

Table of Contents

1.	Issuer's activities	
1.1	Issuer's history	1
1.2	Description of the main activities of issuer and its subsidiaries	4
1.3	Information related to operational segments	5
1.4	Production/Marketing/Markets	6
1.5	Main clients	14
1.6	Relevant effects of government regulation	15
1.7	Substantial revenues in the country of the issuer's registered office and abroad	20
1.8	Relevant effects of foreign regulation	21
1.9	Environmental, social and corporate governance (ESG) information	22
1.10	Information on mixed-capital companies	25
1.11	Acquisition or disposal of relevant asset	26
1.12	Corporate transactions/Capital increase or reduction	27
1.13	Shareholders' agreements	28
1.14	Significant changes in the conduct of business	29
1.15	Relevant agreements entered into by the issuer and its subsidiaries	30
1.16	Other relevant information	31
2.	Officers' Comments	
2.1	Financial and equity conditions	32
2.2	Operating and financial result	50
2.3	Changes in the accounting practices/modified opinions and emphasis of matter	52
2.4	Material effects on the financial statements	53
2.5	Non-accounting measurements	55
2.6	Events subsequent to the financial statements	58
2.7	Allocation of results	60
2.8	Relevant items not evidenced in the financial statements	63
2.9	Comments on off-balance sheet items	64
2.10	Business plan	65
2.11	Other events that have materially affected the operating results	68
3.	Projections	
3.1	Disclosed projections and premises	69
3.2	Projections monitoring	70
4.	Risk factors	
4.1	Description of risk factors	71
4.2	Information on the main five (5) risk factors	95
4.3	Description of main market risks	96
4.4	Relevant non-secrecy proceedings	101
4.5	Total provisioned value of relevant non-confidential processes	114
4.6	Relevant secrecy proceedings	115
4.7	Other relevant contingencies	116
5.	Risk management and internal control policy	
5.1	Description of risk management and market risks	120

5.2	Description of internal control	124
5.3	Integrity program	128
5.4	Significant changes	131
5.5	Other relevant information	132
6.	Control and economic group	
6.1	Shareholding Position	133
6.3	Capital distribution	139
6.4	Interest in companies	140
6.5	Chart of shareholders and of the economic group	141
6.6	Other relevant information	142
7.	General meeting and management	
7.1	Main characteristics of the issuer's management bodies and audit committee	143
7.1D	Description of main characteristics of the issuer's management bodies and audit committee	149
7.2	Information related to the board of directors	150
7.3	Composition and professional experience of the management and fiscal committee	164
7.4	Composition of the Committees	177
7.5	Family relations	190
7.6	Relationships of subordination, provision of service or control	192
7.7	Managers' agreements/insurance	194
7.8	Other relevant information	195
8.	Managers' compensation	
8.1	Compensation policy or practice	197
8.2	Total compensation per body	205
8.3	Variable Compensation	211
8.4	Share-Based Compensation Plans	213
8.5	Shares-Based Compensation (Stock Options)	217
8.6	Granting of stock options	218
8.7	Outstanding options	219
8.8	Options exercised and shares delivered	220
8.9	Potential dilution per granting of shares	221
8.10	Granting of shares	223
8.11	Shares Delivered	226
8.12	Share/option pricing	227
8.13	Interests held by body	228
8.14	Pension plans	229
8.15	Minimum, average and maximum compensation	230
8.16	Compensation/indemnity mechanisms	231
8.17	Percentage of related parties in the compensation	232
8.18	Compensation - Other functions	233
8.19	Recognized compensation of the controlling shareholder/subsidiary	234
8.20	Other relevant information	235
9.	Auditors	
9.1/9.2	Identification and compensation	236
9.3	Independence and conflict of interest of auditors	237
9.4	Other relevant information	238
10.	Human resources	

10.1A	Human resources description	239
10.1	Human resources description	240
10.2	Relevant changes	242
10.3	Employee compensation policies and practices	243
10.4	Relations between issuer and unions	245
10.5	Other relevant information	246
11.	Transactions with related parties	
11.1	Rules, policies, and practices	247
11.2	Transactions with related parties	249
11.2	Items 'n.' and 'o.'	251
11.3	Other relevant information	253
12.	Capital stock and securities	
12.1	Information on capital stock	254
12.2	Foreign issuers - Rights and rules	256
12.3	Other securities issued in Brazil	257
12.4	Number of Security Holders	259
12.5	Trading markets in Brazil	260
12.6	Trading in foreign markets	261
12.7	Securities issued abroad	262
12.8	Use of public offering proceeds	263
12.9	Other relevant information	264
13.	People responsible for the form	
13.0.	Identification	269
13.1	Statement by CEO	270
13.2	Statement by Chief Investor Relations Officer	271

1.1 Issuer's history

The Company began its operations in 1918 in the timber industry, and then diversified into the financial and industrial sectors. In 1984, the Company listed its shares at B3. During the 1980s, it acquired several industrial companies, mainly in the agricultural equipment sector. In the 1990s, the Company reassessed its strategy to focus on the production of auto parts and railway equipment, disposing of a significant portion of the assets not related to such sectors. In 1998, the Company started a process to restructure the business operations and portfolios, which ended in the issuance of common shares to BNDES Participações S.A. - BNDESPAR and Banco Bradesco S.A., or Banco Bradesco.

In the early 2000, the Company transferred 50% of the railway equipment business to Amsted Industries, forming a joint venture 50% owned by Amsted-Maxion at the time. After such transfer, the Company focused on the auto parts business through the wheel division and the chassis and automotive components division.

In 2004, Banco Bradesco sold all its common shares to the then controlling shareholders and all its preferred shares to the market. In January 2008, in connection with the migration of shares to the listing segment of Novo Mercado of B3, all preferred shares were converted into common shares.

Between 2009 and 2012, the Company went through a significant expansion, particularly through a series of strategic acquisitions in Brazil and abroad. In August 2009, the Company acquired the wheel business from ArvinMeritor in Brazil, Mexico, and the United States. In December 2010, the Company acquired assets from the wheel business from CIE Automotive group in Mexico. In May 2011, the Company acquired 50% of the shares of Maxion Montich S.A. (previously named Montich S.A.), an Argentinian company manufacturer of axles, chassis and stamped parts for commercial vehicles.

In early 2012, the Company acquired the former Galaz group, manufacturer of frame rails for commercial vehicles in Mexico, and the former Hayes Lemmerz group, a major global manufacturer of automotive steel and aluminum wheels for light vehicles and automotive steel wheels for commercial vehicles.

Between 2015 and 2019, the Company focused on integrating the acquired business and consolidating its leading position in the global industry of automotive supply.

In December 2017, the Company acquired the remaining interest of 29.91% of subsidiary Maxion Wheels (Thailand) Co. Ltd. from its then local partner, SGC, and, as a result, Maxion Wheels (Thailand) Co. Ltd. became a fully owned subsidiary.

In May 2019, the Company entered a partnership agreement with DongFeng Maxion and Dong Feng to build a aluminum wheels production unit in China.

In November 2019, after a series of divestitures that had started in 2015, the Company sold 18.25% of the interest in Amsted-Maxion to other existing shareholders, GBX Brasil and Amsted Rail Brasil, Brazilian subsidiaries of Greenbrier and Amsted Industries, respectively. Amsted-Maxion is now controlled by Amsted Rail Brasil, while the Company has an ownership interest of 19.5% in Amsted-Maxion.

Its current corporate purpose, as described in the Bylaws, includes:

- a) Manufacturing, machining, assembly, distribution or sale of any type of engines, vehicles, agricultural and industrial tractors, agricultural machinery and implements, road and construction machinery, self-propelled harvesters, as well as any apparatus, spare instruments and accessories thereof, motorized or non-motorized equipment, components for the metallurgical, railway and automobile industries, tools, tooling, storage boxes and other related products used in industrial production, as well as the exploitation of the foundry, enameling, tinning, plastic, metallurgical, mechanical industries in all their applications and forms, as well as trade, processing, export, import and distribution of products relevant to the field of performance;
- b) Import of raw materials and intermediary products for the manufacturing of finished products related to the corporate purpose, intended for trade;
- c) Provision of technical assistance services to other companies of the same field;
- d) Technical assistance, lease of services, commercial agency for its own account or that of third parties, commission or consignment related to the corporate purpose;
- e) Lease of properties belonging to its fixed assets;
- f) Interest in other domestic or foreign companies as partner, quota holder or shareholder;
- g) Representation of other companies, whether domestic or foreign, for its own account or that of third parties, in connection with the purposes mentioned above;
- h) Implementation and maintenance of training centers for the use of its products;
and
- i) Development of experimental cultures in its own rural areas or rural areas belonging to third parties.

1.2 Description of the main activities of issuer and its subsidiaries

Iochepe-Maxion is a global company leader in the production of automotive wheels and one of the main producers of structural automotive components in the Americas. The Company counts on 32 manufacturing units located in 14 countries in the South and North Americas, Europe, Asia and Africa; the Company has about 17 thousand employees, which enables it to serve its clients around the world timely and within the quality and competitiveness standards they require.

This is a Company with a high level of technical knowledge and constantly seek to provide innovative solutions in the areas in which the Company operates, using global macro trends to direct the development of new products and technologies in an independent way or in cooperation with strategic partners.

The Company operates its business through two divisions: *Maxion Wheels* and *Maxion Structural Components*.

Maxion Wheels: present in more than 14 countries and 4 continents, the Company produces and trades a wide range of steel wheels for light vehicles, commercial vehicles, and agricultural machinery, as well as aluminum wheels for light vehicles.

Maxion Structural Components: present in 4 countries in the Americas, the Company produces mounted frame rails, beams and chassis for commercial vehicles and structural sets for light and commercial vehicles.

Additionally, through AmstedMaxion (affiliate), the Company produces railway wheels and casting, industrial casting, and railway freight cars.

1.3 Information related to operational segments

a. products and services traded

The Company operates through two divisions: Maxion Wheels and Maxion Structural Components.

Maxion Wheels produces and trades a wide range of steel wheels for light vehicles, commercial vehicles, and agricultural machinery, as well as aluminum wheels for light vehicles.

Maxion Structural Components produces finished frame rails, beams and chassis for commercial vehicles and stamped items for light and commercial vehicles.

Additionally, AmstedMaxion (jointly controlled) operates in railway businesses producing railway freight cars, wheels and railway casting and industrial casting.

b) revenue from the segment and its share in the issuer's consolidated net revenue

Its revenues comprise only the automotive segment.

The subsidiary's results, together with those of AmstedMaxion, are accounted for through the equity accounting method.

Description	2022	
	%	in thousands of BRL
Automotive segment	100	16,947,869
Consolidated Net Revenue	100	16,947,869

c) income or losses from such segment and their share in the issuer's consolidated net income

Its revenues comprise only the automotive segment.

The subsidiary company's results, together with those of Amsted-Maxion, are accounted for through the equity accounting method.

Description	2022	
	%	in thousands of BRL
Automotive segment	100	278,933
Consolidated Net Income	100	278,933

1.4 Production/Marketing/Markets

a) Characteristics of the production process

Structural Components

The process of production of automotive structural components is comprised of 4 main stages: (i) preparation; (ii) conformation; (iii) assembly; and (iv) pre-treatment, painting, and finishing.

- 1) Preparation: the process of preparation consists in pickling, that is, unwinding the steel plate coils, then cutting the plates to the size necessary for the next stages of production.
- 2) Conformation: following the preparation process, the cut steel plate is pressed and pierced in a press, according to specifications of size and format of the final product.
- 3) Assembly: consists in joining the product parts.
- 4) Pre-treatment, painting, and finishing: application of anticorrosion treatment (E-coat painting), and powder coating. Then, the product is shipped.

Steel wheels

The production of steel wheels for the automotive segment comprises the following processes: (i) disc production; (ii) rim production; and (iii) disc and rim joining.

Disc and rim production, despite being essentially similar, take place separately due to format and function specificities of each part. The main difference between these processes is in the conformation stage. In disc production, conformation consists in drawing the part profile, stamping holes, and lathing it, while in rim production, conformation consists in calendaring and welding the part, laminating it, expanding it and stamping valve holes.

Finally, in the joining process, the disc and rim go through assembly (welding and machining the inner face of the disc), quality control (automated quality inspection) and pre-treatment, painting, and finishing (anti-corrosion treatment with E-coating and powder coating).

Aluminum wheels

The production of aluminum wheels for the automotive segment is done through the foundry process.

Production starts with the preparation of the special alloy that is produced by melting high-purity primary aluminum and other alloying elements that guarantee the resistance, durability, and mechanical properties of the wheels.

The special alloy is taken to a system of aluminum injection machines that work under pressure, where the metal is injected into a special steel mold that has the almost definitive shape of the wheel.

After the injection stage, the wheels are controlled in a high-definition X-ray device, ensuring that the product is completely free from porosity and material filling failures.

Following the X-Ray phase, the wheels are subjected to a heat treatment process in special ovens, which provide an even greater level of resistance to guarantee the quality and safety of the product.

Then, the wheels undergo a machining process on lathes and drills, where all excess material from the foundry is removed.

In the final phase, the wheels undergo a fully automated process of surface preparation and electrostatic painting, mainly providing three types of finishes: painted, diamond and polished.

Railway Freight Cars, Wheels and Castings

The production of freight cars, wheels and railway castings is carried out by affiliate “AmstedMaxion” and its branches.

The production process comprises the following processes: (i) wheel production; (ii) railway car production; and (iii) railway car assembly.

The wheel production process involves the following steps:

- 1) Foundry: steel scrap and other metals are melted in electric furnaces, transforming into metal in the liquid phase, which is sent by pouring into graphite molds.
- 2) Cooling: consists in cooling and thermal treatment of the product to adjust the steel microstructure.
- 3) Inspection: ultrasound tests, magnetic particle tests, among others, are carried out.

The production of freight cars involves the following steps: (i) conformation; (ii) production of railway castings; and (iii) assembly of railway castings with parts acquired from third parties.

The conformation consists in cutting the steel plates, according to the product specification. The production of railway castings follows the same procedure as the casting of wheels mentioned above, but with graphite molds suitable for the car. When assembling the car, castings at the AmstedMaxion plant are joined to parts purchased from third parties, such as parts for the brake system.

Its production process and that of its subsidiaries is subject to stoppage resulting from strikes, lack of supply or low quality of feedstock.

Still regarding the production process, the Company performs preventive maintenance and repair routines on a daily basis in its manufacturing units with the purpose of mitigating risks inherent to the activities the Company and its subsidiaries develop. In addition, during collective holidays of Brazilian automakers, which traditionally occur in December, the Company plans and performs more specific maintenance services in its production units. The referred to maintenance services include, for instance, disassembly, reassembly, cleaning, overhaul and other related routine services, which are directly provided by its employees or by third-party contractors, as the case may be.

Its production units and those of its subsidiaries count on an insurance coverage for operating risks that include property damages and loss of profits. The possible losses that could affect machines, equipment and products in general and that are covered by said insurance include: electrical damages, errors and omissions, machinery breakdown, utility and services interruption, windstorm, hurricane, cyclone, hail, tornado and smoke, robberies, among others, pursuant to the referred to operating risks policy.

In addition, the Company and its subsidiaries count on a civil liability insurance coverage. The possible losses covered by said insurance include: damages arising from repair and safety services, pollution, contamination or sudden leakages, contingent risks of motor land vehicles, damages arising from scheduled events, among others, pursuant to the referred to civil liability policy.

b) Characteristics of the distribution process

The products are distributed by road transportation and usually delivered at the automakers' assembly line. Certain automakers use the "*milk run*" system, in which they collect the products in its plants.

For freight railway cars, in most cases, they are placed in the railway network that runs next to AmstedMaxion plant and are directly sent to the client. When there is no railway connection with client, the products are sent through other logistical means, including road transportation.

The Company does not have distribution centers; the Company distributes its products as from its industrial units directly to clients. The Company has its own direct and indirect fleet and contract third-party services to carry out the tasks of distribution and logistics.

c) Characteristics of the markets of operation, specially:

- i. the share in each of such markets

The Company uses market data and information provided by advisors specialized in the global automotive market, as well as internal studies of the commercial areas of its divisions. In accordance with such studies, in what refers to the global wheel market, the Company believes that ended year 2022 in the top position of steel wheel production for light and heavy vehicles with 17% and 19% of market share, respectively. For the aluminum wheel market, the market share is 3.7% in the 9th position.

Still in accordance with the market studies, the Company estimates that ended 2022 with 68% and 42% of market share in the market of frame rails and chassis, respectively, in South America. Considering the market of North America in the same period, its market share in the market of frame rails was of 52%.

The Company is characterized by its performance in a global scale. As the business segments in which the Company operates are historically competitive, it has adopted the global expansion and consolidation of its activities as a market strategy. With the purpose of competing on national and international levels, the Company has developed and maintained a global platform of production and distribution of products. In such regard, the relationship between domestic and international markets where the Company operates may be described as follows: (i) low dependency on vehicle platforms as a way to reduce exposure to risks related to variation of prices of feedstock or excessive dependency on the demand for specific products; (ii) higher efficiency in operations structuring as a factor to reduce production and transportation costs in the domestic and international markets; and (iii) lower exposure to specific macroeconomic events that may affect its operating results.

Finally, the Company presents a significant dependency relation regarding the domestic and international markets, considering that the Company does not have the capacity to generate demand for its products. The Company depends on its national and international clients' (automakers) orders, which oscillate according to the demand of the automotive sector.

ii. market competition conditions

The factors that influence the behavior of the markets in which the Company operates include the following:

- *Barriers to import*

In Brazil, the laws in force, the bureaucratic barriers, the peculiarities of the market impose significant obstacles to vehicle import.

The reduction or increase of such obstacles, for instance, due to policies of federal or state governments may significantly affect the markets where the Company operates, and, as a consequence, the Company itself.

- *Automotive Regimes*

In December 2018, the federal government implemented Programa Rota 2030 - Mobilidade e Logística [2030 Route Program - Mobility and Logistics] with the purpose of promoting the development of the Brazilian automotive industry through support to technological development, competitiveness, innovation, vehicle safety, protection to the environment, energy efficiency and quality of auto parts, automobiles, trucks and buses. The regime lasts for five years and enables reduction of Income Tax and Social Contribution on Net Profit payable if the Company meets certain requirements, which include (i) minimum progressive investments of 0.70% in 2019 to 1.20% in 2023 of the gross revenue in research and development, (ii) admission in the Program by the State

Minister of Industry, Foreign Trade and Services, and (iii) fiscal good standing as to federal taxes. The Company has been admitted in the Program in May 2019.

- *Imposition of antidumping rights*

In 2010, the European Union implemented an antidumping measure on aluminum wheel imports from China. Wheels imported from China are subject to payment of 22.3% taxes to enter the European Union for a term of 5 years, term which expired in the end of 2015. The body responsible for analyzing economic and competition matters in the European community has analyzed this measure over the last years and extended the restriction for additional 5 years as from the beginning of 2017.

In 2020, the European Union implemented another antidumping measure on wheel imports from China, this time for the steel wheel market. The fees defined by the European Union are of 50.3% for certain producers and of 66.4% for other Chinese producers. The measure is valid for 5 years as from March 4, 2020.

- *Competition levels and main competitors*

The Company operates in consolidated market segments, which count on notably structured companies with a history of activities in the sectors and a strong client portfolio in their respective regions of performance, which makes these markets significantly competitive. In such regard, the Company sees as its main competitors in its market segments the following companies:

- **South America:** Mangels, Metalsa, Neo Rodas, Polimetal;
- **North America:** Superior, Accuride, Topy, Metalsa;
- **Europe:** Accuride, Magneto, Borbet, Ronal; and
- **Asia and others:** Topy, Steel Strips, Wheels India, Dicastal.
- *Costs of raw material and other expenses*

The Company uses steel and aluminum as its main feedstock, necessary for its productive process, the prices of which are negatively or positively influenced by a competitive market within the global scope, being therefore subject to oscillations arising from the respective offer and demand ratio. In addition, the cost of such feedstock is directly influenced by the concentration of suppliers, both in Brazil and abroad. Beyond the prices established in international parameters, other expenses compose the final price related to the obtainment of such feedstock by the Company and its subsidiaries, to wit: the accrual of taxes and other expenses with logistics and transportation.

d) Occasional seasonality

December tends to be the weakest month in the year due to the traditional collective holidays of automakers.

e) Main supplies and raw material, informing:

i. Description of relations with suppliers and whether they are subject to governmental regulation or control, indicating the respective agencies and applicable legislation

The raw material necessary for its products is steel and aluminum. They are not subject to governmental regulations.

Considering that the Company needs to meet its clients' demands on a regular basis (just in time), the Company needs to have the supply of feedstock ensured by its suppliers. In such regard, the Company seeks to keep stable and long-term commercial relationships with its main suppliers, so as to guarantee that the flow of feedstock is not interrupted neither reduced without notice.

ii. Occasional dependence on few suppliers

The Company has a concentrated group of suppliers, since the Company buys its feedstock directly from the main manufacturers in the regions where the Company operates.

Its main suppliers of flat steel include ArcelorMittal, CSN, Usiminas, Ternium and Thyssen.

The main suppliers of aluminum ingots are EGA, Alba, Hydro and CBA.

Its strategy to avoid being dependent on few suppliers is to have more than one source supplier of feedstock for its relevant needs, thus minimizing commercial and operating risks. Also, as a form of minimizing risks, the Company keeps minimum safety inventories of items relevant to the production process, particularly steel coils and aluminum ingots.

iii. Occasional price volatility

The cost of feedstock is the most significant individual factor in pricing.

Occasional price increases for feedstock in the regions where the Company operates depend on variables specific to each region, and such increases are discussed and negotiated with suppliers and clients.

The price of aluminum usually varies with the daily pricing of London Metal Exchange (LME); the price of steel, on its turn, varies in some regions with certain numerical correlations, such as the CRU index, and in others it depends on the regional negotiation environment.

1.5 Main clients

a) total revenue from clients

In 2022, two clients accounted for more than 10% of its total net revenue, namely:

- 1- Daimler Truck AG, with 15.2% of net operating revenue, or BRL2,572.6 million;
- 2- Traton SE, with 11.5% of net operating revenue, or BRL1,951.8 million.

b) operating segments affected by revenue from clients

100% of its revenue comes from the automotive segment.

1.6 Relevant effects of government regulation

1.6. Describe the relevant effects from government regulation on the issuer's activities, with emphasis on:

a. **the need of governmental authorizations for the exercise of the activities, and a background of the relations with government authorities in obtaining such authorizations**

Its sector of operation is not subject to specific regulation, nor is the exercise of its activities subject to regulatory agencies in Brazil or abroad.

Its activities are subject to the federal, state and municipal laws applicable to the industry field in general, particularly in what refers to the preservation and conservation of the environment; thus, the Company needs, over the regular course of business, governmental authorizations to perform its industrial activities.

The Company believes that historically it has a good relationship with the applicable governmental authorities, having obtained and/or renewed grants, licenses and other relevant authorizations to carry out its activities.

Similarly, the Company has complied, in all relevant aspects, with the technical requirements and conditions within the scope of each authorization obtained over the last three fiscal years and in the current year for the development of its activities in this stage of its businesses.

b. **Main aspects related to the issuer's compliance with legal and regulatory obligations related to environmental and social issues**

Its industrial activities in Brazil abide the National Environment Policy, which establishes the obligation of previous environmental licensing for performance of potentially pollutant activities or activities that use natural resources. Similarly, the Company abides by the environmental policies and regulations of the other jurisdictions where the Company carries out its activities, including the obtainment of all necessary environmental licenses and authorizations.

All environmental licenses have technical notes and requirements to be complied with by the entrepreneur and may be canceled or not renewed if any of the notes or requirements imposed by the competent authority is not complied with.

The industrial activities of its production units and those of its subsidiaries, as well as the environmental laws and regulations are dynamic, thus continually giving rise to the need for obtainment of new environmental licenses and renewal of the existing ones.

The Company seeks to operate in a proactive way when obtaining the environmental licenses necessary for its activities, as well as the Company seeks to coordinate, with the environmental agencies, actions necessary to meet potentials amendments to environmental regulations.

Areas of Permanent Preservation and Legal Reserve: The Company shall abide by the environmental laws specific to its establishments located in Permanent Preservation Areas (APPs) and shall obtain specific authorizations to operate in APPs, which provide for compensatory measures that the Company must carry out. The Company seeks to regularize the occupations in APPs in its industrial units and comply with the terms and conditions agreed with the environmental agencies for such.

Industrial Waste: As typical of the sector, its industrial activities generate waste, which must be managed in compliance with the environmental laws. In certain locations, waste management shall be followed up by the environmental agency through issuance of control instruments, to be requested by it. The Company continuously seeks to minimize the amount of industrial waste it generates in its operations. Regarding the units where such waste is generated, the Company obtains the authorizations necessary for the management of its industrial waste and work to cure occasional irregularities identified in this procedure before the applicable environmental agencies.

Water Resources: The Company uses water resources in the development of its industrial activities, such as derivation/catchment of water from rivers, extraction of water from underground aquifers and pouring of sewage and effluents, usually subject to obtainment of a grant for use of water resources by the competent environmental agency. The Company continuously seeks to minimize the amount of water resources it consumes in its operations.

Controlled Products: When carrying out its industrial activities, the Company needs specific authorizations from the applicable bodies to manage certain chemicals (including handling, storage, industrial use, among others). The management of certain chemicals is subject to special control by the Ministry of Justice (through the Federal Police Department), the Ministry of Defense (through the Brazilian Army), and in some states of the Federation also by the Civil Police such as, for example, the state of São Paulo.

Environmental studies and investigations related to soil or ground water contamination carried out in its industrial units may result in the need for application of intervention measures, such as corrective environmental measures or other more restrictive measures imposed by the relevant environmental authorities with the purpose of recovering these areas and reducing risks for neighboring communities that could be affected.

The operational methods the Company uses combine productive efficiency and respect to the environmental rules and requirements in force within national and international scopes.

The Company seeks to align its environmental management and labor health and safety management systems with the most advanced international standards. For such, its production units count on structured programs, the work of which is coordinated by environmental management committees, are subject to periodic environmental audits, and all of them have ISO 14001 certification.

Currently, the units that require greater attention in relation to compliance with legal and regulatory obligations related to environmental issues are:

■ The results of investigations conducted in its former industrial unit in Guarulhos, State of São Paulo, confirmed the existence of contamination by free-phase and dissolved-phase oil hydrocarbons (TPH) and certain metals dissolved in ground water above the levels accepted by CETESB (São Paulo State Environmental Company). A intervention plan for remediation of such contaminated area was executed, and currently the efficiency and effectiveness monitoring of adopted actions within such plan is in progress, aiming for their completion. The industrial operations in the plant of Guarulhos were closed in December 2016.

