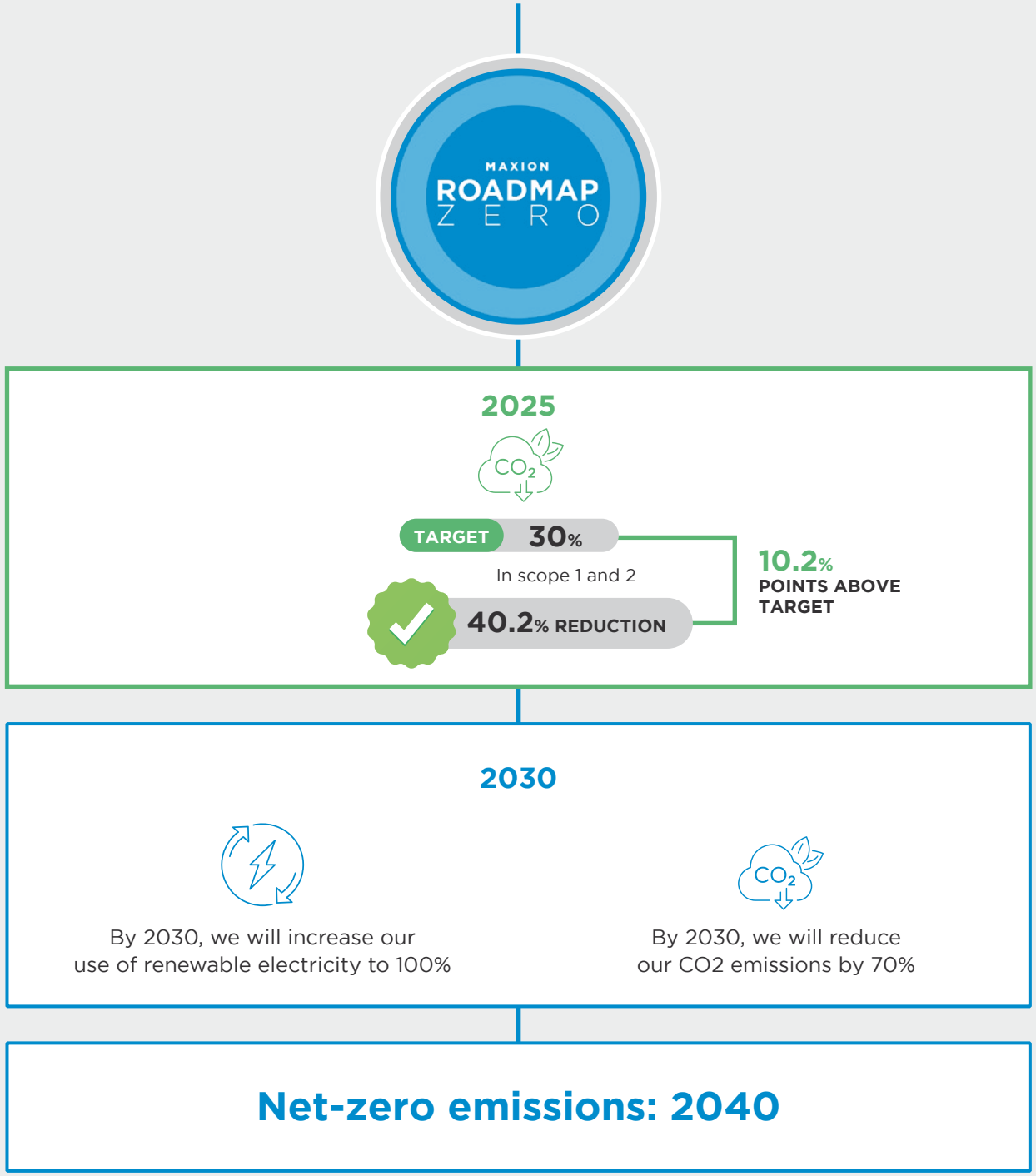
SDGs:

ROADMAP ZERO

GRI 2-19 | 3-3 | Energy and Decarbonization | 301-2 | 302-1 | 305-1 | 305-2 | 305-3

In 2025, we advanced Roadmap Zero by further embedding emissions management into strategic and operational decision-making across the organization. Under the oversight of the Sustainability Committee, key milestones included the integration of near-term absolute Scope 3 commitments, the validation of our emissions-reduction targets by the SBTi, and the development of a global investment roadmap to support the transition to lower-carbon energy sources.

These actions strengthened the robustness of our carbon governance, improved longterm planning, and ensured alignment between climate commitments and capital allocation. As regulatory and market expectations continue to evolve, Roadmap Zero remains a central element of our strategy, guiding disciplined execution and reinforcing the Company's resilience in its decarbonization journey.



Figures vs. 2019 baseline | 2025 and 2030 targets - Scope 1 and 2 | 2040 target - Scope 1, 2 and 3

Maxion's Roadmap Zero

Scope 1+2 | Intensity CO_2 emissions

	Baseline 2019	Electricity	Natural gas	Others	
2025	-40%				
2027	-50%		Digital energy management systems and Industry 4.0	Natural gas substitution pilot plant	
2030	-70%	100% renewable electricity		LPS, fuels in forklifts to become electric	100RE CDP certification
2035	-90%			Net-zero emissions pilot plant	Net-zero emissions company fleet
2040	Net Zero		100% natural gas elimination	Net-zero emissions company	Obtain net-zero certificates

Scope 3 | Absolute CO_2 emissions

	Baseline 2024	Low carbon emissions steel [1] (share of all sourced steel)	Green aluminum [3] (share of all sourced aluminum)	Secondary aluminum [4] (share of all sourced aluminum)	Plants with Landfill Zero certification	Water withdrawal reduction [5]
2030	-25%	44%	71%	13%	40%	20%
2035	-50%	45% +20% green steel[2]	75%	25%	80%	35%
2040	Net Zero	100% green steel	70%	30%	100%	50%

[1]Low carbon emissions steel: ≤ 1.40 and > 0.00 kg CO_2/kg | [2]Green steel: 0.0 kg CO_2/kg | [3]Green aluminum: sourced from supplier that produces with renewable electricity for the phase of aluminum electrolysis | [4]Secondary aluminum: sourced from external recycled material | [5]Water withdrawal reduction can be achieved through water-reuse projects, tertiary treatment (e.g. RO) enabling industrial reuse, rainwater harvesting, cascade-use systems, and other efficiency enhancing projects.

Offset remaining emissions (target of no more than 8%, including Scope 1, 2, and 3 emissions)

CARBON FOOTPRINT

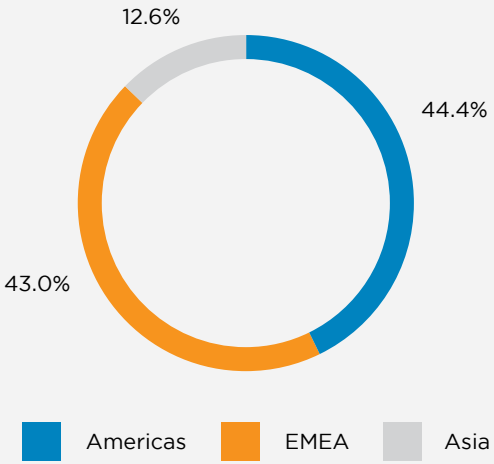
Emissions Generated and Reduced

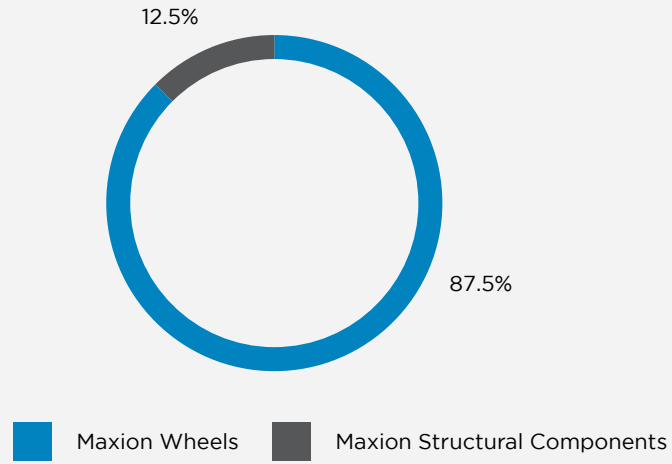
In 2025, we consolidated our global greenhouse gas (GHG) emission inventory processes to ensure consistency, transparency, and comparability across operations. Emissions are reported by Scope 1, Scope 2 (location-based and market-based), and Scope 3, in line with the GHG Protocol, SBTi requirements, and Roadmap Zero governance. Both absolute emissions and intensity indicators are monitored to support performance tracking over time and across regions.

Since 2019, our base year, we have achieved a significant reduction in absolute Scope 1 and Scope 2 (market-based) emissions, driven primarily by increased use of renewable electricity and energy-efficiency initiatives across plants. In 2025, this trajectory was sustained, with further year-over-year reductions in total Scope 1 and 2 emissions. In parallel, we continued advancing medium- and long-term initiatives to address Scope 1 emissions, including programs focused on reducing natural gas consumption and evaluating alternative low-carbon fuels and technologies.

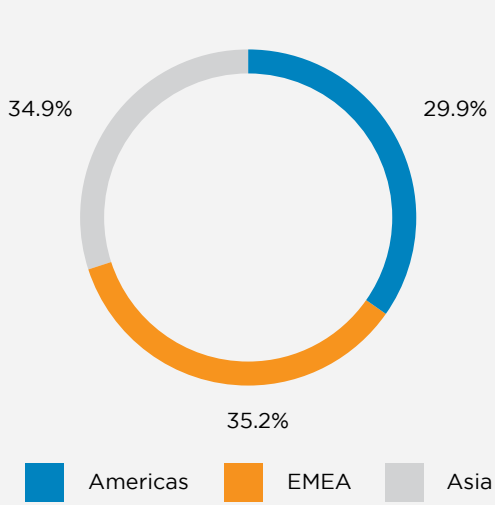
Scope 1 and 2 Emissions

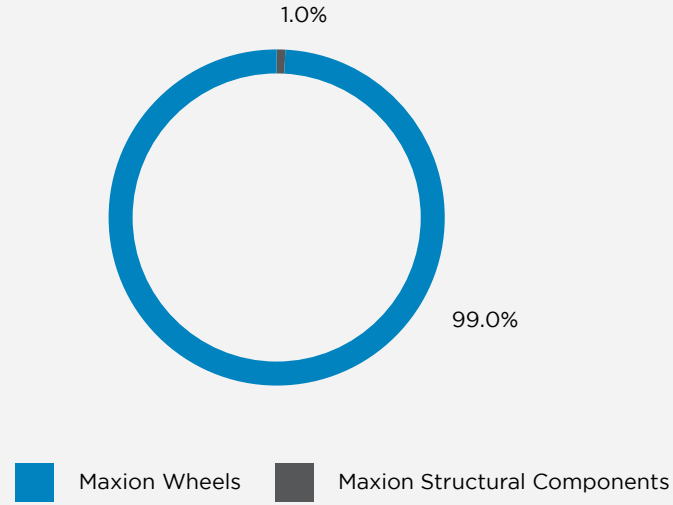
2025 Scope 1 GHG Emissions by Region and by Business (%) | GRI 305-1



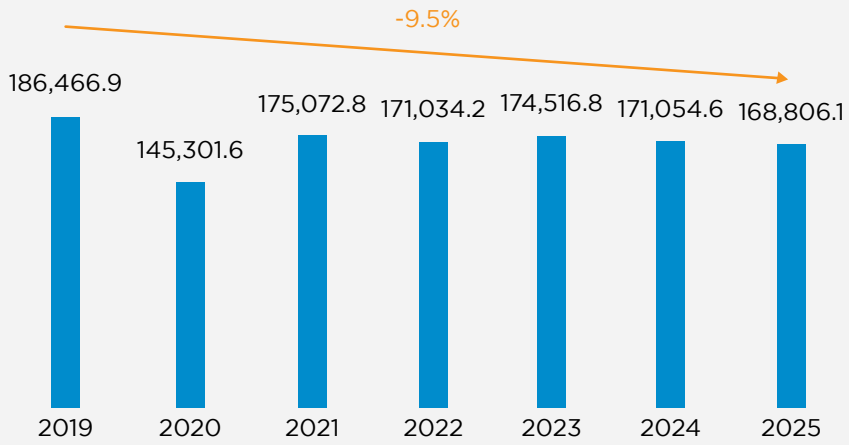


2025 Scope 2 (Market-Based) GHG Emissions by Region and by Business (%) | GRI 305-2

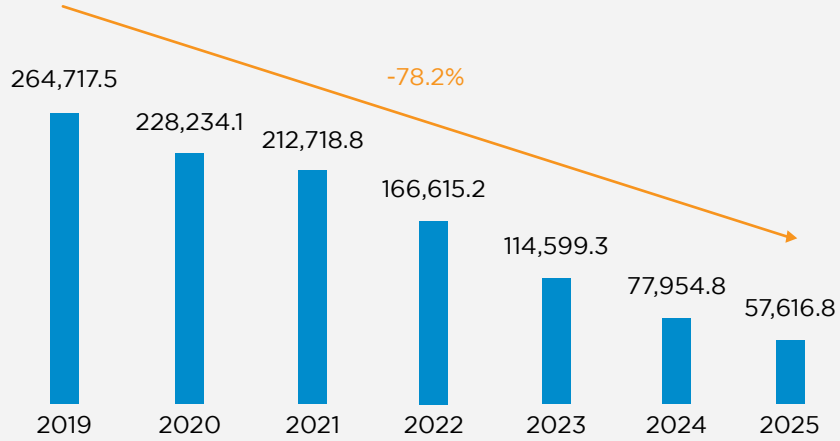




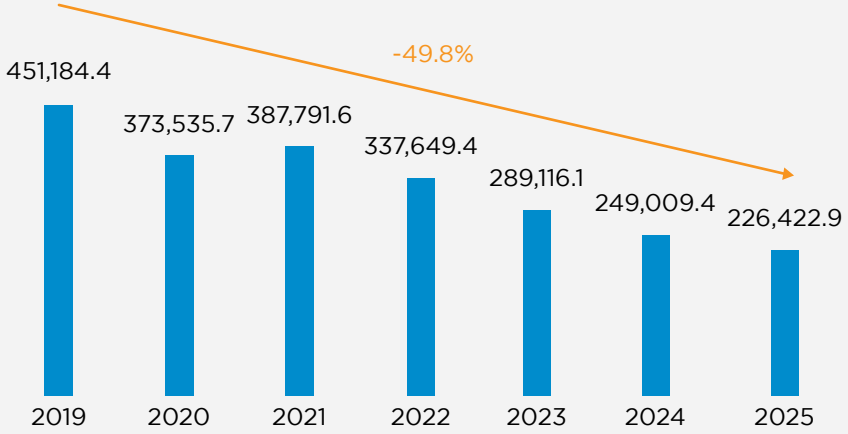
Scope 1 GHG Emissions (tCO2e) | GRI 305-1



Scope 2 (Market-Based) GHG Emissions (tCO2e) | GRI 305-2



Scope 1 and Scope 2 (Market-Based) GHG Emissions (tCO2e)

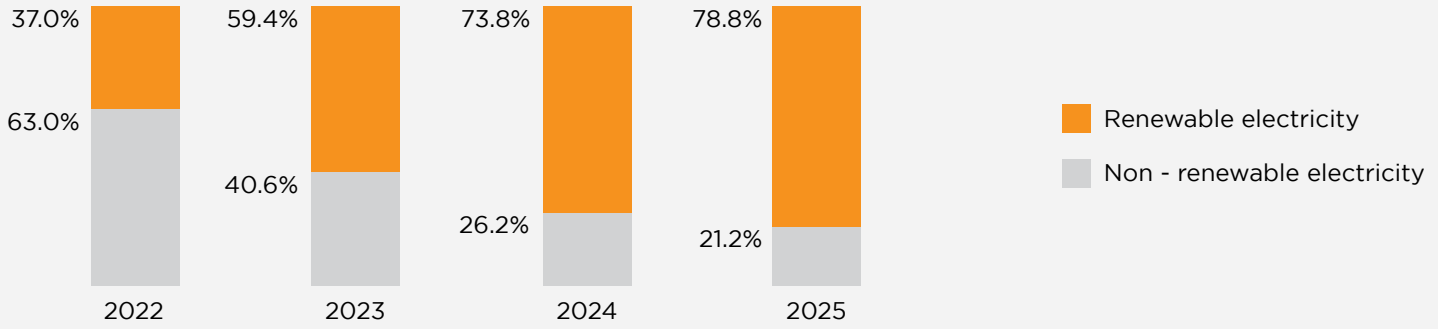


Energy Efficiencies

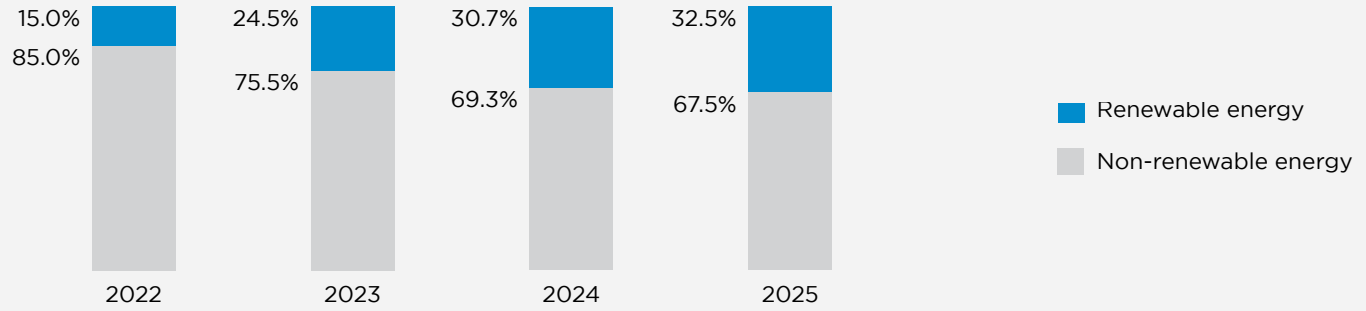
In 2025, we continued to increase energy efficiency through standardized plant routines and targeted projects in energy-intensive operations. Progress is supported by our renewable electricity strategy (onsite PPAs, offsite PPAs, unbundled certificates such as Guarantees of Origins, REC, and IREC) and by operational optimization initiatives. Energy consumption and intensity results are reported in the metrics below.

Our plants continued to pursue energy optimization through efficiency programs, process improvements, and the progressive adoption of energy-saving technologies. These initiatives form part of each plant's decarbonization plan under Roadmap Zero and reflect our commitment to responsible, low-carbon emissions operations.

