

2023 IOCHPE-MAXION

# SUSTAINABILITY REPORT HIGHLIGHTS

During a challenging global context, marked by macroeconomic and geopolitical turbulence, Iochpe-Maxion demonstrated resilience and was able to maintain a solid liquidity position in 2023 due in large part to the above industry sector productivity levels achieved in our two business divisions.

We reaffirm our commitment to Roadmap Zero and are proud to share that we made significant progress on this journey achieving a 30.3% reduction in greenhouse gas emissions compared to our 2019 baseline.

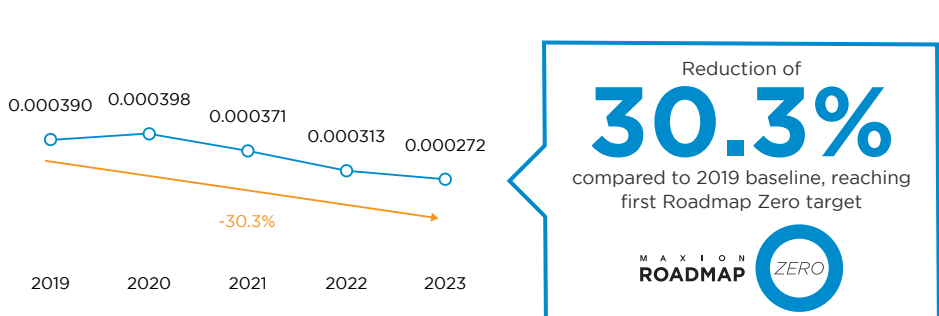
Embracing our responsibility as a corporate citizen to those communities where we operate, we continue to focus on education, healthcare, diversity and inclusion, environmental stewardship, and disaster relief initiatives. In addition, our “Unique and United” aspirations aim to contribute to a more diverse and inclusive society including our continued work in 2023 to increase the gender balance within our management workforce.



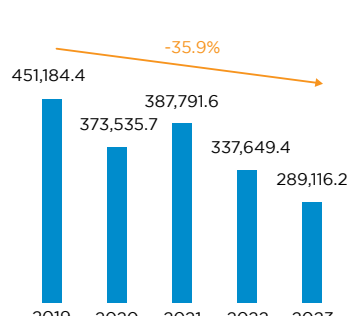
## ENVIRONMENT

Our commitment to manage resources and prevent pollution.

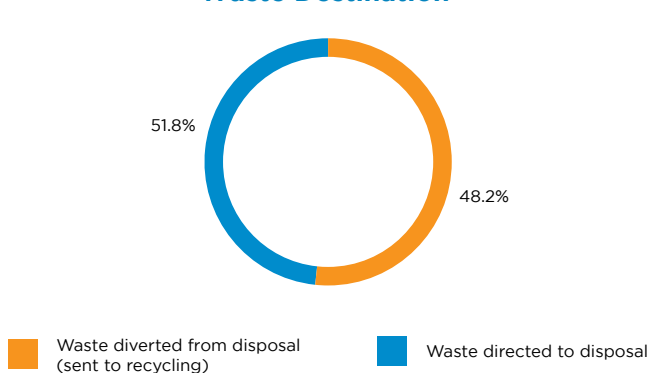
GHG Emissions Intensity  
(Scope 1 and Scope 2 Market-Based) (tCO2e / kg produced)



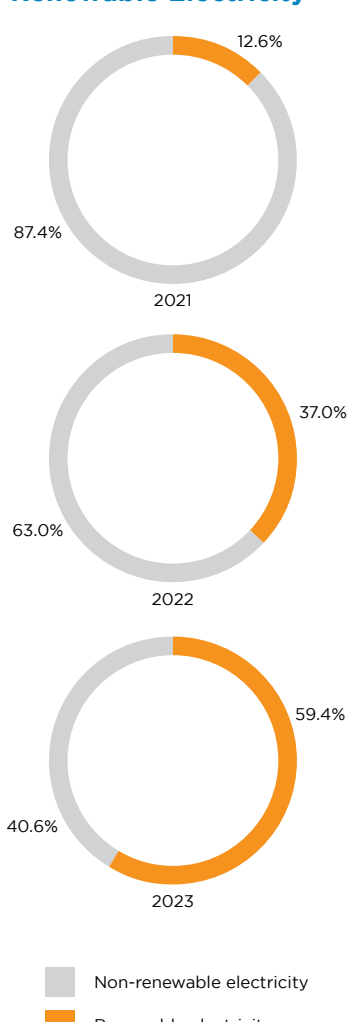
Reducing Combined Scope 1 and 2  
GHG Absolute Emissions (tCO2e)