■ The industrial unit located in Cruzeiro, State of São Paulo, was included in CETESB's record of contaminated areas due to the contamination by metals and other inorganic elements on the surface soil, subsoil and water table. Investigations, human health risk assessments and monitoring of the area were performed from 2006 to 2015. During this period, CETESB reviewed the results of investigations conducted by the unit, providing an initial feedback about the investigation measures through issuance of technical opinions and notifications of violation, with application of warning penalties and fines. In May 2015, the results of the continuous environmental monitoring indicated that the contamination was within the levels allowed by the applicable laws, as a result of which the Company requested CETESB to change the status of the area from "contaminated" to "remedied". However, in a new inspection conducted in 2021, CETESB issued notifications of violation due to inappropriate operation of containment systems, applying a warning penalty and fined (in the total amount of BRL74 thousand), requiring presentation of an up-to-date preliminary assessment report of the area and an up-to-date intervention plan, as well as a report on the situation of the containment systems, which were presented in April 2022, except for the intervention plan, which shall be submitted after the conduction of a confirmatory assessment, following the phases/steps of the contaminated area management plan; Currently, the assessment by CETESB is pending.

■ Furthermore, CETESB imposed fines in the total amount of BRL227 thousand between 2013 and 2017, due to the noise caused by the industrial unit of Santo André, State of São Paulo, at night. In October 2017, CETESB renewed the operating license of the unit for periods of four years, subject to compliance with a plan to reduce the noise generated by its industrial activities to levels accepted by CETESB, thus mitigating the inconvenience for neighboring communities. The referred to working plan has been satisfactorily implemented as agreed with CETESB. In March 2023, CETESB issued technical information confirming that the unit currently complies with the municipal legislation that addresses the issue.

■ Between 1980 and 1983, an aluminum wheel plant was operated in Benicia, California, USA. The area within and around the location is contaminated with trichlorethylene, and the Company has entered a cost-sharing agreement with other two parties. The group is now working to investigate and remedy the location. In 2015, the State of California approved two feasibility studies/remediation action plans, ensuring continuous remediation of the origin areas and monitoring/reports in the internal and external areas of the location. This phase will probably continue for 25 years or more.

■ Furthermore, a steel wheel plant was operated in Romulus, Michigan, USA, in the 1950s, until the site was sold in 1997. The Company keeps working with the current owner and with the State of Michigan to remedy smaller contamination areas.

■ The facilities in Ostrava, Czech Republic, include two areas historically contaminated by oil in soils and chlorinated solvents in the soil and in the ground water. Repair efforts have been concluded, and the only remaining obligation is the conduction of routine monitoring and reporting.

Regarding the main aspects related to its compliance with legal and regulatory obligations related to social issues, please refer to item 4.7 of this Reference Form - *Civil/Labor Nature* section.

c. dependence on relevant patents, trademarks, licenses, permits, franchises, or royalty agreements for the development of its activities.

The Company and its subsidiaries are not dependent on patents, trademarks, licenses, grants, franchises and royalties agreements individually relevant for the development of its activities, but the Company understands that holding trademark and patents registrations is important to protect products and services related to its activities. In this sense, the Company and its subsidiaries seek legal protection for its industrial property and hold several trademark and patent registrations and registration applications in Brazil and abroad.

d. financial contributions, informing the respective amounts, made directly or through third parties:

i. in favor of holders of or candidates for political offices

i. in favor of political parties

iii. to pay for the exercise of activities to influence in public policy decisions, mainly in the content of normative acts

Not applicable, in view of the fact that the Company made no financial contribution, directly or through third parties, in favor of any holder of or candidate for political office, in favor of political parties or to fund activities to influence in public policy decisions.

According to the Company's Code of Conduct, employees and managers are forbidden from binding it to political-party activities. As a result, the Company is not permitted to carry out an election campaign or other political-party activities on its premises, to take advantage of the position or function that they hold in the Company, or to use its name, resources or means to promote any political-party activity.

No employee or manager may, on its behalf, makes contributions or political-party donations, whether in cash, properties or services, in countries where the legislation prohibits it. Contributions and political-party donations in countries where they are legally permitted may only be made with prior approval from the Company's Board of Directors and provided that the applicable laws and regulations are complied with.

Notwithstanding, employees and managers should respect the personal exercise of citizenship of the other employees and managers, including the free expression of thought and the individual option of political participation, party affiliation and standing as a

candidate for public or political office. If an employee or manager opts to run for public or political office, the Human Resources department should immediately be informed of this situation in order for it to assess any potential conflict of interest and the compatibility of holding public office with the activity performed at the Company.

1.7 Substantial revenues in the country of the issuer's registered office and abroad

a) revenue from clients in the country of the issuer's registered office and their share in the issuer's total net revenue

in thousands of BRL		2022	
Region	Country	Revenue	% in total net revenue
South America	Brazil	5,166,705	30.49%

b) revenue from clients in each foreign country and their share in the issuer's total net revenue

in thousands of BRL		2022	
Region	Country	Revenue	% in total net revenue
North America	USA	1,067,980	6.30%
	Mexico	3,930,456	23.19%
Asia + others	South Africa	239,156	1.41%
	China	90,041	0.53%
	India	851,003	5.02%
	Japan	37,584	0.22%
	Thailand	308,042	1.82%
Europe	Germany	978,520	5.77%
	Spain	341,714	2.02%
	Italy	525,240	3.10%
	Republic Czech	820,681	4.84%
	Turkey	2,590,748	15.29%
Total¹		11,781,164	69.51%

¹ The Company's revenues are demonstrated per origins of sales.

1.8 Relevant effects of foreign regulation

As mentioned in item 1.6 of this Reference Form, the Company and its controlled companies' segment of operation is not subject to specific regulation, nor is the exercise of its activities subject to regulatory agencies in Brazil or abroad.

The Company and its controlled companies' activities are subject to the laws and regulatory standards applicable to the industry in general and, therefore, in the normal course of its businesses, the Company and its controlled companies require governmental authorizations to carry out its industrial activities.

The Company believes that historically it and its controlled companies have a good relationship with the governmental authorities of the foreign countries in which the Company operates, having obtained and/or renewed grants, licenses and other relevant authorizations to carry out its activities.

To ensure the continuous compliance with the applicable laws and regulatory standards, the Company monitors the requirements from the main countries in which the Company operates, using its regional offices.

The laws and regulatory standards of the foreign countries in which the Company operates may be amended by the local governments, without prior notice, and the Company and its controlled companies must adapt to comply with possible new applicable requirements. Complying with said requirements may eventually require it and its controlled companies to spend additional funds.

1.9 Environmental, social and corporate governance (ESG) information

a. whether the issuer discloses ESG information in an annual report or other specific document for this purpose

Yes. The Company publishes an annual sustainability report.

b. methodology or standard followed in the preparation of this report or document

The frameworks used for the annual sustainability report are the GRI and SASB specific to the automotive parts sector. In addition to these methodologies, the Company discloses KPIs recognized in the market in which the Company operates.

c. whether that report or document is audited or reviewed by an independent entity, identifying, where appropriate

No.

d. the webpage on the Internet where the report or document can be found

<https://www.iochpe.com.br/sustentabilidade/relatorio-de-sustentabilidade/>

e. whether the report or document produced considers the disclosure of a materiality matrix and key ESG performance indicators, and what the material indicators are for the issuer

Yes. The content of the report was defined based on material issues emphasized by the Company and its stakeholders. The Company identified its material issues in 2019 through the review of internal documents; interviewing senior leadership, its officers, managers, and investors; conducting peer benchmarks; and evaluating industry reports and guidelines. The Company has revised its materiality results for the Sustainability Report for the following cycles to include the material issues of the SASB related the automotive parts industry, the material issues of Morgan Stanley Capital International (MSCI) for the sector, relevant aspects of the Task Force on Climate-Related Financial Disclosures (TCFD), Carbon Disclosure Project (CDP), key topics of Sustainalytics, other ESG ratings and investor feedback.

Material indicators identified by the materiality matrix:

- Health and safety;
- Product quality and safety;
- Climate change and environmental footprint;
- Organizational culture and people management;
- Innovation and digital transformation;

- Corporate governance and ethics;
- Business resilience.

f. whether the report or document considers the Sustainable Development Goals (SDGs) established by the United Nations, and the material SDGs applied for the issuer's business

Yes. The Company conducted an analysis of all the SDGs, prioritizing as materials the following purposes for the business of operation:

- 1 - Poverty Eradication
- 2 - Zero Hunger and Sustainable Agriculture
- 3 - Health and well fair
- 4 - Quality education
- 5 - Gender equality
- 6 - Drinking water and sanitation
- 7 - Clean and accessible energy
- 8- Decent work and economic growth
- 9 - Industry, Innovation and Infrastructure
- 10 - Reduced inequalities
- 11 - Sustainable cities and communities
- 12 - Responsible consumption and production
- 13 - Climate action
- 16 - Peace, Justice and Strong Institutions
- 17- Partnerships and means of implementation

g. whether the report or document considers the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) or recommendations for financial disclosures of other recognized entities that are related to climate issues

Yes.

h. whether the issuer carries out greenhouse gas emission inventories, indicating, if applicable, the inventoried emission scope and the webpage on the Internet where additional information can be found

Yes. Available in the annual sustainability report at the link:

<https://www.iochpe.com.br/sustentabilidade/relatorio-de-sustentabilidade/>

i. explanation of the issuer on the following conducts, if any:

i. non-disclosure of ESG information

Not applicable.

ii. the non-adoption of a materiality matrix

Not applicable.

iii. the non-adoption of key ESG performance indicators

Not applicable.

iv. failure to audit or review the disclosed ESG information

As part of the evolution of the ESG information publication, the Company intends to audit or review the information published in the annual sustainability report in the future. It is worth mentioning that the Company already conducts, with the help of an external audit, the inventory of its emissions.

v. failure to consider the SDGs or adopt climate-related recommendations issued by the TCFD or other recognized entities in the ESG information disclosed

Not applicable.

vi. failure to carry out inventories of greenhouse gas emissions

Not applicable.

1.10 Information on mixed-capital companies

Not applicable, as the Company is not a mixed-capital company.

1.11 Acquisition or disposal of relevant asset

Not applicable, considering that, in the last fiscal year, no acquisition or disposal of any material asset was made, which does not qualify as a normal transaction in its business.

1.12 Corporate transactions/Capital increase or reduction

At the Special General Meeting held on September 30, 2022, the Company's shareholders approved the merger by the Company of its subsidiary REMON - RESENDE MONTADORA LTDA. ("Remon" and "Merger", respectively). The Merger did not result in any increase or decrease in the Company's shareholders' equity, considering that 100% of the quotas representing Remon's share capital were held by the Company, and Remon's shareholders' equity was already fully reflected in the Company's shareholders' equity, as a result of the application of the equity pickup accounting method.

More detailed information can be found in the minutes of the Special General Meeting above mentioned, and in the documents related to the Merger available on the webpage of the Company (www.iochpe.com.br) and of the CVM (www.cvm.org.br) at the Internet.

1.13 Shareholders' agreements

The voting agreement entered into on October 28, 2013, as amended on December 18, 2013, January 30, 2019 and February 10, 2023, was filed at the Company, with the following parties: Inova Investimentos Ltda. (a company under common control with Dan Ioschpe and Salomão Ioschpe), Dan Ioschpe, Salomão Ioschpe, IBI Participações e Negócios S.A. (a company under control of Iboty Brochmann Ioschpe), Iboty Brochmann Ioschpe, Glaucia Stifelman, Debora Berg Ioschpe, Gustavo Berg Ioschpe, G7 Cinema Ltda. (a company under control of Gustavo Berg Ioschpe), Mauro Litwin Iochpe, Aline Kolodny Nemetz, Leandro Kolodny, Márcio Iochpe Kolodny and Luciano Iochpe Kolodny.

The voting agreement shall be in force until October 28, 2028, and may be automatically extended for another five years, that is, until October 28, 2033, except in the event either party sends a notice to the others, within up to six months prior to the end of such period, stating itself against the extension of the term of effectiveness. The voting agreement shall also no longer be effective in case of total detachment of all parties of the agreement under the terms of the voting agreement, or in case of joint decision of all parties.

More detailed information can be found in the voting agreement available on the webpage of the Company (www.iochpe.com.br) and of the CVM (www.cvm.org.br) at the Internet.

1.14 Significant changes in the conduct of business

There were no significant changes in the way the Company's business was conducted.

1.15 Relevant agreements entered into by the issuer and its subsidiaries

Not applicable, considering that the Company and its subsidiaries, in the last fiscal year, did not enter into relevant agreements with third parties that were not directly related to its operating activities.

1.16 Other relevant information

The Company understands that all relevant information has been published in the previous items.

2.1 Financial and equity conditions

2.1. Officers' Comments

a) General financial and equity conditions

The year 2022 was characterized by global economic and geopolitical uncertainties, with historically high levels of inflation levels and interest rates. Gaps and supply chain disruptions continued to impact the industry throughout the year.

Even in view of this scenario, global production of light vehicles, excluding China, grew by 6.7% in 2022, according to IHS consultancy. The production of commercial vehicle production, also excluding China, grew by 9.5% in 2022, according to LMC consultancy.

Net operating revenue grew 23.8% in 2022, reaching BRL16.9 billion, an annual record turnover.

EBITDA was BRL1,736.9 million, an increase of 1.0% in 2022, excluding non-recurring effects in 2021 and 2022. The net result was an income of BRL278.9 million in 2022.

Financial leverage, as measured by the net indebtedness to EBITDA ratio over the past 12 months, was 2.26x in 2022, compared to 2.33x in 2021.

Net indebtedness in 2022 decreased by 8.9% compared to 2021 (or BRL382.5 million), supported by the generation of operating cash in the year. The liquidity ratio, as measured by total liquidity divided by short-term debt, ended the year at 2.7x, compared to 0.7x in 2021.

The cash position at the end of 2022 was BRL2,287.1 million compared to BRL1,088.1 million at the end of 2021. In addition, the Company has a non-drawn Revolving Credit Facility of BRL500.0 million, which comprises the total liquidity mentioned in the previous paragraph.

The Company provides below certain liquidity indicators.

Current liquidity indicator:

Description ⁽¹⁾	Year	
	2022	2021
Current Assets	7,886,325	6,847,514
Current Liabilities	4,768,463	5,166,728
Current Liquidity	1.65	1.33

(1) Amounts in BRL thousands

The Company's current liquidity index was calculated by the mathematical division of the current assets by the current liabilities.

The improvement in the current liquidity ratio in the year 2022 is related to an increase in cash and cash equivalents and to a reduction of loans, financing and debentures recognized in current liabilities.

Quick liquidity ratio:

Description ⁽¹⁾	Year	
	2022	2021
Current Assets	7,886,325	6,847,514
(-) Inventories	2,702,075	3,196,694
Current Assets - Inventories	5,184,250	3,650,820
Current Liabilities	4,768,463	5,166,728
Quick Liquidity	1.09	0.71

(1) Amounts in BRL thousands

The quick liquidity ratio is different from the current liquidity ratio due to the exclusion of the inventories in relation to the previous calculation, as it does not have a liquidity compatible with the other accounts of the current assets. This ratio will inevitably be lower than the current liquidity ratio.

The improvement in the quick liquidity ratio in the year 2022 is related to an increase in cash and cash equivalents (including a reduction of inventories) and to a reduction of loans, financing and debentures recognized in current liabilities.

With supply chain disruption following the onset of the COVID-19 pandemic, the Company has faced higher inventory levels due to unscheduled shutdowns by automakers. Given an improvement in such framework of supply chain disruption, it was possible to begin to decrease inventory levels, which contributed to the improvement of the quick liquidity ratio.

Immediate liquidity ratio:

Description ⁽¹⁾	2022	2021
Cash and Cash Equivalents	2,287,054	1,088,114
Current Liabilities	4,768,463	5,166,728
Immediate Liquidity	0.48	0.21

(1) Amounts in BRL thousands

The immediate liquidity ratio is calculated by the mathematical division of the balance of cash and cash equivalents by the total current liabilities. In this regard, over the last three fiscal years, the Company's cash was not sufficient to settle all of its short-term obligations.

It should be noted that, to correctly analyze its liquidity, it is not advisable to study this ratio individually, but in light of the industry in which the Company operates. These liquidity ratios are not accounting measures defined by the IFRS (International Financial Reporting Standards) and the Brazilian accounting practices, and the Company does not use it in its management.

Notwithstanding, the matter of liquidity has always been a point of attention for it, and the Company took measures in this regard such as, for example, reinforcing the cash held by the company and the extension of its indebtedness profile, after the beginning of the COVID-19 pandemic. As a result, its short-term indebtedness decreased from 26.8% at the end of 2021 to 16.0% at the end of 2022.

b) Capital structure

The tables below contain the Company's capital structure and demonstrate the share of third-party capital for the fiscal years ended on December 31, 2022 and 2021, taking into account: (i) the shareholders' equity as own equity; (ii) the sum of current liabilities and non-current liabilities as third-party capital; and (iii) the division of item "(ii)" by item "(i)" above, as share of third-party capital.

Description (1)	Year	
	2022	2021
Current Liabilities	4,768,463	5,166,728
Non-Current Liabilities	6,134,185	4,954,683
Total Liabilities	10,902,648	10,121,411
Shareholders' equity	4,292,808	4,398,119
Share of Third Party's Capital	2.54	2.30
Share of Third Party's Capital (%)	71.7%	70.0%
Share of Own Equity (%)	39.4%	30.0%

The Company notes that the variations found in the shareholders' equity over the last years are related to the exchange variation of the investments abroad. The increase in liabilities in 2022 is related to the growth of the Company's gross indebtedness, but it is worth noting that the Company had a growth in the level of cash in this period.

c) Ability to pay financial commitments undertaken

The raising of funds and cash management are focused on balancing the funds available in cash, added to the operating cash generation, to the funds from the taking out of loans and the Company's ability to settle the obligations undertaken, in different market scenarios forecast.

Accordingly, it is possible to maintain its economic and financial balance, continue to invest in its growth projects.

The cash and cash equivalents position as of December 31, 2022 was BRL2,287.1 million. Consolidated gross indebtedness as of December 31, 2022 reached BRL6,477.0 million, with BRL1,043.6 million (16.1%) recorded in current liabilities, and BRL5,433.4 million (83.9%) in non-current liabilities.

Total liquidity (considering revolving credit facilities) over short-term debt was 2.67x at the end of 2022; an improvement from the 0.73x ratio at the end of 2021. The improvement in this ratio occurred due to an increase in cash generation, the contracting of revolving credit facilities and the extension of the Company's debt profile.

(d) Sources of funds for working capital and capital expenditures used

Whenever necessary, the Company raises funds in the market to fund the working capital and for its short- and long-term investments. The financing and loans are detailed in 2.1 item “f” below.

e) Sources of funds for working capital and capital expenditures in non-current assets that the Company intends to use to cover liquidity shortfalls

The Company’s main sources of fund are cash generated by its operating activities, and the loans and financing available in the market. For the immediate working capital needs, the Officers are of the opinion that the existing financing and its cash availability are sufficient and, whenever necessary, the Company shall seek medium- and long-term funds available in the market, such as the credit facilities the Company has available, either from retail banks or from development banks, or the Company may issue securities according to the capital market conditions in Brazil and abroad.

(f) Indebtedness levels and the characteristics of such debts:

The chart below shows the total amount of its consolidated debt of any kind, which is equal to the sum of total current liabilities and total non-current liabilities as of December 31, 2022 and 2021 (in Reais):

Description (1)	2022	2021
Total Current Liabilities	4,768,463	5,166,728
Total Non-Current Liabilities	6,134,185	4,954,683
Total Amount of the Debt of any kind	10,902,648	10,121,411

(1) Amounts in BRL thousands

Based on its strategies and business plan, the Company are of the opinion that it has a suitable indebtedness structure, duly segregated into short and long term, to carry out its short-term operating activities, as well as to comply with its investment plan. Its Officers believe that the Company are fully capable to obtain credit from third parties on market conditions.

(i) Material loan and financing agreements

The Company presents below all of its consolidated loans and financing, grouped by modality, on December 31, 2022 and 2021 (in thousands of Reais):

	Index	Annual interest rate %	Last due date	As of December 31,	
				2022	2021
<u>Brazilian currency:</u>					
Bank Credit Note - CCB	CDI +	2.10	February 2024	100,414	218,436
Bank Credit Note - CCB long-term	SELIC +	3.00	December 2027	74,765	74,732
FINAME (Industrial Machinery and Equipment Acquisition Financing Fund)	SELIC +	3.04	May 2028	286,411	254,792

FINEP	-	-	-	-	1,421
Export Credit Note - NCE	CDI +	2.08	July 2024	451,839	271,619
Export Credit Note- NCE (swap)	CDI +	2.25	March 2024	239,844	-
Forfaiting Transactions	-	14.37	January 2023	64,704	264,114
Brazilian currency subtotal				1,217,977	1,085,114
Foreign currency:					
Long-Term Loan - Dollar	SOFR 6 month +	2.61	November 2024	121,056	190,337
Long-Term Loan - Rupee	1 year MCLR +	0.15	January 2026	54,525	104,848
Long-Term Loan - Rupee	1 month MCLR +	0.15	May 2025	13,158	18,765
Long-Term Loan - Rupee	3 month TBill +	0.15	April 2028	51,949	2,252
Syndicated Loan - Euro	Euribor 3 month+	3.00	November 2026	664,985	-
Sustainability-linked Notes - U.S. Dollar	-	5.00	May 2028	308,622	328,728
Sustainability-Linked Notes - Euro	-	3.50	May 2028	1,750,060	1,863,522
Working Capital - Dollar	-	6.40	April 2023	68,698	-
Working Capital - Dollar	SOFR 6 month +	2.60	September 2024	90,254	95,433
Working Capital - Dollar	-	-	-	-	83,790
Forfaiting Transactions - Dollar	-	6.87	January 2023	84,897	-
Working Capital - Euro	-	2.73	January 2027	49,011	70,540
Working Capital - Euro	Euribor 1 month+	1.70	July 2023	110,692	124,596
Working Capital - Euro	Euribor 3 month+	2.10	June 2025	89,210	152,394
Working Capital - Euro	Euribor 1 year+	2.70	September 2024	112,962	-
Working Capital - Rupee	-	6.70	March 2023	15,601	42,875
Working Capital - Rupee	1 month MCLR +	0.15	January 2023	14,276	11,482
Working Capital - Bath	-	3.20	February 2023	67,825	107,294
Foreign currency subtotal				3,667,781	3,196,856
Total loans and financing				4,885,758	4,281,970
Debentures - ICVM No. 476	-	-	-	-	453,058
Debentures - ICVM No. 476	CDI +	0.75	February 2024	352,168	339,112
Debentures - ICVM No. 476	CDI +	0.95	February 2026	114,088	110,020
Debentures - ICVM No. 476	CDI +	0.75	September 2024	357,755	348,050
Debentures - ICVM No. 476	CDI +	2.00	April 2025	357,534	-
Debentures - ICVM No. 476	CDI +	2.60	April 2027	409,685	-
Total debentures				1,591,230	1,250,240
Total loans, financing and debentures				6,476,988	5,532,210
Current liabilities:				1,065,091	1,510,193
Costs to be repaid				(21,480)	(28,412)
Total				1,043,611	1,481,781
Non-current liabilities:				5,487,111	4,119,033
Costs to be repaid				(53,734)	(68,604)

Total

5.433.377 4,050,429

Notes Units – US\$ and Euro

On May 07, 2021, debt securities representing foreign debt linked to sustainability targets ("Sustainability-Linked Notes Units") were issued in the aggregate principal amount of US\$400.0 million, of which US\$340.0 million in Senior Notes issued by the subsidiary Iochpe-Maxion Austria GmbH, and US\$60.0 million in Senior Notes issued by the subsidiary Maxion Wheels de Mexico, S. R.L. de C.V.. The Notes Units were issued at a discount of 1.45% to their face value and are due on May 07, 2028, with fixed interest of 5% p.a., remunerated semi-annually and denominated in US\$. The Sustainability-Linked Notes Units are unconditionally and irrevocably guaranteed by the Company. As a measure of foreign exchange risk protection, subsidiary Iochpe-Maxion Austria, which functional currency is Euro, entered into a *cross currency swap* transaction, using the same critical terms as the *Senior Notes*, through which the funds of the dollar exposure were exchanged for Euro exposure, at an interest rate of 5% p.a. to 3.49% p.a.

Debentures

The debentures issued by the Company are: (i) the eighth public issue of simple unsecured debentures, not convertible into shares, distributed in two series; (ii) the tenth public issue of simple unsecured debentures, not convertible into shares, in a single series; and (iii) the thirteenth public issue of simple unsecured debentures, not convertible into shares, distributed in two series. The debentures were subscribed by their unit par value, paid up in Brazilian currency, in cash, upon subscription, with a half-yearly interest repayment. The details are as follows:

Debentures	Category	Principal amount on the issue date ¹	Issue date	Final due date	Financial charges	Principal on December 31 ¹
9th issue	Simple Series 1	338,800	02/11/2019	02/11/2024	100% CDI + 0.75% p.a.	338,800
9th issue	Simple Series 2	111,200	02/11/2019	02/11/2026	100% CDI + 0.95% p.a.	111,200
10th issue	Simple	350,000	09/16/2019	09/16/2024	100% CDI + 0.75% p.a.	350,000
11th issue	Simple	350,000	04/15/2022	04/16/2025	100% CDI + 2.00% p.a.	350,000
11th issue	Simple	400,000	04/15/2022	04/16/2027	100% CDI + 2.60% p.a.	400,000

¹ Amounts in Reais thousands

Export Credit Note - Reais

In 2021 the Company raised BRL270 million from banks ABC Brasil, Bocom, Santander and Votorantim, with due dates between January 2022 and January 2023.

In 2022, the Company settled BRL135.0 million in the Export Credit Note, and raised BRL300.0 million from banks Bradesco, Banco do Brasil and Intesa Sanpaolo.

As of December 31, 2022, the balance of such loans was BRL451.8 million.

Export Credit Note - Swap

In March 2022, the Company entered into two Export Credit Notes (NCE) agreements denominated in U.S. dollars, in the total amount of US\$45.0 million (equivalent to BRL214.4 million), one at a fixed interest rate of 4.95% p.a., and the other indexed to SOFR + 1.76% p.a., both due in March 2024.

As of December 31, 2022, the balance of such loans was BRL239.8 million.

Working Capital - Reais

Of the remaining principal balance in 2021, BRL117.0 million was settled in May 2022, and the principal balance of BRL100.0 million in February 2022 was renewed with maturity for February 2024.

Forfeiting Transactions - Reais

Forfeiting transactions were entered into to extend the due dates for payments to suppliers. Such transactions have due dates for January 2023.

Long-Term Loan – US\$

In September 2017, the indirect controlled company Ingeniería y Maquinaria de Guadalupe, S.A. de C.V. entered into a long-term loan agreement with Itaú BBA International PLC, at the principal amount of US\$90.9 million, with final due date in September 2022, whose funds were allocated to prepay the remaining balance of the loan originally taken out in 2012, at the principal amount of US\$200.0 million, by Maxison Componentes Estructurales de México, S.A. de C.V. (succeeded by Ingeniería y Maquinaria de Guadalupe, S.A. de C.V.). In November 2019, the remaining principal balance, at the amount of US\$61 million, was refinanced with the purpose of extending the term and reducing the interest rate, with its final due date becoming November 2024 and the interest rate becoming 2.20% per annum + Libor (of 6 months).