Renewable Electricity Sourced / Total Electricity Consumed (%) | GRI 302-1 | 302-4



Renewable Energy Sourced / Total Energy Consumed (%) | GRI 302-1 | 302-4



2025 Energy and Emissions Savings

43,556MWh
of renewable electricity sourced

15,198MWh
reduction in electricity consumption*

12,429MWh
reduction in natural gas consumption*

20,338
tCO2e savings in electricity-related emissions*

2,248
tCO2e savings in natural gas-related emissions*

*Compared to 2024

Sustainable Progress: Our Carbon Emission Reduction Initiatives

Global Initiatives to Reduce Scope 1 and 2 Emissions and Energy | GRI 302-4 | 305-5

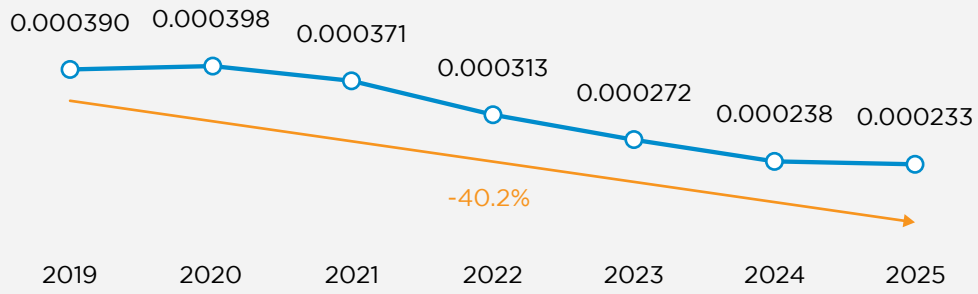
Plant	Initiative description	CO2 Savings (tCO2e)	Energy Savings (kWh)	Energy Savings (GJ)
Mexico (San Luis Potosí)	Replaced chemical degreaser in washing machines.	1,057	5,841,667	21,030
South Africa (Johannesburg)	Installed on-site solar farm.	714	823,456	2,964
Türkiye (Manisa - Jantas)	Digitalized utility usage information.	426	1,000,000	3,600
Brazil (Limeira Aluminum)	Reduced gas consumption by lowering melting furnace set point temperature.	388	2,115,649	7,637
Brazil (Limeira Aluminum)	Reduced energy usage through integrated process and equipment optimization.	134	864,103	3,111
Mexico (San Luis Potosí)	Replaced pumps and motors in two rim lines.	134	447,222	1,610
South Africa (Johannesburg)	Optimized gas consumption with replacement of bulk melter control.	132	727,950	2,621
Thailand (Saraburi)	Reduced gas consumption with installation of electrostatic reduction system (ERS) technology chip-melting furnace gas saver.	103	566,667	2,040
Czech Republic (Ostrava Aluminum)	Lowered weekend temperature setting for aluminum casting machines.	83	156,000	562
Brazil (Cruzeiro Structural Components)	Optimized machine load and curing parameters in powder coating.	76	1,401	5
Brazil (Cruzeiro Structural Components)	Low-temperature degreaser.	68	1,868	6
Brazil (Cruzeiro Structural Components)	Replacement of burners on Powder Coating Lines 2 and 3.	67	1,510	5
China (Nantong)	Installed a new energy-efficient flash welding machine.	56	100,000	360
Mexico (Chihuahua)	Reduced scrap generated due to incrustations.	52	243,704	877
Brazil (Cruzeiro Structural Components)	Hybrid phosphate heating system.	52	724	2
Thailand (Saraburi)	Changed water-cooling-pump setting to improve energy efficiency.	50	130,556	470
Thailand (Saraburi)	Installed a wind deflector to reduce energy consumption of the paint line chiller.	50	130,556	470

Plant	Initiative description	CO2 Savings (tCO2e)	Energy Savings (kWh)	Energy Savings (GJ)
Germany (Konigswinter)	Reduced energy usage with modernization of factory-hall lighting.	47	150,000	540
Türkiye (Manisa - Jantas)	Reduced energy usage by replacing lights to LED.	43	100,000	360
Brazil (Limeira Aluminum and Steel)	Replaced gas power forklifts with electric forklifts.	42	229,933	828
Czech Republic (Ostrava Aluminum)	Installed an electric heating element to maintain water temperature in the quench tank during downtime, reducing natural gas consumption at furnace restart.	40	223,600	805
Brazil (Cruzeiro Structural Components)	Low-temperature degreaser – E-coat chassis tank.	39	1,254	4
Türkiye (Manisa - Jantas)	Replaced an existing compressor with a new high-efficient drive unit.	30	70,000	252
Thailand (Saraburi)	Reduced energy usage by controlling mold-cooling water temperature.	17	44,444	160
Brazil (Cruzeiro Wheels and Structural Components)	Activated an air compressor control center to optimize energy consumption.	16	349,596	1,259
Brazil (Cruzeiro Wheels)	Reduced energy usage by reducing curing temperature.	16	85,803	309
Czech Republic (Ostrava Steel)	Utilized heat from compressor room to pre-heat water tank on rim line.	15	80,640	290
Germany (Königswinter)	Reduced energy usage by replacing continuous top coat oven heating with targeted pre heating only for fully-cooled wheels.	9	52,000	187
China (Nantong)	Replaced natural gas heating with air source heat pumps.	6	34,946	126
Brazil (Limeira Steel)	Installed a timer for the automatic shutdown and usage-based operation.	6	18,649	67
China (Nantong)	Reduced energy usage by eliminating air pressure leakage from running idle conveyor.	6	10,000	36
Brazil (Cruzeiro Wheels and Structural Components)	Reduced energy usage by eliminating two compressors.	4	94,476	340
Mexico (Chihuahua)	Reduced energy usage by shortening cycle time through cooling process optimization.	4	12,979	47
Mexico (Chihuahua)	Reduced rework caused by paint primer lumps, through increased cleaning frequency.	3	9,180	33
Brazil (Limeira Aluminum)	Reduced gas usage by reducing the operating temperature of the ladle heater.	2	12,285	44

Plant	Initiative description	CO2 Savings (tCO2e)	Energy Savings (kWh)	Energy Savings (GJ)
Brazil (Cruzeiro Wheels and Structural Components)	Reduced energy usage by modernization of the lighting system.	2	37,620	135
Brazil (Limeira Steel)	Reduced energy usage through an automatic shutdown of hydraulic pump.	1	13,690	49
Brazil (Santo André)	Improved performance of melting furnaces through machine learning and AI.	1	2,778	10
Brazil (Santo André)	Installed a dumper system in heat treatment.	1	2,778	10
Brazil (Limeira Steel)	Reduced gas usage on weekends.	1	2,766	10
Brazil (Limeira Steel)	Reduced energy usage by switching off rolling mill panel lamps.	0	2,388	9

Emission intensity remains a key performance indicator for Maxion and is aligned with the **Company's Sustainability-Linked Bond Framework**. Since 2019, our baseline year for Scope 1 and Scope 2 (market-based) emissions, we have achieved a consistent reduction in emissions intensity per kilogram produced, reflecting ongoing gains in energy efficiency and decarbonization. By 2025, emissions intensity had declined by 40.2% from the baseline. Having achieved (and exceeded) our 2025 Scope 1 and Scope 2 reduction targets, we remain focused on sustaining this trajectory through continued operational efficiency and disciplined climate actions.

GHG Intensity Emissions (Scope 1 and Scope 2 Market-Based) (tCO2e/kg produced) | GRI 305-4



In 2025, we strengthened our Scope 3 emissions management by updating the calculation methodology, as described in our Scope 3 policy, incorporating previously implemented changes, adding new emission categories, and strengthening data-collection processes across departments.

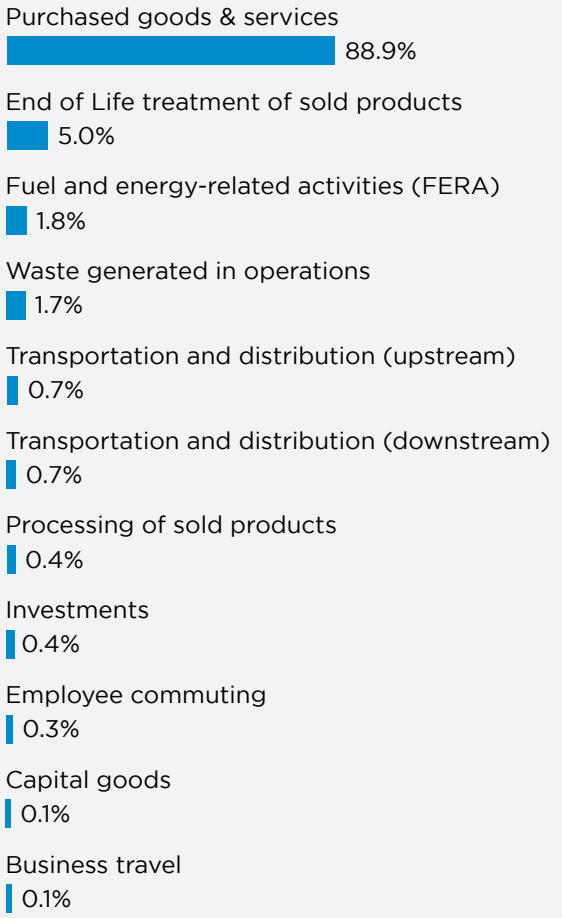
While Scope 1 and Scope 2 emissions remain under direct operational control, Scope 3 continues to account for the largest share of our total emissions footprint, requiring close collaboration with suppliers and business partners to drive decarbonization across the value chain.

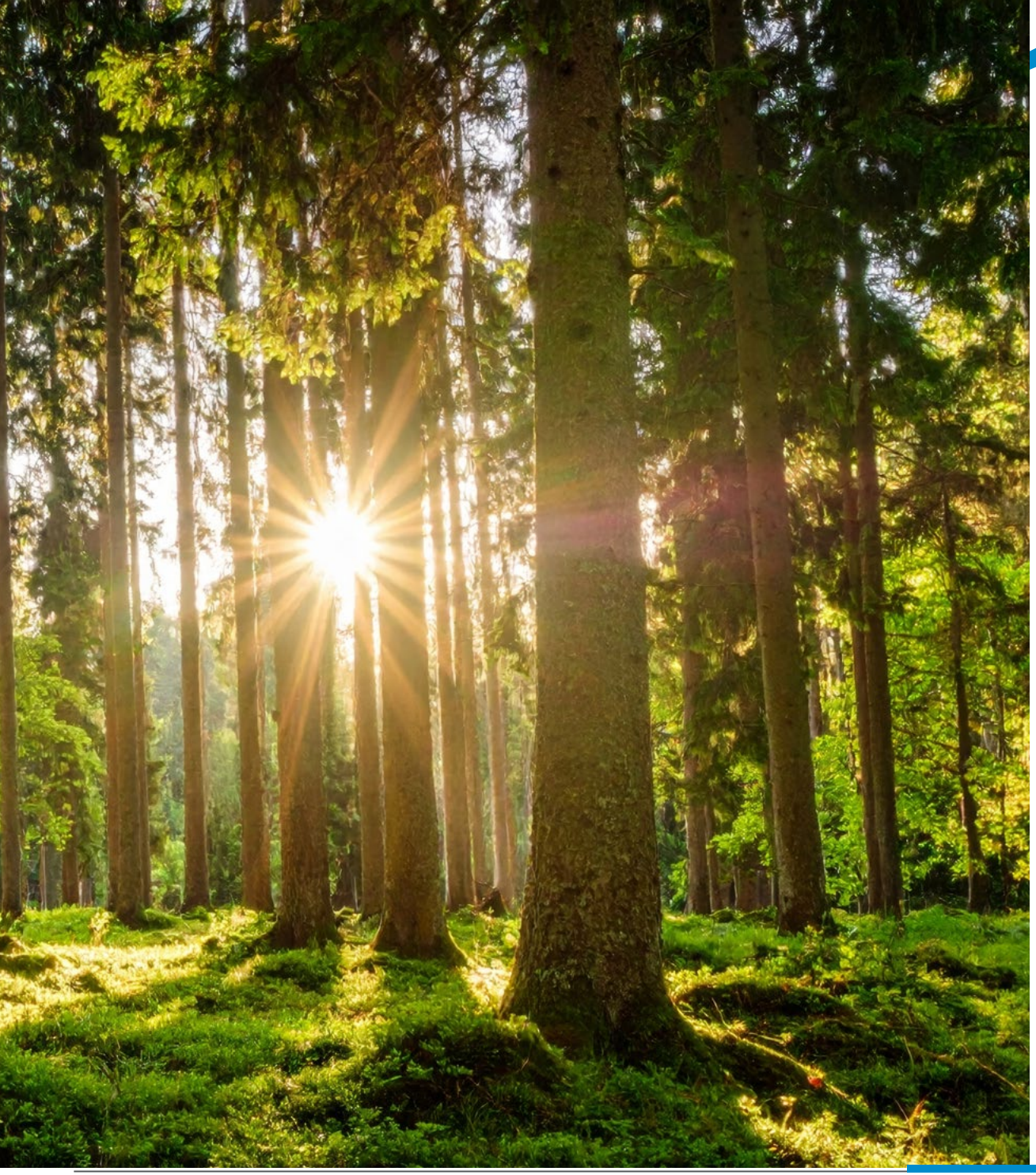
Purchased goods and services (Category 1) remained the dominant source of Scope 3 emissions, accounting for 88.9% of emissions and reflecting the material intensity of steel and aluminum in our products. In 2025, emissions from this category increased 3% compared to 2024, primarily driven by higher emission factors reported by aluminum suppliers, reinforcing the importance of supplier engagement and aligned decarbonization pathways. Steel and aluminum together accounted for 86.9% of Scope 3 emissions and 82.5% of total Scope 1, 2, and 3 emissions, confirming their central role in our climate strategy.

Other Scope 3 categories showed mixed performance. Emissions related to end-of-life treatment of sold products declined 7% year-over-year, while fuel- and energy-related activities and waste- and water-related emissions decreased modestly, supported by lower natural gas consumption and improved waste management practices. By contrast, emissions from transportation, business travel, and employee commuting increased compared to 2024, mainly due to methodological improvements and expanded reporting boundaries. Although these categories remain marginal in absolute terms, we continue to advance actions to improve freight efficiency and reduce travel-related emissions.

Investments (Category 15) also increased year-over-year, reflecting changes in the reporting perimeter, and are being addressed through closer alignment with invested companies and progressive integration into our emissions reporting systems.

GHG Emissions (Scope 3) Breakdown by Category (%) | GRI 305-3





ENVIRONMENTAL FOOTPRINT

GRI 3-3 | Material and Waste | Water and Wastewater

We present our approach to managing and reducing impacts associated with materials, water and waste, supported by global guidelines, local regulatory compliance, and continuous improvement at the plant level. For water, Maxion monitors consumption and exposure by distinguishing between water-stressed and non-stressed areas, applying a water-risk filter and basin-level assessments to identify high-risk river basins. For waste, we prioritize the quality of segregation, recycling, and landfill diversion, underpinned by annual waste stream reviews to identify opportunities for reduction and circularity, defined operational controls for storage and destination, and verification of third-party licensing and compliance when external contractors are engaged. Across both topics, we reinforce data quality and transparency through standardized indicators and reporting processes, providing a consistent basis for performance monitoring, risk management, and year-over-year improvement.

MATERIALS USE AND WASTE

GRI 3-3 Materials and Waste | GRI 306-1 | 306-2 | 306-3 | 306-4 | 306-5

Waste management focus is to improve the quality of segregation, increase recycling rates, and strengthen landfill diversion, in line with local regulations and Maxion's Global Waste Framework, which standardizes waste stream categories across operations to support consistent monitoring and management. Waste volumes and destinations are monitored through registered manifests and managed using absolute and intensity indicators; results on waste generated, diverted, and disposal and are presented in the graph to the right.

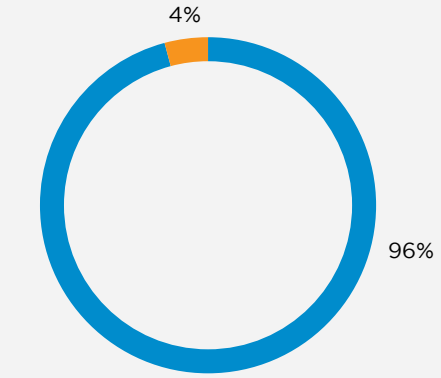
In parallel, we continued to expand circularity practices across all plants through local improvement plans designed to increase recycling rates, with progress observed across regions in recent years. Recycling and resource efficiency initiatives are increasingly informed by product-level LCA insights and aligned with broader decarbonization objectives, reinforcing the link between materials management and climate strategy.

In 2025, total waste generated increased slightly compared to the previous year. This change reflects an increase in non-hazardous waste and a significant reduction in hazardous waste, lowering the hazardous waste share from 4.93% to 3.72%. Metal waste continued to represent the largest share of total waste generated, accounting for approximately 93%, while variations in other non hazardous streams were influenced by specific industrial residues at certain plants.

Waste diverted from disposal, including reuse, recycling, and other recovery operations, accounted for 96% of total waste generated in operations, reflecting ongoing efforts to expand recycling and recovery solutions across plants. Increasing year-over-year diversion rates remains a key objective and is closely linked to circularity initiatives and material-efficiency improvements.

Landfill waste decreased compared to the previous reporting period, reflecting targeted actions to reduce disposal impacts. Landfilled waste consisted primarily of general waste and industrial sludge generated at a limited number of plants. To further reduce reliance on landfills, projects are underway to identify contractors capable of recovering waste streams rather than disposing of it. As a result of these efforts, two plants in Brazil achieved zero landfill waste in 2025: Limeira Steel and Limeira Aluminum, joining Santo André which has held the certification since 2023.

Waste Disposal (%)



- Waste Diverted from Disposal (preparation for reuse, sent to recycling, composting and other recovery operations)
- Waste Directed to Disposal (incineration and landfilling)

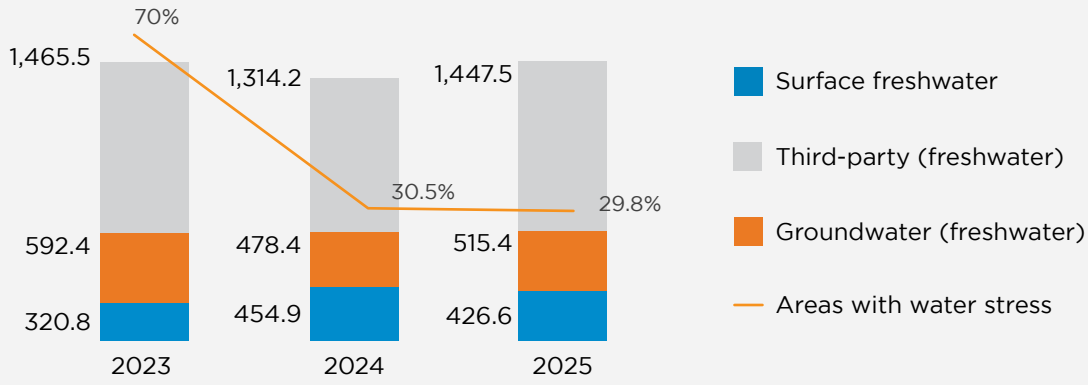
Water and Wastewater Management GRI 303-3 | 303-4 | 303-5

Water remains a priority at Maxion, particularly in painting processes, which are our most water-intensive operations. In 2025, absolute water withdrawal increased compared to 2024, mainly due to temporary operational issues at a limited number of large plants, including leaks and reverse osmosis malfunctions, as well as certain energy-efficiency initiatives that increased water requirements. Despite this increase, 70% of plants reduced their absolute water withdrawals year-over-year, reflecting the effectiveness of targeted local efficiency measures, such as cascade water reuse systems implemented at selected facilities.