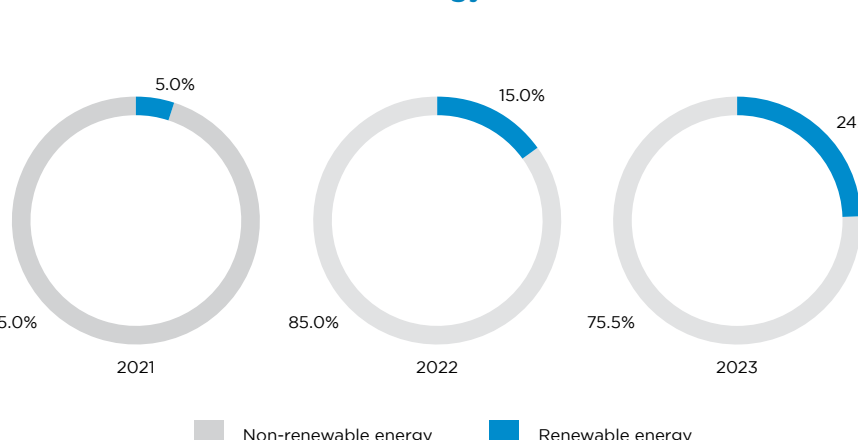
Waste Destination



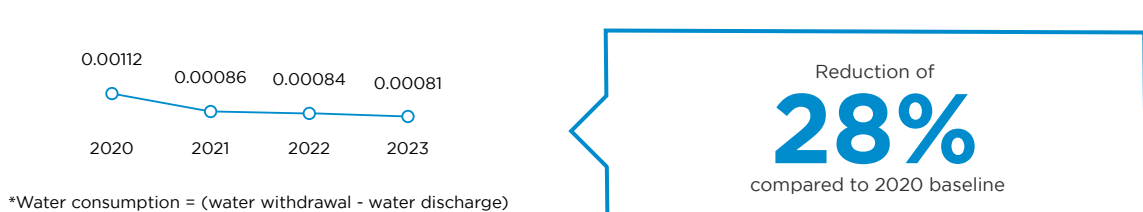
Renewable Electricity



Renewable Energy Consumed



Water Consumption\* the Intensity (m³/kg produced)



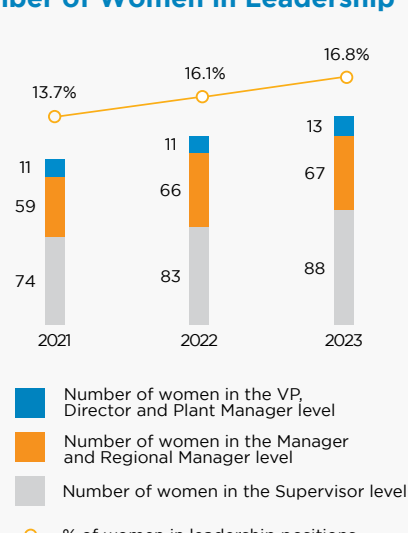
## SOCIAL

Our commitment to identify and manage our business impact on people.

Number of Employees by Gender

	2021	2022	2023
Female	1,132	1,286	1,416
Male	15,210	15,698	16,346
Total	16,342	16,984	17,762

Number of Women in Leadership



Local D&I Activities

Facilitated over **250** local activities covering Diversity & Inclusion (D&I) dimensions such as gender, age, people with physical and mental disabilities and race, proudly reporting a **60%** participation rate of blue-collar employees.\*

\*January 1, 2023 - March 31, 2024

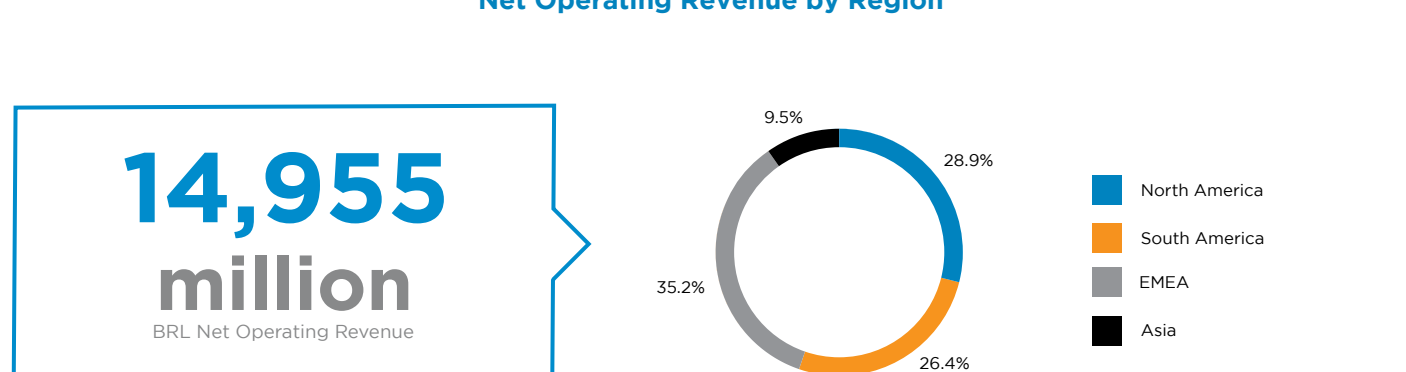
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## GOVERNANCE

Our commitment to establish the policies and leadership structure to ensure sustainability practices are put into place and supported.

Net Operating Revenue by Region



In 2023, we also published a new **Health, Safety and Sustainability Policy** with the principles and guidelines for managing occupational health, safety and sustainability, as well as defining, detailing and formalizing the responsibilities for this process.



In December 2023, we launched the **Supplier Code of Conduct**.



Implemented the **Permits Management tool**, now providing global visibility to all permit related expiration and renewal dates, permit actions and dates, action execution and assurance.



Made significant investments to increase **fire protection** of our plants with several plants implementing new fire detection, sprinkler protection or other elements of fire protection.

## FURTHER 2023 HIGHLIGHTS



Revisited the material themes of our business by conducting a Double Materiality assessment in 2024.



United Nations  
Global Compact

“We are proud to join thousands of other companies committed to taking responsible business action to create a more sustainable world. Not only is the UN Global Compact in line with our own business goals and core values, but we also believe it is imperative that all businesses and organizations act ambitiously to solve the sustainable development challenges facing our planet. Joining the UN Global Compact strengthens our mission.”

Marcos Oliveira, Iochpe-Maxion CEO and President.