On August 17, 2022, due to the extinction of LIBOR 6M, expected to occur on June 30, 2023, the Company amended such agreement, by which, as of November 29, 2022, Libor 6M + 2.20% p.a. index shall be replaced by SOFR 6M + 2.61% p.a., which rates were equivalent on the date of the amendment. In addition, the guarantee on shares representing the capital stock of debtor Ingeniería y Maquinaria de Guadalupe, S.A. de C.V. was extinguished, as well as the Company's obligation to maintain a certain financial covenant provided for in the agreement, the last measurement of which occurred on June 30, 2022.

As of December 31, 2022, the balance was BRL121.1 million, and the remaining balance of principal was US\$24.4 million.

Working Capital - Euro

Some of the Company's subsidiaries are parties to financing agreements in Euro, for working capital purposes, whose outstanding amounts, interest rates and final maturities are indicated in the table above.

In December 2021, the subsidiary Iochpe-Maxion Austria GmbH entered into a credit facility in the amount of € 20.0 million, which was fully drawn up in February 2022 and with maturity in February 2023. On August 09, 2022, the maturity of such credit facility was extended to August 2024. And on September 22, 2022, it was extended to September 2024. Such financing is guaranteed by the Company.

In February 2022, the subsidiary Iochpe-Maxion Austria GmbH entered into a committed credit facility in the amount of € 25.0 million due in April 2023. On September 30, 2022, the maturity of this credit facility was extended to June 2025. Such financing is guaranteed by the Company.

Working Capital - Dollar

Some of the Company's subsidiaries are parties to financing agreements dollars, for working capital purposes, whose outstanding amounts, interest rates and final maturities are indicated in the table above.

Such financing agreements amount to US\$30.0 million and were entered into with Maxion Wheels de México, S. de R.L. de C.V. As of December 31, 2022, the balance of such loans was BRL159.0 million. Such financings is guaranteed by the Company.

Forfeiting Transactions - Dollar

Forfeiting transactions were entered into through the subsidiary Ingeniería y Maquinaria de Guadalupe, S.A. de C.V., in the amount of US\$16.3 million, in order to postpone the due dates for payments to suppliers. Such transactions have due dates for January 2023.

Syndicated Loan - EUR

In November 2022, the subsidiary Iochpe-Maxion Austria GmbH contracted a syndicated loan in the nominal amount of € 120.0 million, with a two-year grace period, maturing in three annual installments, with the last installment due in November 2026. Such funds were brought to Brazil through capital reduction and used to settle short-term debts in Reais. Such loan is unconditionally and irrevocably guaranteed by the Company.

As of December 31, 2022, the consolidated balance of such loan is BRL665.0 million.

Long-Term Loan and Working Capital - INR

In September 2018, indirect subsidiary Maxion Wheels Aluminum India Pvt. Ltd. contracted long-term loan and working capital in rupee at a *Marginal Cost of Funds Based Lending Rate* (MCLR) + 0.15% p.a., with the balance on December 31, 2022 of BRL83.4 million. The funds from this loan are intended to finance the investments of the new aluminum wheel plant in India.

Between April and June 2022, the indirect subsidiary Maxion Wheels Aluminum India Pvt. Ltd. borrowed a long-term rupee loan of INR 800 million, at a rate of 3M T BILL ("3 Month Treasury Bill Rate") + 3.22% p.a. The balance of this loan as of December 31, 2022 is BRL50.5 million.

FINAME (Industrial Machinery and Equipment Acquisition Financing Fund)

On February 10, 2021, the Company issued a bank loan agreement - CCB, with a collateral, at the amount of BRL245.0 million, with the Agência Especial de Financiamento Industrial S.A. - FINAME. This credit facility has 7 years for payment and 2 years of grace period. This credit facility was fully withdrawn between April and May 2021.

Long-Term Loan - BDMG

In December 2020, the Company issued a bank credit note - CCB, with collateral, of BRL75.0 million, in favor of BDMG - Development Bank of Minas Gerais. This credit facility has 7 years for payment and 2 years of grace period. In April 2021, this credit facility was entirely withdrawn.

Working Capital - Reais

Between March and June 2020, the Company raised BRL432.0 million through Bank Loan Notes, to reinforce its cash, to face the consequences of the COVID-19 pandemic, from the following banks: The remaining balance as of December 31, 2022 was BRL100.0 million.

(ii) Other long-term relationships with financial institutions

In addition to the financing transactions indicated in the table above, the Company has not maintained any other long-term relationships with financial institutions in the last three fiscal years.

Notwithstanding the foregoing, the Company reports that, in February 2021, it entered into a financing agreement by opening a credit of BRL620.0 million before Agência Especial de Financiamento Industrial S.A. - FINAME. These new facility has a two-year gracing period and seven years for payment. To date, this credit facility has not been withdrawn and has a maximum withdrawal period of February 2024.

(iii) Degree of subordination among debts

On December 31, 2022, the total amount of debt of any kind (defined as total current liabilities plus total consolidated non-current liabilities of the Company) is not contractually subordinated, except for the subordination resulting from the security interest provided under the long-term financing agreement entered into with BDMG and FINAME in 2020 and 2021, respectfully, as described in item 2.1“f”(i)” above.

(iv) Any restrictions imposed on the issuer, in particular, in relation to debt limits and contracting new debts, the distribution of dividends, the sale of assets, the

issuance of new securities and the sale of corporate control, as well as whether the issuer has been complying with these restrictions

The Company carried out public issues of debentures, which are outstanding. These transactions contain usual market conditions and, therefore, have early maturity clauses in certain events, such as: (a) default of the Company's obligations; (b) loss of licenses or authorizations relevant to the Company's activities, (c) petition for bankruptcy or judicial reorganization of the Company; (d) asset sale limit; (e) distribution of dividends in excess of the mandatory dividend under the applicable corporate law, in the event of default by the Company; and (f) restriction on the acquisition of control of the Company by third parties.

The ninth and tenth public issues of the Company's debentures contain the Company's obligation to maintain a financial ratio resulting from the division of the Company's net debt by adjusted EBITDA, equal to or lower than 3.50x, calculated semi-annually, on June 30 and December 31 of each year during the term of the debentures.

The eleventh public issue of debentures of the Company contains an obligation by the Company of not to incur new debts (with the exception of Permitted Debts, as defined in the indenture), or to make dividend distributions (with the exception of mandatory dividends under the applicable corporate law) if, on the date of the event in question, after considering its pro-forma effect, the financial ratio resulting from the division of net debt on such calculation date by adjusted EBITDA for the Reference Period (as defined in the indenture) is greater than 3.50x.

Long-term loans before BDMG and FINAME, contracted in 2020 and 2021, respectfully, also contain restrictions on the Company, which are usual to this type of transaction, among them: (i) restriction on granting preference to other credits, amortization of shares, issuance of debentures and profit-sharing bonds and assumption of new debts, except as provided for in such instruments, including, but not limited to, issuances of debentures and profit-sharing bonds and the assumption of new debts to meet the Company's ordinary management business; (ii) restriction on the disposal and encumbrance of assets of the Company's current assets, subject to certain exceptions provided for in such instruments; and (iii) an obligation to maintain the financial indebtedness ratio resulting from the division of the Company's net debt by adjusted EBITDA, equal to or lower than 3.50x, to be calculated annually from the end of the year ended December 31, 2022, inclusive, and in subsequent years until the end of the term of the agreements, or alternatively, in the event of non-attainment of such financial indebtedness ratio, establish, within 60 days counted from the date of written communication, to FINAME or BDMG (as the case may be), a guarantee to be formalized by means of bank guarantees provided by financial institutions, as detailed in such long-term loans.

The Sustainability-Linked Notes Units issued by the Company have sections restricting the performance of certain transactions until their effective settlement, especially when the ratio of adjusted net debt (as defined in the respective instrument) and adjusted EBITDA (as defined in the respective instrument) of the last twelve months is greater than or equal to (i) 4.50 times until May 07, 2023, and (ii) 3.50 times after that date.

Other financing agreements of the Company contain non-financial covenants sections, including, but not limited to, a limit on the sale of assets, restriction on the acquisition of

control of the Company by third parties, and restriction on certain corporate reorganizations.

As of December 31, 2022, the Company was in compliance with all such conditions and restrictions.

Finally, the relevant loans and financing (above 10% of total gross indebtedness) that have a cross-term early maturity section are described below:

- 3 debentures, totaling BRL1,591.2 million on the consolidated balance sheet as of December 31, 2022;
- 1 Sustainability-Linked Notes Unit, totaling BRL2,058.7 million on the consolidated balance sheet as of December 31, 2022; and
- 1 syndicated loan, totaling BRL665.0 million on the consolidated balance sheet as of December 31, 2022.

The above ratio represents approximately 66.6% of the Company's gross indebtedness reported as of December 31, 2022.

g) Limits of financing entered into and percentages used

As of December 31, 2022, in relation to (i) the long-term transaction - FINAME mentioned in item 2.1 "f.ii", in the amount of BRL620.0 million, 100% of such amount is available for withdrawal, and (ii) the revolving credit facilities ("Revolving Credit Facility") contracted between May and June 2022, in the amount of BRL500 million, with maturity within three years, which are 100% available for withdrawal. As for the other financing contracted on this date, they are 100% used.

h) Significant changes in items of income and cash flow statements

The table below presents the main facilities concerning the Company's consolidated income statements for the fiscal years ended December 31, 2022 and 2021

	Consolidated				
	2022	Vertical Analysis	2021	Vertical Analysis	2022/2021 Variation
Net Sales Revenue	16,947,869	100.0%	13,688,367	100.0%	23.8%
Cost of Products Sold and Service Provided	(15.139,227)	-89.3%	(11,984,244)	-87.6%	26.3%
Gross Profit	1,808,642	10.7%	1,704,123	12.4%	6.1%
Operating Revenues (Expenses) with sales	(96,095)	-0.6%	(78,486)	-0.6%	22.4%
General and administrative Management fees	(627,523)	-3.7%	(643,946)	-4.7%	-2.6%
Equity pickup result	(18,971)	-0.1%	(18,397)	-0.1%	3.1%
Other operating income, net	30,445	0.2%	33,879	0.2%	-10.1%
Operating profit before financial income and expenses	149,186	0.9%	284,312	2.1%	n.m.
Operating profit before financial income and expenses	1,245,684	7.4%	1,281,485	9.4%	-2.8%
Financial revenues	114,455	0.7%	97,853	0.7%	17.0%
Financial expenses	(713,353)	-4.2%	(389,416)	-2.8%	83.2%
Exchange variations, net	(18,766)	-0.1%	(33,054)	-0.2%	-43.2%

Profits before income tax and social contribution	628,020	3.7%	956,868	7.0%	-34.4%
Income Tax and Social Contribution					
Current	(284,028)	-1.7%	(355,355)	-2.6%	-20.1%
Deferred	60,180	0.4%	25,425	0.2%	136.7%
Net Profits of the Year	404,172	2.4%	626,938	4.6%	-35.5%
Attributable to:					
Controlling Shareholders	278,933	1.6%	537,221	3.9%	-48.1%
Non-controlling shareholders	125,239	0.7%	89,717	0.7%	39.6%

Net Sales Revenue

Consolidated net operating revenue reached BRL16,947.9 million in 2022, an increase of 23.8% over 2021.

The increase in net operating revenue is mainly due to the recovery of production volumes, even in view of a still restrictive scenario of component supply and an increase in prices, due to the escalation of the costs of raw materials and other inputs. On the other hand, the exchange rate variation negatively affected the Company's operating revenue by BRL1,345.0 million in 2022.

Cost of Products Sold

The cost of products sold reached BRL15,139.2 million in 2022, an increase of 26.3% compared to 2021.

Such increase is mainly due to an increase in prices of raw materials and other inputs, the higher volume of production and the unscheduled production stoppages that bring inefficiency to the production process.

Gross Profit

The gross profit was BRL1,808.6 million in 2022, an increase of 6.1% over 2021.

The recovery of production volumes and the increase in prices are the main factors that explain the growth in gross profit.

Other Operating Revenues (Expenses)

Positive result of BRL149.2 million in 2022, a decrease from the positive amount of BRL284.3 million in the previous year.

Such reduction is mainly due to the positive non-recurring effects that occurred in 2021, with the recognition of a gain with the ICMS exclusion in the PIS/Cofins base in the amount of BRL220.6 million, and recognition of a favorable decision obtained by a subsidiary in Mexico in a proceeding aimed at reclassifying the additional risk of occupational accidents applicable to its operation, which resulted in a gain of BRL37.2 million. In relation to the year 2022, the main non-recurring effects were a gain of BRL100.8 million on insurance reimbursement, and a gain of BRL61.7 million on the recognition of exclusion of ICMS from the basis of PIS/Cofins.

Financial Result

The financial result in 2022 was an expense of BRL617.7 million, an increase of 90.3% as compared to 2021.

The increase in the financial result is related to an increase in interest rates in Brazil and abroad, and to a settlement agreement in the administrative sphere with the Mexican tax authorities. The settlement agreement negatively affected the financial expenses item by BRL97.7 million.

Net income for the year

The Company's consolidated net income, at the end of the fiscal year ended December 31, 2022, was a profit of BRL404.2 million (of which BRL278.9 million were attributable to controlling shareholders, and BRL125.2 million to non-controlling shareholders), a decrease of 35.5% compared to the Company's consolidated net income of BRL626.9 million (of which BRL537.2 million were attributable to controlling shareholders, and BRL89.7 million to non-controlling shareholders) in 2021.

The reduction in the net income attributable to the controlling shareholders is mainly due to the payment and provisioning related to the settlement agreement in the administrative sphere with the Mexican tax authorities in the total amount of BRL181.8 million.

The table below presents the main facilities concerning the Company's consolidated cash flow for the fiscal years ended December 31, 2022 and 2021.

	Consolidated		
	2022	2021	Variation
CASH FLOW FROM OPERATING ACTIVITIES			
Net income for the year	404,172	626,938	-35.5%
Adjustments to reconcile the net income for the year to cash provided by (used in) operating activities:			
Depreciation and amortization	491,231	559,848	-12.3%
Income tax and social contribution	223,848	329,930	-32.2%
Equity pickup result	(30,445)	(33,879)	-10.1%
Interest, monetary adjustments and amortization of borrowing costs	561,952	359,260	56.4%
Exclusion of ICMS from the PIS and COFINS tax basis.	(83,518)	(292,772)	-71.5%
Other adjustments	116,752	54,504	114.2%
Decrease (increase) in assets:			
Trade accounts receivable	(452,091)	(284,862)	58.7%
Inventories	239,939	(1,423,636)	-116.9%
Other credits and accounts	(21,594)	(355,719)	-93.9%
Increase / (Decrease) in liabilities:			
Suppliers	973,934	1,857,794	-47.6%
Obligation of pension plans and post-employment benefits	(39,993)	(47,837)	-16.4%
Payment of tax, civil and labor risks	(18,080)	(20,414)	-11.4%
Tax, labor and social security obligations	63,058	186,573	-66.2%
Other obligations and accounts	139,518	(8,110)	n.m
	2,568,683	1,507,618	70.4%
Payment of interest	(443,211)	(282,440)	56.9%
Payments of income tax and social contribution	(254,735)	(205,619)	23.9%
	(697,946)	(488,059)	43.0%
Net cash generated by (used in) operating activities	1,870,737	1,019,559	83.5%
CASH FLOW FROM INVESTMENT ACTIVITIES			
Acquisition of assets from fixed assets	(485,773)	(470,320)	3.3%
Acquisition of intangible assets	(2,873)	(14,722)	-80.5%

Net cash used in investment activities	(488,646)	(485,042)	0.7%
CASH FLOW FROM FINANCING ACTIVITIES			
Fund raising	3,790,617	3,741,463	1.3%
Repayments	(2,653,949)	(3,579,376)	-25.9%
Forfait repayments	(911,532)	(1,093,253)	-16.6%
Capitalization of borrowing costs	(14,990)	(82,686)	-81.9%
Payment of proposed and additional dividends	(200,870)	-	n.m
Dividends paid to non-controlling shareholders	(34,663)	(165,641)	-79.1%
Acquisition of shares to be kept in treasury	(12,554)	-	n.m.
Net cash generated by financing activities	(37,941)	(1,179,493)	-96.8%
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	1,344,150	(644,976)	n.m
Exchange variation on cash and cash equivalents	(153,138)	127,651	-220.0%
Initial cash and cash equivalents balance	1,088,114	1,605,439	-32.2%
Final cash and cash equivalents balance	2,287,054	1,088,114	110.2%
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	1,198,940	(517,325)	n.m

Trade accounts receivable

The amount of trade accounts receivable in the fiscal year ended 2022 was BRL452.1 million, an increase of 58.7% over the amount of BRL284.8 million in the fiscal year ended 2021.

This increase is related to an increase in sales and the average amount of the products, related to the higher sales mix in the commercial vehicle segment, and an increase in the cost of raw materials.

Inventories

Inventories in the fiscal year ended 2022 were a positive amount of BRL239.9 million, an improvement in relation to a negative amount of BRL1,423.6 million in the fiscal year ended 2021.

This movement is explained by a reduction in the level of inventories in 2022, due to an improvement in the framework of supply chain disruption in general.

Suppliers and Forfaiting

Management has improved its disclosure regarding the classification of its forfaiting transactions in the cash flow statements, with payments made to financial institutions being reclassified to financing activities. Such revision did not affect the balance sheet or the income statement amounts.

The suppliers item in the fiscal year ended 2022 was an amount of BRL973.9 million, a reduction from the positive amount of BRL1,857.8 million in 2021. Considering the payments made reclassified to financing activities, supplier item would have presented an amount of BRL62.4 million in 2022 against an amount of BRL764.5 million in 2021.

Payment of interest

Interest payment of BRL443,2 million in the fiscal year ended 2022, an increase of 56.9% in relation to the amount of BRL282.4 million in the fiscal year ended 2021.

The increase in the cost of interest payment is mainly related to an increase in interest rates in Brazil and abroad.

2.2 Operating and financial result

2.2. Officers' Comments

a) Results of the Company's transactions, especially:

(i) Description of any significant revenue elements

One hundred percent (100%) of the Company's revenue comes from the automotive industry.

In the automotive industry, the Company's revenues comprise the manufacture and sale of steel and aluminum wheels for light vehicles, steel wheels for commercial vehicles, and the manufacture of structural components for light and commercial vehicles.

In 2022, revenue from the manufacture and sale of wheels reached BRL12,309.0 million, which represents 72.6% of the Company's consolidated net operating revenue, an increase of 18.0% in relation to the previous year. The manufacture and sale of structural components reached BRL4,638.8 million, or 27.4% of consolidated net revenue, an increase of 42.5% over 2021.

The following are the Company's revenues, by business units, in the automotive industry:

Net operating revenue *	2022		2021	
Wheels	12,309,053	72.6%	10,433,532	76.2%
Structural Components	4,638,816	27.4%	3,254,835	23.8%
Total	16,947,869	100.0%	13,688,367	100.0%

* Amounts in BRL thousands

(ii) Factors with a material impact on operating results

The Company's operating margins in 2022 were negatively impacted, mainly in the second half of 2022, by the gap between the cost of raw material inventory and sales prices, lower operating efficiency due to unscheduled production shutdowns by clients, and the impacts of inflation on all regions, especially energy costs in Europe.

It is worth noting that the main negative impacts on the results, especially in the second half of 2022, are temporary and transient, and not structural. The gap between the cost of the raw material inventory and sales prices occurs when there are relevant changes in the prices of inputs. The production stoppages occurred due to the restriction of supply of semiconductors, a situation that shows a gradual and sequential improvement. Inflation levels and energy costs in Europe have already begun to decrease.

b) relevant variations in revenue attributable to the introduction of new products and services, changes in volumes prices, exchange rates, and inflation

Revenue increase is primarily due to the recovering off volumes and increase of prices. On the other hand, the exchange rate variation negatively affected the Company's operating revenue by BRL1,345.0 million in 2022.

c) Relevant impacts of inflation, price variation of major inputs and products, exchange and interest rates on the issuer's operating and financial results

The year 2022 was marked by the recovery of volumes and increase in prices, due to the escalation of the costs of raw materials and other inputs. Those were the main factors explaining the increase of 23.8% in net operating revenue and of 26.3% in the cost of products sold.

Net financial result was a negative amount of BRL617.6 million, an increase of 90.3% as compared to 2021. Such result is mainly explained by an increase in interest rates in Brazil and abroad, and a court settlement agreement with Mexican authorities that negatively impacted financial expenses item by BRL98.2 million.

	2022	2021
Financial Revenues	114,455	97,853
Financial Expenses	(713,353)	(389,416)
Net Exchange Rate Change	(18,766)	(33,054)
Financial Result	(617,664)	(324,617)

2.3 Changes in the accounting practices/modified opinions and emphasis of matter

2.3. The officers should comment on:

a) Changes in accounting practices that have resulted in significant effects on the information provided in fields 2.1 and 2.2

There were no significant changes in accounting practices in 2022, but only the adoption of new or revised standards with no impact on the Company's consolidated financial statements for the year ended December 31, 2022.

b) Modified opinions and emphases in the auditor's report

The report of the independent auditor (Ernest & Young) for the fiscal year ended December 31, 2022 was issued without reservations and contains an opinion paragraph stating that the individual and consolidated financial statements present fairly, in all material respects, the individual and consolidated financial position of the Company as of December 31, 2022, the individual and consolidated performance of its operations and its respective individual and consolidated cash flows for the year then ended, in accordance with the accounting practices adopted in Brazil and with the IFRSs, issued by the IASB.

2.4 Material effects on the financial statements

2.4. The officers should comment on the material effects that the events below have caused or are likely to cause on the issuer's financial statements and results:

a) Introduction or divestiture of a operational segment

No operational segment has been introduced or divested in the last three fiscal years.

b) Formation, acquisition or disposal of equity interest

There was no formation, acquisition or disposal of equity interest in the fiscal year 2022, but only corporate reorganizations of its subsidiaries, in order to create a more horizontal and less complex structure, from a legal point of view, simplifying the cash flow between subsidiaries.

The transactions were carried out between subsidiaries of the same economic group, and all indirect investees, before and after the reorganization, remained under the common control of the Company. Such transactions under common control had no effect on the Company's financial statements, since the book values of investments were maintained.

As part of a long-term strategic plan, with the future possibility of capital contribution as provided for in the agreement, the Company, in partnership with Autotech Ventures Management III, LLC, has become a member of a private venture capital fund based in the United States, which brings together investments in promising startups in the automotive industry and land transportation sector, to which the Company may have access to research and development programs, as well as priority in the acquisition of quotas and shares in future IPOs of such companies. The participation in the fund is strategic for the Company's business, with a minimum term of ten years, starting in the fiscal year 2022. The total capital committed to the fund is US\$5.5 million, with the first contribution made on January 5, 2022, in the amount of US\$385 thousand, and the second on November 18, 2022, in the amount of US\$165 thousand totaling US\$550 thousand already disbursed. It is, for the time being, a financial investment registered as "Other credits" in non-current assets.

c) Extraordinary events or transactions

The Officers report that there was no extraordinary event or transaction that has caused or will cause material effects on the Company's financial statements.

2.5 Non-accounting measurements

2.5. If the issuer disclosed, during the last fiscal year, or wishes to disclose in this form any non-accounting measures, such as EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization) or EBIT (Earnings Before Interest and Taxes), the issuer shall:

a) Inform the value of non-accounting measures

Accounting measurements

EBITDA

EBITDA corresponds to the net profit of the period and/or year adjusted by the financial revenue and expenses, income tax and social contribution and the depreciation and amortization expenses. EBITDA is not a measure of financial performance according to the accounting practices adopted in Brazil, IFRS or US GAAP, nor must it be considered separately, or as an alternative to the net profit (loss), or measure of the Company's operating performance, or alternative to the cash flows or as a liquidity measure.

EBITDA has limitations that hinder its use as a measure of profitability, as it does not consider certain costs arising from the business, which could significantly affect the Company's profits, such as financial expenses, taxes and depreciation.

The Company's EBITDA for the years ended December 31, 2022, and December 31, 2021 totaled BRL1,736.9 million and BRL1,841.3 million, respectively. EBITDA related to the net revenue was 10.2% and 13.5%, respectively.

The Company calculates EBITDA as per CVM Resolution No. 156, of June 23, 2022.

Net Bank Indebtedness/EBITDA Ratio

The Net Bank Indebtedness/EBITDA ratio is calculated by the division between (A) the sum of the balances of short and long-term loans and financing contracted by the Company and its subsidiaries, less the balance of cash and cash equivalents and financial investments, plus financial derivatives, and (B) the EBITDA amount for the last 12 months, disclosed by the Company as per CVM Resolution No. 156, of June 23, 2022.

The Company's Net Bank Indebtedness/EBITDA ratio ascertained in the year ended December 31, 2022 and 2021 were 2.26x in 2022 and 2.33x in 2021.

b) Make reconciliation of reported amounts and the audited financial statement amounts

EBITDA

The table below presents the reconciliation of the Net Profit to EBITDA:

EBITDA Reconciliation - In BRL thousands	2022	2021
Net Profit Attributed to the Controlling Shareholders	278,933	537,221
Net Profit Attributed to the Non-Controlling Shareholders	125,239	89,717
Income Tax/Social Contribution Social	223,848	329,930
Financial Result	617,664	324,617
Depreciation/Amortization	491,231	559,848
EBITDA	1,736,915	1,841,333

Indebtedness Ratio

Indebtedness ratio is calculated by the sum of loans, financing, debentures and financial instruments of current and non-current liabilities, less cash and cash equivalents and financial instruments and current and non-current assets, divided by EBITDA for the last 12 months.

in BRL thousands	2022	2021
Loans, financing and debentures	1,043,611	1,481,781
Financial instruments	16,250	0
Total Current Liabilities	1,059,861	1,481,781
Loans, financing and debentures	5,433,377	4,050,429
Financial Instruments	1,591	0
Total Non-Current Liabilities	5,434,968	4,050,429
Cash and cash equivalents	2,287,054	1,088,114
Financial Instruments	32,079	31,949
Total Current Assets	2,319,133	1,120,063
Financial Instruments	258,780	112,730
Total Non-Current Assets	258,780	112,730
EBITDA	1,736,915	1,841,333
Indebtedness	2.26	2.33

c) Explain why such measurement is more suitable for a better understanding of your financial condition and result of operations

EBITDA

The Company considers EBITDA with all the limitations mentioned before and together with the other available accounting and financial information, a practice measure to calculate its operating performance and allow a comparison with other companies.

This non-accounting measure is used by the Market participants for comparative analysis of the results obtained by companies in the sector and as an indicator of the Company's cash generation capacity, even if with certain limitations.

Indebtedness Ratio

The Company considers the Net Bank Indebtedness/EBITDA Ratio together with the other available accounting and financial information, a practice measure to calculate its indebtedness and allow a comparison with other companies.

This non-accounting measure is used by the Market participants for comparative analysis of the results obtained by companies in the sector and as an indicator of the Company's cash generation capacity, even if with certain limitations.