In parallel, we continued to strengthen water reuse and treatment infrastructure across operations. Progress in 2025 included the recovery, treatment, and reuse of water from multiple sources for industrial processes and non-potable applications, supported by closed-loop solutions where applicable. Water reuse intensity increased during the year, and a new ultrafiltration and three-stage reverse osmosis system was commissioned at both our Truck and Pass Car Plants in Pune, India, achieving zero-liquid-discharge (ZLD) status. As a result, four production plants now operate as ZLD facilities, reinforcing our long-term approach to water stewardship and discharge reduction.

Total water consumption increased modestly in 2025, influenced in part by the incorporation of a new production plant and higher activity levels at certain sites. Consumption growth occurred primarily in areas without water stress, while water consumption in water-stressed areas increased only marginally. As a result, the share of total water consumption in water-stressed areas remained low and declined slightly compared to 2024, reflecting our continued focus on managing water-related risks in line with local conditions.

Total Water Withdrawal by Source and Share of Withdrawal in Water-Stressed Areas | GRI 303-3



SOCIAL

SDGs:


3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

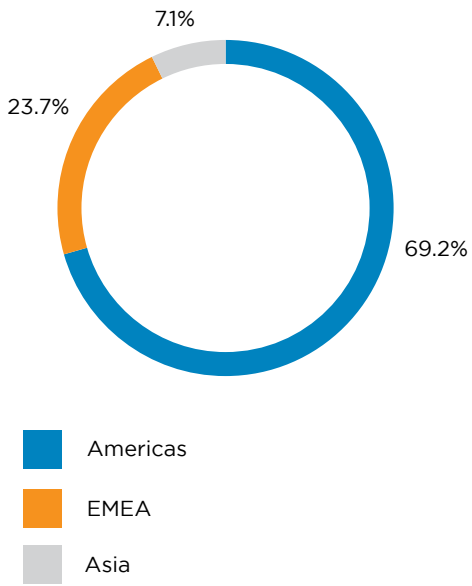
HUMAN CAPITAL

People Matter

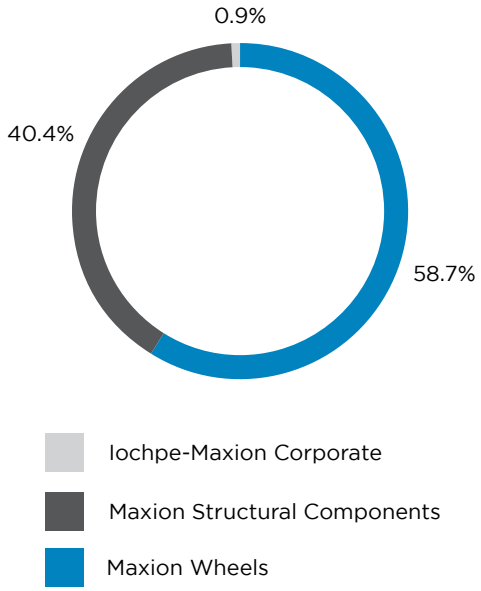
Human capital management GRI 3-3 | 2-7 | 2-8 | 404-3 | 401-2 | 404-2

People are at the center of our value creation and operational resilience. Our approach focuses on strengthening skills and employability, protecting health and safety, and fostering an inclusive workplace where everyone is treated with respect and dignity. Through structured governance and consistent routines, we aim to generate positive impacts for employees and communities while managing inherent risks associated with industrial operations and contractor activities.

Employees by Region | GRI 2-7



Employees by Business



Our talent performance management frameworks underpin our approach to human capital, equal opportunity, wellbeing, and sustainable workforce management. Talent development is led by Human Resources (HR) and line managers, combining internal and external training for both white- and blue-collar employees. It is further supported by leadership programs, mentoring, scholarships, technical training, apprenticeship and dual programs, as well as e-learning certification training.

The HR function leads our Organizational Development program, which comprises a structured portfolio of leadership and capability-building initiatives. These include the Emerging Leaders and Experienced Leaders programs; Discovery, a global program for high-potential employees; the Mentoring and Crossing Borders initiatives; and the English Acceleration program, which supports employees in achieving English-language proficiency. The development activities also include technical training delivered to meet external requirements (legal or customer) and internal development needs (individual development plans and role/job requirements). In addition, Intern and Apprenticeship Programs strengthen the talent pipeline by providing young people from local communities with relevant technical skills.

To better understand employee perspectives, feedback is collected through an employee satisfaction survey conducted every other year by an independent third party to ensure confidentiality.

In 2025, our employee engagement survey (60+ questions) confirmed a stable, positive view of the Company, with 77% overall favorability, 83% engagement, and 78% enablement (up from 77%). Participation reached 90%, and Nantong, China, again delivered the highest engagement result at 99%. In addition, we completed performance reviews for 84.1% leadership and white-collar employees, including formal evaluations and feedback discussions aligned with our Performance Management policy.

This annual process includes a formal review of employee performance, during which feedback meetings are held to discuss development and career goals, ensuring that all employees understand how their roles and objectives align with the Company's.

Learning in Action: Hours Invested in Growth

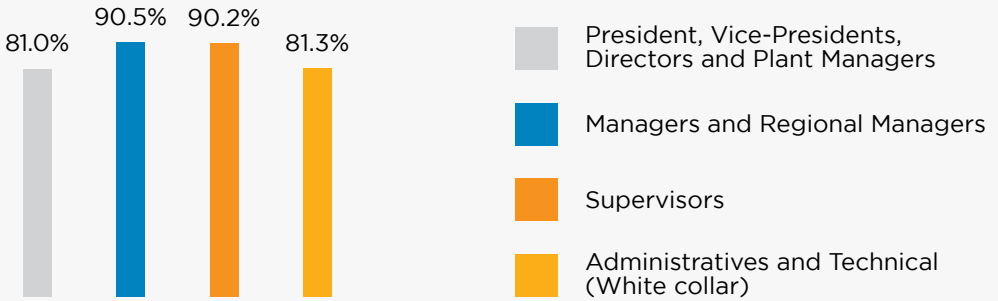
387
hours of eLearning certification training

42,696
training hours for Maxion employees

Percentage of Employees Receiving Regular Performance and Career Review | GRI 404-3

By Gender

By Title



We offer a comprehensive benefits package to all permanent employees, which includes life insurance, healthcare, and retirement plans. In certain plants, employees are also provided extended benefits, including cafeteria access, transportation assistance, meal vouchers, gym memberships, and wellbeing support initiatives. Local bonus schemes are implemented in compliance with applicable local legislation. Furthermore, parental leave, including maternity and paternity leave, is granted in accordance with local legal requirements and established practices.

Occupational Health and Safety

GRI 3-3 Human Capital Management | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9

Safety is a non-negotiable priority at Maxion. The Company operates a comprehensive Occupational Health and Safety (OHS) management system covering employees and third-party workers whose work and/or workplace is under Company control. In 2025, 78% of plants were ISO 45001 certified, with the remaining sites progressing toward certification. Risk management and incident investigation continued to follow standardized global practices, supported by the Maxion Risk Assessment (MRA), deployed through the Intelex digital platform. The MRA standardizes hazard identification, job risk assessment, hierarchy-of-controls scoring, and corrective action management, including escalation mechanisms for overdue actions. These processes also apply to contractors operating in Maxion-controlled workplaces, ensuring consistent prevention and mitigation across business relationships.

During the year, we further advanced the digitalization of safety performance management to strengthen visibility, transparency, and comparability of indicators across plants and business units. The transition toward a more standardized, data-driven approach improved data reliability, internal controllability, and audit readiness, while enabling faster, more informed decision-making at regional and corporate levels. In parallel, we continued targeted investments in fire protection and business interruption risk mitigation, including upgrades to sprinkler systems, fire detection technologies, and site-specific engineering solutions aligned with local risk assessments and insurance loss-prevention recommendations. These actions reinforce operational resilience and consistent governance of fire-related risks across regions.

We also strengthened the structure of our internal HSE management system by implementing dedicated Safety and Sustainability pillars within the Maxion Management System. The first assessment cycle under the new Safety pillar was completed, comprising more than 140 structured requirements and, for the first time, including evaluations at the group level. Global standardization was further reinforced through new technical guidelines and critical risk control standards, supporting consistent implementation and followup across locations. Governance is ensured through monthly regional reviews, quarterly oversight by the Sustainability Committee, and regular plant-level Safety Committee meetings.

Worker engagement and practical safety mechanisms are key elements of our OHS approach and are supported by clear procedures, tools, and training. Examples are:

- Workers can report hazards and unsafe conditions through site-level procedures and a dedicated reporting channel, supported by a non-retaliation commitment.
- A global Stop Work procedure allows employees to halt activities whenever a safety risk is perceived, with protection against reprisals.
- Training combines general and hazard-specific content, including annual refreshers on critical risks such as lockout/tagout, machine safety, ergonomics, and chemical handling.
- In 2025, prevention was further strengthened through DOJO training rooms, expanded AI-based safety monitoring, and pilot initiatives such as Automated Guided Vehicles (AGVs) to reduce transportation-related risks.

These combined efforts contributed to lower accident severity and reinforced a more consistent safety culture across regions.

WE CARE

Our social agenda is anchored in the We Care framework, which was fully implemented across regions throughout 2025, supported by structured governance and global reporting procedures and tools. 513 initiatives for wellbeing, diversity and inclusion, and social impact were carried out through locally relevant programs, employee volunteering, and community engagement.

Effectiveness is monitored through leadership reviews and global key performance indicator dashboards, complemented by engagement mechanisms, including employee surveys, to ensure actions for these three pillars remain relevant to local needs and consistent with company strategies.

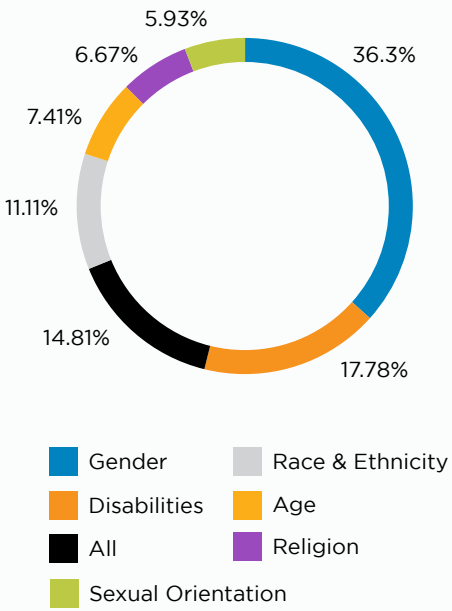
We Care mission statement

We care.

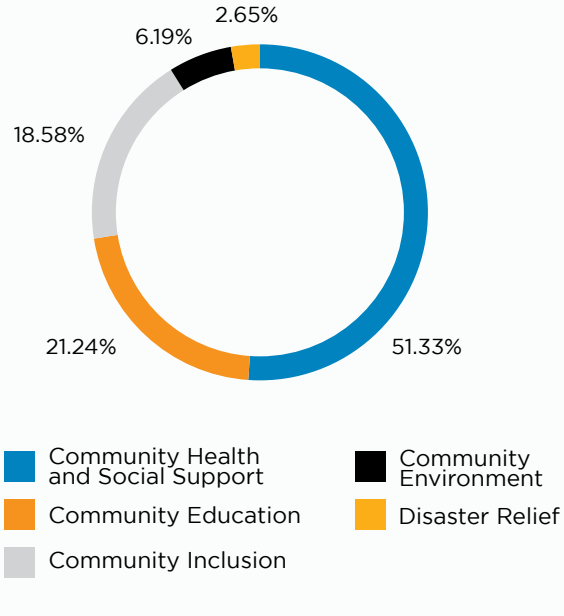
People and culture are at the center of everything we do, from the wellbeing and inclusion of our employees to the social and environmental needs of those who live in our communities. Maxion advocates for the change needed to address societal and environmental challenges. We believe we can play a role in creating a better-shared future.

We Care Dashboard 2025

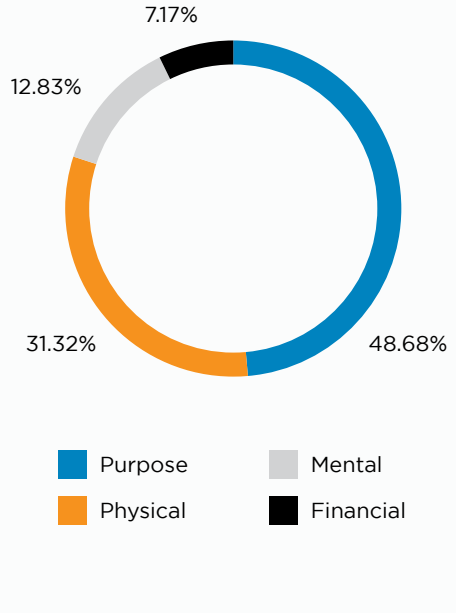
Diversity & Inclusion



Social Impact



Wellbeing



Diversity & Inclusion

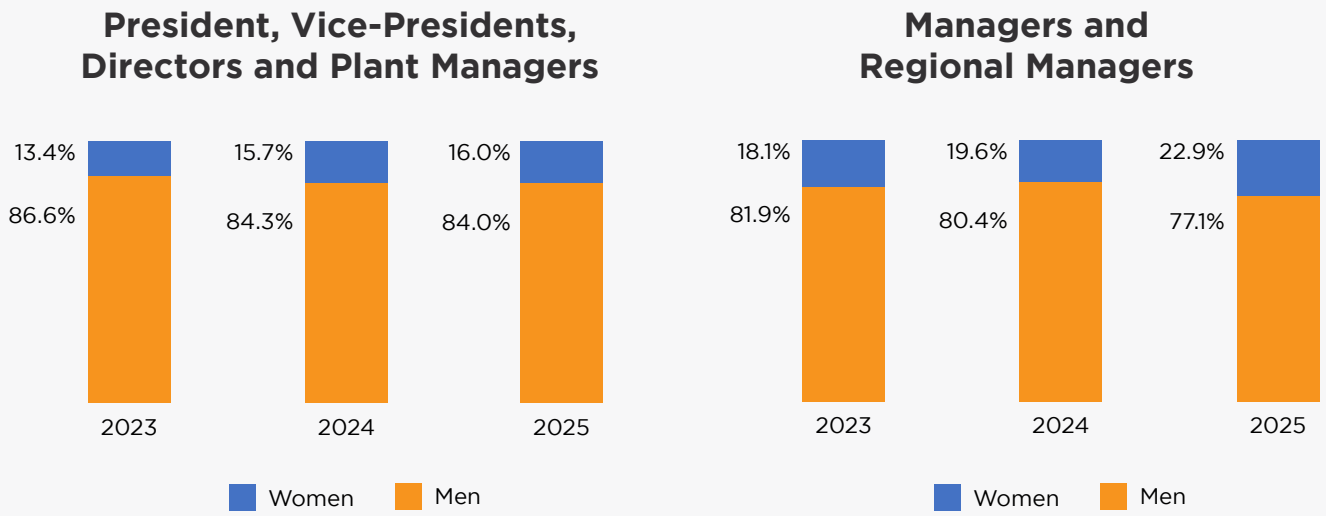
GRI 3-3 Human Capital Management | 405-1

Building on the “Unique and United” program launched in 2021, Maxion continued to advance its Diversity & Inclusion (D&I) agenda in 2025 by updating goals focused on gender balance, pay equity, and an inclusive culture. A key development in 2025 was an in-depth study to better understand how to increase women’s representation on the shop floor. Complementing progress in attracting and developing women in white-collar roles, the study identified key barriers to entry. These insights are informing initial efforts to explore improvements in workplace infrastructure, access to skills training, and overall wellbeing for women in operational roles.

Progress in leadership representation continued. In 2025, women accounted for 16% of Presidents, Vice Presidents, Directors, and Plant Managers, maintaining the level achieved in 2024, while representation among Managers and Regional Managers increased significantly to 22.9%. Progress across leadership levels is monitored through defined indicators covering the 2023–2025 period, supporting transparency and accountability as initiatives mature.

Maxion’s Professional Women’s Network, I-M Fem, founded in 2023, continued to grow in 2025, reaching 500 members across all Maxion locations, with every site represented by one or more members. The global network fostered connections and knowledge sharing through regular e-newsletters and two global webinars, complemented by locally organized events that enabled members to network and engage at the site level.

Employee Diversity by Gender | GRI 405-1



In 2025, Maxion Türkiye Operations was recognized among the world’s Top 50 companies for inclusion and equity by DIAL Global and the Türkiye Inclusion Awareness Network (INAN), a distinction that reinforces our commitment to building an inclusive, equitable, and empowering workplace.

Evaluated through the CITIES Framework (Culture, Inclusion, Talent, Impact, Equity, and Social), the DIAL Global Inclusion Index assessed organizations across more than 65 countries in APAC, EMEA, North America, and LATAM. Maxion stood out as one of only 11 companies in Türkiye to appear on this prestigious global ranking, reflecting the strength of our people, the maturity of our culture, and our dedication to fostering environments where everyone feels valued, respected, and enabled to contribute to sustainable growth.

Wellbeing

GRI 403-6

The Wellbeing pillar of We Care reflects Maxion's commitment to creating a workplace environment where employees feel supported, engaged, and empowered to lead healthier and more fulfilling lives. Centered around four dimensions – Physical Wellness, Mental Health, Purpose, and Financial Health — the pillar promotes a holistic approach to employee wellbeing and reinforces the Company's people-first culture.