2.6 Subsequent events to the financial statements

2.6. Identify and comment on any events subsequent to the most recent year-end financial statements that materially change them

On January 20, 2023, the Company's Indian subsidiaries entered into share subscription and solar energy purchase agreements, among others, in view of a partnership with Vibrant Energy Holdings Private Limited, through a Special Purpose Company (SPE) named Akamu Solar Energy Private Limited, which shall act exclusively in generation and supply of clean and renewable energy to such subsidiaries of the Company in India. The Company shall hold approximately 37.9% of the capital stock of the SPE, but without exerting material influence. Accordingly, such investment shall be measured at fair value under the terms of IFRS 9.

On February 08, 2023, the Federal Supreme Court ("STF"), by judging Special Appeals (RE) 949.297 and 955.227, with general repercussion, recognized through Issues 881 and 885, respectively, decided to uphold the decision rendered by the STF with general effectiveness over individual final decisions dealing with taxes collected on a continuous basis. The Company did not identify an impact on its financial statements for the year ended December 31, 2022, resulting from such decision of the STF on res judicata tax matters.

On February 16, 2023, the Company approved a buyback program regarding shares issued by the Company, aimed at mitigating possible impacts arising from its obligations resulting from the Long-Term Incentive Plan, which provides for the possibility of granting, by the Company, of a cash award to certain directors and other officers based on the appreciation of shares issued by the Company on a stock exchange and the return on capital invested in the Company. The program provides for the acquisition of up to one million and two hundred thousand (1,200,000) own shares, which, together with the shares already held in treasury, represent 2.62% of the outstanding shares. The settlement of the transactions ends on August 16, 2023, observing the limits established in the program and in the applicable regulation. Until the date of publication of the financial statements for the year ended December 31, 2022, 367,700 shares had already been repurchased.

On February 10, 2021, the Company issued a bank loan agreement with the establishment of a credit facility in the amount of BRL620 million before Agência Especial de Financiamento Industrial S.A. - FINAME. Such credit facility also has 7 years for payment and a 2-year grace period and was available until February 2023. In January 2023, this credit facility had its availability term postponed to February 2024. Until the date of publication of the financial statements for the year ended December 31, 2022, this credit facility had not been drawn.

Between January 01, 2023, and the date of approval of the financial statements for the year ended December 31, 2022, the Company raised loans and financing, without collateral and without financial covenants, in the total amount of BRL603.8 million, which shall be fully used for reprofiling the financial liabilities and/or for cash reinforcement. Within the holding company, such funds amount to BRL500.0 million, with maturities between 12 months and 24 months. In addition, the Company's indirect

subsidiary Ingeniería y Maquinaria de Guadalupe, S.A. de C.V. borrowed US\$20 million with a maturity of 12 months.

The Company's individual and consolidated financial statements for the year ended December 31, 2022, were approved for disclosure and issuance by the Executive Office in a meeting of the Board of Directors held on March 20, 2023.

2.7 Allocation of results

2.7. The Officers shall comment on the allocation of the company's results, indicating

a) Rules on retained income

The Company's Bylaws currently in force and at the time of the distribution of income for the year ended December 31, 2022, in addition to determining that five percent (5%) of the net income for the year shall be allocated to the constitution of a Legal Reserve, which shall not exceed twenty percent (20%) of the share capital, also provides for the allocation of at least ten percent (10%) and at most fifty-eight percent (58%) of the net income for the year to a Statutory Reserve of Investment and Working Capital, limited, together with the Legal Reserve, to the amount of the share capital. The purpose of such Statutory Reserve of Investment and Working Capital is to ensure investments in permanent assets and working capital increase, including through the amortization of the Company's debts, as well as the capitalization and financing of controlled and affiliated companies.

Further, the Company's Bylaws currently in force and at the time of the distribution of the income for the fiscal year ended December 31, 2022, establish that part of the net income for the year may be retained as set forth in capital budget approved by the General Meeting. Currently, there is no capital budget approved by the General Meeting.

The retained income amount for the last fiscal year is described below:

in thousands of BRL	2022
Legal reserve	14,219
Percentages in relation to total declared income	5,0%
Statutory Reserve of Investment and Working Capital	164,945
Percentages in relation to total declared income	58.0%

b) Rules on dividend distribution

The Company's Bylaws currently in force and at the time of the income distribution for the fiscal year ended December 31, 2022, determine that 37% of the net income for the year will be distributed as mandatory dividend. Such Bylaws also provide that the remaining portion of the net income for the fiscal year that has not been allocated to the Legal Reserve, the Statutory Reserve of Investment and Working Capital, or that has not been retained as set forth in a capital budget approved by Annual General Meeting (if any), may be distributed as supplementary dividend.

In addition, such Bylaws allow the Board of Directors, through a proposal by the Executive Office, to determine the preparation of balance sheets in periods shorter than the annual period and it may declare dividends or interest on net equity in the account of profits ascertained in these balance sheets, as well as to declare them in the account of accrued profits or of reserve of profits existing in the last annual or interim balance sheet.

c) Frequency of dividend distributions

At the Meeting of the Board of Directors of the Company held on March 20, 2023, the same date as the disclosure of the financial statements, the shareholders approved the ratification of distribution as interest on equity (net of taxes) proposed at previous meetings held on June 29, 2022 and September 28, 2022, in the amounts of BRL32,466 thousand and BRL27,234 thousand, respectively, in addition to approving an additional distribution of dividends in the amount of BRL45,524 thousand, totaling BRL105,223 thousand to be distributed related to results of the fiscal year 2022.

d) any dividend distribution restrictions imposed by law or special regulations applying to the issuer, or otherwise prescribed by contract or by administrative, judicial or arbitration decisions.

The Company executed agreements that establish restrictions on the distribution of dividends, as detailed below.

The Company made public issues of simple unsecured debentures, not convertible into shares, of the ninth, tenth and eleventh issues. The debentures indentures establish, as an event for early maturity, among others, the distribution of dividends higher than the mandatory dividend pursuant to the applicable corporate legislation, in case of default by the Company.

The eleventh public issue of debentures of the Company also contains an obligation by the Company of not to make dividend distributions (with the exception of mandatory dividends under the applicable corporate law) if, on the date of the event in question, after considering its *pro forma* effect, the financial ratio resulting from the division of net debt, on such calculation date, by adjusted EBITDA for the Reference Period (as defined in the indenture) is greater than 3.50x.

In relation to the securities representing the debt abroad, connected to sustainability goals (Sustainability-Linked Notes Units), issued by the Company's subsidiaries Iochpe-Maxion Austria GmbH and Maxion Wheels de Mexico, S. de R.L. de C.V., the distribution of dividends higher than the mandatory dividend, pursuant to the applicable corporate legislation, is subject to the compliance, by the Company, with the financial index (resulting from the division of the net debt by adjusted EBITDA) included in said debt instrument and other limitations provided for therein.

Finally, other loan agreements of the Company, including the syndicated loan in Euro, entered into by the subsidiary Iochpe-Maxion Austria GmbH, in the nominal amount of € 120.0 million, described in detail in item 2.1 "f.(i)" hereof, provides as an event of early maturity, among others, the distribution of dividends in excess of the mandatory dividend under the applicable corporate law, in case of default by the Company.

e) if the issuer has a formally approved policy for allocation of net income, inform the body responsible for approval, the date of approval, and, if the issuer discloses the policy, the locations on the worldwide web where the document may be consulted

The Board of Directors approved, on September 25, 2019, the Company's income allocation policy. The policy can be found at the Company's website and at CVM's website.

2.8 Relevant items not evidenced in the financial statements

2.8. The officers shall describe the relevant items not evidenced in the issuer's financial statements, indicating:

a) The off-balance sheet assets and liabilities directly or indirectly owned by the issuer, such as:

(i) Portfolios of receivables written off over which the entity has neither retained nor substantially transferred the risks and rewards of ownership of the transferred asset, indicating respective liabilities

The Officers inform that the Company and its subsidiaries do not have write-off receivables portfolios over which the entity maintains risks and responsibilities.

(ii) Agreements for the future purchase and sale of products or services

The Officers inform that the Company and its subsidiaries do not have agreements for the future purchase and sale of products or services that do not appear on their balance sheet.

(iii) Unfinished construction contracts

The Officers inform that the Company and its subsidiaries do not have unfinished construction contracts that do not appear in their balance sheet.

(iv) Agreements for future financing receipt

The Officers inform that the Company and its subsidiaries do not have agreements for future financing receipt that do not appear in their balance sheet.

b) Other off-balance sheet items

The Company does not have other off-balance sheet items.

2.9 Comments on off-balance sheet items

2.9. In relation to each off-balance sheet item indicated in item 2.8, the officers shall comment on:

- (a) how such items affect or are likely to affect the income, expenses, operating results, financial expenses or other items on the issuer's financial statements;**
- (b) kind and purpose of the transaction;**
- (c) kind and sum of the obligations undertaken, and rights generated in favor of issuer as a result of the transaction.**

This item 2.9 does not apply as there are no items not evidenced in the Company's financial statements.

2.10 Business plan

2.10. The officers shall state and comment on the major points in the issuer's business plan, focusing on:

- (a) investments, including:**
 - (i) quantitative and qualitative description of current and expected investments**
 - (ii) sources of investment financing**
 - (iii) material divestments in progress and planned divestments**

The capital expenditures made in 2022 totaled BRL592.0 million and were related to an increase in capacity to meet the demand of the commercial vehicle segment, introduction of new products and improvement of productivity. For such investments, the Company used its own resources (cash), as well as credit lines from different commercial banks and development banks.

There are no material divestments in progress and planned divestments.

(b) if already disclosed, indicate the acquisition of plants, equipment, patents and other assets that may have a material impact on the issuer's production capacity

In the year 2022 there was no acquisition of plants, equipment, patents or other assets that could materially influence the Company's production capacity.

- (c) new products and services, indicating:**
 - (i) description of research in progress and already disclosed**

The Company develops new products in partnership with other companies in the automotive segment, research institutes and universities around the world, together with its advanced engineering team. In this sense, the Company highlights some projects that are already public knowledge, such as:

- Development of a battery holder for an electric bus;
- Partnership with an Israeli company that is working on the development of an electric vehicle;
- Partnership with an aluminum producer company to develop solutions for the automotive market (structural components); and
- Investment in a venture capital fund focused on the development of new startups and research in the automotive segment with a focus on connectivity, autonomous vehicles, shared vehicles, electrification and digitalization.

(ii) total expenditures incurred by the issuer in research activities to develop new products or services

The amount spent on research and development, throughout 2022, was BRL166.5 million.

(iii) projects in progress and already disclosed

The projects under development that have already been disclosed were mentioned in item 2.10(c)(i) above.

(iv) total expenditures incurred by the issuer in the development of new products or services.

The amounts spent by the Company in the development of new products and/or services are included in the amount disclosed in item 2.10 “(c)(ii)” above.

(d) opportunities inserted in the issuer's business plan related to ESG issues

The Company has made significant progress in recent years in relation to ESG issues.

The Company established ambitious short- and long-term goals to reduce CO2 emissions with the introduction of the Road Map Zero, a project to make the Company a carbon-neutral supplier by 2040. This transition to neutrality plan is in line with the Paris Agreement, which proposes a global temperature limit of up to 1.5°C above pre-industrial levels.

In addition, through its innovation and engineering process, the Company seeks to develop new materials and manufacturing processes for its clients, with the purpose of reducing the weight of its products, contributing to the reduction of emissions from the automotive industry.

The Company believes that a diverse and inclusive environment brings benefits to the evolution of society and the automotive industry. Therefore, it introduced in 2021 the Unique and United program, in which it monitors diversity and inclusion goals.

In 2022, for the second consecutive year, the Company was included in the portfolio of Corporate Sustainability Index - ISE of B3. For the Carbon Disclosure Project - CDP, the Company achieved an improvement in its rating in the "climate change" category from B- to B, a relevant factor to evaluate the portfolio. Another important event on the ESG agenda was the signing of the UN Global Compact in early 2023.

2.11 Other events that have materially affected the operating results

2.11. Comment on other events that could have a material impact on operating results, but not identified or addressed elsewhere in this section

The Company understands that all relevant information has been disclosed in the previous items.

3.1 Disclosed projections and premises

Not applicable. The Company does not disclose projections.

3.2 Projections monitoring

Not applicable. The Company does not disclose projections.

4.1 Description of risk factors

a. to the issuer

The Company may not be able to fully implement its business strategy.

The Company's operations are subject to operational risks, which may cause interruptions, even if partial or temporary, of its operational activities. Such stoppages can be caused by factors associated with equipment failure, faults in systems, accidents, fires, strikes and invasion. The occurrence of any of these events can cause a significant decrease in production volume or increased costs, leading to an adverse effect on your financial condition.

The total amount of the Company's financial indebtedness and its respective payment, of the principal and charges, will require the Company to generate a significant cash amount.

The Company's indebtedness amount is significant. In addition, the Company may need to incur into new indebtedness to maintain its business. On December 31, 2022, the Company had net debt of BRL3,916.9 million and a financial indebtedness ratio (net debt/adjusted EBITDA) of 2.26x. A high level of the Company's indebtedness may cause a material impact on its results, including: (i) requiring that a significant portion of the cash flow generated by transactions be allocated to debt service and, therefore, may not be available for its use in the transactions, investments in assets and execution of business opportunities; (ii) increasing the Company's vulnerability to a deterioration in its economic conditions or sales; (iii) limiting the Company's ability to adapt to the new market conditions, putting it at a competitive disadvantage compared to its competitors; and (iv) limiting the Company's ability to obtain additional financing for investment in assets, working capital and other purposes.

The Company may not generate sufficient cash flow to finance its investments and, for that and for other reasons, the Company may need, in the future, additional financing, which may not be available.

The Company's business requires continuous investment in the acquisition of equipment needed to manufacture new products, maintain the existing equipment, and implement technologies aimed at reducing production costs in response to pressure for better prices. The Company's transactions may not generate sufficient cash flow to finance its investment needs. In this case, it may be necessary to obtain additional financing, upon loans and financing with the domestic and international financial market, or upon the issue of new shares or debts convertible into shares or taking other measures seeking to reduce expenses or generate cash. The decline in sales or unforeseen expenses may also require the need of additional financing. The Company may not be able to obtain new financing or financing under favorable conditions. If the appropriate resources are not available under acceptable terms, the Company may be required to make significant reductions in expenses and investments, as well as to sell material assets, which could significantly restrict its transactions and limit its ability to adopt important measures, such as to develop products, invest on new businesses or maintain its current production capacity, respond to the competitive pressures, or take advantage of business

opportunities, which could impact the Company's business, financial condition and operating results in an adverse manner.

The Company may not be able to successfully conclude or be part of potential acquisitions and strategic alliances.

As part of its business strategy, the Company may acquire new transactions or enter into strategic alliances to expand its business. It is not possible to foresee whether or when such acquisitions or alliances will occur or the likelihood that one of these events will be completed on the terms and conditions originally planned. The Company's successful expansion capacity through acquisitions or strategic alliances depends on many factors, including, without limitation, the availability, in the market, of appropriate targets, the negotiation of favorable terms, the obtaining of financing and the effective conclusion of transactions. Even if the Company is able to acquire new transactions or enter into strategic alliances, these transactions may involve significant risks, including the following:

- possibility of the transaction not achieving the expected results;
- incapacity of successful integration of the transactions, systems, services and products of an acquired company, or of reaching the expected synergy and scale economy;
- unforeseeable liabilities or contingencies;
- incapacity of generating in an efficient manner any acquisition or strategic alliance;
- deviation from the management focus; and
- incapacity of retaining or contracting key personnel for the acquired businesses.

In addition to the foregoing, the Company's acquisitions and strategic alliances are also subject to antitrust regulation, which may subject the transaction to determinations of the antitrust authorities or may even make them unfeasible, which may impact on its future perspectives and operating results.

If the Company is not able to successfully integrate or manage any acquired business or alliances, it may not reach the planned cost reductions, revenue growth and integration level, which may cause a material adverse effect on the Company's activities, financial condition, and operating results.

Unfavorable results in pending or future litigations may negatively affect the Company's business, financial situation, and operating results.

The Company and its managers are, and may be, parties in judicial and administrative proceedings related to labor, civil and tax matters resulting from the regular course of its operation. In addition, the Company is subject to tax, labor, environmental and other inspections, and such inspections may result in unexpected and material deficiency

notices, fines or administrative proceedings or lawsuits. An unfavorable effect or result from any of these proceedings or lawsuits that impose a significant burden to the Company may adversely affect its business, financial condition and operating results, as well as affect the Company's reputation and that of its managers. On December 31, 2021, the Company had an estimate of BRL679.3 million in judicial or administrative contingencies, of a civil, labor or tax nature, the loss probability of which was classified as probable or possible, to which the Company has established a provision of BRL79.4 million. For more information on the contingencies in which the Company is involved, please refer to items 4.3 to 4.7 of this Reference Form.

Any deterioration in the relationship with its employees or increase in the workforce costs may have a negative impact the Company's business, financial condition, results and perspectives

The Company employs more than 16,000 employees in its plants worldwide. Any significant increase in labor costs, deterioration in the relationship with employees, downturn, or suspension of work in any of the Company's locations, whether due to union activities, staff turnover, changes in the labor laws in the countries where it operates, may have a material adverse effect on the Company's business, financial condition, operating results and perspectives. A strike, work downturn or other labor unrest may, in some cases, harm the ability to provide products to customers, which may result in the reduction of the Company's net sales. Most of the workforce is unionized and it is possible in the future that the workforce will become even more unionized. In general, the Company negotiates annual collective bargaining agreements with the unions (which may vary according to the union and/or region), and salary increases are also annually applied. The Company may not be able to assertively predict the outcome of these negotiations and, if any significant differences arise during these negotiations, or if any other significant conflicts arise, the Company's business, financial condition, operating results and perspective may be adversely affected.

In addition, a strike or suspension of work in one or more of the Company's suppliers or customers may adversely affect its operations if an alternative source of supply is not available. Strikes and work interruptions of the customers' employees may also result in the reduction in the demand of the Company's products and may have a material adverse effect on its business.

The Company and its subsidiaries are subject to compliance with specific obligations in financial agreements and to restrictions on their ability to incur additional debts. In addition, certain assets and revenue of the Company and its subsidiaries are encumbered.

The Company and its subsidiaries are parties in financial agreements, issue of debentures and securities representing debt abroad (notes), which require the maintenance of certain financial indexes or the compliance with certain obligations and directly or indirectly impose restrictions on the Company and/or its subsidiaries to obtain additional financing. The non-compliance with the terms of such agreements and/or issues, which is not remedied or waived by the Company's respective creditors, may result in the declaration of the early maturity of the outstanding balance of the respective debts and/or in the early

maturity of other financial agreements and, also, in the execution of any guarantees, and such events may cause to the Company a material adverse effect.

The Company may not be able to launch new products successfully or within the appropriate term.

To successfully compete in the automotive industry, the Company must be able to launch new products in order to meet the customers' demands. Many times, new products require a significant investment in planning and development of tools, as well as in the purchase of new machinery and equipment. The Company may also need to expand or build facilities to adequate its production capacity. The Company may not be able to install or obtain approval from customers regarding the equipment necessary to the manufacture of new products to the launching of new models of vehicles. In addition, the transition of plants and resources to manufacture new products may affect production volumes and/or other measures of operating efficiency. The Company's future performance will depend on its ability to develop processes of manufacture, equipment and tools necessary to launch new products, in a profitable manner, timely and with the quality required by its customers. If the Company is not able to successfully launch new products, or if its customers do not successfully launch new programs in the expected quantities, or if there is a failure to improve existing processes and products in accordance with the changes required by the market, the Company's business and results may be adversely affected.

The Company's business may be impacted by complaints made by customers, which may cause a massive withdrawal of products from the market (recalls).

The Company provides products in compliance with the quality specifications of its customers and rules, including technical and safety rules, applicable to such products. Quality problems in the production resulting from, for instance, operating failures, human errors and poor quality of raw material may occur and not be timely detected by the quality control systems adopted by the Company. Consequently, the Company's business is subject to the risk of complaints related to damage caused by products, complaints for non-compliance with rules or guarantees that may result in payments of indemnities and even recall of products from the market. The occurrence of such events may cause a material adverse effect on the Company's activities, financial condition and operating results.

Changes in accounting practices adopted in Brazil may adversely affect the Company's results.

The Brazilian legislation related to the accounting practices may be object of changes arising from Brazilian legislation processes or due to its convergence to the international practices. For instance, such legislation was significantly altered by Laws No. 11,638/07 and 11,941/09, with the purpose of facilitating the convergence process of BR GAAP to IFRS. Later, CPC issued a series of statements, interpretations, and guidelines in order to progressively align BR GAAP to IFRS. It is not possible to ensure that changes in the accounting practices and rules will not significantly affect the Company's consolidated financial statements, both retroactively and prospectively, and may adversely affect the comparison between financial statements of future years/periods and current financial statements, including regarding the compliance with the debt covenants of the Company.

Changes in tax laws may result in increases in direct and indirect taxes, which could decrease its net margin and adversely affect the Company's financial performance.

The Brazilian government frequently changes the tax rules, affecting the Company and its customers. These changes include modifications in the tax rates in force and occasionally even the creation of temporary taxes, the resources of which are intended to purposes established by the government. It is not possible to predict all the changes in tax laws that may be implemented by the Brazilian government. Some of these changes may result in increases in the Company's tax load, which may adversely affect its profitability and the prices of its products, as well as restrict its ability to make business in the existing markets. Among the tax reforms that may materially affect its business are the revocation of tax exemptions and significant changes in the legislation of tax on goods and services, ICMS (Tax on Distribution of Goods and Services), the social contribution to PIS/PASEP (Social Integration Program/Civil Servants' Investment Program), and the Social Security Financing Contribution, or COFINS, including increase of tax rates, variation on the calculation base, among others. Currently, the federal government is discussion tax reform proposals, which provide for, among others, the creation of a new tax, CBS (Contribution on Goods and Services), and IVA (Added Value Tax), to replace some taxes, among which the current PIS/PASEP and COFINS, which would be extinguished. There are also discussions on the possible collection of new taxes, such as compulsory loans, tax on large fortunes and tax on financial transactions. In addition, discussions on the revocation of the exemption of income tax on the distribution of dividends were resumed, as well as other proposals and changes in the already existing projects that may be presented to amend the taxation on payroll and reduce tax benefits.

A tax reform, or any modifications in applicable laws and regulations, may eventually adversely impact the Company. In addition, governments of other jurisdictions may also implement changes in their respective tax rules, thus increasing the tax load of its subsidiaries abroad. Future changes in tax legislation may result in an increase in the Company's tax load and that of its subsidiaries, and negatively affect the profitability of their businesses.

The Company is subject to possible tax audits that may adversely affect its financial performance.

The Company is subject to possible inspections by the tax authorities. The application of these laws and their interpretation in the different jurisdictions affect the international transactions in a relevant manner and are subject to changes; some of these changes may have retroactive effects. The tax obligations in the different countries where the Company operates depends, in part, on the costs arising from the application of the transfer pricing rules and administrative charges between the Company and its subsidiaries.

Specifically, the Company is a party in a Mexican tax deficiency notice from 2020, resulting from an inspection related to the fiscal year of 2012, where the Mexican tax authorities challenge the deduction of interest expenses resulting from a bank loan the resources of which were used by the Company in the acquisition of an equity interest in

a non-related party and its respective branches in Mexico, as well as the alleged capital gain obtained with the sale of these shares.

The Company may also be adversely affected by challenges by tax authorities and inspections. Tax authorities may impose fees, charges, taxes, fines and additional interest to the Company if, for instance, the tax audits recognize the existence of permanent establishments for tax purposes; if tax losses and negative bases of security contribution not subject to offset with the taxable profits are found; if the deduction of operating expenses or financial expenses is denied; if the payments are considered subject to withholding tax or if the taxable services are considered as having been provided.

The planning prepared based on current tax rules may have material adverse consequences to the Company if the tax rules are amended. Tax audits, changes in the tax laws, their application and interpretation or imposition of any new taxes, fees or tax rates or increase of those already existing, may increase the Company's tax load and affect in an adverse and material manner the sales, profits and financial condition and may have an adverse effect on its business, net assets or operational results. These factors may also cause the Company to spend significant time and resources and/or cause investors to lose confidence in the financial information disclosed.

The insurances that the Company contracts may be insufficient to cover the damage resulting from any loss.

The Company is subject to risks, among others, of environmental damage, natural phenomena, breakdown of its own machinery and vehicles, loss of revenue, material and/or physical damage to third parties, among others. The coverage contracted by the Company may not be sufficient to cover direct losses caused by the occurrence of a claim. The occurrence of events that are not covered by insurance or that exceed the insured limits may result in relevant costs related to the replacement of facilities and equipment, damage to third parties, as well as unforeseen losses, negatively impacting the Company's results.

Unexpected failures in equipment, delays in the deliveries or unexpected events in any of the Company's plants may cause reductions or suspension in the production or loss of customers.

Failures in equipment, interruption in the supply of feedstock, labor disputes and other events that the Company may not foresee may significantly impact its production capacity, which would reduce sales and results for the affected period. In addition, the Company generally manufactures on a "just in time" basis so as not to maintain large stocks. If production is interrupted at any of the Company's plants, even if only temporarily, as a result of events beyond the Company's control, product deliveries may be severely affected. Significant delays in deliveries to customers may cause the cancellation of purchase orders, cause the Company to lose future sales, as well as expose it to claims for indemnity. The Company has already faced in the past and may again face plant shutdowns or periods of reduced production, as happened in 2020 due to COVID-19, or as a result of events of act of God or force majeure, such as fires, power outages, explosions or adverse weather conditions, which may have a material adverse effect on the Company's activities, financial condition and operating results.

If the Company is not able to protect its intellectual property, the Company's competitive position may be harmed.

It is important for the Company's business to protect its intellectual property. There can be no assurance that trade secrets and other confidential information related to the industry in which the Company operates will not be disclosed, or that others will not independently develop substantially equivalent or superior technical information or otherwise gain access to and disclose the Company's trade secrets and other information. If the Company is not able to obtain, maintain or enforce intellectual property rights and the confidentiality of secrets and other information, its competitors may offer products similar to those produced by the Company, threatening its competitive position and damaging its results.

If the Company is not able to successfully protect or enforce its intellectual property rights, its competitive position may be threatened, damaging the Company's operating results. Lawsuits to enforce the Company's patent rights may be costly and divert significant management time. In addition, the Company may lose these lawsuits and they may result in the annulment of patents or in the conclusion that the Company may no longer use such patent-protected products or processes. For more information on the Company's intellectual property rights, please refer to item 9.1 of this Reference Form.

Failures in the control systems, policies and procedures may expose the Company to unexpected or unforeseen risks, which may adversely affect the Company.

The Company's Compliance program, internal audit practices, internal control systems, policies and procedures may not be sufficient and/or fully effective in detecting improper practices, errors or fraud. If the Company is unable to effectively maintain its compliance program, internal audit practice, and internal controls, the Company may not be able to report results accurately or prevent the occurrence of improper practices, errors, or fraud. The failure or inefficiency of its compliance program, internal audit practice, and internal controls, including those that may be indicated by the Company's independent auditors, may cause a material adverse effect to the Company.

The Company may be subject to interruptions or failures in the information technology systems, as well as to cyberattacks or other network or IT security breaches.

The Company has sophisticated information technology systems and infrastructure to support its business, including process control technology. These systems may be susceptible to interruptions due to fire, flood, loss of energy, telecommunication failures and similar events. The failure of any of the information technology systems may cause interruptions in its operations, adversely affecting sales and profitability. The Company may not guarantee that business continuity plans will be fully effective in the event of interruption or failure of information technology systems.

In addition, the Company's technologies, systems and networks, as well as those of its business partners, may become the target of cyberattacks or information security breaches that may result in the unauthorized release, misuse or loss of confidential information, or other interruption in business operations. The Company is also responsible for the safety of confidential data of some customers that are maintained in its facilities. The Company's business is highly dependent on technology infrastructure and on its service

providers, and is not immune to attacks against the network or systems it uses. Although the Company has not suffered any material loss related to cyberattacks, it may not guarantee that the Company will not be the target of cyberattacks in the future, which may adversely affect its operations or financial condition. As cyber threats continue to evolve, the Company may be required to incur additional expenses to enhance its protection measures or to remedy any information security vulnerabilities.

b. to its direct or indirect controlling shareholder or controlling group.

Not applicable, since the Company has a diffuse control.

c. its shareholders

The volatility and illiquidity of the Brazilian securities market may substantially limit investors' ability to sell shares issued by the Company at the price and time they desire.

The investment in securities traded in emerging markets, such as Brazil, frequently involves higher risk if compared to other more developed markets. The Brazilian securities market is substantially smaller, less liquid and more concentrated, and may be more volatile than the main global securities markets. It may not be ensured that shares issued by the Company will have liquidity, which may considerably limit the ability of the purchasers of such shares to sell them at the desired price and time.

Holders of shares issued by the Company may not receive dividends.

According to the bylaws, the Company shall pay dividends to its shareholders in the amount of at least 37% of the annual net income ascertained in accordance with the accounting practices adopted in Brazil, as determined and agreed based on the corporate legislation. The Company may not pay dividends to its shareholders in any fiscal year, if the Company's Board of Directors decides that such payment is not recommended given its financial condition. In addition, certain debt instruments restrict, under certain conditions, the Company's ability to pay dividends other than the minimum mandatory dividend. If the Company does not comply with such conditions, creditors may declare the early maturity of the respective debt instruments, which would cause the Company a material adverse effect.

The Company may need additional capital in the future by issuing shares or securities convertible into shares, or by acquiring other companies through consolidation or merger, which may result in a dilution of the investor's interest in its share capital.

The Company may need to raise additional funds in the future through public or private issue of shares or securities convertible into shares of its own issue. The raising of funds through the public distribution of the Company's shares or securities convertible into shares may be carried out with the exclusion of the preemptive rights of its shareholders, which may result in the dilution of the shareholders' interest in the Company' share capital.

The pulverization of the Company's shares in the market may leave the Company susceptible to events arising from the absence of a controlling shareholder or group of shareholders.

No shareholder or group of shareholders, party to a voting agreement, currently holds more than 50% of the Company's shares and, as a result, the Company does not have a controlling shareholder pursuant to article 116 of Law No. 6,404/76. The Company highlights that there is not an established culture in Brazil regarding publicly held companies with diffuse control. However, alliances or voting agreement between shareholders may be formed, which may have the same effect of having a control group. If a control group arises and becomes the holder of its decision-making power, the Company may suffer sudden and unexpected changes in its corporate and strategic policies, including through the replacement of its managers, which may have a material adverse effect on the Company's business, operating results and share value.

On the other hand, the absence of a control group may make certain decision-making process difficult, since the minimum quorum required by law to certain resolutions may not be reached,

Any sudden or unexpected change in its control, management, business policy or strategic guidance or, also, any disputes between shareholders concerning their respective rights may cause a material adverse effect on the Company's business, operating results, and share value.

d. to its subsidiaries and affiliates

The Company is subject to monetary fluctuations outside Brazil.

The Company has, through its subsidiaries, industrial units in several countries and distributes its products to vehicle producers worldwide, which generates revenue in foreign currencies. The Company's operation is subject to the impacts on the economy of these countries, political instability and restrictions to foreign trade that may result in the impairment of foreign currencies object of its revenue. The devaluation of these currencies may cause a material adverse effect on the Company's financial condition and operating results.

LIBOR was object of recent reform proposals, and, in July 2017, the UK Financial Conduct Authority announced its desire to eliminate the use of LIBOR until the end of 2021. These reforms will cause LIBOR to cease to exist and cause an alternative reference rate to be established. EURIBOR was also object of recent reform proposals and is expected to continue alongside the short-term Euro rate after 2021, and there is no current indication that it will cease in the near future. However, the European Central Bank recommends the use of short-term Euro rate as a substitute rate in case of elimination of Libor, when appropriate (fallback). These alternative rates, if adopted, would be used to calculate interest and/or payments of the Company's debts and of its subsidiaries linked to said rates. Any increase in any of these rates or other rates will increase the Company's expenses and reduce the funds available for the transactions and future business opportunities. Increases in the interest rates will increase the risks resulting from its significant levels of indebtedness.

Due to the increase in transactions outside Brazil, the Company experienced an increase in the exchange gains and losses in the regular course of business. The fluctuations in exchange rates may have a significant impact on the Company's financial condition, since

the debt denominated in United States dollars, euro and other foreign currencies are converted into reais for financial reports, and the cash flows generated in other foreign currencies will be used, in part, for service of the portion denominated in reais of the Company's debt. This fluctuation may result in an increase of the overall leverage and may result in less cash flow available for the Company's transactions, capital expenditures and reimbursement of obligations.

In addition, the fluctuations in the foreign currency exchange rates may affect the amount of the Company's foreign assets, as reported in reais, and may adversely affect the profits reported and, consequently, the comparability of the operating results period by period. Changes in exchange rates may affect the relative prices at which the Company and its foreign competitors sell products in the same market. In addition, changes in the value of the relevant currencies may affect the cost of certain items required in the Company's transactions. These fluctuations may have a material adverse effect on the financial condition or operating results or cause significant fluctuations in the Company's quarterly and annual results.

A portion of the Company's transactions is conducted by joint ventures or affiliated companies that have their own risks.

Some of the Company's transactions are made by joint ventures or affiliated companies. In the joint ventures, the Company shares the company's management with one or more partners that may not have the same purposes, resources or priorities of the Company. Likewise, the partners in affiliated companies also may not have the same purposes, resources or priorities of the Company. The joint ventures and affiliated companies' transactions are subject to agreements with the Company's partners that usually include additional organizational formalities, as well as requirements to share information and decision-making (as applicable), and may also limit its ability to sell its interest. The additional risks include one or more partners that fail to comply with the contractual obligations, a change in the property of any of the partners and of the limited ability to control or significantly influence (as the case may be) the conformity of the Company's partners with the applicable laws, including, but not limited to the US anti-corruption laws, or FCPA, and other anti-corruption laws. Any of these occurrences may cause a material adverse effect on the Company's business, financial condition, operating results and reputation.

In addition, the risks related to its subsidiaries are the same related to the Company, as described in item (a) above.

e. to its suppliers

Fluctuations in the feedstock prices and/or reduction in the number of suppliers may adversely affect the Company.

The Company's transactions depend on its ability to acquire feedstock (mainly steel and aluminum) at competitive prices. The price of these materials suffered relevant variations in the last years, mainly due to the variations in the worldwide demand. If the price of this feedstock suffers a significant increase and the Company is not able to transfer that increase to the price of its products or reduce the Company's operating costs to offset this increase, its operating margin will be reduced.

In addition, the Company may not ensure a continuous and appropriate supply of feedstock to meet its production needs. An unexpected increase in the consumption of feedstock by the Company and/or by third parties may result in a shortage of the feedstock, products or services the Company needs. In this case, the Company may not be able to satisfy its customers' orders, which may cause a significant impact on the development of its transactions and results, as well as hinder the commercial relationship with its customers.

f. to its customers

The automotive sector represents 100% of the Company's sales. A significant part of its revenue comes from a reduced group of customers. The loss of a client or the reduction of their respective purchase orders may cause a material adverse effect on the Company.

The automotive sector represents 100% of its net revenue of sales and services. This sector is characterized by the strong bargaining power of motor vehicle producers vis-à-vis suppliers by virtue of the level of corporate concentration of motor vehicle production and the ability of these producers to develop suppliers of parts, components, modules, subsystems, and subsets worldwide.

Most of its net revenue is concentrated on sales to global automakers. Its most significant customers are Daimler, Ford and Volkswagen. The Company obtained 75% of its net revenue from sales and services in the year ended December 31, 2022, and 75% in the year ended December 31, 2021 from direct sales to its ten main customers. The loss of a significant customer or the reduction in the purchase order may cause a material adverse effect on the Company. Most of the relationships with its customers are governed by the respective overall terms and conditions prepared by them. The Company may not be able to maintain its commercial relationships with these customers at the current level. In addition, these customers may experience declining sales due to loss of market share or other uncertain or unpredictable factors, such as COVID-19 and the current semiconductor shortage, resulting in reduced demand for its products, considering that its customers are not required to purchase any minimum quantity. The Company's sales depend on the commercial performance of certain vehicles that use its products. If the production of these products is reduced or interrupted, as has already happened by virtue of COVID-19, the sales of its products will be adversely affected. To the extent that the Company is unable to maintain its current level of business with its largest customers due to a decline in their production requirements or the expiration of agreements or purchase orders or their termination for convenience, the Company will need to attract new customers or win new business from existing customers, or its operating results and financial condition will be adversely affected. In the past, some of its customers sought judicial reorganization in order to avoid bankruptcy, and this may occur again. Such occurrence could result in adverse changes in the production levels and in the prices and payment conditions of these customers and could limit its ability to collect credits. In addition, the Company's customers may, at any time, make pressure to reduce the prices it charges. Its negotiation ability regarding certain customers may be limited and the price reductions may have a significant impact in its operating results. The default by part of its customers may have a material adverse effect on its results. Adverse effects by virtue of a possible low performance in the automotive sector, concentration of its customer

portfolio, reduced demand for its products and/or financial capacity of its customers may cause a material adverse effect on its business, financial condition and operating results.

g. to the economic sectors where the issuer operates

The sectors where the Company operates are cyclic and depend on the Brazilian and world economic conditions.

The auto parts sector has historically presented, and is expected to continue to present, cycles of growth and retraction. The industry and the markets that the Company serves are subject to variations arising from factors that are beyond its control, including factors related to the conditions of the Brazilian and world conditions, feedstock prices, as well as level of inventories and automotive industry production schedules, demand for vehicles and preferences (which may be affected by a series of factors, including fuel costs, employment levels, and availability of financing to the final consumer). The demand for its products fluctuates according to the volume of automotive production. The occurrence of retraction cycles in the future may adversely affect its results.

The world economy and the automotive sector have been substantially and negatively affected by the COVID-19 pandemic, affecting the demand for automotive vehicles and, consequently, for its products. If the economy does not recover at satisfactory levels, demand for automotive vehicles may remain at low levels, adversely affecting the Company.

The auto parts sector is capital intensive for investment and its growth may require additional resources that may not be available or may be available under unsatisfactory conditions.

Its transactions need a relevant capital volume, mainly to implement its maintenance and investment programs. Part of the capital the Company uses in its activities result from its financial indebtedness. The Company may need additional resources to ensure its growth and the development of its business, which may be obtained through the issue of new shares, issue of debt securities or bank loans, both in the local and international markets. Commercial papers may contain clauses and conditions that impose restrictive obligations to the Company, under penalty of early maturity of the respective debts, which may restrict its autonomy and ability to contract new loans, thus hindering its ability to make new investments and affecting its performance in the future. If the Company is not able to obtain financing in the future or comply with the terms and conditions of the obligations included in its financial instruments, its business and results may be adversely affected.

The Company faces competition in certain areas of its business. Global overcapacity in the steel and aluminum wheel markets has resulted and may result in intense competition and may, in the future, cause a negative pressure on prices.

The Company competed in Brazil and abroad with other goods and services suppliers in the automotive sector, and some competitors may have greater financial and investment capacity than it has. In order to remain competitive, the Company shall continue to make investments in its plants, support and post-sale assistance to its customers, in addition to maintaining a favorable relationship with its customers. Its competitors may develop higher quality products, produce similar products at a lower cost or adapt quicker to the

new technologies or customers' needs. As a result, its products may not be able to successfully compete. If the Company does not have sufficient resources to maintain such investments or otherwise are not able to satisfactorily compete, the Company may be adversely affected.

The Company faces a strong competition from a concentrated group of competitors in Brazil and abroad. Market share may be reduced if the Company is not able to remain competitive, especially in relation to prices. This highly competitive environment may limit its ability to grow and put pressure on product prices, reducing revenue and adversely affecting its operations as a whole.

The Brazilian and global industry steel wheel and aluminum wheel industry has, in recent times, been characterized by overcapacity, which may have a negative impact on the prices the Company charges from its customers. Global overcapacity has already resulted in high levels of steel wheel imports by the United States and Europe, exerting negative pressure on prices and resulting at times in a sharp reduction in gross margins.

In addition, steel wheel manufacturers have in the past been accused of dumping practices regarding their products in the United States and Europe, breaching international trade laws. If future measures do not provide protection against unfair competition practices, if antitrust laws are weakened, there may be an increase in the import of steel wheels by the United States or Europe, which could cause a material adverse effect on its financial condition, operating results, and business.

The governmental intervention in countries where the Company operates may significantly influence the economy of these countries. This influence, as well as the economic and political situation in these countries, may adversely affect its transactions and/or financial condition.

The world economy has been marked by frequent, and sometimes significant, government interventions regarding monetary, credit, tax, and other policies.

The Company has seen with some frequency the implementation of measures that involve changes in interest rates, changes in tax policies, appreciations or impairments of their currencies, price controls, controls on the capital flow, and certain limits or restrictions on goods and services.

Recently, governments have also intervened in economic activities for reasons of public health. Due to the pandemic caused by COVID-19, several governments have imposed restrictions on production, trade, and transport of goods, including lockdowns, that is, requiring people, except in certain cases, to stay in their homes. The Company cannot predict such events and have no control over the measures that governments may take in the future.

Its business, financial condition, operating results and perspectives, as well as the fair of its shares, may be adversely affected by changes in public policies and/or regulations in the countries in which it operates with respect to certain factors, including:

- Interest rates;

- Foreign exchange controls and restrictions on remittances abroad;
- Variations in foreign exchange rates;
- Inflation;
- Liquidity in the domestic financial, capital and credit facility market;
- Changes in tax legislation;
- Utilities fees;
- Other political, social and/or economic events.

Uncertainty over the implementation of changes in governmental policies and rules that may affect these or other factors in the future may contribute to global economic uncertainty and increase of volatility in the Brazilian securities market and in securities issued abroad by Brazilian companies.

Adverse events in other countries' economy may negatively affect the Brazilian economy, the Company's business, and the fair value of Brazilian securities, including its shares, in addition to limiting its access to the international markets.

The Brazilian securities market is influenced, in different levels, by the economic and market conditions existing in other countries and regions, such as United States, Europe and China, as well as Latin American countries and emerging countries. Adverse economic conditions in emerging economy countries usually result in significant outflows of funds from Brazil.

The reaction of investors to events in other countries may have an adverse effect on the fair value of securities issued by Brazilian companies, including the Company's shares. The crisis in other countries may make it difficult for the Company to access capital markets and finance its transactions in the future on acceptable terms, causing a material adverse effect on its operating results, share price and financial condition.

The segments where the Company operates are subject to rapid technological advances.

The segments where the Company operates are subject to rapid and constant technological advances. Its positive results depend on its ability to continue to develop improvements in its processes and products and to offer customers innovative solutions that answer to the rapidly changing technological standards and market expectations in general. If the Company is not able to develop technological improvements and new technological standards, either through an inability to obtain resources or to retain and hire skilled personnel, the Company may be adversely affected.

h. to the regulations applying to sectors where the issuer operates

The sector where the Company operates is not subject to specific regulation. Anyway, the Company is subject to general regulation applicable to the industrial activities, such as

tax, environmental, antitrust and labor, among other regulations. Future changes in the legislation applicable to the Company's business may result in an increase in its expenses, adversely affect the profitability of its business, increase product prices, restrict its ability to do certain businesses and cause its financial results to be materially and adversely affected.

The Company is subject to the anti-corruption, anti-bribery and money laundering laws and regulations

The Company is subject to Law No. 12,846/13, or Brazilian Anti-Corruption Law, which imposes civil and administrative liability to the companies for acts practiced against the national or international government by its managers, employees or third parties in its name. The sanctions for violations of the Brazilian Anti-Corruption Law include: (1) fines, (2) loss of illegally obtained assets, rights or values, (3) total or partial suspension of transactions, (4) prohibition to contract or receive tax or credit benefits or incentives from public entities, anyone of which may cause a material adverse effect on the Company.

The Company is subject to the anti-corruption, anti-bribery and money laundering laws and regulations, which include the US anti-bribery laws, or FCPA, and the UK anti-bribery law (UK Bribery Act 2010), as well as to similar legislation in many of the countries where the Company operates. The Company may be subject to investigations and procedures by the authorities for alleged violations of these laws. If any of its subsidiaries or employees engage in fraudulent, corrupt or unfair business practices or otherwise violate applicable laws, regulations or internal controls, the Company may be subject to one or more enforcement actions or be found to have violated such laws, which may result in penalties, fines and sanctions and, in turn, cause a material adverse effect on its business, financial condition and operating results.

The Company may not be able to detect or avoid: (1) violations of the Brazilian Anti-Corruption Law or any similar laws, (2) fraudulent and dishonest behavior committed by its shareholders, managers, employees or any third party contracted to represent the company or (3) any other behavior that is not consistent with ethical principles. Any failure may cause a material adverse effect on its business, financial condition and operating results.

The Company is subject to risks associated to the non-compliance with the overall data protection regulations and may be adversely affected by the imposition of fines or other types of sanctions.

The Company is subject to the overall data protection regulations in the countries it operates. In the regular course of business, the Company receives, treat, transmit and store information related to identifiable individuals or personal data, such as employees and representatives of its customers and suppliers. As a result, the Company is subject to several personal data protection laws and regulations. These laws are subject to frequent changes, and new legislation in that area may be enacted in other jurisdictions at any time. For instance, the Company is subject to the General Data Protection Regulation (EU) 2016/679, or GDPR, which became effective in May 2018 to all member states of the European Union. GDPR, as well as any other amendments in the existing personal data protection laws and the introduction of such laws in other jurisdictions, subjected and

may continue to subject the Company to, among other things, additional costs and expenses. Specifically in Brazil, Law No. 13,709/2018, as amended by Law No. 13,853/2019, known as General Data Protection Law, or LGPD, regulates practices related to the treatment of personal data in Brazil, through a system of rules that affects all economic sectors and provides for, among other measures, the personal data subjects' rights, cases where the personal data treatment is allowed (legal bases), obligations and requirements related to incidents of information security, violation of personal data and transfer of personal data; it also establishes sanctions for the non-compliance with its provisions. In addition, LGPD authorized the creation of the National Data Protection Authority, or ANPD, responsible for the preparation of guidelines and application of administrative sanctions, in case of non-compliance with LGPD.

Though most provisions of LGPD became effective on September 18, 2020, its administrative sanctions (articles 52, 53 and 54) only became applicable on August 01, 2021, pursuant to Law No. 14,010/2020. In this scenario (prior to the effectiveness of the administrative sanctions set forth in LGPD), the non-compliance with any provisions set forth in such rule brings the following risks: (1) individual or class actions seeking damages resulting from breaches, based not only on LGPD, but on the sparse and industrial data protection legislation still in force; and (2) the imposition of penalties set forth in the Consumer Protection Code and Civil Rights Framework for the Internet by some consumer protection bodies, as they have already acted in that sense, even before LGPD's date of effectiveness and the effective structuring of ANPD, especially in cases of security incidents that result in undue access to personal data.

In addition, with the effectiveness of LGPD's administrative sanctions, if the Company fails to comply with said legislation, it may be subject, separately or cumulatively, to the following sanctions: (1) warning, with the imposition of a time limit for the adoption of corrective measures; (2) obligation to disclose the violation; (3) temporary blocking and/or deletion of personal data related to the infraction, until corrective measures are implemented; (4) single fine of up to 2% of the company's or group of companies' gross sales in Brazil, limited to the maximum amount of BRL50.0 million per infraction; (5) daily fine, up to the maximum amount of BRL50.0 million per infraction; (6) partial suspension of databases related to the infraction for up to 12 months, until the processing is regularized; (7) suspension of personal data processing activities related to the infraction for up to 12 months; and (8) full or partial prohibition of personal data treatment activities. In addition, the Company may be liable for individual or collective property and intangible damage due to the non-compliance with the obligations established in LGPD.

Therefore, failures in personal data protection that the Company treats, as well as the non-adjustment to the applicable legislation, may result in high fines, disclosure of the incident to the market, exclusion of personal data from the database, and even the suspension of activities, which may cause a material adverse effect in its transactions, financial condition, and operating results.

The Company cannot guarantee that its efforts of conformity with LGPD will be considered appropriate or sufficient by the regulatory authorities or by the courts. In addition, as LGPD require additional regulation by ANPD regarding several aspects of the law, which are still unknown, it may be required to change the commercial practices and implement additional measures to adapt the personal data treatment activities. This

may cause a material adverse effect on its business, financial condition, or operating results.

According to LGPD, the Company may also be liable for violations committed by its suppliers and business partners when they are treating personal data in its behalf. The Company cannot guarantee that all suppliers and business partners will comply with the general data protection regulations and that they will not execute any unlawful acts when treating personal data. Such violations may cause a material adverse effect on its business, financial condition, and operating results.

i. to the foreign countries where the issuer operates

The Company is subject to significant risks related to the performance of the global economy, political uncertainties, social instability, and performance of the economy in jurisdictions outside Brazil.

As a result of its global presence, the Company is exposed to significant risks associated to the performance of the global economy. In general, the demand for automotive products and services is directly related to the strength of the global economy. Therefore, its revenue and operating results have been and may be influenced, to a certain extent, by the general state and performance of the global economy. The potential social, political, legal and economic instability may represent significant risks to the Company's ability to conduct its business and expand activities in certain markets. The risk of any of the following circumstances affecting transactions is inherent to the international transactions: (1) underdeveloped infrastructure; (2) lack of qualified management or highly trained staff; (3) exchange controls, fluctuations and impairment of exchange rates; (4) inflation; (5) changes in local economic conditions; (6) governmental restrictions to foreign investment, transfer or repatriation of funds (particularly in China); (7) protectionist trade measures, such as anti-dumping measures, collections, tariffs or embargos; (8) prohibitions or restrictions on acquisitions or joint ventures; (9) changes in laws or regulations and unpredictable or illegal governmental actions; (10) difficulty to cause the compliance with agreements and to collect receivables through foreign legal systems; (11) variations in the protection of intellectual property and other legal rights; (12) potential nationalization of companies or other expropriations without fair compensation; and (13) political or social unrest or acts of sabotage or terrorism. If one or more of the events described above occurs, the Company may be adversely affected.

Part of the Company's business come from European markets. The deterioration in the sovereign debt of several Eurozone countries in recent years, coupled with the risk that these sovereign debt crises will have adverse consequences in other more stable countries, particularly France and Germany, has increased uncertainty about the overall stability and situation of the European Monetary Union. Concern that the Eurozone debt crisis can worsen may lead to the reintroduction of national currencies in one or more Eurozone countries or, in particularly drastic circumstances, the abandonment of the Euro.

The United Kingdom's exit from the European Union, or Brexit, is an example of a significant macroeconomic factor that could affect the Company's business. Though members of the European Union and the United Kingdom signed a trade and cooperation agreement in December 2020 to regulate trade relations, there is no guarantee that this agreement will be implemented in its entirety. Any issues related to the implementation

of this agreement, or any other aspects of Brexit may adversely affect economic and market conditions in Europe and worldwide and may contribute to instability in global financial markets.

The automotive sector is one of the largest areas affected by the trade war between the United States and China. Though there has been a cooling of the trade war, with the partial “phase 1” agreement between China and the United States signed in January 2020, there is no guarantee that another round of tariff increases may not occur, or at least, that existing tariffs will remain in place (in the US and China).

In Mexico, political instability has been a determining factor for business investment. Significant changes in laws, public policies and/or regulations may affect Mexico’s political and economic situation, which may adversely affect the Company’s business. For instance, the newly enacted United States-Mexico-Canada Agreement, or USMCA, could have an adverse impact on Mexico’s economy. New or higher tariffs on products exported from Mexico to the United States, or USMCA’s relevant modifications or consumer action directed against vehicles manufactured in Mexico may cause the Company to change strategy in Mexico.

Transactions in Turkey are subject to certain risks related to the country’s geographic location and political instability. For instance, on March 22, 2021, Turkey’s president, Recep Tayyip Erdogan, dismissed the Turkish Central Bank governor, which had an adverse impact on emerging markets in general. A significant part of Turkey’s population and most of its economic resources are located in a first-degree earthquake hazard zone (that is, the zone with the highest level of risk of earthquake damage). The occurrence of a strong earthquake may adversely affect the plant located in Turkey, which may cause a disruption and/or have a material adverse effect on the Company’s business, financial condition and operating results.

j. to socio-environmental issues

The pandemic caused by COVID-19 has impacted and may continue to negatively impact the Company’s transactions and financial results.

The pandemic caused by COVID-19 has substantially and negatively impacted the economy of several countries where the Company operates, including the automotive sector, reducing, or even stopping its customers’ activities. The demand for vehicles is influenced by a variety of factors, including, among others, the growth rate of the global economy, the availability of credit, and the available income of end consumers, all of which have been adversely impacted by the COVID-19 pandemic. For instance, its main customers reduced their production capacity or even closed operations in different regions worldwide, reducing their workforce and suppliers worldwide. In addition, its main customers, and their suppliers, including the Company, renegotiated the contractual terms and conditions of their loans and financing with their financial creditors and obtained financing to refinance their debts in order to meet their capital needs or financial obligations, which were not necessarily in reasonable commercial terms.

In order to preserve the health of its employees and their families and to combat the spread of the COVID-19 virus, the Company has adopted sanitary protocols established in accordance with the guidelines of the competent bodies in each location where the

Company operates, as well as sought to adapt its production volume to its customers' demand. Within this context, its business and financial condition were adversely impacted, causing the Company to seek to, among other measures, (1) preserve liquidity, (2) close one of the plants in the United States, (3) reduce its plants' activities, (4) reduce workforce, (5) obtain new credit facilities with financial institutions, (6) and renegotiate contractual terms and conditions with customers, suppliers and financial creditors, including requesting pardon for potential non-compliance with contractual obligations (covenants).