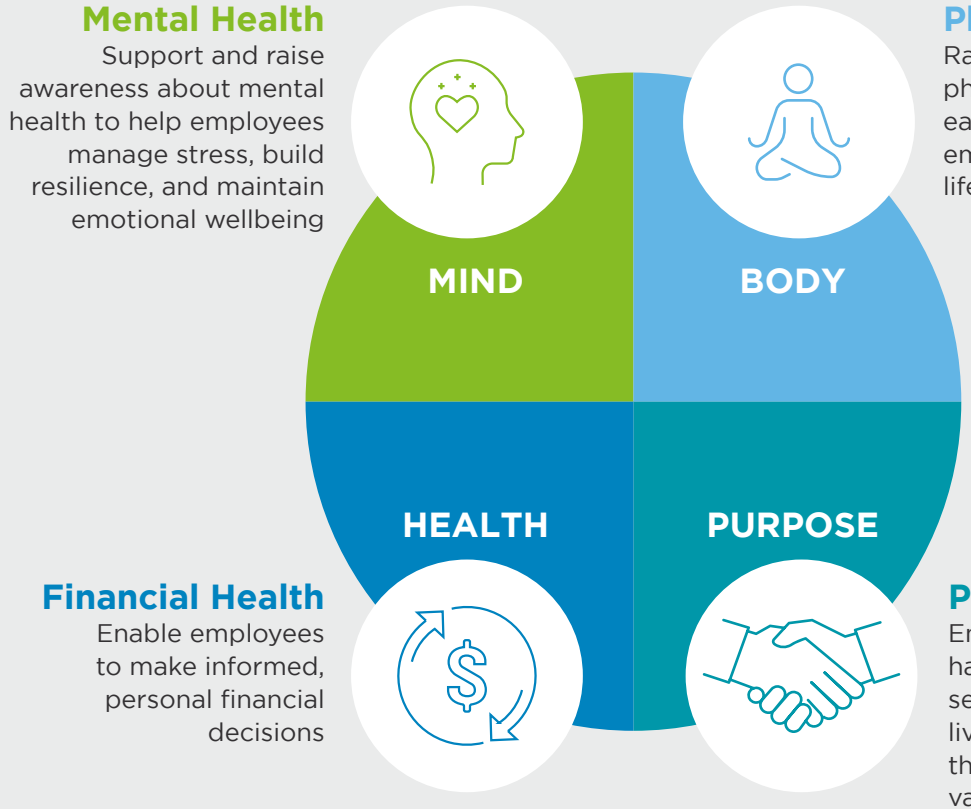
Following the launch of the We Care framework in 2024, progress continued throughout 2025 as locations further integrated wellbeing initiatives into local engagement activities and employee programs. Across the organization, plants expanded efforts promoting healthier lifestyles, preventive care, mental wellbeing, and work-life balance through initiatives tailored to local needs and cultures.

Wellbeing activities under We Care were reinforced by strong employee perception: 82% favorability in the engagement survey for the statement that Maxion encourages participation in health and wellbeing programs, exceeding the market benchmark of 78%.

Preventive healthcare actions, including vaccination campaigns and voluntary health screenings, continued across plants and, where applicable, extended to dependents. Locations organized wellness weeks, sports and fitness activities, nutrition and healthy habit campaigns, and awareness initiatives focused on topics such as cancer prevention and mental health. These efforts were supported through onsite events, digital communications, and partnerships with local health institutions. Depending on location, employees also have access to medical, dental, and mental health benefits, complemented in many cases by onsite medical support, including nurses, doctors, and physical therapists.

In parallel to the wellbeing activities, plants continued to conduct industrial hygiene assessments, including evaluations related to air quality, ergonomics, radiation, and noise exposure, helping maintain safe and healthy working environments across operations.

Wellbeing Dimensions



Mental Health
Support and raise awareness about mental health to help employees manage stress, build resilience, and maintain emotional wellbeing

Physical Wellness
Raise awareness about physical health and healthy eating, to encourage employees to adapt their lifestyle accordingly

Financial Health
Enable employees to make informed, personal financial decisions

Purpose
Enable employees to have a central, overall sense of direction in their lives, and a belief that their life activities are valuable and important

Social Impact

GRI 413-1

In 2025, we strengthened our social impact agenda through initiatives that expanded learning opportunities, deepened community engagement, and empowered young people to take an active role in shaping a more sustainable future. Our programs reached thousands of people across multiple regions, mobilizing employees, partners, and local communities around a shared commitment to positive social transformation.

The **Private Social Investment (PSI) policy** defines the strategic guidelines that ensure planning, soundness, and transparency in allocating financial, human, and material resources to benefit social, environmental, and cultural projects for the community, in line with the set priorities.

Social impact continues to serve as a strategic lever to strengthen our long-term contribution to society and create opportunities that change lives.

Community Education

Community Environment

Community Inclusion

Disaster Relief

Community Health and Social Support

Formare Program

The Formare Program remained Iochpe-Maxion's flagship social impact initiative in 2025, solidifying its position as one of the most relevant vocational education programs in the automotive sector and expanding its international footprint.

The program is a vocational education initiative that provides professional training to young people from low-income families enrolled in public high schools. Active since 1989 and managed by the Iochpe Foundation, a non-profit organization in Brazil, the program is delivered in partnership with companies such as Iochpe-Maxion and engages employees as volunteer educators. To date, Formare has trained more than 28,000 young people, with 89% of graduates securing formal employment in their first job.

Across our operations, we conducted selection processes in multiple regions, engaged volunteer educators, and delivered learning experiences that strengthened the program's purpose. A major highlight of the year was the campaign "Our Future Is Now: Formare on the Road to COP30", which connected students to global conversations on climate change, environmental justice, and green jobs. The initiative brought together content from the documentary *Green Works (3M)*, discussions of Brazil's water crisis with photographer Érico Hiller, and a virtual exhibition featuring photographs taken by students.

Stories shared through videos and alumni testimonials demonstrated the program's transformative power and long-term impact. At the same time, corporate volunteering gained visibility through webinars, educational activities, and on-site initiatives, strengthening relationships between employees and local communities. Media coverage throughout the year highlighted the program's role in preparing young people for the job market and supporting the development of the industry's talent pipeline.

With active programs in Brazil, Mexico, and India, Formare at Maxion continues to expand opportunities for young people, equipping them with the skills, perspectives, and confidence to lead the changes they want to see in the world. In 2026, the program will expand to Argentina and Türkiye.

FORMARE

Formare Maxion Unit	Students in 2025	Volunteer Educators in 2025	Total Students (up to 2025)	Total Educators (up to 2025)	Year Established	Total Number of Classes
Brazil (Contagem)	14	34	478	143	1996	29
Brazil (Cruzeiro)	20	66	562	766	1996	29
Brazil (Limeira)	20	91	300	324	2010	15
Mexico (San Luis Potosi)	21	21	188	234	2014	11
Mexico (Chihuahua)	22	24	204	116	2017	10
India (Pune) First class with 2 years of duration	26	31	26	31	2024	1
TOTAL	**123**	**267**	**1,758**	**1,614**		**95**



We Care in Action

- **Social Economic Development Project – South Africa (Johannesburg):** Donated school equipment (desks and chairs) to a local primary school to facilitate the learning environment for the students.
- **Rhine CleanUp – Germany (Königswinter):** Collected and removed waste from the banks of the Rhine to help keep the river and surrounding areas cleaner for the community.
- **Discovery Team Visited LÖSEV's Seferihisar Farm - Türkiye (Manisa):** Discovery Program participants visited LÖSEV's farm in Seferihisar. LÖSEV is a non-profit organization in Türkiye dedicated to supporting children with leukemia and cancer, as well as their families, through health, education, and social programs. During the event, participants attended an informative presentation about the connection between nature and leukemia. The visit concluded with the planting of lemon trees, supporting LÖSEV's sustainable agriculture efforts.
- **Lifeblood Campaign – Thailand (Saraburi):** Per quarter, blood donation drives are organized, in which employees can voluntarily donate blood to help those in need, cooperating with Thai Red Cross Society.
- **Sponsor of UWC Maastricht's Female Empowerment Scholarship program – Global:** Supported access to quality education for girls from disadvantaged or conflict-affected areas. Helping to provide scholarships that enable young women to become self-sufficient leaders, shaping a more sustainable and equitable future.
- **Workshop Gender Perspective – Mexico (Chihuahua):** Participated in discussions on integrating a gender perspective into dual education, reinforcing equality and inclusion in vocational training.
- **Under Black Skin: a tale of existence and resilience – Brazil (Santo André):** Employees produced testimonial videos reflecting on the question "What is it like to live in Black skin?", creating space for reflection, listening, and awareness.
- **Diwali Celebration – India (Pune):** Diwali celebrations include a blend of traditional activities and festive elements. Fun activities like Diwali-themed games, dance sessions, and desk decoration contests are opportunities for boosting team spirit.
- **LGBTQIA+ Pride Month – Brazil (Contagem):** Promoted activities under the theme "Be Who You Are," reinforcing a safe, respectful learning environment and our commitment to Diversity and Inclusion.

- **Financial Challenge – USA (Sedalia + Novi):** Launched a practical, engaging initiative to strengthen employees' financial wellbeing and retirement readiness through weekly tasks and learning activities.
- **HR Listening Session – China (Nantong):** HR holds regular listening sessions with front-line employees to understand their situation and challenges, provide support in work and life, and improve their wellbeing.
- **Live longer program – Brazil (Cruzeiro):** Implemented the Viva+ Program to support employees living with obesity, hypertension, diabetes, or chronic conditions, promoting healthier habits and risk reduction.

In 2025, multiple plants came together to respond swiftly and compassionately to emergencies worldwide.

- **Aid Campaign for Izmir and Manisa Forest Fires – Türkiye (Manisa):** Organized a coordinated support initiative to address urgent needs and help communities recover following the forest fires in Izmir and Manisa.
- **Natural Disaster Donation – Mexico (Castaños):** Invited employees to donate essential items to support flood-affected communities, with donations consolidated locally and delivered to an official collection center for onward distribution.
- **Hurricane Relief Donation – USA (Sedalia):** Team members collected donations for South Carolina Hurricane Relief.

We Care Tracking Tool

In 2025, the We Care Tracking Tool continued to evolve from its initial launch into a fully embedded platform for managing, tracking, and scaling social initiatives across Maxion. Building on its introduction in 2024, the tool is now actively used across regions, strengthening how we report and connect initiatives, sharing best practices, and expanding successful programs to sites with similar needs.

With consistent indicators and centralized data, the We Care Tracking Tool provides a structured and transparent view of our social activities, supporting improved reporting, governance, and continuous improvement. It also enhances engagement by enabling clearer visibility into the impact and reach of our efforts across the organization.

GOVERNANCE

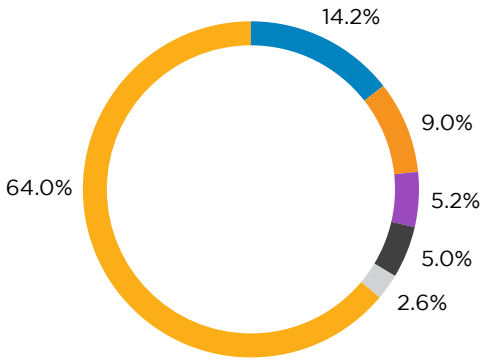
GRI 3-3 Corporate Governance and Transparency | GRI 3-3 Business Ethics

SDGs:

OWNERSHIP

Iochpe-Maxion is a publicly traded company, listed at B3's *Novo Mercado* segment, with the following investors owning more than 5% of our capital stock (Information as of December 31, 2025).

Ownership



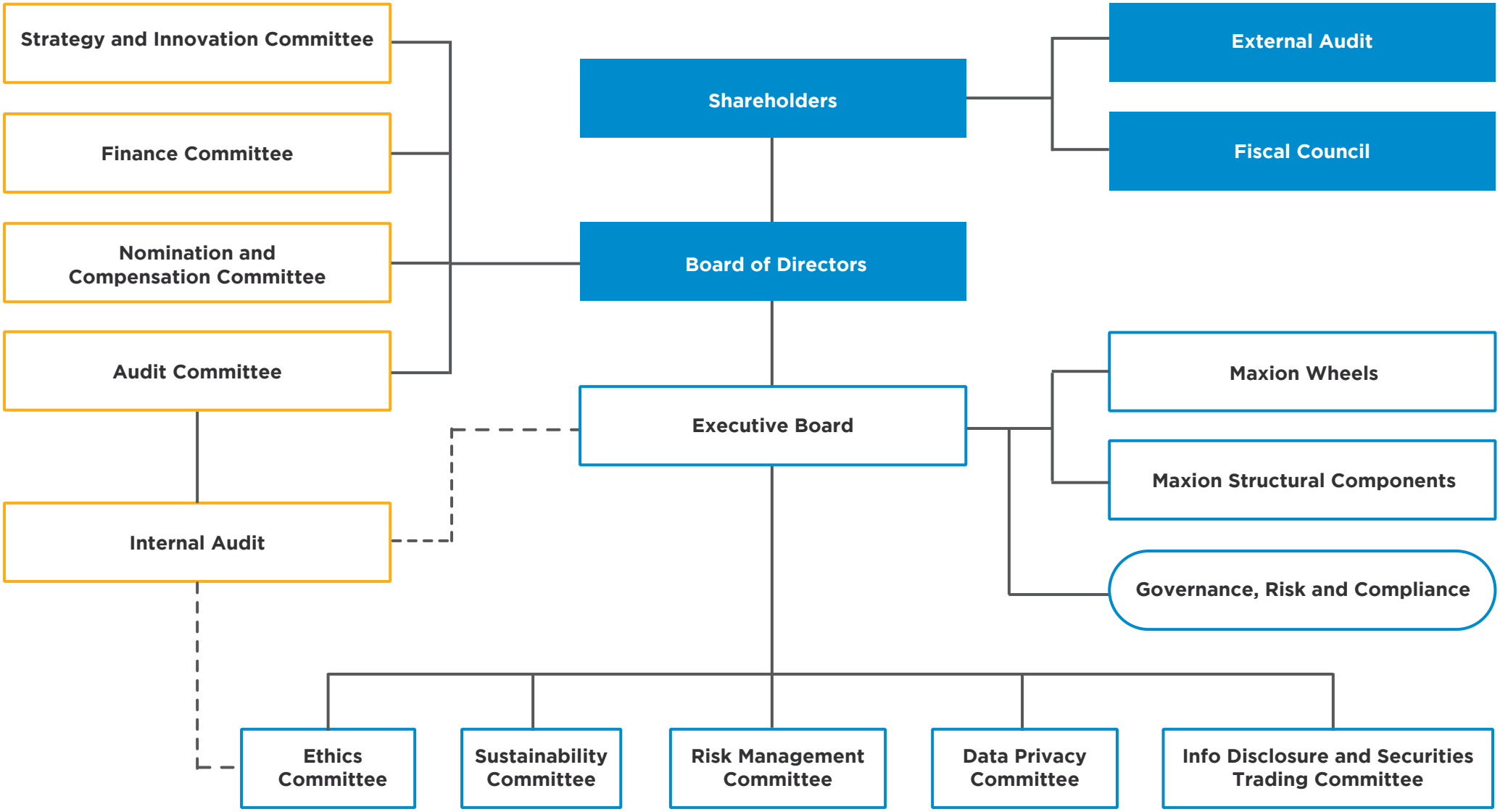
- Ioschpe family
- Alaska Investimentos Ltda.*
- Charles River Administradora de Recursos Financeiros Ltda
- Vokin – VKN Administração de Recursos Ltda*
- Treasury shares
- Other

* Shareholding held by investment funds and/or portfolios under common discretionary management.

The Company has a valid Voting Agreement signed on October 28, 2013, among the Ioschpe family members. To access the voting agreement, **click here** (Portuguese Only).

GOVERNANCE STRUCTURE

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-17



Board of Directors

GRI 2-9 | 2-13 | 2-24

Our Board of Directors steers the Company's long-term strategy and oversees the integration of financial performance with social and environmental stewardship. As guardian of our purpose, values, and governance framework, the Board ensures that strategic decisions reflect long-term interests and support resilient, sustainable growth.

Risk oversight is a core element of this integrated approach. Guided by our **Corporate Risk Management policy**, we continuously identify and monitor strategic, operational, and ESG-related risks through regular reviews of the corporate risk matrix and related mitigation actions, supported by internal controls and compliance routines. This structure strengthens readiness for emerging challenges and helps ensure alignment with applicable regulatory requirements and stakeholder expectations.

To drive continuous improvement, the Board annually reviews the corporate governance system, drawing on input from the Statutory Audit Committee and internal teams in audit, governance, risk, and compliance. Integrity mechanisms, such as an enterprise Reporting Channel with independent triage and structured case governance, reinforce accountability, with reporting to the Statutory Audit Committee and the Ethics Committee. The Board's thematic agenda, prepared by the Chairman and approved ahead of the fiscal year, ensures consistent focus on strategy, risk, and governance priorities.

To support Board oversight and the delegation of responsibilities, the Board of Directors is advised by dedicated committees with defined mandates.

The Strategy and Innovation Committee supports strategic direction and monitors strategy execution and innovation, explicitly considering the Company's impacts on society and the environment to foster long-term value creation.

The Finance Committee advises on financial policies and key capital decisions (e.g., capital structure, indebtedness, dividends, covenants, tax matters, and the financial assessment of investments and corporate reorganizations), supporting disciplined allocation of resources and long-term resilience.

The Nomination and Compensation Committee advises on nominations and eligibility assessments, executive and Board compensation, incentive plans, succession, retention, and talent processes – helping align leadership governance and performance incentives with the Company's priorities, including sustainability goals where incorporated.

The Statutory Audit Committee oversees independent audit, internal audit, and internal controls, monitors the integrity of financial statements and other disclosed measures, and reviews risk exposures and internal policies, strengthening transparency and accountability that underpin ESG disclosure and governance.

The Executive Board translates Board oversight into execution. Executive Officers, supported by other senior executives, implement the **Risk Management policy** and propose updates to the Board when risk conditions change (operational, financial, environmental, social, and governance), including long-term impacts.

Management embeds ESG into strategy, operations, and culture; engages stakeholders; drives sustainable innovation; and monitors and discloses financial, operational, and impact performance. The Executive Board provides information to the Board and advisory bodies and escalates ESG issues through formal governance channels, with support from the Sustainability Committee; the CEO ensures alignment with Board decisions, and the Investor Relations Officer leads market and regulatory disclosures to reinforce ESG transparency.

Remuneration Policy and Performance Evaluation

GRI 2-18 | 2-19 | 2-20

Maxion maintains a robust governance framework for leadership oversight, remuneration, and nominations. The **Management Remuneration policy**, initially approved in 2018, was revised by the Board of Directors on April 23, 2025, updating practices and further detailing the general conditions of the Company's Short-Term Incentive (STIP) and Long-Term Incentive (LTIP) Programs Executive Officers' remuneration combines fixed pay and variable incentives (STI/LTI), with STI metrics proposed annually by the Nomination and Compensation Committee and approved by the Board, considering operational risks and strategic priorities, and potentially incorporating financial and non-financial targets, including ESG aspects (e.g., GHG-emissions intensity reduction). In contrast, Board compensation consists exclusively of fixed fees and excludes variable remuneration or participation in STI/LTI plans.