The extent of the impact of COVID-19 on its results will depend on future developments, which are unpredictable or uncertain, for instance, if the pandemic persists or returns in new waves, the markets in which the Company and its main customers operate do not recover at a pace favorable to the Company, or the measures the Company has taken or will take to preserve its business do not have the expected effects, the Company may continue or again be materially and adversely impacted.

The non-renewal or maintenance of the Company's licenses and authorizations may impact its transactions and delay its deliveries.

The Company's transactions depend on licenses and authorizations required by the applicable legislation, such as environmental, construction and zoning and neighborhood regulations, which are subject to the granting authority of the relevant governmental authorities and supervision by governmental agencies. Any failure or delay in obtaining or renewing such licenses and/or authorizations, or any embargo or cancellation of such licenses and/or authorizations, for any reason, including as a result of interruptions or restrictions in the operation of governmental authorities due to the COVID-19 pandemic and other circumstances beyond its control, may cause the delay, interruption or suspension of the industrial activities, which may cause a material adverse effect in its business, financial condition and operating results.

The Company's equipment, facilities and transactions are subject to several environmental regulations that may become stricter in the future and result in increased obligations and capital investments.

The Company's transactions are subject to the legislation related to environmental protection, which requires that it obtain licenses and authorizations from government authorities for its activities, as well as to comply with environmental standards, such as those related to emissions from its operations. The approval of stricter laws and regulations regarding environment protection may result in the need to allocate more capital investments to that item, changing the allocation of planned investment resources.

According to the applicable regulation, governmental authorities may require that the Company takes measures related to the environment, such as remediation measures and recovery of environmental areas, as well as reduction of risks to the neighboring communities that may be affected. The sanctions may further include the imposition of pecuniary fines, the suspension and revocation of licenses, as well as the temporary or definitive suspension of its activities.

In addition, if the Company does not observe the legislation related to environment protection, it may also be subjected to the imposition of criminal sanctions, which may

include, among others, imprisonment of those responsible, interdiction of the activity, loss or restriction of tax incentives and cancellation and suspension of financing facilities from official credit institutions, as well as the prohibition of contracting with the government.

The Company's activities may be located in areas with environmental restrictions imposed by the government, as well as in zones or regions with relevant environmental and cultural interest, and close to residential areas, subject to compliance with specific environmental restrictions and rules, in addition to the need for constant dialogue with the communities and environmental agencies involved. The operation of its undertaking is also subject to the rules of territorial planning, which may result, for instance, in an increase in the investments required for the mitigation and offset of environmental impacts resulting from its activities.

The issues above may cause a material adverse effect on the Company's business, financial condition, and operating results.

4.2 Information on the main five (5) risk factors

Inform the main five (5) risk factors, among those listed in section 4.1, regardless of the category in which they are inserted

1. The Company's activity has operational risks that, if materialized, may result in the suspension of its activities and adversely impact its results and financial condition.
2. The total amount of the Company's financial indebtedness and its respective payment, of the principal and charges, will require the Company to generate a significant cash amount.
3. Fluctuations in the feedstock prices and/or reduction in the number of suppliers may adversely affect the Company.

4. Unexpected failures in equipment, delays in the deliveries or unexpected events in any of the Company's plants may cause reductions or suspension in the production or loss of customers.

5. Any deterioration in the relationship with its employees or increase in the workforce costs may have a negative impact the Company's business, financial condition, results and perspectives

4.3 Description of main market risks

The Company is subject to different market risks, the main ones being: (i) competitiveness risk, (ii) credit and liquidity risk, (iii) foreign exchange and interest rate risk, and (iv) commercial risk, described below.

Competitiveness risk

The prices of inputs that the Company uses, mostly steel and aluminum, are influenced by fluctuations in global demand, variations in the quantity of metals extracted, and by logistics and storage costs, in addition to the particular conditions in the specific markets where they are sold.

A significant part of its transactions depends on its ability to acquire steel and aluminum at competitive prices. If the input prices have a significant variation, the profit margin may be reduced, adversely affecting its operating results.

Credit and liquidity risk

The credit and liquidity risk arises from the possibility of incurring losses due to default by its counterparties or financial institutions depository of funds or financial investments.

The table below represents the Company's non-derivative financial liabilities by maturity ranges, corresponding to the remaining period on the balance sheet until the contractual maturity date:

Fiscal Year (12/31/2022)

Indebtedness
Bank

Type of Debt	Less than one year	One to three years	Three to five years	Longer than five years	Total
Security Interest	R\$ 22,675.000	R\$ 143,905.000	R\$ 143,905.000	R\$ 57,009.000	R\$ 367,494.000
Floating Guarantee	-	-	-	-	-
Unsecured	R\$ 1,020,936.000	R\$ 2,328,539.000	R\$ 700,107.000	R\$ 2,059.912,000	R\$ 6,109,494.000
Total	R\$ 1,043,611.000	R\$ 2,472,444.000	R\$ 844,012.000	R\$ 2,116,921.000	R\$ 6,476,988.000

Note: The information provided in this item refers to the consolidated financial statements of the fiscal year ended December 31, 2022.

As demonstrated in the table above, the maturity is not equalized in each of the maturity ranges, between 13% and 38% of the total indebtedness. Of the amount of debt with maturity of less than 1 year, about 50% is to be paid with the Company's own resources (cash, cash equivalents and future generation), which amounted at the end of 2022 to BRL2,287.1 million and 50% refinanced through funding with banks and capital markets.

Foreign exchange and interest rate risks

A large part of the Company's net sales revenue comes from its transactions in foreign markets, making its operating results in Brazil subject to variations in the exchange rate between the real and the foreign currencies of the countries where the Company operates, especially the dollar and the euro. In the fiscal year ended December 31, 2022 the net revenue from sales with prices denominated in foreign currencies represented 69.5% of total revenue.

The consolidated equity accounts denominated in foreign currency may be significantly affected by the variation of the exchange rates, especially in relation to its interest in subsidiaries located abroad.

In addition, in Brazil the Company may be directly and timely affected by the exchange rate, which may negatively reflect on financial expenses in relation to (i) loans and financing, (ii) trade accounts receivable and (iii) accounts payable denominated in foreign currency in Brazil.

On December 31, 2022, the portion of loans and financing denominated in foreign currencies represented approximately 56.6% of its total consolidated loans and financing.

The consolidated cash and cash equivalents, at the end of the fiscal year of 2022, was BRL2,287.1 million, being 56.1% in reais and 43.9% in other currencies.

The main exposures to which the Company and its subsidiaries are subject, regarding exchange variations, are represented in the table below:

	Controlling shareholder		Consolidated	
	December 31, 2022	December 31, 2021	December 31, 2022	December 31, 2021
Assets:				
Trade accounts receivable (i)	20,264	26,264	1,522,942	1,309,038
Financial Instrument	-	-	269,391	144,679
Related parties abroad	27,484	49,716	90	96
Total assets	47,748	75,980	1,792,423	1,453,813
Liabilities:				
Loans and financing (ii)	-	-	3,667,781	3,196,856
Suppliers (iii)	5,495	6,284	1,859,238	1,943,710
Financial Instrument	-	-	5,356	-
Related parties abroad	-	12,819	-	-
Total liabilities	5,495	19,103	5,532,375	5,140,566
Net exposure	42,253	56,877	(3,739,952)	(3,686,753)
(-) Subsidiaries abroad with local functional currency	-	-	3,754,816	3,706,838
Total exposure for purposes of sensitivity analysis	42,253	56,877	14,864	20,085

(i) On a consolidated basis, on December 31, 2022, 74.2% (75.6% on December 31, 2021) refers to trade accounts receivable held by subsidiaries located abroad, denominated in US dollars, euro and yuan.

(ii) On a consolidated basis, as of December 31, 2022, from the total balance in loans, financing and debentures, 56.6% (57.8% on December 31, 2021) refers to the loans contracted in local currency of the subsidiaries located abroad, denominated in United States dollars, as demonstrated in note No. 15.

(iii) On a consolidated basis, on December 31, 2022, 81.0% (85.6% on December 31, 2021) refers to suppliers held by subsidiaries located abroad denominated in US dollars, euro and yuan.

Interest rate risk arises from the possibility that the Company is subject to gains or losses arising from fluctuations in interest rates on its financial assets and liabilities, contracted at floating interest rates, such as the TERM SOFR, Euribor and the CDI, and price and monetary correction indexes, such as the IGP-M.

Increases in interest rates and price and adjustment indexes may cause the Company's indebtedness to increase, adversely affecting its results.

The Company's exposure and the exposure of its subsidiaries to different financial indexes on December 31, 2022, is presented in the table below:

	Scenarios		
	Probable	Possible	Remote
Loans and financing - CDI			
CDI on December 31, 2022	13.65%	17.06%	20.48%
Indexed loans - CDI – BRL749,391			
Estimated financial expense	102,292	127,846	153,475
Effect - loss		(25,554)	(51,183)
Loans and financing - SELIC			
SELIC on December 31, 2022	13.75%	17.19%	20.63%
Indexed loans - SELIC – BRL320,000			
Estimated financial expense	44,000	55,008	66,016
Effect - loss		(11,008)	(22,016)
Loans and financing - SOFR 6 months			
SOFR 6 months on December 31, 2022	4.78%	5.98%	7.17%
Indexed loan - SOFR 6 months – BRL215,804			
Estimated financial expense	10,318	12,905	15,473
Effect - loss		(2,587)	(5,155)
Loans and financing - EURIBOR 1 month			
EURIBOR 1 month on December 31, 2022	1.88%	2.36%	2.83%
Indexed loan - EURIBOR 1 month – BRL111,036			
Estimated financial expense	2,092	2,620	3,142
Effect - loss		(529)	(1,050)
Loans and financing - EURIBOR 3 months			
EURIBOR 3 months on December 31, 2022	2.13%	2.67%	3.20%
Indexed loan - EURIBOR 3 months – BRL89,210			
Estimated financial expense	1,902	2,382	2,855
Effect - loss		(480)	(953)
Loans and financing - EURIBOR 1 month			
EURIBOR 1 year on December 31, 2022	3.29%	4.11%	4.94%
Indexed loan - EURIBOR 1 year – BRL111,388			
Estimated financial expense	3,666	4,578	5,503
Effect - loss		(912)	(1,837)
Scenarios			

Debentures - CDI	Probable	Possible	Remote
CDI on December 31, 2022	13.65%	17.06%	20.48%
Indexed debentures - 100% of CDI – BRL1,550,000			
Estimated financial expense	211,575	264,430	317,440
Effect – loss		(52,855)	(105,865)

Sensitivity analysis of variations in financial investments – the Company's risk in case of reduction in interest rate

Debentures - CDI	Scenarios		
	Probable	Possible	Remote
CDI on December 31, 2022	14.07%	10.55%	7.03%
Financial investments - -102.9% of CDI – BRL1,266,806			
Estimated financial revenue	178,240	133,648	89,056
Effect – loss		(44,592)	(89,183)

Commercial risk

The Company's entire revenue and that of its subsidiaries result from sales of products to the automotive segment. A segment is characterized by a specific economic environment, which is subject to risks and compensations that are different from those of other segments. Thus, the reduction in the automotive market demand may reflect in the decrease in sales and directly impact its operating result and on that of its subsidiaries.

From the sales the Company and its subsidiaries made in 2022, 93.9% were direct sales to automakers, and 6.1% were sales to the spare parts market.

Concentration risk

The Company's products and those of its subsidiaries are usually sold upon material value purchase orders, periodically places by a concentrated number of customers, which represent a significant volume of its sales. Currently, around 75% of the Company's operating revenue is concentrated in ten customers. The loss of a material customer or the reduction of the volume acquired thereby may negatively affect the Company and its subsidiaries.

Fluctuation risk in the steel and aluminum prices

A significant part of the Company's transactions and of those of its subsidiaries depend on the ability to acquire steel and aluminum at competitive prices. If the price of steel and aluminum increases significantly and the Company and its subsidiaries are unable to pass on this increase in product prices or reduce operating costs to offset it, the operating margin will be reduced.

4.4 Relevant non-secrecy proceedings

4.4. Describe the judicial, administrative, or arbitral proceedings to which the issuer or its controlled entities are a party, broken down into civil, environmental, tax, labor and other areas, which are: (i) not subject to secrecy, and (ii) relevant for the businesses of the issuer or its controlled entities.

The Company and its subsidiaries are parties in judicial and administrative proceedings before several courts and governmental agencies, resulting from the regular course of its business, involving tax, labor, civil and other issues. The Company and its subsidiaries are not parties in material arbitration proceedings.

The Management, based on information from its legal advisors, analyzed the proceedings in course and made a provision in an amount considered sufficient to cover the losses estimated as probable in relation to said proceedings.

The Company used two criteria to define which are the relevant proceedings to which the Company or its subsidiaries are parties, namely: the amount involved in the proceedings (close to or higher than BRL43,000 thousand) and the subject of the claim, assessing in this context other factors that could influence the investment decision, such as, for instance, potential risks to its image or to that of its subsidiaries.

The reference value mentioned (BRL43,000 thousand) represents approximately one percent (1%) of the Company’s consolidated net equity based on its financial statements for the fiscal year ended December 31, 2022. The amounts involved in the proceedings indicated below were updated on the base date 12/31/2022. In using such reference value, the Company understand that the following are the main proceedings that, if decided against the Company or its subsidiaries, could significantly impact its equity, financial capacity or business.

I - Tax Nature:

Administrative proceedings 3.127.787-1	
a) court	Administrative State - Court of Taxes and Fees of São Paulo (TIT/SP)
b) instance	3rd administrative instance (Higher Chamber of TIT-SP)
c) filing date	05/26/2010
d) parties in the proceedings	Plaintiff: Treasury of the State of São Paulo Defendant: Iochpe-Maxion S.A.
e) amounts, assets, or rights involved	BRL219,849 thousand
f) main facts	This is a tax deficiency notice (AIIM) issued against the Company requiring the payment of ICMS and application of a fine, related to the period from 2006 to 2008, comprised by four items, namely: (i) presumption of lack of tax document (NF) issuance due to alleged inventory differences, ascertained through tax survey, in shipping transactions and industrialization return; (ii) presumption of non-receipt of foods without a tax document (NF) due to alleged inventory differences, ascertained through tax survey, in shipping

	transactions and industrialization return; (iii) undue use of ICMS credits related to the entry of goods acquired from establishments included in the simplified tax regime; and (iv) delivery of a digital file (SINTEGRA magnetic file) in a standard or form not established in the legislation.
g) summary of decisions rendered on the merits	Administrative decision of 1st fully canceled the tax assessment. Due to the decision favorable to the Company, the proceedings were sent to TIT-SP (2nd administrative instance) to decide the mandatory appeal of the Treasury of the State of São Paulo, which was granted. The Company filed a special appeal before the Higher Chamber of TIT-SP, which definitively canceled item (i) of the tax deficiency notice (then in the amount of BRL153,410 thousand) and upheld the other items mentioned above. The Company submitted a decision rectification request regarding the remaining items (in the updated amount of BRL219,849 thousand).
h) stage of proceeding	Currently the Company is awaiting the decision of said decision rectification request, interrupted by a request to see the records.
i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote	Possible: BRL196,536 thousand Remote: BRL22,516 thousand
j) reason why the proceeding is deemed relevant	The Company understands that the proceedings are relevant due to the amount involved.
k) analysis of the impact in case of unfavorable outcome	In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022 was approximately 5.12% of its consolidated shareholders' equity.

Administrative proceedings SEI-040045/000075/2021 (Tax Assessment No. 03.632595-9)

a) court	Administrative State - State Treasury Office of Rio de Janeiro
b) instance	1st administrative instance
c) filing date	11/16/2021
d) parties in the proceedings	Plaintiff: Treasury of the State of Rio de Janeiro Defendant: Iochpe-Maxion S.A.
e) amounts, assets, or rights involved	BRL151,425 thousand
f) main facts	This is a tax assessment issued against the Company requiring the payment of ICMS and application of a fine, related to the period from January 2016 to September 2021, under the allegation of non-compliance with the regulatory requirements set forth in SEFAZ Resolution No. 905/2015, for application of the ICMS special deferral regime established in State Law No. 6,953/2015 in the sales of the

	Resende/RJ branch, with the collection of ICMS of the period and application of a fine of 75%.
g) summary of decisions rendered on the merits	Administrative defenses submitted by the Company.
h) stage of proceeding	Pending decision of the 1st administrative instance.
i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote	Possible
j) reason why the proceeding is deemed relevant	The Company understands that the proceedings are relevant due to the amount involved.
k) analysis of the impact in case of an unfavorable outcome	In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022, was approximately 3.5% of its consolidated shareholders' equity.

Administrative proceedings (a) 16045.720012/2015-62 (b) 16045.720013/2015-15 (c) 10860.901849/2015-11 (d) 10860.901848/2015-76	
* Connected to the administrative proceedings indicated in the table below.	
a) court	Fed. Administrative - 1 - Administrative Council of Tax Appeals - CARF
b) instance	2nd administrative instance
c) filing date	(a) and (b): 08/01/2015 (c) and (d): 12/09/2015
d) parties in the proceedings	Plaintiff: Federal Government Defendant: Iochpe-Maxion S.A.
e) amounts, assets, or rights involved	BRL16,792 thousand
f) main facts	This is a tax assessment (AIIM) issued against the Company that deals, respectively, with: (i) collection of IRPJ, under the allegation of undue deduction of income tax paid abroad, related to the calendar year of 2011; and (ii) collection of CSLL [Social Contribution on Net Profit], as consequence of the IRPJ required pursuant to item (i) above, both taxes added by interest and mandatory fine of 75%, as well as decision orders (items (c) and (d) above) that deal with the cancellation of negative balance of IRPJ and CSLL related to the calendar year of 2012, as a result of the allegation of undue deduction of income tax paid abroad mentioned in sub-item (i) above.
g) summary of decisions rendered on the merits	Administrative defenses (oppositions) submitted. Decisions partially favorable to the Company were rendered by the 1st administrative instance.

h) proceedings stage	A decision from the 2nd administrative instance is pending in the face of appeals from the National Treasury and the Company
i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote	Possible
j) reason why the proceeding is deemed relevant	The Company understands that the proceedings are relevant due to the amount involved.
k) analysis of the impact in case of an unfavorable outcome	In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022, was approximately 0.39% of its consolidated shareholders' equity.

Administrative proceedings (a) 16048.720140/2017-48 (b) 16048.720.402/2017-74	
* Connected to proceedings 10860.901849/2015-11 and 10860.901848/2015-76 (indicated on the table above).	
a) court	Federal Administrative - 1- Brazilian Federal Revenue Office (RFB)
b) instance	2nd administrative Instance
c) filing date	(a) and (b): 10/24/2017
d) parties in the proceedings	Plaintiff: Federal Government Defendant: Iochpe-Maxion S.A.
e) amounts, assets, or rights involved	BRL70,678 thousand
f) main facts	This is a tax assessment (AIIM) issued against the Company that deals, respectively, with: (i) collection of IRPJ, under the allegation of undue deduction of income tax paid abroad, related to the calendar year of 2012; and (ii) collection of CSLL, as consequence of the IRPJ required pursuant to item (i) above, both taxes added by interest and mandatory fine of 75%, plus separate fine.
g) summary of decisions rendered on the merits	Administrative defenses (oppositions) submitted. Decisions partially favorable to the Company were rendered by the 1st administrative instance.
i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote	Possible
j) reason why the proceeding is deemed relevant	The Company understands that the proceedings are relevant due to the amount involved.
k) analysis of the impact in case of an unfavorable outcome	In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022, was approximately 1.65% of its consolidated shareholders' equity.

Administrative proceedings	<p>(a) 10865-720.674/2020-60 (b) 13603- 720.924/2020-31 (c) 10860-720.538/2020-10 (d) 16048-720.006/2020-42</p>
a) court	<p>Federal Administrative (a), (b) and (c): Administrative Council of Tax Appeals - CARF (d): Brazilian Federal Revenue Office (RFB)</p>
b) instance	<p>(a), (b) and (c): 2nd administrative instance (d): 1st administrative instance</p>
c) filing date	<p>(a), (b) and (c): 02/20/2020 (d): 02/14/2020</p>
d) parties in the proceedings	<p>Plaintiff: Federal Government Defendant: Iochpe-Maxion S.A.</p>
e) amounts, assets, or rights involved	<p>BRL36,035 thousand</p>
f) main facts	<p>This is a statement of opposition against decision orders in the case of proceedings (a), (b) and (c) above, related to non-ratified offsets (credit proceedings No. 13881.720061/2015-55), due to the alleged lack of evidence of payment of the credits related to the CACEX Rate, added by interest and mandatory fine of 20%.</p> <p>In the case of proceedings (d) above, it is a tax assessment (AIIM) imposing a separate fine of 50% of the tax credit where the non-ratification of offsets occurred, based on article 74, paragraph 17, of Law No. 9,430/1996 and Normative Ruling No. 1,675, of 2016.</p>
g) summary of decisions rendered on the merits	<p>Administrative defenses submitted. In the cases of items (a), (b) and (c), a favorable decision was rendered in the 1st administrative instance, with the filling of a voluntary appeal before CARF.</p>
h) stage of proceeding	<p>In the case of items (a), (b) and (c), pending decision of the 2nd administrative instance. In case of item (d), pending decision of the 1st administrative instance.</p>
i.) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote	<p>Possible In March 2023, the STF decided, with general repercussions, that the application of a separate fine was unconstitutional in view of the mere denial to approve the tax compensations; the reason why the proceeding referred to in item (d) began to be classified with a remote chance of loss (BRL8,690 thousand on 12/31/2022).</p>
j) reason why the proceeding is deemed relevant	<p>The Company understands that the proceedings are relevant due to the amount involved.</p>
k) analysis of the impact in case of an unfavorable outcome	<p>In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022,</p>

	was approximately 0.84% of its consolidated shareholders' equity.
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Proceedings 0000561/2018	
a) court	Supreme Court (Spain)
b) instance	2nd judicial instance
c) filing date	07/20/2018
d) parties in the proceedings	Plaintiff: Maxion Wheels Espana S.L., Iochpe-Maxion Austria GmbH (successor by merger of Maxion Luxembourg Holdings S.à r.l.) and Hayes Lemmerz Barcelona, S.L. Defendant: Spain Tax Authorities
e) amounts, assets, or rights involved	BRL49,005 thousand (EUR 8,799 thousand)
f) main facts	This lawsuit is derived from administrative proceedings 08/03291/2011, 08/8972/2012 and 08/01138/2013, filed, respectively, on 02/28/2011, 12/27/2012 and 12/27/2012, concerning a tax assessment issued by Spain tax authorities related to the periods between 2004 and 2006 and 2007 and 2009 and “fraus legis” procedure, where the tax deduction of interest related to intra-group loans made as part of its corporate and financial restructuring is questioned, under the allegation of alleged abuse of the law for lack of a legitimate economic basis for the transaction.
g) summary of decisions rendered on the merits	Defenses were presented by the notified parties at the administrative instance in February and December 2011 and in December 2012, requesting the annulment of the tax assessments due to procedural defects, as well as presenting the business reasons that justified the restructuring of the group. The three proceedings were consolidated in order to be jointly analyzed, since they deal with the same facts. On 11/25/2014, the Regional Economic and Administrative Court of Catalonia rejected the notified parties' defense, and an appeal was filed with the Central Economic and Administrative Court. On 05/23/2018, an unfavorable decision was notified at the 2nd administrative instance. On 07/20/2018, an appeal was submitted to the Spanish National Court (1st judicial instance), and on 02/13/2019 the claim was formally filed so that the subject be decided at the judicial sphere. On 03/10/2022, a decision was rendered at the 1st judicial instance, partially favorable to the Company's subsidiaries, resulting in the cancellation of the tax assessments. The Spain tax authorities filed an appeal before the Supreme Court, but in January 2023 a court decision was issued rejecting such appeal, closing the case definitively in favor of its subsidiaries.
h) stage of proceeding	Closed

<p>i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote</p>	<p>Remote on 12/31/2022 Likelihood of loss currently impaired due to the closing of the proceedings.</p>
<p>j) reason why the proceeding is deemed relevant</p>	<p>The Company understood that such proceedings was relevant, taking into account the total amount of the debits under discussion and the mortgage constituted on the real property of the subsidiary Maxion Wheels Espana S.L. to ensure the debit.</p>
<p>k) analysis of the impact in case of an unfavorable outcome</p>	<p>In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022, was approximately 1.14% of its consolidated shareholders' equity.</p>

Administrative proceedings 900-04-05-00-00-2020-13203	
<p>a) court</p>	<p>Administrative Federal - Central Administration of Large Taxpayers Litigation, of the General Large Taxpayers Administration, of the Tax Administration Service - SAT</p>
<p>b) instance</p>	<p>Administrative instance</p>
<p>c) filing date</p>	<p>08/28/2020</p>
<p>d) parties in the proceedings</p>	<p>Plaintiff: Mexico Tax Authorities Defendant: Maxion Wheels de México, S. de R.L. de C.V.</p>
<p>e) amounts, assets, or rights involved</p>	<p>BRL648,319 thousand (US\$124,254 thousand)</p>
<p>f) main facts</p>	<p>This is a tax assessment issued against Maxion Wheels de México, S. de R.L. de C.V., the Company's Mexican subsidiary, within the scope of the inspection conducted by the Mexican tax authorities, regarding the year ended on 12/31/2012, which mainly challenges: (i) tax deductibility of interest related to financing obtained for the acquisition in January 2012 of the Mexican company Grupo Galaz, S.A. de C.V. and its subsidiaries (including Ingeniería y Maquinaria de Guadalupe, S.A. de C.V.) and (ii) alleged omission of revenue due to the concept of capital gain on the intra-group disposal of shares issued by Grupo Galaz, S.A. de C.V. (then called Maxion Inmagusa, S.A. de C.V.) which occurred in December 2012, as part of the restructuring the Company conducted after the acquisition of the North-American group Hayes Lemmerz, which also occurred in 2012; such challenges deal with allegations of lack of business reason for the transaction and lack of documentation supporting the determination of the interest deducted and the acquisition cost of the shares sold.</p> <p>The voluntary procedure started in August 2019 by the now notified party for clarification of the facts before the Mexican tax authorities ended without settlement in August 2020 and, on 08/28/2020, the Mexican tax authorities issued the tax assessment in question.</p>

<p>g) summary of decisions rendered on the merits</p>	<p>Relevant appeal was submitted at the administrative sphere by the subsidiary in question on 10/13/2020, which is pending judgment.</p> <p>In order to avoid lawsuits on the matter, the efforts and costs resulting therefrom, and considering the relevant amount involved, the Company sought an out-of-court agreement to put an end, still in the administrative sphere, to the discussions involved in the inspection for the year 2012 mentioned above, as well as the inspections for the years 2013 to 2015, conducted by the Mexican tax authorities in the subsidiary Ingeniería y Maquinaria de Guadalupe, S.A. de C.V., upon payment by the taxpayers of the approximate total amount of BRL181,000 thousand, with the total amount involved in such discussions, as updated on 09.30.2022, corresponded to approximately BRL1,146,428 thousand, according to a material fact disclosed on 07.12.2022.</p> <p>On 12/31/2022, the agreement with the Mexican tax authorities had already been concluded to close the inspections at the subsidiary Ingeniería y Maquinaria de Guadalupe, S.A. de C.V., with the consequent payment of the amount of BRL48,176 thousand.</p> <p>On 03/31/2023, the negotiations to put an end, in the administrative sphere, to the discussions involved in the inspection in the subsidiary Maxion Wheels de México, S. de R.L. de C.V. were also concluded, with the payment by the taxpayer of the amount of BRL149,092 thousand (on 12/31/2022, the amount of BRL133,614 thousand was already registered under tax obligations item; in the quarter ended on 03/31/2023, the financial adjustment was recognized under item financial expenses, in the total of BRL15,478 thousand). The consequent closing of such inspection at Maxion Wheels de México, S. de R.L. de C.V. occurred on April 28, 2023.</p>
<p>h) stage of proceeding</p>	<p>Closed</p>
<p>i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote</p>	<p>On 12/31/2022: Probable: BRL133,614 thousand Remote: BRL514,705 thousand Likelihood of loss currently impaired due to the closure of the proceeding, upon payment of the amount recognized as probable loss, updated until the date of actual payment.</p>
<p>j) reason why the proceeding is deemed relevant</p>	<p>The Company understands that the proceedings was relevant due to the amount involved.</p>
<p>k) analysis of the impact in case of an unfavorable outcome</p>	<p>In case of an unfavorable outcome, the Company will be ordered to pay the amount involved, which, on 12/31/2022, was approximately 15.10% of its consolidated shareholders' equity.</p>

-II- Labor:

Proceedings 0011481-80.2017.5.15.0014	
a) court	1st Lower Labor Court of Limeira - SP
b) instance	1st instance
c) filing date	08/08/2017
d) parties in the proceedings	Plaintiff: Union of Workers in the Metallurgical, Mechanical, and Electrical and Electronic Material Industries of Limeira and Region Defendant: Iochpe-Maxion S.A.
e) amounts, assets, or rights involved	BRL50 thousand, corresponding to the initial amount in dispute for procedure effect. The case was in the initial stage of production of evidence, and it is not possible to estimate in a reliable manner the amount of the contingent liabilities.
f) main facts	This is a class labor action filed by the workers union of the Company's two units located in Limeira, SP, which requests that it order to (i) pay premium for dangerous work and/or health hazard allowance, with labor, tax, social security and FGTS [Unemployment Compensation Fund] consequences, to employees in certain functions (activities in contact with flammable substances, explosives, electrical energy, ionizing radiation or radioactive substances and in the assembly, painting, stamping and cutting sectors, for example) for the last five years; (ii) include in the payroll the premium for dangerous work and/or health hazard allowance, with labor, tax, social security and FGTS consequences, to all employees that work or will work in these functions and at these units in the future; and (iii) attorney's fees on the award amount.