To reinforce transparent and merit-based leadership selection, the **Nomination policy** initially approved in 2020, was updated by the Board of Directors on February 26, 2025, strengthening the nomination process for Board members, advisory committees, and Executive Officers, and updating criteria in line with regulatory developments. The policy emphasizes qualifications, complementarity of skills (including environmental knowledge), integrity, avoidance of conflicts of interest, and diversity across multiple dimensions, supporting an effective governance structure aligned with the Company's values and long-term value creation.

Conflict of Interest

GRI 2-15

Maxion's policy on **Transactions with Related Parties and Other Situations of Conflict of Interest** requires that related-party transactions be conducted under market conditions, documented and formalized in writing, and approved through defined governance levels, escalating to the Board of Directors or even to a shareholders' meeting when applicable, and that individuals with potential conflicts of interest be excluded.

The policy defines conflicts of interest as situations in which a director, key management member, shareholder, or other governance agent is not independent with respect to a matter and may be influenced by personal interests (including those of close family members) or by interests other than the Company's. Individuals must promptly disclose the nature and extent of any actual or potential conflict (or personal interest); if they do not, anyone aware of the situation must raise it. Once identified, the conflicted person must recuse themselves from discussions and abstain from voting, with the restriction recorded in the relevant minutes/resolutions (limited participation may be allowed only to provide information, but never during the final discussion and vote). Shareholders may not vote at General Meetings on resolutions that grant them a particular benefit or where their interests conflict with the Company's, and any allegation raised is handled by the chair or secretary under applicable legal provisions.

RISK MANAGEMENT

GRI 2-23 | 2-24 | 2-25 | GRI 3-3 Extreme weather

In 2025, we continued to strengthen our governance framework to ensure resilience, transparency, and integrity across all operations. Our approach integrates risk management, compliance, data privacy, and internal audit into a unified structure that supports sustainable value creation and aligns with global best practices.

We maintain a robust **Corporate Risk Management** process, supported by a comprehensive risk matrix that covers strategic, operational, and ESG-related risks. In 2025, we advanced the monitoring process by implementing six updated risk matrices, segregated by business units and regions, with a stronger focus on quantitative indicators. These matrices enable continuous monitoring and reporting to senior leadership and the Board of Directors, ensuring timely mitigation actions. Key ESG risks, such as natural disasters and other high-impact events, remain under close observation, with contingency plans and KPIs in place to minimize disruptions and protect long-term value.

Internal Audit plays a critical role in this process by assessing the effectiveness of internal controls and ensuring compliance with risk management protocols. Our annual audit program operates with rigor and independence, covering risk-based assessments and continuous follow-up with executive management.

In 2025, we observed a significant increase in the use of our global **Reporting Channel,** reflecting greater trust and employee engagement. This channel, accessible worldwide and available in multiple languages, ensures anonymity and confidentiality. Reports are triaged by an independent third party and investigated under defined protocols, with structured case governance and periodic reporting to the Statutory Audit Committee and the Ethics Committee, strengthening transparency and accountability. This integrated approach reinforces accountability and transparency while promoting a culture of integrity.

Data Security and Privacy

Protecting data and ensuring cybersecurity remain critical priorities for the Company and are directly linked to customer trust and regulatory compliance.

In 2025, Maxion completed the consolidation of our Information Security Management System (ISMS) across all business units and controlled entities, harmonizing and integrating the security governance into a single function. This way, we enable systematic improvement in the maturity and effectiveness of our information security and privacy governance framework, with an emphasis on risk management, access control, data security, awareness initiatives, and alignment with global privacy requirements.

While the absence of material incidents reflects the Company's ongoing efforts to strengthen its data security and privacy posture, the focus remains on preparedness. Maxion maintains established incident response and escalation processes designed to ensure timely response and mitigation should a security incident occur, with minimal impact on operations, employees, and customers.

To address increasing OEM and supply chain security expectations, we expanded the scope of TISAX (Trusted Information Security Assessment Exchange), a recognized certification of information security maturity in the automotive industry, to six additional locations in 2025. Around two-thirds of the controlled plants are TISAX-labeled, in line with the certification roadmap, which will be completed in 2026, for the remaining locations.

COMMITMENT TO ETHICS AND COMPLIANCE

GRI 2-15 | 2-16 | 2-23 | 2-24 | 2-25 | 2-26

Ethics and integrity are embedded in our business culture. We uphold our **Code of Conduct** and our **Supplier Code of Conduct**, both publicly available on our corporate website, and make our other compliance policies available on our internal platforms, setting consistent expectations for employees, leadership, and business partners across all geographies.

Our compliance program is supported by a dedicated Governance, Risk, and Compliance function, working in coordination with Internal Audit, to oversee internal controls, risk monitoring, and compliance readiness. In 2025, we expanded the use of technology to strengthen compliance processes, improve monitoring routines, and support timely responses to evolving regulatory requirements.

Corruption risk assessments are embedded in our Internal Audit program. In 2025, 16 out of 26 fully-controlled plants (62%) were assessed through on-site audits conducted under Internal Audit procedures, which require that each plant be visited at least once every three years. Audit work includes tests of key business processes to address corruption and fraud risks.

Additional projects were performed to cover specific processes, such as IT security, regional purchasing, and corporate functions. However, plant assessments considered for this indicator reflect exclusively audits performed at fully-controlled facilities. No significant corruption-related risks were identified through these assessments.

Value chain integrity remains a key focus. In 2025, we completed due diligence assessments for approximately 5,000 active suppliers in Brazil and 600 in Mexico, including screening for sanctions, regulatory compliance, and reputational risks, supported by global tools and partnerships with Supply Chain teams. Identified red flags trigger immediate actions, including supplier blocking or riskbased waiver processes.

We also reinforced fair competition practices by conducting a comprehensive review of group policies and implementation documents related to Antitrust and Competition Laws and, in partnership with HR, developed an online training program integrated into our global e-learning platform. Approximately 700 employees across different levels completed the training in July 2025, and it has since become mandatory for onboarding in specific functions such as Sales and Supply Chain.

To further embed a strong compliance culture, we hosted Compliance Day sessions across multiple Brazilian locations (Cruzeiro, Resende & Maxion Hub Service (MHS), Limeira, Santo André, and Contagem), engaging an average of 150 supervisors in discussions on integrity, responsible business conduct, and the practical application of compliance policies. We remain signatories to key public commitments, such as the UN Global Compact, the Ethos Institute and the Brazil Pact for Corporate Integrity, reinforcing our alignment with stakeholder expectations and recognized standards.

ECONOMIC AND FINANCIAL PERFORMANCE

In 2025, Maxion delivered resilient results amid softer commercial vehicle demand in key markets and continued volatility. Net operating revenue remained stable year-over-year, and profitability was supported by pricing discipline, productivity gains, cost-control actions, and restructuring measures to better align capacity with demand.

Consolidated Income Statement (R$ million)

Operational and financial discipline remained a core pillar of the strategy, enabling the Company to navigate through a period of heightened volatility without compromising its capital structure while leveraging its competitive position. Maxion concluded the year leaner, more efficient and structurally very well positioned.

(R$ million)	2024	2025	Var.
Net Operating Revenue	15,331.8	15,366.5	+0.2%
Cost of Goods Sold	(13,510.4)	(13,515.8)	0.0%
Gross Profit	**1,821.4**	**1,850.8**	**+1.6%**
Operating Expenses	(798.5)	(905.0)	+13.3%
Other Operating Expenses/Revenues	(24.1)	(54.6)	n.m.
Equity Income	22.3	50.7	+127.8%
Operating Income (EBIT)	**1,021.0**	**941.9**	**-7.7%**
Financial Result	(435.6)	(578.3)	-32.8%
Income Taxes	(205.4)	(146.5)	+28.7%
Minority Shareholders	(115.4)	(118.8)	-2.9%
Net Income	**264.7**	**98.4**	**-62.8%**
EBITDA	**1,524.1**	**1,493.5**	**-2.0%**

Net Operating Revenue

Consolidated net operating revenue totaled R$ 15,366.5 million in 2025, broadly stable versus 2024 (+0.2%). The year reflected lower commercial vehicle volumes in North America and Brazil and a negative translation impact from the appreciation of the Brazilian real against the U.S. dollar, partially offset by stronger performance in other regions and product lines.

Net Operating Revenue by Business Unit (R$ million)

(R$ million)	2024	2025	Var.
Maxion Wheels	11,386.7	12,186.3	+7%
Maxion Structural Components	3,945.1	3,180.2	-19.4%
Total	**15,331.8**	**15,366.5**	**+0.2%**

Cost of Goods Sold and Gross Profit

Cost of goods sold remained stable year-over-year at R$ 13,515.8 million in 2025. Gross profit reached R$ 1,850.8 million, and the gross margin improved to 12.0% (2024: 11.9%), supported by repricing initiatives, a more favorable mix, efficiency gains, and stabilization of raw material prices, partially offset by lower fixed-cost absorption in markets affected by weaker volumes.

Cost of Goods Sold – Breakdown (R$ million)

(R$ million)	2024	2025	Var.
Raw Material	(7,954.1)	(7,669.6)	-3.6%
Labor	(2,607.2)	(2,806.4)	+7.6%
Others	(2,949.1)	(3,039.8)	+3.1%
Total COGS	**(13,510.4)**	**(13,515.8)**	**0.0%**

Gross Profit and Margins

	2024	2025
Gross Profit (R$ million)	1,821.4	1,850.8
Gross Margin	11.9%	12.0%

Operating Expenses and Non-Recurring Effects

Operating expenses increased to R$ 904.9 million in 2025 from R$ 798.5 million in 2024, mainly reflecting foreign exchange effects, salary adjustments, and service contracts. Other operating expenses/revenues were negative R$ 54.6 million (2024: negative R$ 24.1 million), primarily driven by restructuring expenses recorded to align the operational structure and capacity with market demand.

Operating Expenses and Other Operating Expenses/Revenues (R$ million)

(R$ million)	2024	2025
Operating Expenses	(798.5)	(905.0)
Other Operating Expenses/Revenues	(24.1)	(54.6)
Restructuring expenses (included above)	(20.2)	(51.1)

Operating Profit (EBIT)

EBIT totaled R$ 941.9 million in 2025 versus R$ 1,021.0 million in 2024, with the EBIT margin at 6.1% (2024: 6.7%). The variation reflects lower volumes in commercial vehicle segments and restructuring effects recorded to better align capacity with demand.

Operating Profit (EBIT) and Margin

	2024	2025
EBIT (R$ million)	1,021.0	941.9
EBIT Margin	6.7%	6.1%

EBITDA (Reported and Recurring)

EBITDA reached R$ 1,493.5 million in 2025 (2024: R$ 1,524.1 million), with a margin of 9.7% (2024: 9.9%). Excluding non-recurring effects, recurring EBITDA totaled R$ 1,544.5 million, with a margin of 10.1%, underscoring the ability to preserve profitability through disciplined execution.

EBITDA and Recurring EBITDA

	2024	2025
EBITDA (R$ million)	1,524.1	1,493.5
EBITDA Margin	9.9%	9.7%
Recurring EBITDA (R$ million)	1,544.5	1,544.5
Recurring EBITDA Margin	10.1%	10.1%

EBITDA Reconciliation (R$ million)

(R$ million)	2024	2025
Net Income	264.7	98.4
Financial Result	435.6	578.3
Income Taxes and Social Contribution	205.4	146.5
Minority Shareholders	115.4	118.8
Depreciation / Amortization	503.0	551.5
EBITDA	1,524.1	1,493.5

Financial Result and Net Income

The financial result was negative R$ 578.3 million in 2025, compared to negative R$ 435.6 million in 2024, mainly due to higher interest rates and related financial expenses, combined with lower financial income reflecting a reduced average cash balance. Net income totaled R$ 98.4 million in 2025, down from R$ 264.7 million in 2024, driven primarily by a weaker financial result and restructuring effects, partially offset by lower income taxes.

Financial Result and Net Income (R$ million)

(R$ million)	2024	2025	Var.
Financial Result	(435.6)	(578.3)	-32.8%
Net Income	264.7	98.4	-62.8%

Investments (CapEx)

Capital expenditures totaled R$ 554.0 million in 2025, reflecting lower investment levels in line with market volume volatility. The earnings release indicates an 18.3% decline versus 2024.

Liquidity and Indebtedness

Cash and cash equivalents ended 2025 at R$ 1,599.7 million, and total liquidity reached R$ 2,359.7 million when including R$ 760.0 million in undrawn credit facilities. Net debt closed 2025 at R$ 3,958.5 million, and leverage ended the year at 2.65x net debt/EBITDA (2024: 2.39x).

Liquidity and Indebtedness (R$ million)

(R$ million)	Dec 2024	Dec 2025
Cash and Cash Equivalents	2,463.5	1,599.7
Undrawn credit facilities	760.0	760.0
Total liquidity (cash + undrawn facilities)	3,223.5	2,359.7
Gross debt	6,388.8	5,631.5
Net debt	3,637.2	3,958.5
Net debt / EBITDA	2.39x	2.65x

Shareholders' Equity

Shareholders' equity totaled R$ 4,851.7 million at year-end 2025, compared to R$ 5,071.0 million at year-end 2024, mainly reflecting the results for the period and foreign-currency fluctuations affecting net assets held abroad (equity valuation adjustment).

Shareholders' Equity (R$ million)

(R$ million)	Dec 2024	Dec 2025
Consolidated Shareholders' Equity	5,071.0	4,851.7

Capital Markets

At year-end 2025, Iochpe-Maxion's common shares (B3: MYPK3) closed at R$ 10.09, and market capitalization totaled R$ 1,551.0 million (Dec 2024 reference: R$ 1,734.0 million).

Share Price and Market Capitalization (year-end)

	Dec 2024	Dec 2025
Share price (R$)	11.28	10.09
Market capitalization (R$ million)	1,734.0	1,551.0

Earnings (Dividends and Interest on Equity)

Maxion's **Bylaws** and **Earnings Allocation Policy** provide for the distribution of 37% of net income as mandatory dividends. For the 2025 fiscal year, mandatory dividends totaled R$ 37.2 million and were fully distributed through interest on equity (IOE). Total IOE declared in 2025, net of withholding income tax amounted to R$ 42.2 million, with payment scheduled for April 2, 2026.

Earnings Distribution (2025)

(R$ million)	2025
Net income (basis for allocation)	98.4
Mandatory dividends (37%)	37.2
Total IOE declared in 2025 (net)	42.2
IOE payment date	April 2, 2026

APPENDIX

ABOUT THE REPORT

GRI 2-1 | 2-2 | 2-3 | 2-4 | 2-5 | 2-14

This Integrated Report discloses information on our ESG performance. This annual document aims to provide transparency to our stakeholders regarding our ESG impacts, risks, and opportunities. The information follows the Company's financial reporting period of January 1 through December 31, 2025.

The report's content considers the Iochpe-Maxion group and our two businesses: Maxion Structural Components and Maxion Wheels. The Integrated Report was prepared following the Integrated Report framework principles, reporting data based on the GRI Standard 2021 guidelines and considering the indicators of the Sustainable Accounting Standards Board (SASB). The Integrated Report follows the Technical Guidance CPC 09 – Integrated Reporting ("OCPC 09"), as established by CVM Resolution No. 14, dated December 9, 2020. Climate change information considers the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

The financial data presented is in accordance with the rules established by the Brazilian Securities and Exchange Commission (CVM), and was prepared following International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and with the accounting practices adopted in Brazil. Data regarding greenhouse gas (GHG) emissions were subject to limited assurance, and financial results were audited by an independent third party registered with CVM.

This Report was externally assured in a limited assurance procedure and published on August 17, 2026.

For questions about this Report, please write to **esg@iochpe.com.br.**

ENVIRONMENTAL INDICATORS

Materials used by weight or volume | GRI 301-1

Non-renewable materials (tons)	2023	2024	2025
Steel	905,746.9	1,077,742.1	931,861.9
Aluminum	154,387.2	145,006.8	107,658.5
TOTAL	**1,060,134.1**	**1,222,748.9**	**1,039,520.4**

Renewable materials (tons)	2023	2024	2025
Low Carbon Emission Steel	0.0	0.0	95,290.04
Green Aluminum	0.0	0.0	42,266.1
TOTAL	**0.0**	**0.0**	**137,556.2**

In 2023, the total weight of aluminum and steel was calculated based on kilograms consumed. In 2024, we enhanced the methodology for greater accuracy, and the new approach is based on kilograms purchased. This change explains the observed differences. We classify renewable materials according to the definitions: low carbon emissions steel: Steel whose product carbon footprint is ≤ 1.40 and > 0.00 kg CO_2/kg, green aluminum: primary aluminum sourced from supplier that uses renewable electricity for the phase of aluminum electrolysis.

Recycled input materials used | GRI 301-2

Input materials used to manufacture primary products and services (tons)

	2024	2025
Total recycled input materials	2,392.5	2,728.1
Total input materials	1,222,748.9	1,177,076.6
% OF RECYCLED INPUT MATERIALS	**0.2%**	**0.2%**

Reclaimed products and their packaging materials | GRI 301-3

Reclaimed products and their packaging materials	2023	2024	2025
Components - Total products and their packaging materials reclaimed (units)	3,811,403.0	3,662,349.0	12,528,081
Category A - Total products sold	4,898,516.0	4,658,173.0	15,983,572
Components - % reclaimed products and their packaging materials	**77.8%**	**78.6%**	**78.4%**
Light vehicles steel (LVS) - Total products and their packaging materials reclaimed	61,664,250	63,054,092	57,366,216
Light vehicles steel (LVS) - Total products sold	67,560,975	66,421,058	63,478,412
Light vehicles steel (LVS) - % reclaimed products and their packaging materials	**91.3%**	**94.9%**	**90.3%**
Commercial vehicles steel (CVS) - Total products and their packaging materials reclaimed (units)	6,154,397	7,379,408	13,390,889
Commercial vehicles steel (CVS) - Total products sold	6,360,290.0	7,604,107.0	13,645,001
Commercial vehicles steel (CVS) - % reclaimed products and their packaging materials	**96.8%**	**97.0%**	**98.1%**

MX it was not considered in 2023 and 2024 and was included in 2025. Maxion Structural Components data refers to products with returnable packaging; however, the product itself is not returned to the production process.

Percentage of products sold that are recyclable | TR-AP-440b.1.

	2023		2024		2025	
	Total	Recyclable	Total	Recyclable	Total	Recyclable
Revenue from products sold (BRL REAIS)	R$ 14,955,220	R$ 14,955,220	R$ 15,331,812	R$ 15,331,812	R$ 15,366,537	R$ 15,366,537
Revenue from products sold that are recyclable divided by the total revenue from all products sold (%)	100.0%		100.0%		100.0%	

Percentage of input materials from recycled or remanufactured content (metric tons) | TR-AP-440b.2

	2023		2024		2025	
	Total	Recycled or remanufactured	Total	Recycled or remanufactured	Total	Recycled or remanufactured
Weight of input materials consumed (metric tons or specify metric)	918,885.4	97,329.4	909,664.6	97,895.3	900,380.3	135,744.4
Weight of input materials consumed that were derived from recycled or remanufactured content divided by the total weight of all input materials consumed (%)	10.6%		10.8%		15.1%	

Energy consumption within the organization | GRI 302-1 | Reduction of energy consumption | 302-4

Energy consumption within the organization (GJ)

Fuel consumption from non-renewable sources	2023	2024	2025
Natural Gas	3,472,806.0	3,403,908.4	3,359,163.8
TOTAL (NON-RENEWABLE)	**3,472,806.0**	**3,403,908.4**	**3,359,163.8**
Electricity consumption (supplied from grid)			
Non-renewable electricity	987,375.0	633,375.7	501,328.7
Renewable electricity	1,443,964	1,788,475	1,861,954.1
TOTAL GRID ELECTRICITY	**2,431,339.0**	**2,417,995.0**	**2,363,282.8**
TOTAL ENERGY	**5,904,145**	**5,821,903.4**	**5,722,446.5**
Renewable electricity / Total electricity (%)	59.4%	73.8%	78.8%
Total electricity / Total energy (%)	41.2%	41.5%	41.3%
Total renewable energy/Total energy (%)	24.5%	30.7%	32.5%

Information compiled based on energy certified through I-REC, Guarantee of Origin or Power Purchase Agreements

Energy intensity | GRI 302-3

Energy intensity ratio within the organization (GJ/kg produced)

Upstream categories	2023	2024	2025
Scope 1 intensity - Natural gas	0.00326	0.00326	0.00346
Non-renewable energy intensity (natural gas plus non-renewable electricity)	0.00419	0.00387	0.00398
Renewable energy intensity (renewable electricity)	0.00136	0.00171	0.00192
Scope 2 intensity	0.00229	0.00232	0.00243
TOTAL SCOPE 1 + 2 INTENSITY (TOTAL ENERGY CONSUMPTION)	**0.00555**	**0.00558**	**0.00590**

Not considered any type of compensation (e.g I-Rec and GO).

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable (1) | TR-AP-130a.1.

	2023		2024		2025	
	Total	%	Total	%	Total	%
Energy supplied from grid electricity (GJ)	5,904,145.0	100%	5,821,903.4	100%	5,722,446.5	100%
Electricity renewable	1,443,964	24.5%	1,784,619.3	30.7%	1,861,954.1	32.5%
TOTAL AMOUNT OF ENERGY CONSUMED (INCLUDES PURCHASED AND SELF-GENERATED ENERGY) - GJ	**5,904,145.0**		**5,821,903.4**		**5,722,446.5**	

In the 2023, energy reporting considered only electricity consumption. Since 2024, the methodology was adjusted to align with the SASB standard for energy, now encompassing both Scope 1 and Scope 2 emissions.

Water withdrawal | GRI 303-3

Water withdrawal (1), by source (ML)	2023			2024			2025		
	Areas without water stress	Areas with water stress	All areas	Areas without water stress	Areas with water stress	All areas	Areas without water stress	Areas with water stress	All areas
Surface freshwater	259.7	61.1	320.8	454.9	0.0	454.9	426.6	0.0	426.6
Groundwater (freshwater)	103.6	488.8	592.4	478.4	0.0	478.4	515.4	0.0	515.4
Seawater (freshwater)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Third-party (freshwater)	345.4	1,120.1	1,465.5	627.5	686.7	1,314.2	733.9	713.6	1,447.5
TOTAL WATER WITHDRAWAL	**708.7**	**1,670.0**	**2,378.70**	**1,560.9**	**686.7**	**2,247.5**	**1,675.9**	**713.6**	**2,389.5**
GRAND TOTAL		**2,378.7**			**2,247.5**			**2,389.5**	

To identify areas facing water stress, the Water Risk Filter (basin-level, high-risk regions) was used. In 2024 and 2025, only one high-risk region was identified: Turkey where four plants (ATA, Inci, Jaws, and Jantas) are located.

In contrast, in 2023, some regions were classified as water-stressed: Castaños, Chihuahua, and San Luis Potosí (Mexico); Dello (Italy); Inci, Jaws, and Jantas (Turkey); Manresa (Spain); Ostrava (Czech Republic); Pune Truck, Pune Passenger Car, and Pune Aluminum (India); Santo André (Brazil); Saraburi (Thailand); and Johannesburg (South Africa). This variation reflects changes in classification.

In 2025, a new facility was added to the reporting boundary, representing 1.6% of total water withdrawals.

Water discharge | GRI 303-4

	2023			2024			2025		
	Areas without water stress	Areas with water stress	All areas	Areas without water stress	Areas with water stress	All areas	Areas without water stress	Areas with water stress	All areas
Surface water (total)	172.3	0.0	172.3	253.7	0.0	253.7	278.6	0.0	278.6
Groundwater (total)	0.0	81.0	81.0	0.0	0.0	0.0	0.0	0.0	0.0
Third-party water (total)	212.9	1,048.1	1,261	528.4	618.0	1,146.4	551.7	642.2	1,193.9
TOTAL WATER DISCHARGE BY DESTINATION	**385.2**	**1,129.1**	**1,514.3**	**782.1**	**618.0**	**1,400.1**	**830.3**	**642.2**	**1,472.5**
Freshwater	0.0	0.0	0.0	782.1	618.0	1,400.1	830.3	642.2	1,472.5
Other water	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL WATER DISCHARGE BY FRESHWATER	**0.0**	**0.0**	**0.0**	**782.1**	**618.0**	**1,400.1**	**830.3**	**642.2**	**1,472.5**
No treatment	0.0	0.0	0.0	218.5	618.0	836.5	62.3	642.2	704.5
Primary treatment	0.0	0.0	0.0	120.2	0.0	120.2	441.9	0.0	441.9
Secondary treatment	0.0	0.0	0.0	253.7	0.0	253.7	288.7	0.0	288.7
Tertiary treatment	0.0	0.0	0.0	189.7	0.0	189.7	37.3	0.0	37.3
TOTAL WATER DISCHARGE BY LEVEL OF TREATMENT	**0.0**	**0.0**	**0.0**	**782.1**	**618.0**	**1,400.1**	**830.3**	**642.2**	**1,472.5**

Priority substances are identified in accordance with applicable local and regional regulatory requirements. Monitoring parameters and frequencies are defined by these regulations and are specified in the valid environmental permits applicable to each facility. Across the plants, the monitored parameters generally include: total zinc, total nitrogen, ammonia nitrogen, fluoride, pH, biochemical oxygen demand (BOD), suspended solids, animal and vegetable oils, petroleum hydrocarbons, chemical oxygen demand (CODcr – Chromium Method), and fats and oils, which are under EU Water Framework Directive. Discharge limits are established based on local and regional regulatory standards and are defined in the respective operating permits.

Water consumption | GRI 303-5

	2023			2024			2025		
Water consumption (ML)	**Areas without water stress**	**Areas with water stress**	**All areas**	**Areas without water stress**	**Areas with water stress**	**All areas**	**Areas without water stress**	**Areas with water stress**	**All areas**
Total water consumption	323.6	540.9	864.5	778.8	68.7	847.4	845.6	71.4	917.0
GRAND TOTAL		**864.5**			**847.5**			**917.0**	

Areas with water stress were identified using a water risk filter and basin-level risk assessment, considering river basins classified as high risk. In 2025, only one region was identified as being located in a water-stressed area. This region includes four manufacturing plants—ATA, Inci, Jaws and Jantas—located in Turkey.
In the same year, Iochpe-Maxion included a new facility within the reporting boundary, which accounts for 0.8% of the company's total water consumption.

Direct (Scope 1) GHG emissions | GRI 305-1

Direct (Scope 1) GHG emissions (tCO_2e) (1), (2)	**2023**	**2024**	**2025**
Americas			
Maxion Wheels	51,062.2	54,334.3	53,827.4
Maxion Structural Components	25,331.5	26,452.4	21,114.8
EMEA			
Maxion Wheels	77,342.2	70,743.4	72,545.3
Asia			
Maxion Wheels	20,780.9	19,524.5	21,318.5
TOTAL SCOPE 1 EMISSIONS (STATIONARY COMBUSTION: NATURAL GAS)	**174,516.8**	**171,054.6**	**168,806.1**

Energy indirect (Scope 2) GHG emissions | GRI 305-2

Indirect (Scope 2) GHG emissions (tCO_2e) (1), (2)	2023	2024	2025
Maxion Wheels Americas			
Location-based (purchased electricity)	38,852.8	39,271.3	36,308.9
Market-based (purchased electricity)	30,283.5	21,903.2	16,652.9
Maxion Structural Components Americas			
Location-based (purchased electricity)	13,977.4	14,944.3	11,210.6
Market-based (purchased electricity)	3,531.4	1,868.1	587.5
Maxion Wheels EMEA			
Location-based (purchased electricity)	133,323.9	124,372.4	114,502.8
Market-based (purchased electricity)	55,037.2	27,795.8	20,264.6
Maxion Wheels Asia			
Location-based (purchased electricity)	56,002.0	58,064.5	54,812.0
Market-based (purchased electricity)	25,747.5	26,387.7	20,111.7
GRAND TOTAL LOCATION-BASED SCOPE 2 (PURCHASED ELECTRICITY)	**242,156.1**	**236,652.5**	**216,834.3**
GRAND TOTAL MARKET-BASED SCOPE 2 (PURCHASED ELECTRICITY)	**114,599.3**	**77,954.8**	**57,616.8**

For Scope 2, location-based emission factors are applied based on country-specific factors. Market-based emission factors are utilized for manufacturing facilities where available, incorporating attributes such as certificates (IRECs, Guarantees of Origin), direct contracts, or supplier-specific emission rates.

Other indirect (Scope 3) GHG emissions (tCO_2e) | GRI 305-3

	2023	2024	2025
1 -Purchased goods & services	3,570,274.4	3,710,687.0	3,830,962.3
2- Capital goods	-	6,257.3	4,186.2
3- Fuel- and energy-related activities	-	77,084.5	75,440.7
4- Transportation and distribution (upstream)	3,421.1	19,770.9	31,791.3
5 - Waste generated in operations	1,484.5	72,661.6	71,927.3
6 - Business travel	630.0	1,887.2	5,232.6
7- Employee commuting	9,386.0	4,772.0	12,526.2
8 - Upstream Leased Assets	NA	NA	NA
9 - Transportation and distribution (downstream)	14,557.5	NA	29,471.6
10 - Processing of sold products	NA	15,646.2	16,213.1
11 - Use of sold products	NA	NA	NA
12 - End of life treatment of sold products	-	230,569.8	215,297.3
13 - Downstream Leased Assets	NA	NA	NA
14 - Franchises	NA	NA	NA
15 - Investments	-	9,547.9	16,323.3
GRAND TOTAL	**3,599,753.5**	**4,148,884.4**	**4,309,371.9**

GHG emissions intensity | GRI 305-4

GHG Emissions Intensity	2024	2025
Emissions intensity - Scopes 1+ 2 (market-based) emissions	249,009.4	226,422.9
Production (kg produced)	1,044,208,469.3	970,636,396.3
Emissions intensity (tCO_2e/kg produced)	0.000238	0.000233

Revenue from products designed to increase fuel efficiency or reduce emissions | TR-AP-410a.1.

	2023	2024	2025
Total revenue from products designed to increase fuel efficiency or reduce emissions during their use phase	R$1,614,511,150	R$1,531,316,231	R$1,569,275,597

Waste generated | GRI 306-3

Non-hazardous waste (ton)	2024	2025
Metal	291,350.4	299,067.4
Paper and board	3,808.6	3,368.8
Other non-hazardous waste (MSW) (commercial and industrial waste)	2,157.7	3,065.2
Mixed recyclables	1,459.3	505.0
Industrial sludge	1,236.8	1,019.2
Construction waste	1,199.9	2,661.4
Food (and organic waste)	846.6	434.6
Plastic	800.9	701.6
Paint	198.5	196.6
Wastewater	69.3	0.0
Tires	51.6	62.3
Textile	38.9	34.1
Glass	5.7	6.9
Electronic devices	1.0	3.8
Batteries	0.1	0.1
TOTAL NON-HAZARDOUS WASTE	**303,225.2**	**311,127.0**

Hazardous waste (ton)	2024	2025
Other hazardous waste	6,236.3	6,246.7
Construction waste	3,023.9	53.0
Metal	2,884.3	2,717.1
Industrial sludge	1,831.8	1,909.8
Paint	761.8	354.2
Wastewater	540.4	176.8
Textile	416.9	493.6
Tires	12.4	0.3
Electronic devices	8.4	11.3
Batteries	1.3	0.8
Mixed recyclables	0.1	0.0
Paper and board	0	18
Plastic	0	16.7
Food	0	39.3
TOTAL HAZARDOUS WASTE	**15,717.5**	**12,037.4**
GRAND TOTAL WASTE GENERATED	**318,942.7**	**323,164.4**

Waste diverted from disposal | GRI 306-4

Waste diverted from disposal (metric tons)

Non-hazardous waste (ton)	2024	2025
Batteries	0.1	0.1
Electronic devices	0.8	3.8
Food (and organic waste)	267.5	343.5
Glass	5.7	6.9
Industrial sludge	191.9	440.1
Metal	290,854.2	298,831.3
Paper and board	3,694.6	2,055.2
Plastic	786.8	695.6
Textile	15.5	11.1
Tires	31.6	43.8
Construction waste	434.2	1,698.7
Mixed recyclables	1,459.3	58.2
Wastewater	69.3	0
Other non-hazardous waste (MSW)	0	327.1
TOTAL NON-HAZARDOUS WASTE	**297,811.4**	**304,515.5**
Hazardous waste (ton)		
Batteries	0.6	0.5
Electronic devices	8.2	7.1
Industrial sludge	797.7	184.2
Metal	2,858.9	2,603.2
Other hazardous waste	3,391.9	2,279.0
Paint	384.2	288.0
Textile	277.6	132.1

Hazardous waste (ton)		
Tires	12.4	0.3
Construction waste	2,936.0	0
Mixed recyclables	0.1	0
Wastewater	540.4	176.8
Plastic	0	16.7
Food	0	39.3
TOTAL HAZARDOUS WASTE	**11,208.0**	**5,727.0**
GRAND TOTAL WASTE DIVERTED FROM DISPOSAL	**309,019.3**	**310,242.6**

Non-hazardous waste (ton)	2024	2025
	Offsite	Offsite
Preparation for reuse	81.7	11,443.7
Recycling	297,402.2	292,370.6
Other recovery operations (Composting + biological physical treatment)	327.5	701.2
TOTAL NON-HAZARDOUS WASTE	**297,811.4**	**304,515.5**

Hazardous waste (ton)	2024	2025
	Offsite	Offsite
Preparation for reuse	482.3	441.7
Recycling	10,179.6	5,064.1
Other recovery operations (Composting + biological physical treatment)	546.1	221.2
TOTAL HAZARDOUS WASTE	**11,208.0**	**5,727.0**
GRAND TOTAL WASTE DIVERTED FROM DISPOSAL (OFFSITE RECYCLING)	**309,019.3**	**310,242.6**

Waste directed to disposal | GRI 306-5

Waste directed to disposal (metric tons)

Non-hazardous waste (ton)	2024	2025
Electronic devices	0.2	0
Food (and organic waste)	579.1	537.9
Industrial sludge	1,044.8	579.1
Metal	496.3	236.1
Other non-hazardous waste (MSW) (commercial and industrial waste)	2,157.7	2,738.1
Paint	198.5	196.6
Paper and board	114.1	1,313.5
Plastic	14.1	5.9
Textile	23.4	23.0
Tires	20.0	18.6
Construction waste	765.7	962.7
TOTAL NON-HAZARDOUS WASTE	**5,414**	**6,611.4**
Hazardous waste (ton)		
Batteries	0.7	0.3
Electronic devices	0.2	4.2
Industrial sludge	1,034.1	1,725.6
Metal	25.5	113.9
Other hazardous waste	2,844.2	3,967.7
Paint	377.6	66.2
Textile	139.3	361.5
Construction waste	87.9	53.0
Paper and board	0	18.0

TOTAL HAZARDOUS WASTE	**4,509.6**	**6,310.4**
GRAND TOTAL WASTE DIRECTED TO DISPOSAL	**9,923.4**	**12,921.8**

Non-hazardous waste (ton)	**Offsite**	**Offsite**
Incineration (with energy recovery)	589.9	1,589.2
Incineration (without energy recovery)	0.0	19.4
Landfilling	4,823.9	5,004.2
Other disposal operations	0.0	0.0
TOTAL NON-HAZARDOUS WASTE	**5,413.8**	**6,611.4**
Hazardous waste (ton)	**Offsite**	**Offsite**
Incineration (with energy recovery)	3,251.8	5,190.4
Incineration (without energy recovery)	0.0	396.2
Landfilling	1,257.8	723.8
Other disposal operations	0.0	0.0
TOTAL HAZARDOUS WASTE	**4,509.6**	**6,310.4**
GRAND TOTAL WASTE DIRECTED TO DISPOSAL	**9,923.4**	**12,921.8**

Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled | TR-AP-150a.1. (1)

	2024		2025	
	Total	**%**	**Total**	**%**
Hazardous waste (metric tons)	15,717.5	4.7%	12,037.4	3.6%
Waste that has been recycled - includes reused/remanufactured waste (metric tons)	309,019.3	92.3%	310,242.6	92.6%
Waste that has been incinerated (metric tons)	9,923.4	3.0%	12,921.8	3.9%
TOTAL WEIGHT OF WASTE GENERATED (METRIC TONS)	**334,660.2**		**335,201.75**	

SOCIAL INDICATORS

Employees | GRI 2-7

Number of employees by region (1), gender and type of contract		2023					2024				
		Fixed Term Female	Fixed Term Male	Permanent Female	Permanent Male	Total	Fixed Term Female	Fixed Term Male	Permanent Female	Permanent Male	Total
Iochpe Maxion Corporate	Americas	0	0	68	65	133	0	0	70	60	130
Iochpe Maxion Corporate	EMEA	0	1	6	4	11	0	0	7	4	11
Maxion Structural Components	Americas	1	2	677	7,289	7,969	18	38	724	7,016	7,796
Maxion Wheels	Americas	0	4	300	4,167	4,471	0	3	300	4,223	4,526
Maxion Wheels	EMEA	11	177	279	3,456	3,923	11	154	279	3,369	3,813
Maxion Wheels	Asia	7	56	67	1,125	1,255	8	53	72	1,058	1,191
TOTAL		**19**	**240**	**1,397**	**16,106**	**17,762**	**37**	**248**	**1,452**	**15,730**	**17,467**
		259		**17,503**			**285**		**17,182**		

Employees | GRI 2-7

Number of employees by region (1), gender and type of contract		2025				
		Fixed Term Female	Fixed Term Male	Permanent Female	Permanent Male	Total
Iochpe Maxion Corporate	Americas	0	0	81	62	143
Iochpe Maxion Corporate	EMEA	0	0	7	5	12
Maxion Structural Components	Americas	8	12	768	5,875	6,663
Maxion Wheels	Americas	0	2	305	4,298	4,605
Maxion Wheels	EMEA	10	143	286	3,454	3,893
Maxion Wheels	Asia	7	49	81	1,036	1,173
TOTAL		**25**	**206**	**1,528**	**14,730**	**16,489**
		231		**16,258**		

Workers who are not employees | GRI 2-8

2023				
Total number of workers who are not employees	**Interns, Co-ops, Students**	**Apprentices**	**Contractor / Leased / Agency Personnel / External Service Operational**	**Total**
TOTAL	**197**	**199**	**1,383**	**1,779**

2024				
Total number of workers who are not employees	**Interns, Co-ops, Students**	**Apprentices**	**Contractor / Leased / Agency Personnel / External Service Operational**	**Total**
TOTAL	**195**	**225**	**1,331**	**1,751**

2025				
Total number of workers who are not employees	**Interns, Co-ops, Students**	**Apprentices**	**Contractor / Leased / Agency Personnel / External Service Operational**	**Total**
TOTAL	**220**	**185**	**1,352**	**1,757**

Annual total compensation ratio | GRI 2-21, 2-4

	2023	2024	2025
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	91.9	127.9	149.2
Percentage increase in annual total compensation for the organization's highest-paid individual	-20.3%	43.6%	25.8%
Percentage increase in annual total compensation for all employees (excluding the highest-paid individual	-8.3%	3.1%	7.9%
Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	2.5	14.1	3.3

For the purposes of this disclosure, the Company compiles data in alignment with its CVM Reference Form, considering all employees located in Brazil. The highest-paid individual is the Chief Executive Officer (CEO). Employee compensation levels reflect the labor market conditions in their respective locations. The compensation of the highest-paid individual reflects international labor market practices consistent with the executive's country of residence.