<p>g) summary of decisions rendered on the merits</p>	<p>Initial hearing held on 04/02/2018; On 04/23/2018 the plaintiff union submitted an amendment to the complaint with clarifications as to the functions and sectors covered in the action; On 05/16/2018, the Company filed an opposition; technical assistants were indicated and questions were submitted by the parties; On 10/30/2018 a justification hearing was held for delimitation of the sectors to be visited by the expert appointed the court; on 12/04/2018, a previous inspection was carried out; On 12/10/2018 the minutes of the prior technical inspection made by the court expert were attached and the amount for previous expert fees submitted; On 05/06/2019 a statement was attached by the plaintiff union requesting free legal aid to carry out the technical expertise, which was pending. The proceeding was suspended to attempt an agreement between the parties. In order to avoid the efforts and costs arising from the judicial instruction, the Company deemed appropriate and in its best interest to enter into an amicable agreement with the plaintiff union to put an end to the claim, with the total amount paid of BRL3,086 thousand, including assistance attorneys' fees and court costs. The agreement, approved by the workers' meeting on 07/16/2022, was signed by the union and the Company, and approved in court on 08/09./022, closing the case definitively.</p>
<p>h) stage of proceeding</p>	<p>Closed</p>
<p>i) likelihood of an unfavorable outcome: i. probable ii. possible iii. remote</p>	<p>Likelihood of loss impaired due to the closing of the proceedings.</p>
<p>j) reason why the proceeding is deemed relevant</p>	<p>The Company understood that the proceedings were relevant due to the amount involved and as it is a class labor action.</p>
<p>k) analysis of the impact in case of an unfavorable outcome</p>	<p>In case of an unfavorable outcome, all employees in the productive environment, both active and dismissed, will be condemned to pay hazard and health hazard premiums according to their exposure to the agent.</p>

4.5 Total provisioned value of relevant non-confidential processes

4.5. State the total amount provisioned, if any, for the proceedings described in item 4.4.

On December 31, 2022 there was a total amount of BRL133,614 thousand provisioned or recognized in the Company's consolidated liabilities in relation to the proceedings described in item 4.4 of the Reference Form.**

4.6 Relevant secrecy proceedings

4.6. For relevant secrecy proceedings to which the issuer or its controlled entities are a party and not disclosed in item 4.4, analyze their impact in case of an unfavorable outcome and inform the amounts involved.

There are no secrecy proceedings in which the Company or its subsidiaries are parties and which have not been disclosed in item 4.4 of the Reference Form.**

4.7 Other relevant contingencies

4.7. Describe other relevant contingencies not covered by the preceding items.

In addition to the information indicated in the other items of Section 4 of the Reference Form, the Company informs the following:

Civil/Labor

➤ Cruzeiro, Limeira and São Paulo (SP), Resende (RJ) and Contagem (MG). On April 03, 2019, the Company and the Regional Labor Management of São José dos Campos/SP executed a commitment instrument to include disabled and INSS rehabilitated people in the work market, as a result of a tax action filed in 2015, through which the Company undertook mainly to regularize the legal quota of disabled people or INSS rehabilitated beneficiaries, as set forth in article 93 of Law No. 8,213/91, within 24 months as of July 01, 2019. In June 2021, a new commitment instrument was executed with said authority, through which the term for compliance with the legal quota was extended for other 18 months, to end in December 2022. The Company has proven compliance with the legal quota within the agreed deadline, and both the tax action of the Ministry of Labor and Employment and the civil inquiry filed before the Labor Prosecutor's Office on the same subject were closed in 2023.

➤ Santo André (SP). On June 06, 2019, Maxion Wheels do Brasil Ltda. and the Regional Labor Superintendence Office in São Paulo/SP executed a commitment instrument to adapt machinery and equipment to the determinations set forth in Regulation Rule (NR) 12 of the Ministry of Labor and Employment, as a result of the tax action filed in 2018, through which the company undertook mainly to identify and adapt all machinery and equipment to the provisions set forth in said NR, within 30 months as of June 06, 2019. All reports on the adaptations requested were presented; pending the closing statement by the tax auditors of the Ministry of Labor and Employment. The non-compliance with the provisions of the commitment instrument may entail a deficiency notice and repeated inspection of said company, with subsequent sending of substantiated report to the Public Labor Attorney's Office, in order to file the applicable procedure, without prejudice to any stoppage of non-adapted machinery and equipment until their regularization.

➤ Cruzeiro (SP). On September 12, 2019 the Company and the Public Labor Attorney's Office - Labor Prosecutors' Office of the 15th Region, in the Municipality of São José dos Campos/SP, executed Conduct Adjustment Term (TAC) No. 45/2019, with the objective of formalizing the Company's intention to voluntarily adapt its machinery and equipment installed in its industrial plant located in Cruzeiro/SP, as determined by Regulatory Rule (NR) 12, within 30 months from the date of execution of said TAC. In answer to its motion, on March 17, 2022 said Prosecutors' Office authorized the extension of the term for compliance with the TAC for other 24 months, ending in March 2024. The non-compliance with the commitments agreed upon in the TAC may entail the application of fine and the possible filing of a public civil action against the Company, without prejudice to any stoppage of non-adapted machinery and equipment until their regularization.

- Contagem (MG). On February 09, 2021, the Company and the Public Labor Attorney's Office - Labor Prosecutors' Office of the 3rd Region, in the Municipality of Belo Horizonte/MG, executed a Conduct Adjustment Term (TAC) in the records of Civil Investigation No. 003580.2017.03.000/0, with the objective of formalizing the Company's commitment to offer appropriate safety and health conditions and comfort to the professional drivers and/or respective aids, pursuant to Law No. 13,103/2015 (Drivers Laws) and other applicable regulations, in the period when said professionals are in its establishment located in the Municipality of Contagem/MG or its surroundings to conduct loading and unloading operations, due to the execution of services of land transportation of goods in its behalf. The non-compliance with the commitments agreed upon in the TAC may entail the application of fine and the possible filing of a public civil action against the Company.

- Limeira (SP). On October 15, 2021, the Company and the Regional Labor Management in Piracicaba/SP executed a commitment instrument to adapt machinery and equipment of its industrial aluminum wheels plant located in Limeira/SP to the determinations set forth in Regulation Rule (NR) 12 of the Ministry of Labor and Employment, as a result of the indirect inspection started in May 2021, through which the company undertook mainly to identify and adapt all machinery and equipment to the provisions set forth in said NR, until September 2022. All reports on the adaptations requested were presented; pending the closing statement by the tax auditors of the Ministry of Labor and Employment. The non-compliance with the provisions of the commitment instrument may entail a deficiency notice and repeated inspection of the Company, with subsequent sending of substantiated report to the Public Labor Attorney's Office, in order to file the applicable procedure, without prejudice to any stoppage of non-adapted machinery and equipment until their regularization.

Tax

- Monclova, Mexico. In March 2020, March 2021 and March 2022, within the scope of the inspections regarding the years ended December 31, 2013, December 31, 2014 and December 31, 2015, respectively, at Ingeniería y Maquinaria de Guadalupe, S.A. de C.V., the Company's Mexican subsidiary, the Mexican tax authorities challenged especially the tax deductibility of interest related to a long-term loan obtained in December 2012 with a financial institution, to fund the intra-group acquisition of the Mexican company Maxion Inmagusa, S.A. de C.V. (previously called Grupo Galaz, S.A. de C.V.), as part of the restructuring the Company conducted after the acquisition of the North-American group Hayes Lemmerz, which also occurred in 2012, as well as of the corresponding foreign exchange variation; such challenges deal with allegations of lack of business reason for the transaction and lack of documentation supporting the determination of the interest deducted. In August 2020, April 2021 and April 2022, respectively, the voluntary procedures started for clarification of the facts before the Mexican tax authorities, in order to avoid any administrative and judicial proceedings on the subject, which await statement by the tax authorities.

In order to avoid lawsuits on the matter, the efforts and costs resulting therefrom, and considering the relevant amount involved, the Company sought an out-of-court agreement to put an end, still in the administrative sphere, to the discussions involved in the inspection for the year 2012 at the Mexican subsidiary Maxion Wheels de México, S. de R.L. de C.V., which resulted in the issue of a tax assessment (for more information,

see item 4.4 of the Reference Form), as well as the inspections for the years 2013 to 2015 mentioned above, upon payment by the taxpayers of the approximate total amount of BRL181,000 thousand, with the total amount involved in such discussions, as updated on September 30, 2022, corresponded to approximately BRL1,146,428 thousand, according to a material fact disclosed on December 07, 2022.

On December 31, 2022, the agreement entered into with the Mexican tax authorities to close the inspections at the subsidiary Ingeniería y Maquinaria de Guadalupe, S.A. de C.V. had already been concluded, with the consequent payment of the amount of BRL48,176 thousand. On March 31, 2023, the negotiations were also finalized to put an end, in the administrative sphere, to the discussions in the scope of the inspection in the subsidiary Maxon Wheels de México, S. de R.L. de C.V., were also concluded, with the payment by the taxpayer of the amount of BRL149,092 thousand (on December 31, 2022, the amount of BRL133,614 thousand was already registered under tax obligations item; in the quarter ended December 31, 2023, the financial adjustment was recognized under item financial expenses, in the total of BRL15,478 thousand). The consequent closing of such inspection at Maxon Wheels de México, S. de R.L. de C.V. occurred on April 28, 2023.

Competition

In June 2022, the facilities of Maxon Wheels Holding GmbH, a subsidiary of the Company in Königswinter, Germany, were inspected by the German antitrust body (*Bundeskartellamt*) in the scope of an investigation into a suspected non-compliance with competition laws related to manufacturers of aluminum wheels for light vehicles. The Company is cooperating fully with the authorities. If it is considered that there has been a violation of the applicable rules, such subsidiary may be subject to a fine or civil proceedings. This is an ongoing investigation and the Company is not in a position to anticipate the extension, scope or results of the investigation.

Except for the foregoing, the Company is not aware of other relevant contingencies not covered by the previous items of Section 4 of the Reference Form, which the Company considers important to substantiate the investment decision by the investors.

In the relevance assessment, the ability of the contingency impacting in a significant manner the Company's equity, financial capacity or business or those of its subsidiaries as a whole was considered, as well as other factors that could influence the investment decision, such as, for instance, image risks or legal risks related to the contingencies

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5.1 Description of risk management and market risks

(a) if the issuer has a formal risk management policy, highlighting, if so, the body that approved it and its approval date and, if not, the reasons why the issuer has not adopted a policy

The Company has a Corporate Risk Management Policy, approved by the Board of Directors on December 20, 2017 and reviewed on May 29, 2019. This formal policy consolidates policies, rules, procedures, and actions that were already adopted by the Company in the development of Corporate Risk Management works within the different operating, financial and strategic activities the Company conducts.

(b) the objectives and strategies of the risk management policy, if any, including: (i) the risks against which protection is sought; (ii) the hedge instruments; and (iii) the organizational structure for risk management

The Corporate Risk Management Policy establishes a set of guidelines and principles, as well as the structure, to be considered in the Company's risk management process. In addition, it defines and formalizes the responsibilities of each of its bodies/departments involved in the process, applicable to all its organizational levels in a direct or indirect manner.

The Company seeks, as a priority, the management of operating, financial, strategic and legal/compliance risks, which is conducted through a risk matrix covering its main corporate risks, based on their probability of occurrence and the magnitude of their impact on its business, and the Company may list the following items: **(i) Operating:** **a.** Any failure in the production quality process that may lead to a recall that may affect its margins and image; **b.** Interruption or partial stoppage of the business resulting from failures or vulnerabilities in the Cyber Security process resulting from internal or external events; **(ii) a. Financial:** Increase in financial costs that may impact its indebtedness; **(iii) Strategic:** **a.** Lack of adequacy to the actual market demands and disruptive technologies may result in financial losses and reduction of the business' efficiency and productivity; **b.** Uncertain and volatile global macroeconomic scenario, with increase and/or maintenance of the high global inflationary framework, maintenance of high interest rates, market slowdown, unfavorable conditions and demobilizations in the productive chains, which may impact on the results and achievement of the objectives; **(iv) Compliance:** **a.** Any non-compliance with the legal data protection requirements (for example: LGPD and GDPR).

Among the measures taken for each risk previously mentioned, the Company highlights the following: **(i) a.** it has a quality system in all its plants, which provide a quality delivery to the customers; this item is monitored and periodically presented to its leadership; **(i) b.** it has computer encryption and uses tools to ensure the protection of systems and business continuity and to monitor the technology environment. In addition, it has cyber security insurance, performs vulnerability tests periodically, has policies and trains employees on cyber security; **(ii) a.** it has a solid financial management strategy presented from time to time to the Executive Office, Financial Committee and Board of Directors, where the national and international markets are analyzed in search of the best solutions for debt management for the short and long term; **(iii) a.** In addition to the creation of the Advanced Technology Center in Berlin for monitoring and development

of new technologies and the strengthening of the Advanced Engineering areas in the Divisions, the Company follow up new trends with the main players and partner companies in the operation and technology markets, seeking to be involved in the technological change of the sector and making periodical presentations to the Executive Office; **(iii) b.** It adopted measures to minimize impacts through: (a) flexible plants for any shutdown and action plans prepared to minimize operating inefficiencies; (ii) quick reduction of purchase of feedstock according to information on shutdown; (iii) Use of instruments such as setoff pool, short weeks, vacation, etc. to mitigate labor costs. In addition, the Company are flexible and can increase production volumes in segments with high demand; **(iv) a.** It has a global project team which, together with the support of an external office, is dedicated to the subject in the units applicable to the legislation, and it monitors new legislations/requirements in other units of the group. The team has been acting and is working on the mapping of processes, creation of policies and review of activities that deal with personal data (scope of the law). The team makes presentations on the development of the project and other needs to its Executive Office, according to the demand.

This risk matrix is submitted twice a year to the Statutory Audit Committee and to the Board of Directors for examination and validation, after the review of the Executive Office and of the Risk Management Committee, or at any time, considering any significant changes in the risks.

Its corporate risk management structure covers all its levels, especially its Board of Directors, Statutory Audit Committee, Executive Office, Risk Management Committee, other managers and Governance, Risks and Compliance department.

The Board of Directors establishes the risk guidelines for the Company, approves policies related to risk management, supervises, with the support of the Statutory Audit Committee, the effectiveness of the Company's risk management structure and process in order to maintain it compatible with the business strategies, analyzes and resolves on the Executive Office's proposal for the composition of the risk matrix and resolves on the Executive Office's proposal for the solution, mitigation or acceptance of risks.

The Statutory Audit Committee monitors the risk guidelines established for the Company, reviews the policies related to the Company's risk management, advises the Board of Directors in the monitoring of its risk management activities, analyzes the Executive Office's proposal for the composition of the risk matrix and reviews information presented to the market related to its risks, as well as to the risk management structure, its activities and results obtained.

The Executive Office implements the Company's strategies and guidelines approved by the Board of Directors, executes the policies related to risk management, prepares the risk matrix with the help of the Governance, Risks, and Compliance department, proposes to the Board of Directors measures to solve, mitigate, or accept the risks, monitors the implementation of the action plans established based on the risk matrix, and prepares, with the support of the Governance, Risks, and Compliance department, the information to be presented to the market related to the risk management structure, its activities, and the results obtained.

The Risk Management Committee acts and interacts with the management, Internal Audit and Governance, Risk and Compliance department in order to ensure the compliance with the risk management guidelines established by the Board of Directors, analyzes the policies related to risk management, advises the Executive Office and, when requested, the Statutory Audit Committee, in the identification of risks, proposals for measures to solve, mitigate or accept the risks, and monitoring of the Company's risk management activities. It periodically reviews the risk matrix and respective existing action plans for monitoring the mitigation of these risks, approves the methodology to be used in conducting the corporate risk management process, approves the scale of impact and probability used to assess risks, and acts proactively in identifying new types of risk for the Company.

The managers are responsible for ensuring the operation of the risk management through the implementation of preventive and corrective measures for the risks identified, identifying and communicating to the Executive Office or the Risk Management Committee the risks to which the Company is subject, maintaining an environment of internal controls and effective compliance, and developing processes and procedures, training and forms of communication that allow the dissemination, in a consistent manner, of the risk management process.

The Governance, Risks and Compliance department monitors the Company's risk management process under the coordination of the Executive Office and of the Risk Management Committee, prepares and ensures the compliance with its policies related to risk management, helps the Executive Office to prepare and review the risk matrix, assess and proposes risk mitigation strategies, provides the Board of Directors, the Statutory Audit Committee, the Executive Office and the Risk Management Committee with analyses and assessments on its risk management process, prepares the scale of impact and probability used to assess risks, support the Executive Office in the preparation of the information to be presented to the market related to the risk management structure, to its activities and to the results obtained, and acts proactively to identify new types of risks for the Company.

The hierarchical structure between these bodies is detailed below: (i) at the highest level is the Board of Directors; (ii) the Statutory Audit Committee is below the Board of Directors; and (iii) the Internal Audit is under the Statutory Audit Committee. It must be emphasized that Internal Audit administratively reports to the Company's CEO. For better visualization, see item 5.3(c) of the Reference Form. The Risk Management Committee reports to the Executive Office.

(c) suitability of the operational structure and internal controls to verify the effectiveness of the adopted policy

The Company believes that its Governance, Risks and Compliance structure to verify the effectiveness of the guidelines regarding risk management is efficient and suitable, being aligned with the market practices. It provides independent, impartial and timely assessments through a corporate methodology based on an integrated and systemic view.

5.2 Description of internal control

a) the main internal control acts and the level of efficiency of such controls, indicating any imperfections and the measures adopted to correct them.

The Company seeks to guarantee at all times the improvement of its internal controls environment, as well the continuous analysis of risks that may affect its businesses, financial standing, and the results of its operations.

The Company's Executive Office is responsible for the management and has worked together with the operational areas, performed the monitoring, reporting and correction of occasional imperfections, whether such arise from non-compliance with internal or external regulations.

The Company has an Internal Audit department that reports to the Audit Committee provided in the Bylaws. The Internal Audit monitors, assesses and makes recommendations on internal controls and the Company's policies and procedures, through periodic independent audits on the effectiveness and efficiency of internal controls. Aiming for improved assessment of automatic internal controls, the Internal Audit has been incorporating information system audits since 2015, and, in 2018, it started working on a continuous audit through automated monitoring of transactions in the units' management systems.

The Governance, Risk and Compliance department, in addition to assisting in the mapping of processes, risk and control identification, development, implementation and monitoring of action plans, if needed, is also responsible for directing the Company's Risk Management and Compliance programs. One of the responsibilities of the Governance, Risk and Compliance department is working with process improvements in order to identify improvement opportunities and assist all of its areas in optimizing their activities.

The Company has formal corporate procedures and policies in place. The Executive Office enables and discloses its processes, purposes, principles and values by using these corporate procedures and policies.

To ensure that the Company is in full compliance with internal and external laws, regulations and rules, as well as to promote practical improvements and ethical principles, it counts on the following mechanisms, among others, with:

- a) Code of Ethics
- b) Whistleblowing Channel
- c) Policies on share negotiation and information disclosure
- d) Anti-corruption and ethics policy addressing contributions and donations, in addition to themes related to the prevention and identification of torts
- e) Corporate Risk Management Policy

b) the involved organizational structures

The Company has an effective internal control management structure, and all acts related to internal controls are based on ethical criteria reflected in the organization's code of conduct.

Organizational structure involved

a) Board of Directors: The Board of Directors establishes the political guidelines and corporate procedures.

b) Executive Office (responsible for the management): The Executive Office is responsible for implementing the corporate policies and procedures. The Executive Office operates with an internal control system with the aid of the Audit Committee provided in the Bylaws and of the Internal Audit to assess, on a periodic basis, the efficacy of such internal control system, as well as to account to the Board of Directors for this assessment.

c) Inspection and Control Bodies

Statutory Audit Committee: The Statutory Audit Committee oversees the Internal Audit's works and interacts with the External Audit, contributing to ensure balance, transparency and integrity of financial information disclosed to the market.

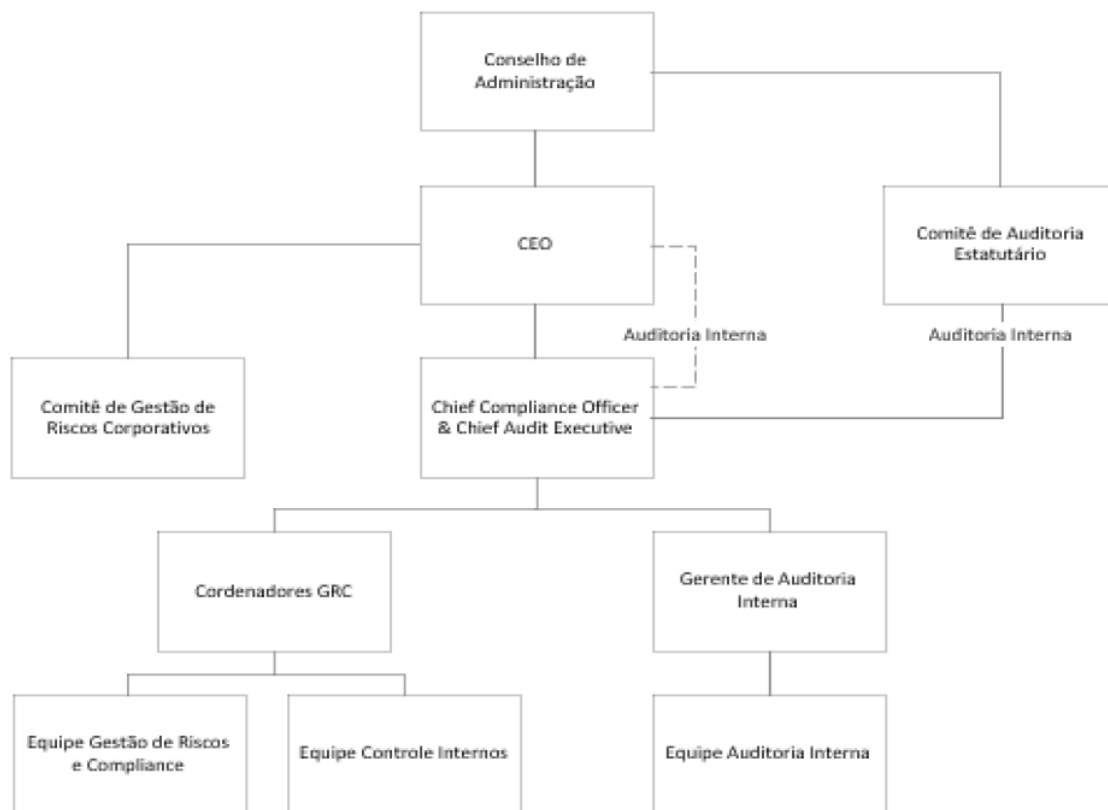
Internal Audit: The Internal Audit, the Regulations of which were approved by the Company's Audit Committee on May 31, 2017, is responsible for monitoring, assessing and making recommendations on the internal controls and rules and procedures established by the management. The Internal Audit periodically promotes independent audits on the efficacy and efficiency of controls. In addition, the budget of the Internal Audit areas was assessed and approved by the Statutory Audit Committee, according to summarized report disclosed in the Financial Statements of December 31, 2022.

Governance, Risk and Compliance (GRC): The GRC Department assists the Company in the mapping of processes, risk and control identification, as well as in the development, implementation and monitoring of action plans, if needed, and it is responsible for directing the Company's Risk Management program and Compliance. It operates mainly as a support management in the internal assessment of risks and internal controls, including information, communication and monitoring; it works together with its management in order to challenge and improve controls and processes; maintains a relationship with internal and external auditors and supports their activities; it verifies the compliance with its policies, guidelines and procedures.

c) whether and how the efficiency of internal controls is supervised by the administration of the issuer, indicating the position of the persons in charge for said monitoring

As reported in items 5.2a) and 5.2b), the Executive Office (management of the areas) is responsible for managing and monitoring the efficiency of internal controls, and the Statutory Audit Committee monitors, evaluates and makes recommendations on the Company's internal controls and policies and procedures.