Following improvements in data collection processes, in 2025 the Company revised its calculation methodology to determine the median annual total compensation for all employees, excluding the highest-paid individual. Annual total compensation includes base salary (fixed pay), cash allowances, bonuses, and other variable compensation, whether short- or long-term. In prior reporting periods, only the average base salary was considered.

This change, implemented to enhance transparency, has a significant impact on information reported in prior periods. Accordingly, the data previously reported for 2023 and 2024 have been restated as presented above. The restatement is necessary to ensure consistency across reporting periods, support comparability, and avoid potentially misleading conclusions regarding the Company's compensation practices over time.

As a result of this change, the ratio of the compensation of the highest-paid individual to the median compensation of all employees increased by 57% and 121% compared with the amounts previously reported for 2023 and 2024, respectively.

The restatement also materially affected the reported compensation growth indicators. Compared with the figures previously reported, the percentage increase in compensation for the highest-paid individual was 26 percentage points lower in 2023 and 40 percentage points higher in 2024. For all employees (excluding the highest-paid individual), the reported percentage increase in compensation was 15 percentage points lower in 2023 and 5 percentage points lower in 2024. GRI 2-4

New suppliers that were screened using environmental criteria | GRI 308-1 | New suppliers that were screened using social criteria | GRI 414-1

	2024	2025
Total of new suppliers that were screened	619	605
Total of new suppliers that were screened using environmental criteria.	616	603
% of new suppliers that were screened using environmental criteria.	99.5%	99.7%
Total of new suppliers that were screened using social criteria.	600	586
% of new suppliers that were screened using social criteria.	96.9%	96.9%

New employee hires and employee turnover | GRI 401-1

	Number of Employees Dec 31, 2024	New employees hires	Rate of new hires (%)	Terminated employees Nº	Turnover Dec 31, 2025	
					Nº	%
Gender						
Women	1,489	249	16.1	193	1,545	3.8
Men	15,978	1,273	8.5	2,307	14,944	-6.5
Age group						
< 30 years old	3,479	714	21.4	854	3,339	-4.0
30-50 years old	11,145	762	7.2	1,363	10,544	-5.4
>50 years old	2,843	46	1.7	283	2,606	-8.3

		Number of Employees Dec 31, 2024	New employees hires	Rate of new hires (%)	Terminated employees Nº	Turnover Dec 31, 2025	
						Nº	%
	Region						
Iochpe-Maxion Corporate	Americas	130	22	15.9%	14	138	6.2%
Iochpe-Maxion Corporate	EMEA	11	4	33.3%	3	12	9.1%
Maxion Structural Components	Americas	7,796	396	5.9%	1,531	6,661	-14.6%
Maxion Wheels	Americas	4,526	573	12.4%	488	4,611	1.9%
Maxion Wheels	EMEA	3,814	411	10.5%	331	3,894	2.1%
Maxion Wheels	Asia	1,190	116	9.9%	133	1,173	-1.4%

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

	2023				2024				2025			
	Employees		Other workers		Employees		Other workers		Employees		Other workers	
	number	%	number	%	number	%	number	%	number	%	number	%
Covered by an occupational health and safety management system	17,762	100	1,779	100	17,467	100	1,753	100	16,489	100	1,757	100
Covered by an occupational health and safety management system internally audited	17,762	100	1,779	100	17,467	100	1,753	100	16,489	100	1,757	100
Covered by an occupational health and safety management system audited or certified by an external party	17,762	100	1,779	100	17,467	100	1,753	100	16,489	100	1,757	100

Work-related injuries | GRI 403-9

Employees	2023	2024	2025
Number of fatalities as a result of work-related injury;	0	0	0
Rate (1) of fatalities as a result of work-related injury;	0	0	0
Number of high-consequence work-related injuries (excluding fatalities);	13	0	3
Rate (1) of high-consequence work-related injuries (excluding fatalities);	0.07	0	0.02
Number of recordable work-related injuries;	426	414	368
Rate of recordable work-related injuries;	2.15	2.11	2.03
Number of recordable incidents (near misses)	-	319	959
Rate of recordable incidents (near misses)	-	1.62	5.29
Number of lost-time injuries (LTI)	-	213	250
Frequency rate (lost time injuries x 200.000 / total hours worked)	-	1.08	1.38
Number of lost work days	-	4,358	5,486
Severity rate (lost work days x 200.000 / total hours worked)	-	22.2	30.23
Total number of hours worked	39,608,659	39,301,251	36,289,533

Other workers (3)	2023	2024	2025
Number of fatalities as a result of work-related injury;	0	0	0
Rate (1) of fatalities as a result of work-related injury;	0	0	0
Number of high-consequence work-related injuries (excluding fatalities);	0	0	0
Rate (1) of high-consequence work-related injuries (excluding fatalities);	0	0	0
Number of recordable work-related injuries;	26	17	16
Rate (1) of recordable work-related injuries	1.12	0.92	0.95
Number of recordable incidents	-	-	-
Number of lost-time injuries (LTI)	-	13	12
Frequency rate (lost time injuries x 200.000 / total hours worked)	-	0.70	0.71
Number of lost work days	-	71	105
Severity rate (lost work days x 200.000 / total hours worked)	-	3.83	6.22
Total number of hours worked	4,635,477	3,703,066 (only MSC)	3,375,303

Other workers are disclosed only for Maxion Structural Components, as for Maxion Wheels these figures are already included in employee totals and are not tracked separately. During the reporting period, high-consequence work-related injuries were primarily associated with machinery and equipment operation, human–machine interaction (both routine and non-routine), and manual and mechanical material handling.

Average hours of training | GRI 404-1

	By gender	2025 Total number of training hours	2025 Average training hours
	Women	7,150	4.6
	Men	35,546	2.4
	TOTAL	**42,696**	**2.6**
By employee category			
Leadership positions	President, Vice- Presidents, Directors and Plant Managers	700	7.0
Leadership positions	Managers and Regional Managers	3,192	8.7
Leadership positions	Supervisors	4,428	8.5
Operational, administrative and technical positions	Administrative and Technical (White collar (1))	15,931	8.9
Operational, administrative and technical positions	Operational Direct and Indirect (Blue collar (2))	18,445	1.3
	TOTAL	**42,696**	**2.6**

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

	2025 Number of employees	2025 % of employees
By gender		
Women	618	40.0
Men	1,972	13.2
TOTAL	**2,590**	**15.7**
By employee category		
President, Vice- Presidents, Directors and Plant Managers	81	81.0
Managers and Regional Managers	332	90.5
Supervisors	468	90.2
Administrative and Technical (White collar (1))	1,461	81.3
Operational Direct and Indirect (Blue collar (2))	248	1.8
TOTAL	**2,590**	**15.7**

During the reporting period, we conducted the Performance Review for MAT employees (Leadership positions and White Collar), as described in the Performance Management policy of Iochpe-Maxion S.A. This annual process includes a formal review of employee performance, during which feedback meetings are held to discuss development and career aspects, ensuring that all employees understand how their roles and objectives are aligned with those of the company.

Diversity of governance bodies and employees | GRI 405-1

Reporting metrics: percentage (%)	2023		2024		2025			
	Women	Men	Women	Men	Women	nº	Men	nº
Diversity of governance bodies, by gender								
Board of Directors	11.1%	88.9%	11.1%	88.9%	11.1%	1	88.9%	8
Strategy and Innovation Committee	0.0%	100.0%	0.0%	100.0%	0.0%	0	100.0%	3
Finance Committee	33.3%	66.7%	33.3%	66.7%	33.3%	1	66.7%	2
Nomination and Compensation Committee	0.0%	100.0%	0.0%	100.0%	0.0%	0	100.0%	3
Audit Committee	0.0%	100.0%	0.0%	100.0%	0.0%	0	100.0%	3
Executive Board	25.0%	75.0%	25.0%	75.0%	25.0%	1	75.0%	3

Reporting metrics: percentage (%)	2023			2024			2025					
	< 30 years old	30-50 years old	>50 years old	< 30 years old	30-50 years old	>50 years old	< 30 years old	nº	30-50 years old	nº	>50 years old	nº
Diversity of governance bodies, by age group												
Board of Directors	0.0%	22.2%	77.8%	0.0%	22.2%	77.8%	0.0%	0	11.1%	1	88.9%	8
Strategy and Innovation Committee	0.0%	33.3%	66.7%	0.0%	33.3%	66.7%	0.0%	0	0.0%	0	100.0%	3
Finance Committee	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0	0.0%	0	100.0%	3
Nomination and Compensation Committee	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0	0.0%	0	100.0%	3
Audit Committee	0.0%	33.3%	66.7%	0.0%	33.3%	66.7%	0.0%	0	33.3%	1	66.7%	2
Executive Board	0.0%	50.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0	50.0%	2	50.0%	2

Reporting metrics: percentage (%)	2023		2024		2025			
	Women	Men	Women	Men	Women	nº	Men	nº
Diversity of employees, by employee category and gender								
President, Vice-Presidents, Directors and Plant Managers	13.4%	86.6%	15.7%	84.3%	16.0%	16	84.0%	84
Managers and Regional Managers	18.1%	81.9%	19.6%	80.4%	22.9%	84	77.1%	283
Supervisors	16.5%	83.5%	16.8%	83.2%	16.4%	85	83.6%	434
Administrative and Technical (White collar (1))	33.5%	66.5%	33.3%	66.7%	34.1%	613	65.9%	1,185
Operational Direct and Indirect (Blue collar (2))	4.2%	95.8%	4.8%	95.2%	5.5%	755	94.5%	12,950
TOTAL	**8.0%**	**92.0%**	**8.5%**	**91.5%**	**9.4%**	**1,553**	**90.6%**	**14,936**

Reporting metrics: percentage (%)	2023			2024			2025					
	< 30 years old	30-50 years old	>50 years old	< 30 years old	30-50 years old	>50 years old	< 30 years old	nº	30-50 years old	nº	>50 years old	nº
President, Vice-Presidents, Directors and Plant Managers	0.0%	47.4%	52.6%	0.0%	45.1%	54.9%	0%	0	47.0%	47	53.0%	53
Managers and Regional Managers	0.0%	77.3%	22.7%	0.0%	69.7%	30.3%	0%	0	71.4%	262	28.6%	105
Supervisors	3.0%	76.0%	21.0%	0.8%	72.6%	26.7%	1.30%	7	72.1%	374	26.6%	138
Administrative and Technical (White Collar)[1]	21.8%	65.4%	12.8%	16.7%	69.1%	14.1%	18.90%	339	67.9%	1,220	13.3%	239
Operational Direct and Indirect (Blue collar)[2]	26.0%	62.2%	11.9%	21.6%	62.8%	15.6%	21.50%	2,950	63.0%	8,635	15.5%	2,120
TOTAL	**24.2%**	**63.2%**	**12.7%**	**19.9%**	**63.8%**	**16.3%**	**20%**	**3,296**	**63.9%**	**10,538**	**16.1%**	**2,655**

1. White collar" is an employee who performs supervisory, administrative, management or technical functions. 2. Blue Collar" is an employee who performs direct or indirect work on the shop floor

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement | GRI 416-1

	2023	2024	2025
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	54.0%	38.0%	100%

Number of vehicles recalled | TR-AP-250a.1.

	2023		2024		2025	
	Voluntary	**Involuntary**	**Voluntary**	**Involuntary**	**Voluntary**	**Involuntary**
Units subject to product recalls (number)	1,302	0	32,393	0	0	0
Units subject to product recalls (%)	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TOTAL NUMBER	**1,302**		**32,393**		**0**	

GOVERNANCE INDICATORS

Governance Structure and Composition | GRI 2-9 | 2-10

Board of Directors

Name	Position held	Gender	Independent Member	Other significant positions held in the Company	Main Competencies
Dan Ioschpe	Chairman of the Board of Directors	Male	No	-	Industry and Administration Expert
Nildemar Secches	Vice-Chairman of the Board of Directors	Male	Yes	Member of the Finance Committee	Industry and Administration Expert
Alexandre Gonçalves Silva	Full Independent member of the Board of Directors	Male	Yes	Member of the Strategy and Innovation Committee and of the Nomination and Compensation Committee	Industry and Administration Expert
Deborah Stern Vieitas	Full Independent member of the Board of Directors	Female	Yes	Coordinator of the Finance Committee	Financial and Administration Expert
Salomão Ioschpe	Full member of the Board of Directors	Male	No	-	Financial and Politics Expert
Henrique Bredda	Full Independent member of the Board of Directors	Male	Yes	Member of the Audit Committee	Financial and Administration Expert
Iboty Brochmann Ioschpe	Full member of the Board of Directors	Male	No	-	Administration Expert
Marcos Sergio de Oliveira	Full member of the Board of Directors	Male	No	Coordinator of the Compensation Committee and Member of the Strategy and Innovation Committee	Industry and Administration Expert
Sergio Luiz Silva Schwartz	Full Independent member of the Board of Directors	Male	Yes	Member of the Finance Committee and of the Compensation Committee	Financial and Administration Expert

All members were elected on 04/28/2023 and have a term of office of 2 years (with the possibility of re-election).

Statutory Audit Committe

Name	Position held	Gender	Independent Member	Other significant positions held in the Company	Main Competencies
Edward Ruiz	Coordinator of the Audit Committee	Male	Yes	-	Audit and Administration Expert
Edmilson Baraldi	Member of the Audit Committee	Male	Yes	-	Financial and Internal Audit Expert
Henrique Bredda	Member of the Audit Committee	Male	Yes	Full Independent member of the Board of Directors	Financial and Administration Expert

Edward Ruiz and Edmilson Baraldi were elected on 05/31/2017 and their term of office ends in 2027. Henrique Bredda was elected on 04/28/2021 and his term of office ends in 2031.

Finance Committee

Name	Position held	Gender	Independent Member	Other significant positions held in the Company	Main Competencies
Nildemar Secches	Member of the Finance Committee	Male	Yes	Vice-Chairman of the Board of Directors	Industry and Administration Expert
Deborah Stern Vieitas	Coordinator of the Finance Committee	Female	Yes	Full Independent member of the Board of Directors	Financial and Administration Expert
Sergio Luiz Silva Schwartz	Member of the Finance Committee	Male	Yes	Full Independent member of the Board of Directors and member of the Compensation Committee	Financial and Administration Expert

All members were elected on 05/31/2023 and have a term of office of 2 years (with the possibility of re-election).

Nomination and Compensation Committee

Name	Position held	Gender	Independent Member	Other significant positions held in the Company	Main Competencies
Marcos Sergio de Oliveira	"Coordinator of the Nomination and Compensation Committee"	Male	No	Full Independent member of the Board of Directors and Member of the Strategy and Innovation Committee	Industry and Administration Expert
Alexandre Gonçalves Silva	Member of the Nomination and Compensation Committee	Male	Yes	Full member of the Board of Directors and of the Strategy and Innovation Committee	Industry and Administration Expert
Sergio Luiz Silva Schwartz	"Member of the Nomination and Compensation Committee"	Male	Yes	Full member of the Board of Directors and coordinator of the Finance Committee	Financial and Administration Expert

All members were elected on 05/31/2023 and have a term of office of 2 years (with the possibility of re-election).

Strategy and Innovation Committee

Name	Position held	Gender	Independent Member	Other significant positions held in the Company	Main Competencies
Marcos Sergio de Oliveira	Member of the Strategy and Innovation Committee	Male	No	Full Independent member of the Board of Directors and Member of the Nomination and Compensation Committee	Industry and Administration Expert
Alexandre Gonçalves Silva	Coordinator of the Strategy and Innovation Committee	Male	Yes	"Full Independent member of the Board of Directors and of the Nomination and Compensation Committee"	Industry and Administration Expert
Jaime Ardila	Member of the Strategy and Innovation Committee	Male	Yes	-	Financial and Administration Expert

All members were elected on 05/31/2023 and have a term of office of 2 years (with the possibility of re-election).

Executive Board

Name	Position held	Gender	Election date	Other significant positions held in the Company	Main Competencies
Pieter Klinkers	Chief Executive Officer	Male	04/16/2025	-	Administration Expert
Renato Jorge Salum	Chief Financial Officer	Male	04/16/2025	Investor Relations Officer, Member of the Risk Management Committee and of the Info Disclosure and Securities Trading Committee-	Financial and Administration Expert
Flávia Senna Handel	Executive Officer	Female	04/16/2025	Member of the Ethics Committee and of the Data Privacy Committee	Law Expert
Paulo Marcio Almada dos Santos	Executive Officer	Male	04/16/2025	Member of the Ethics Committee	HR and Industry Expert

The Term of Office lasts until the first meeting of the Board of Directors after the AGM of 2025.

Direct economic value generated and distributed | GRI 201-1

	2023	2024	2025
Net revenues	14,955,220	15,331,813	15,366,537
Other revenues	270,102	107,432	106,072
Total revenues	15,225,322	15,439,245	15,472,609
Operating costs	11,481,401	11,271,906	11,140,921
Employee wages and benefits	2,723,153	3,037,009	3,279,811
Payments to providers of capital	158,180	96,289	94,456
Payments to government	73,857	50,612	84,248
Community investments	3,121	3,419	3,737
TOTAL	**14,439,712**	**14,459,235**	**14,603,173**
Direct economic value generated	4,621,657	5,527,392	5,467,862
Economic value distributed	4,528,899	5,250,130	5,413,270
Economic value retained	92,758	277,262	54,592

Operations assessed for risks related to corruption | GRI 205-1

	2023	2024	2025
Total number of company operations	24	24	26
Total number of operations assessed	14	10	16
Percentage of operations assessed	58.3%	41.7%	61.5%

No risks related to corruption were identified.

Communication and training about anti-corruption policies and procedures | GRI 205-2

Members of the governance body members who were communicated and trained, by group and by region			2025	
			Communicated	Trained
America (Brazil)	Board of Directors	Number	9	4
		%	100%	44.4%
	Strategy and Innovation Committee	Number	3	3
		%	100%	100%
	Finance Committee	Number	3	1
		%	100%	33.3%
	Nomination and Compensation Committee	Number	3	3
		%	100%	100%
	Audit Committee	Number	3	1
		%	100%	33.3%
	Executive Board	Number	4	4
		%	100%	100%

Employees who were communicated and trained, by region			2025	
			Communicated	Trained
Iochpe-Maxion Corporate	**Americas**	**Number**	143	138
		%	100.0%	96.5%
Iochpe-Maxion Corporate	**EMEA**	**Number**	10	10
		%	83.3%	83.3%
Maxion Structural Components	**Americas**	**Number**	981	962
		%	14.7%	14.4%
Maxion Wheels	**Americas**	**Number**	641	610
		%	13.9%	13.2%
Maxion Wheels	**EMEA**	**Number**	719	694
		%	18.5%	17.8%
Maxion Wheels	**Asia**	**Number**	248	246
		%	21.1%	21.0%

Employees who were communicated and trained, by employee category			2025	
			Communicated	Trained
Leadership positions	**President, Vice-Presidents, Directors and Plant Managers**	**Number**	99	93
		%	99%	93%
Leadership positions	**Managers and Regional Managers**	**Number**	365	358
		%	99.5%	97.5%
Leadership positions	**Supervisors**	**Number**	512	499
		%	98.7%	96.1%
Operational, administrative and technical positions	**Administrative and Technical (White collar (1))**	**Number**	1,761	1,705
		%	97.9%	94.8%
Operational, administrative and technical positions	**Operational Direct and Indirect (Blue collar (2))**	**Number**	5	5
		%	0.0%	0.0%

Business partners who were communicated, by business partner group		
Communicated		**2025**
Suppliers	**Number**	14,505
	%	100%

OTHER INDICATORS

Certifications by type, region and plant

Region	Location	Plant name	ISO 14001	ISO 45001	IATF	ISO 50001	ASI	TISAX
Americas	CTG	Brazil (Contagem)	✓	✓	✓	✗	✗	✗
Americas	CRZ MSC	Brazil (Cruzeiro Maxion Structural Components)	✓	✓	✓	✗	✗	✗
Americas	CRZ	Brazil (Cruzeiro Wheels)	✓	✓	✓	✗	✗	✗
Americas	LMA	Brazil (Limeira Aluminum)	✓	✓	✓	✗	✗	✓
Americas	LMS	Brazil (Limeira Steel)	✓	✓	✓	✗	✗	✓
Americas	SAN	Brazil (Santo André)	✓	✗	✓	✗	✗	✗
Asia	NAN	China (Nantong)	✓	✓	✓	✗	✗	✗
EMEA	CZA	Czech Republic (Czech Aluminum)	✓	✓	✓	✗	✓	✓
EMEA	CZS	Czech Republic (Czech Steel)	✓	✓	✓	✗	✗	✓
EMEA	KON	Germany (Konigswinter)	✓	✓	✓	✓	✗	✓
Asia	PNA	India (Pune Aluminum)	✓	✗	✓	✗	✗	✗
Asia	PNP	India (Pune Pass Car)	✓	✓	✓	✗	✗	✗
Asia	PNT	India (Pune Truck)	✓	✓	✓	✗	✗	✗
EMEA	DEL	Italy (Dello)	✓	✓	✓	✗	✗	✓
Americas	CHI	Mexico (Chihuahua)	✓	✓	✓	✗	✗	✗
Americas	INM	Mexico (Castaños)	✓	✗	✓	✗	✗	✗
Americas	SLP	Mexico (San Luis Potosí)	✓	✓	✓	✗	✗	✓
EMEA	JOH	South Africa (Johannesburg)	✓	✓	✓	✗	✗	✗
EMEA	MAN	Spain (Manresa)	✓	✓	✓	✓	✗	✗
Asia	SAR	Thailand (Saraburi)	✓	✓	✓	✗	✗	✗
EMEA	INC	Turkey (Inci)	✓	✓	✓	✓	✗	✗
EMEA	JAN	Turkey (Jantas)	✓	✓	✓	✓	✗	✗
EMEA	JAW	Turkey (Jaws)	✓	✓	✓	✓	✗	✓
Americas	SED	USA (Sedalia)	✓	✗	✓	✗	✗	✗

GRI INDEX

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
	Reporting practices	
GRI 2: General disclosures 2021	2-1 Organizational details	Pages 7, 8 and 72.
	2-2 Entities included in the organization's sustainability reporting	Page 72.
	2-3 Reporting period, frequency and contact point	Page 72.
	2-4 Restatements of information	Page 72 and 91.
	2-5 External assurance	Page 118 and 119.
	2-6 Activities, value chain and other business relationships	Pages 8 and 27.
	2-7 Employees	Pages 43 and 89.
	2-8 Workers who are not employees	Pages 43 and 90.
	2-9 Governance structure and composition	Page 100.
	2-10 Nomination and selection of the highest governance body	Page 58.
	2-11 Chair of the highest governance body	Page 58.
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 14, 17 and 58.
	2-13 Delegation of responsibility for managing impacts	Page 17, 58 and 59.
	2-14 Role of the highest governance body in sustainability reporting	Page 14, 58 and 72.
	2-15 Conflicts of interest	Page 60 and 62.
	2-16 Communication of critical concerns	Page 62.
	2-17 Collective knowledge of the highest governance body	Page 58.
	2-18 Evaluation of the performance of the highest governance body	Page 60.
	2-19 Remuneration policies	Pages 29 and 60.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
GRI 2: General disclosures 2021	2-20 Process to determine remuneration	Page 60.
	2-21 Annual total compensation ratio	Page 91.
	2-22 Statement on sustainable development strategy	Page 3.
	2-23 Policy commitments	Pages 61 and 62.
	2-24 Embedding policy commitments	Pages 59, 61 and 62.
	2-25 Processes to remediate negative impacts	Pages 61 and 62.
	2-26 Mechanisms for seeking advice and raising concerns	Page 62.
	2-27 Compliance with laws and regulations	In 2023, 2 new significant instances of non-compliance with laws and regulations for which fines were incurred were registered and none involving non monetary sanctions. Both new cases that occurred in 2023 refer to alleged failure to comply with tax provisions in Brazil and in India and are being appealed. There were no significant instances of non-compliance with laws and regulations in 2024. In 2025, 1 new significant instance of non-compliance with laws and regulations for which fines were incurred was registered and none involving non-monetary sanctions. The new case that ocurred in 2025 refers to alleged failure to comply with tax provisions in Brazil and is being appealed. No fines for significant cases were paid in 2023, 2024 or 2025.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
GRI 2: General disclosures 2021	2-28 Membership associations	Membership associations: - CLEPA (European Association of Automotive Suppliers); - EUWA (European Wheel Manufacturers) - ASI (Aluminum Stewardship Initiative); - RS (Responsible Steel); - ABRASCA (Associação Brasileira das Companhias Abertas) - Association of Public Companies; - SINDIPEÇAS (Sindicato Nacional da Indústria de Componentes para Veículos Automotores) - National Union of the Automotive Components Industry; - UN Global Compact - CANACINTRA (Cámara Nacional de la Industria de Transformación) - National Chamber of Transformation Industry. - FIESP (Federação das Indústrias do Estado de São Paulo) - CIESP (Centro das Indústrias do Estados de São Paulo) - IEDI (Instituto de Estudos para o Desenvolvimento Industrial) - AMCHAM (American Chambers of Commerce) - VDA (Verband der Deutsche Automobilindustrie)
	2-29 Approach to stakeholder engagement	Pages 14 and 27.
	2-30 Collective bargaining agreements	74.4% of our employees are covered by collective bargaining agreements. Employees not covered by such agreements are those working in countries where collective bargaining does not exist or where it applies to only a small portion of the workforce. In these cases, the Company defines working conditions and terms of employment based on local legislation and prevailing market practices.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
Specific topics		
GRI 3: Material topics 2021	3-1 Process to determine material topics	Page 14.
	3-2 List of material topics	Page 14.
	3-3 Product quality & safety	Page 26.
	3-3 Human capital	Pages 45 and 47.
	3-3 Energy and decarbonization	Pages 20 and 29.
	3-3 Responsible Supply Chain	Page 27.
	3-3 Business Ethics	Pages 27 and 56.
	3-3 Materials and Waste	Pages 39 and 40.
	3-3 Corporate Governance and Transparency	Page 56.
	3-3 Extreme weather	Page 61.
Economic Performance		
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Page 104.
Anticorruption		
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Page 104.
	205-2 Communication and training about anti-corruption policies and procedures	Page 105.
	205-3 Confirmed incidents of corruption and actions taken	There were no records of incidents linked to corruption, whether involving employees or business partners in 2025.
Materials		
GRI 301: Materials 2016	301-1: Materials used by weight or volume	Page 73.
	301-2: Recycled input materials used	Pages 29 and 73.
	301-3: Reclaimed products and their packaging materials	Page 74.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages 29, 33 and 75.
	302-3 Energy intensity	Page 76.
	302-4 Reduction of energy consumption	Pages 33, 35 and 75.
	302-5 Reductions in energy requirements of products and services	This indicator is not applicable to us as it relates to Scope 3, Category 11 – Use of Sold Products. This category is excluded from Iochpe-Maxion's Scope 3 emissions because the end use of Maxion products does not generate GHG emissions.
Water		
GRI 303: Water and Effluents 2018	303-3: Water withdrawal	Pages 41 and 77.
	303-4: Water discharge	Pages 41 and 78.
	303-5 Water consumption	Pages 41 and 79.
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 29, 31, 32 and 79.
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 29, 31, 32 and 80.
	305-3 Other indirect (Scope 3) GHG emissions	Pages 29, 38 and 81.
	305-4 GHG emissions intensity	Pages 37 and 82.
	305-5 Reduction of GHG emissions	Page 35.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 40.
	306-2 Management of significant waste-related impacts	Page 40.
	306-3 Waste generated	Pages 40 and 82.
	306-4 Waste diverted from disposal	Pages 40 and 84.
	306-5 Waste directed to disposal	Pages 40 and 86.
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 92.
	308-2: Negative environmental impacts in the supply chain and actions taken	Page 27.
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 92.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 43.
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 45.
	403-2 Hazard identification, risk assessment, and incident investigation	Page 45.
	403-3 Occupational health services	Page 45.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 45.
	403-5 Worker training on occupational health and safety	Page 45.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Pages 45 and 48.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 45.
	403-8 Workers covered by an occupational health and safety management system	Pages 45 and 93.
	403-9 Work-related injuries	Pages 45 and 94.
	403-10 Work-related ill health	There was one case of recordable work-related ill health registered in 2025.
Training and education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 96.
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 43.
	404-3 Percentage of employees receiving regular performance and career development reviews	Pages 43, 44 and 96.
Diversity and equal opportunity		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 47 and 97.
Non-discrimination		
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken	Throughout 2025, 8 discrimination incidents were reported. All cases were reviewed and investigated, with investigations concluded by the time of this report. In one confirmed case, corrective action plan was implemented.
Child labor		
GRI 408-1: Child Labor	408-1: Operations and suppliers at significant risk for incidents of child labor	Page 27.
Compulsory labor		
GRI 409-1: Compulsory Labor	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 27.

GRI STANDARD	DISCLOSURE TOPIC	LOCATION/COMMENT/OMISSION
General disclosures		
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	Page 92.
	414-2: Negative social impacts in the supply chain and actions taken	Page 27.
Customer health and safety		
GRI 416: Customer Health and Safety	416-1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Page 99.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations resulting in a fine, penalty, warning or with voluntary codes in the last 3 years.
Privacy		
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	As a B2B company, Iochpe-Maxion does not collect or process end-customer personal data, and the volume of personal data within B2B relationships is limited. Privacy risks are primarily related to the collection and processing of employee (HR) data. In 2025 no complaints, data breach notifications, or significant security incidents were recorded, and there were no reports of data leaks, thefts, or losses.

SASB INDEX

SASB topic	Code	Accounting Metrics	Comment/location
Corporate governance & business integrity			
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	There were no records of monetary losses because of legal proceedings associated with anti-competitive behavior regulations either in 2025.
Product quality & innovation			
Product Safety	TR-AP-250a.1.	Number of vehicles recalled	Page 99.
Materials sourcing	TR-AP-440a.1.	Description of the management of risks associated with the use of critical materials	In 2025 no critical materials are used in Maxion Wheels and Maxion Structural Components products.
Materials Efficiency	TR-AP-440b.1.	Percentage of products sold that are recyclable	Page 74.
	TR-AP-440b.2.	Percentage of input materials from recycled or remanufactured content	Page 75.
Decarbonization & circular economy			
Energy Management	TR-AP-130a.1.	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Page 76.
Waste Management	TR-AP-150a.1.	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Page 88.
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Page 82.

LIMITED ASSURANCE REPORT GRI 2-5

Iochpe-Maxion S. A.

Independent Auditor's Limited
Assurance Report on the Non-Financial Information
Included in the Integrated Report for the
Year Ended December 31, 2025

Deloitte Touche Tohmatsu Auditores Independentes Ltda.

Deloitte.

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(Convenience Translation into English from the Original Previously Issued in Portuguese)

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE NON-FINANCIAL INFORMATION
INCLUDED IN THE INTEGRATED REPORT FOR THE YEAR ENDED DECEMBER 31, 2025

To the Shareholders, Members of the Board of Directors and Officers of
Iochpe-Maxion S.A.

Introduction

We have been engaged by Iochpe-Maxion S.A. ("**Iochpe-Maxion**" or the "**Company**") to provide our limited assurance report on the non-financial information included in the Company's Integrated Report for the year ended December 31, 2025 (the "2025 Integrated Report").

Our limited assurance engagement does not extend to information relating to prior periods or to any other information presented together with the 2025 Integrated Report, including any embedded images, audio files, or videos.

Responsibilities of the Company's Management

Management of Iochpe-Maxion is responsible for:

- Selecting and establishing appropriate criteria for the preparation of the information included in the 2025 Integrated Report.
- Preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI), the recommendations of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), as well as the guidance set forth in OCPC 09.
- Designing, implementing, and maintaining internal controls over the information relevant to the preparation of the information included in the 2025 Integrated Report, so that it is free from material misstatement, whether caused by fraud or error.

Independent Auditor's Responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2025 Integrated Report based on the limited assurance procedures performed in accordance with technical pronouncement CT 07/2022 issued by the Brazilian Federal Accounting Council (CFC), and Brazilian standard NBC TO 3000 - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, also issued by the CFC, which is equivalent to International Standard ISAE 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that the auditor comply with ethical requirements, independence requirements, and other related responsibilities, including the application of the Brazilian Quality Management Standard (NBC PA 01), and therefore maintain a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

In addition, these standards require that the engagement be planned and performed with the objective of obtaining limited assurance that the non-financial information included in the 2025 Integrated Report, taken as a whole, is free from material misstatement.

LIMITED ASSURANCE REPORT GRI 2-5

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A limited assurance engagement conducted in accordance with Brazilian standard NBC TO 3000 (ISAE 3000) consists primarily of making inquiries of Management and other personnel involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that enables us to express a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead the auditor to believe that the information disclosed in the 2025 Integrated Report, taken as a whole, may be materially misstated.

The procedures selected were based on our understanding of the aspects related to the compilation, materiality, and presentation of the information contained in the 2025 Integrated Report, other engagement circumstances, and our consideration of areas and processes associated with the material information disclosed in the 2025 Integrated Report where material misstatements could exist. The procedures performed included, among others:

a) Planning the engagement, taking into consideration the relevance, volume of quantitative and qualitative information, and the operational systems and internal controls that served as the basis for the preparation of the information included in the 2025 Integrated Report.

b) Obtaining an understanding of the calculation methodologies and procedures used to compile the indicators through inquiries with the managers responsible for preparing the information.

c) Applying analytical procedures to the quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the 2025 Integrated Report.

d) For cases in which non-financial data correlates with indicators of a financial nature, comparing such indicators with the financial statements and/or accounting records.

The limited assurance engagement also included procedures performed in accordance with the GRI and SASB frameworks applicable to the preparation of the information disclosed in the 2025 Integrated Report.

We believe that the evidence obtained during our engagement is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and Limitations

The procedures performed in a limited assurance engagement vary in nature and timing and are less extensive than those performed in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements that may exist in the information contained in the 2025 Integrated Report. Accordingly, we do not express an opinion on such information.

Non-financial data is subject to greater inherent limitations than financial data due to the nature and diversity of the methods used to determine, calculate, or estimate such data. Qualitative interpretations of materiality, relevance, and accuracy of the data are subject to individual assumptions and judgments. In addition, we have not performed any work on data reported for prior periods, nor on forward-looking information, projections, or targets.

The preparation and presentation of the sustainability indicators were carried out in accordance with the GRI, SASB, TCFD and OCPC 09 criteria and, therefore, are not intended to provide assurance regarding compliance with social, economic, environmental, or engineering laws and regulations. However, these standards require the presentation and disclosure of any non-compliance with such regulations when significant sanctions or fines have been imposed. Our assurance report should be read and understood within this context, which is inherent in the selected criteria (GRI, SASB, TCFD and OCPC 09).

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Conclusion

Based on the procedures performed, as described in this report, and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the 2025 Integrated Report for the year ended December 31, 2025, has not been prepared, in all material respects, in accordance with the GRI, SASB, TCFD and OCPC 09 criteria.

São Paulo, August 17, 2026

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU
Auditores Independentes Ltda.

Alexandre Carboni Machado
Engagement Partner

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