The following structures and positions are involved in the execution, management and monitoring of internal controls:



Legend

Conselho de Administração	Board of Directors
CEO	Chief Executive Officer (CEO)
Comitê de Auditoria Estatutário	Statutory Audit Committee
Auditoria Interna	Internal Audit
Comitê de Gestão de Riscos Corporativos	Corporate Risk Management Committee (GRC)
Coordenadores GRC	GRC Coordinators
Gerente de Auditoria Interna	Internal Audit Manager
Equipe Gestão de Riscos e Compliance	Risk Management and Compliance Team
Equipe Controle Internos	Internal Control Team
Equipe Auditoria Interna	Internal Audit Team

d) deficiencies and recommendations on internal controls as pointed out in the detailed report, prepared and forwarded to the issuer by the independent auditor, pursuant to the rules issued by CVM regarding the registration and exercise of the activity of independent audit

The deficiencies and recommendations on internal controls present in the report for the Company by the independent auditor are issued through the Letter of Internal Controls for the year. The letter issued has no recommendations and deficiencies applicable to this item.

e) comments of the officers regarding the deficiencies pointed out in the substantiated report prepared by the independent auditor and the actions taken to correct them

The deficiencies and recommendations on internal controls present in the report for the Company by the independent auditor are issued through the Letter of Internal Controls for the year. The letter issued has no recommendations and deficiencies applicable to this item.

5.3 Integrity program

a) if the issuer has rules, policies, procedures or practices aimed at the prevention, detection and remediation of fraud and illicit practices against the public administration, identifying, if any:

i. the main integrity mechanisms and procedures adopted and their adequacy to the profile and risks identified by the issuer, informing how often risks are reassessed and policies, procedures and practices are adapted

The Company has policies and procedures addressing the relationship with public bodies, including local and international laws in places where it has established operations; such policies and procedures provide details on the conduct expected from professionals before government officials, always mentioning the relevance of compliance with the laws in force and that apply to the entire Company. These documents are periodically reviewed so as to reflect the best practices and updated laws in force in locations where the Company has businesses.

According to the Company's practices and to the provisions of item 5.1b), the main risks are assessed twice per year, according to its risk matrix. As from such analysis, its policies and practices are updated, as needed. The Company should inform that, as it is not a public utility company and/or do not directly trade with public agents, it considers this periodicity appropriate.

ii. organizational structures involved in the monitoring of operations and efficiency of internal integrity mechanisms and procedures, indicating their attributions, whether their creation has been formally approved, issuer's bodies to which they report, and the mechanisms to ensure the independence of its directors, if any

The Company has an Internal Audit Department that reports to the Statutory Audit Committee. The Internal Audit monitors, assesses and makes recommendations on the Company's internal controls and policies and procedures, including policies and procedures for relationship with governmental bodies. This monitoring and assessments are carried out through periodic independent audits that consider the effectiveness and efficiency of internal controls and adherence of processes to current policies and procedures.

iii. whether the issuer has a formally approved code of ethics or conduct, indicating:

• whether it applies to all officers, members of the fiscal committee, members of the board of directors and employees and also encompasses third parties, such as suppliers, service providers, intermediaries and associates

The Company has a new Code of Conduct revised and approved by the Board of Directors at its meeting held on August 25, 2021, and which is applicable to all professionals, officers, members of the Fiscal Council (when installed) and the Board of Directors. The Company also encourages the use of the Code by all members of the supply chain and

relationship, including, without limitation, to suppliers, service providers, intermediary agents, customers, among others.

- **sanctions applicable in case of violation of the code or other rules related to the matter, identifying the document where such sanctions are provided for**

Occasional sanctions in the event of non-compliance with the Code of Conduct or with other rules of the Company are provided for in internal policies and procedures and are taken into consideration after due analysis and resolution with the Company's Corporate Governance bodies, and such events may, in the more severe cases, result in dismissal of the professional or termination of the commercial relationship for external partners.

- **the body that approved the code, date of approval and, in case the issuer discloses the code of conduct, any Internet sites where the document may be consulted**

The Code of Conduct was reviewed and approved by the Board of Directors at its meeting held on August 25, 2021; it can be checked on the Company's website:

<https://www.iochpe.com.br/show.aspx?idCanal=nZlh5DZQAxxMMMyGDunjtrg==>

- b) **whether the issuer has a reporting channel, indicating which one, if affirmative:**

- **whether the whistleblowing channel is internal or in charge of third parties**

The Company has a whistleblowing channel internally named 'Report Channel', which is internally managed and can be accessed by phone, website or e-mail, regardless of the geographical location or hierarchical position of the whistleblower.

- **whether the channel is open to receive reports from third parties or only receives reports from employees**

The whistleblowing channel is open and may be accessed through its contact means by any officer, professional, client, supplier or other people who have or do not have a relationship with the Company and who wish to report anything to the Management.

- **whether there are mechanisms of anonymity and protection to whistleblower in good faith**

The Company has a detailed policy on the commitment of non-retaliation against professionals who honestly make a report about any suspicion of an act that violates the code of conduct or any other form of regulation applicable to the Company.

- **issuer's body in charge of investigating reports**

The complaints made through the channel are received by the person in charge of the Internal Audit Department and by the Coordinator of the Statutory Audit Committee, who then decide on how the matters will be addressed and on actions that may be necessary according to the theme of the report.

c) number of confirmed cases of deviations, fraud, irregularities and unlawful acts practiced against the public administration in the last three (3) fiscal years and corrective measures adopted

Not applicable in view of the provisions of items “a” above.

d) whether the issuer does not have rules, policies, procedures or practices aimed at the prevention, detection and remediation of frauds and unlawful acts practiced against the public administration, please identify the reasons for which the issuer did not adopt controls in this respect

Not applicable in view of the provisions of items “a” above.

5.4 Significant changes

The Company informs that, in relation to the last fiscal year, there has been no significant change in the main risks to which it is exposed or in the risk management policy the Company has adopted.

The uncertainty regarding the current political and economic environment in the markets where the Company operates may significantly change the risks to which it is exposed.

5.5 Other relevant information

The Company does not have other information it considers relevant.

6.1 Shareholding Position

CONTROLLING SHAREHOLDER / INVESTOR					
SHAREHOLDER					
Shareholder CPF/CNPJ	Nationality-State	Party to shareholders' agreement	Controlling shareholder	Last change	
Shareholder Residing Abroad	Name of Legal Representative or Attorney-in-Fact	Type of person	CPF/CNPJ		
Breakdown of shares					
Number of common shares	Common shares %	Number of preferred shares	Preferred shares %	Total number of shares	Total shares %
CONTROLLING SHAREHOLDER/INVESTOR				Shareholder CPF/CNPJ	Composition of share capital
SHARES HELD IN TREASURY - Date of last change: 05/09/2023					
3,449,827	2.244	0	0.000	3,449,827	2.244
Alaska Investimentos					
11.752.203/0001-50	Brazil	05/10/2023			
15,923,862	10.359	0	0.000	15,923,862	10.359
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Aline Kolodny Nemetz					
554.234.930-72	Brazil	Yes	05/23/2019		
1,335,674	0.869	0	0.000	1,335,674	0.869
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Dan Ioschpe					
439.240.690-34	Brazil	Yes	04/12/2023		

6,290,145	4.092	0	0.000	6,290,145	4.092
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Debora Berg Ioschpe					
801.868.310-72	Brazil	Yes		05/23/2019	
2,254,876	1.467	0	0.000	2,254,876	1.467
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
G7 Cinema Ltda.					
07.139.247/0001-32	Brazil	Yes		05/23/2019	
1,077,282	0.701	0	0.000	1.077.282	0.701
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Glaucia Stifelman Ioschpe					
785.258.700-30	Brazil	Yes		05/23/2019	
360,000	0.234	0	0.000	360,000	0.234
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Gustavo Berg Ioschpe					
920.901.680-72	Brazil	Yes		05/23/2019	
3,842,779	2.500	0	0.000	3,842,779	2.500
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
IBI Participações e Negócios S.A.					
92.198.035/0001-03	Brazil	Yes		05/09/2023	

169,211	0.110	0	0.000	169,211	0.110
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Inova Investimentos Ltda.					
03.541.634/0001-40	Brazil	Yes		05/23/2019	
1,962,412	1.277	0	0.000	1,962,412	1.277
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Leandro Kolodny					
000.754.180-53	Brazil	Yes		December 15, 2021	
507,732	0.330	0	0.000	507,732	0.330
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Luciano Iochpe Kolodny					
602.537.620-49	Brazil	Yes		12/15/2021	
369,497	0.240	0	0.000	369,497	0.240
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Marcio Iochpe Kolodny					
525.270.770-72	Brazil	Yes	Yes	December 15, 2021	
272,013	0.177	0	0.000	272,013	0.177
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
Mauro Litwin Iochpe					
154.727.520-00	Brazil	Yes		05/23/2019	

1,127,190	0.733	0	0.000	1,127,190	0.733
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
OTHERS					
98,760,148	62.247	0	0.000	98,760,148	64.247
Salomão Ioschpe					
400.517.220-20	Brazil	Yes		05/11/2022	
2,737,553	1.781	0	0.000	2,737,553	1.781
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			
TOTAL					
153,719,601	100.000	0	0.000	153,719,601	100.000
Vokin Administração de Recursos Ltda.					
14.142.853/0001-72	Brazil			05/05/2023	
13,279,400	8.639	0	0.000	13,279,400	8.639
Class of share	Number of shares	Shares %	Shares (%) of such type	Shares (%) of the capital	
TOTAL	0	0,000			

6.3 Capital distribution

Date of last general meeting/Date of last amendment	04/28/2023
Number of individual shareholders	49,666
Number of corporate shareholders	384
Number of institutional investors	404

Outstanding Shares

Outstanding shares corresponding to all shares of the issuer with the exception of those owned by the controlling shareholder, any persons related to the controlling shareholder, the issuer's managers and shares held in treasury

Number of common shares	130,262,282	89.214%
Number of preferred shares	0	0.000%
Total	130,262,282	89.214%

6.4 Interest in companies

Corporate name	National Register of Legal Entities (CNPJ)	Issuer's interest (%)
KALYANI MAXION WHEELS LIMITED	00.000.000/0000-00	85.000000
MAXION (NANTONG) WHEELS, CO. LTD.	00.000.000/0000-00	100.000000
MAXION INCI JANT SANAYI, A.S.	00.000.000/0000-00	60.000000
MAXION JANTAS JANT SANAYI VE TICARET A.S	00.000.000/0000-00	60.000000
MAXION WHEELS (THAILAND) CO. LTD.	00.000.000/0000-00	100.000000
MAXION WHEELS ALUMINUM INDIA PVT. LTD.	00.000.000/0000-00	100.000000
MAXION WHEELS CZECH S.R.O.	00.000.000/0000-00	100.000000
MAXION WHEELS DE MÉXICO, S. DE R.L. DE C.V.	00.000.000/0000-00	100.000000
Maxion Wheels do Brasil Ltda.	02.234.234/0001-29	100.000000
MAXION WHEELS ESPANA S.L.	00.000.000/0000-00	100.000000
MAXION WHEELS ITALIAS.R.L.	00.000.000/0000-00	100.000000
MAXION WHEELS SEDALIA LLC	00.000.000/0000-00	100.000000
MAXION WHEELS SOUTH AFRICA (PTY) LTD.	00.000.000/0000-00	100.000000
MAXION WHEELS SOUTH AFRICA (PTY) LTD.	00.000.000/0000-00	100.000000
MAXION WHEELS WERKE GMBH	00.000.000/0000-00	100.000000

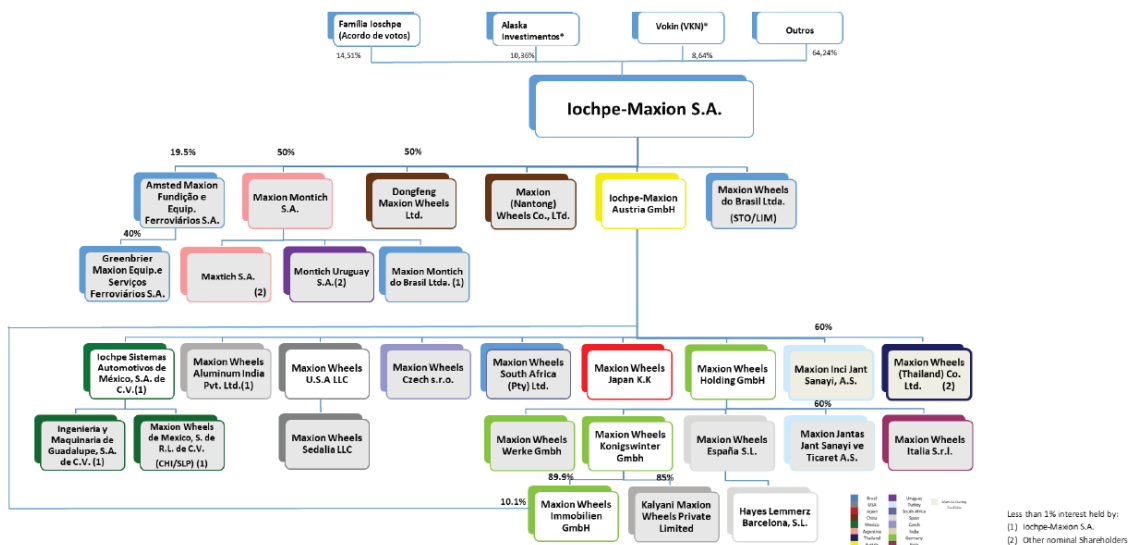
6.5 Chart of shareholders and of the economic group

. all direct and indirect controlling entities and, if the issuer wishes it, the shareholders with an interest equal to or higher than 5% of a class or type of share.

- b. major subsidiaries and affiliates of the issuer
- c. interest of the issuer in companies of the group
- d. interest of the issuer's group companies
- e. major companies under common control

Below is a simplified organizational chart of the company's shareholders and the economic group in which it operates, indicating: (a) shareholders with a share of 5% or greater than the company's corporate capital, (b) the company's main subsidiaries and affiliates, (c) the Company's interest in the group's companies, (d) interest of group companies in the Company, and (e) main Companies under common control. The company has no defined control.

Date of the last update of the organizational chart: May 26, 2023



*Equity interest held by investment funds and/or portfolios under common discretionary management of the entity in question.

6.6 Other relevant information

At the Special General Meeting held on September 30, 2022, the Company's shareholders approved the merger by the Company of its subsidiary REMON - RESENDE MONTADORA LTDA. ("Remon" and "Merger", respectively). The Merger did not result in any increase or decrease in the Company's net equity, considering that 100% of Remon's quotas were held by the Company, and to the extent that Remon's shareholders' equity was already fully reflected in the Company's shareholders' equity, as a result of the application of the equity pickup accounting method.

7.1 Main characteristics of the issuer's management bodies and audit committee

7.1. Describe the main characteristics of the issuer's management bodies and audit committee, identifying the following:

a. main characteristics of the policies on the appointment and filling out of vacant positions, if any, and, if the issuer discloses them, the online addresses where the document may be consulted

The Company has an Appointment Policy approved by the Board of Directors at a meeting held on August 26, 2020, which defines, among other matters, the process for appointing members of the Board of Directors and its advisory committees, as well as the minimum criteria to be considered in this process, seeking to ensure the appointment of highly qualified people, able to face the challenges of the function, capable of contributing to the generation of value and development of the Company and aligned with the Company's values and culture.

Such Appointment Policy is available on the Company's (www.iochpe.com.br) and CVM's (www.cvm.org.br) pages on the World Wide Web.

The process for appointing members of the Board of Directors works as follows:

- (i) the Board of Directors shall propose, for consideration by the general meeting, the number of effective and alternate members to be elected for each term of office, subject to the minimum and maximum limits defined in the Company's bylaws, always seeking the best balance between shareholder representation and the effectiveness of its operation;
- (ii) the Board of Directors must always constitute a slate to run for election to the said body. The information about the candidates that make up the slate must be disclosed within the deadlines and terms of the applicable legal and regulatory rules;
- (iii) the Board of Directors will be composed mostly of external members, provided that at least two or 20%, whichever is greater, must be independent directors, as defined in the Novo Mercado Regulations;
- (iv) the Chairman of the Board of Directors is responsible for managing the process of constituting the slate that will run for the Board of Directors, assisted by the Appointment and Compensation Committee, with the Board of Directors being responsible for the final decision on the matter;
- (v) in addition to relying on the advice of the Nomination and Compensation Committee, which will be responsible for giving an opinion on the fulfillment of requirements and the absence of impediments to candidacies, the Board of Directors may determine the hiring of a consultancy specializing in recruitment and selection of executives to assist in this process, including seeking independent assessments of potential candidates;
- (vi) any shareholder, or group of shareholders, may propose another slate for the Board of Directors, however, the presentation of more than one slate by the same shareholder or group of shareholders is forbidden, subject to the legal norms and applicable regulations.

It is recommended that such slates comply with the provisions of the Company's Appointment Policy;

(vii) likewise, if requested, when applicable, a separate voting or multiple voting procedure, pursuant to the terms of Law No. 6,404/76, it is recommended that the candidates nominated for election comply with the provisions of the Appointment Policy;

(viii) the appointment of a member of the Board of Directors must be accompanied, in the same act, by: (a) copy of the disqualification declaration instrument, under the terms of CVM Resolution No. 80/22, or declaration of the shareholder who submits such indication that he obtained from the nominee the information that he is in a position to sign such instrument, indicating any reservations; and (b) the resume of the appointed candidate, containing, at a minimum, their qualification, professional experience, education, main professional activity exercised at the time, and indication of positions held in boards of directors, fiscal or advisory committee in other companies, if applicable;

(ix) the Board of Directors shall, when appointing candidates for the position of member of the Board of Directors, consider the criteria set forth in Section 3.1 of the Appointment Policy, in addition to the requirements mentioned in art. 147 of Law No. 6,404/76 and other applicable rules;

(x) in the event of a candidate for reelection to the position, the Board of Directors must also consider the attendance and the result of the evaluation process of the candidate for reelection;

(xi) appointment and/or permanence as a member of the Board of Directors is not recommended: (a) representative of the regulatory body to which the Company is subject; (b) the Minister of State, State and Municipal Secretaries; (c) statutory leader of a political party and holder of a mandate in the federal or state Legislative Branch; and (d) blood relatives or relatives, up to the second degree, of the persons mentioned in the previous items;

(xii) without prejudice to the provisions above, the Board of Directors will evaluate other potential conflicts that make the appointment and/or permanence of Directors not recommendable.

Additionally, the Appointment Policy establishes that in order to ensure an adequate composition of the Board of Directors, the appointment of candidates and the filling of positions must consider, among others, the following criteria: academic background, professional experience, complementarity of skills, availability of time for the exercise of the function, diversity (such as knowledge, experience, behavior, cultural aspects, age group and gender) and strategic vision, compatible with the objectives of the respective body.

b. if there are mechanisms to assess the performance, providing the following information if it exists:

i. the periodicity of the assessment and its scope

The Company evaluates the Board of Directors every two years. The Company understands that such periodicity is sufficient since the members of the Company's Board

of Directors have a unified term of two years, so they are evaluated at each term. The process of assessing the performance of the Board of Directors and its committees, as collegiate bodies, the Chairman of the Board of Directors, and the directors, individually considered, has been conducted with the support of an external specialized consulting firm, following criteria and methodology based on practices adopted by the market.

ii. the methodology adopted and main criteria used in the assessment

The members of the Board of Directors were, in 2022, assessed according to an external consultancy methodology, which involves self-assessment, external assessment and assessment of quantitative data.

iii. whether any consultancy or external advisory services were hired

In 2022, a specialized consulting firm was hired to advise the Company on the assessment of its Board of Directors, its respective members and the advisory committees of said body.

Regarding the assessment of the Company's Executive Office, and based on its internal regulations, the Company clarifies the following.

The Chief Executive Officer of the Company is evaluated annually by the Appointment and Compensation Committee and, subsequently, by the Board of Directors, based on their previously established goals; in accordance with their performance, the variable compensation is determined, under the terms of the Company's Long-Term Incentive Plan. Additionally, the Chief Executive Officer is submitted to a biannual performance evaluation process by the Appointment and Compensation Committee and by the Board of Directors, with the support of an external specialized consulting company, in which, among other factors, the fulfillment of the established performance goals is evaluated, including non-financial goals.

The other Officers of the Company are evaluated annually by the Appointment and Compensation Committee and, subsequently, by the Board of Directors, based on their previously established goals; in accordance with their performance, the variable compensation is determined, under the terms of the Company's Long-Term Incentive Plan.

c. rules for the identification and management of conflicts of interests

The rules related to situations of conflict of interest are disciplined in the Policy for Transactions with Related Parties and Other Situations of Conflict of Interest, approved by the Board of Directors at a meeting held on September 26, 2018, which is available on the Company's pages (www.iochpe.com.br) and the CVM (www.cvm.org.br) on the Internet.

In the Company, situations of conflict of interest occur when any manager or other member of the Key Management Personnel (as defined in the policy), shareholder or other governance agent is not independent in relation to the matter under discussion and can influence or make decisions motivated by her/him private interests (or those of his/her

Close Family Members) (as defined in the policy) or for interests other than those of the Company.

Any person who is not independent in relation to the matter under discussion or resolution by the Company's Board of Directors must timely manifest his/her conflict of interests or particular interest, explaining the nature and extent of his/her interest, whether or not such matter is related to a related party transaction.

If such person fails to do so, anyone who has knowledge of the potential conflict of interest must express it promptly.

As soon as the conflict of interest is identified in relation to a specific topic, in order to ensure independence and exemption of the decision, the person involved should be absent from the discussions and abstain from voting, such impediment shall be included in the document that resolves on the matter. If requested by the Chairman of the Board of Directors, such person may partially participate in the discussions, aiming to subsidize them with more information about the operation and the parties involved, always, however, being absent at the end of the discussion, including the voting process of the matter in the Board of Directors.

Pursuant to Law No. 6,404/76, the Company's manager is prohibited from intervening in any social operation in which he/she has a conflicting interest with the Company's, as well as in the resolution taken by the other managers.

If there are manifestations by those present about an alleged conflict of interests of the administrator, whose vote has been computed, the chairman or secretary of the board of the meeting of the Board of Directors of the Company shall receive and process such allegations, without prejudice to the legal provisions on the annulment of the decision.

Additionally, in accordance with Law No. 6,404/76, anyone who has conflicting interests with the Company may not be elected as a manager of the Company, unless waived by the general meeting.

e. if any, specific goals the issuer has regarding gender diversity, color, or race, or other features, among members of its management bodies and audit committee

e. The Company has no specific goals regarding gender diversity, color, or race, or other characteristics, among members of its management bodies. However, its Appointment Policy for members of the Board of Directors, its advisory committees and the Executive Office provides that the appointments of candidates and the filling of positions must consider, among other criteria, diversity, knowledge, experiences, behaviors, cultural aspects, age group and gender. In addition, the Company currently has one female member as a full member of its Board of Directors and one at its Executive Office.

In addition, the Company has been emphasizing, in recent years, its commitment to diversity and inclusion through a series of initiatives.

Among the initiatives adopted, in 2021 the Company established its Global Diversity and Inclusion Committee, having among its members the Company's Chief Executive Officer

and the Chief Executive Officers of its two divisions: *Maxion Wheels* and *Maxion Structural Components*. Among its duties, the Global Committee establishes the general diversity and inclusion guidelines, which direct the efforts of the two business divisions. Each business unit operates through its Local D&I Committees, which develop actions focused on the reality of each division and each location, in order to achieve the D&I commitments determined by the Global Committee. The Global Committee also periodically monitors the D&I actions carried out by the plants.

In addition, in 2021, the Company issued its "D&I Leadership Letter" to all its employees, in which it formalized its commitment to D&I. It has also approved its Global D&I Policy, which established the Company's four D&I commitments, namely: (i) building a diverse and inclusive culture through actions; (ii) develop a diverse and inclusive workforce through a talent management process; (iii) evaluate progress and improvement; and (iv) enforce the D&I Policy.

The Company has also included in its Hotline a specific option for those employees who wish to report complaints related to diversity issues, and has intensified its internal training on D&I globally.

Finally, in 2022, the Global Diversity and Inclusion Committee established three global actions as the Company's main focus in relation to diversity and inclusion for the coming years, namely: (i) gender balance in the Company's leadership positions; (ii) equal pay; and (iii) strengthening the Culture of D&I, aiming to foster a diverse and inclusive culture and workforce.

f. the role of management bodies in the assessment, management, and oversight of climate-related risks and opportunities

Issues related to assessment, management and supervision of climate risks and opportunities are reported directly to the Company's Chief Executive Officer and Investor Relations Officer the Chief Financial Officer, through monthly meetings with the Sustainability Department of the divisions: *Maxion Wheels* and *Maxion Structural Components*. Through these meetings, these Executive Officers monitor projects and goals related to ESG, including the Company's climate goals.

Every year, the Sustainability Board meets with the Company's Board of Directors, updating the strategy on environmental sustainability, as well as the evolution of the Company's performance with regard to ESG goals, including climate goals and the Company's monitoring of emissions.

7.1D Description of main characteristics of the issuer’s management bodies and audit committee

Number of members per declaration of gender

	Female	Male	Non-binary	Other	Prefer not to answer the question
Executive Office	1	3	0	0	0
Board of Directors - Sitting Members	1	8	0	0	0
Board of Directors- Alternates	2	4	0	0	0
Fiscal Council - Sitting Members	N/A	N/A	N/A	N/A	N/A
Fiscal Committee - Alternates	N/A	N/A	N/A	N/A	N/A
TOTAL= 19	4	15	0	0	0

Number of members per declaration of color and race

	Yellow	White	Black	Brown	Indigenous	Other	Prefer not to answer the question
Executive Office	1	3	0	0	0	0	0
Board of Directors - Sitting Members	0	9	0	0	0	0	0
Board of Directors- Alternates	0	6	0	0	0	0	0
Fiscal Council - Sitting Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fiscal Committee - Alternates	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL= 19	1	18	0	0	0	0	0

7.2 Information related to the board of directors

7.2. Specifically regarding the board of directors, indicate:

a. permanent bodies and committees reporting to the board of directors

The Company's administrative structure, detailed below, is composed of the Board of Directors, advised by three non-statutory committees, namely: Appointment and Compensation Committee, Finance Committee and Strategy and Innovation Committee, as well as the Executive Office.

Board of Directors

Article 24 of the Company's bylaws establishes the following attributions to the Board of Directors, in addition to the attributions attributed by law:

- a) set the general guidelines for the Company's business and monitor its development, guiding, when applicable, the management of the Executive Office;
- b) approve annual and multi-annual operating and/or investment budgets;
- c) establish the administrative structure of the Company;
- d) elect, evaluate and dismiss, at any time, the Executive Officers of the Company, establishing their respective attributions and authority limits;
- e) distribute, within the limits established by the Annual General Meeting, the compensation of the administrators, as well as the employees' profit sharing;
- f) establish pension plans and benefits for the Company's employees and managers;
- g) call Annual and Extraordinary Shareholders' Meetings, in the cases provided for by law or when it deems convenient;
- h) express an opinion on the accounts of the Executive Office, embodied in the annual management report, as well as on the financial statements, for subsequent submission to the appreciation of the General Meeting;
- i) resolve on the allocation of profit for the year, the payment of interest on equity and the distribution of dividends as proposed by the Executive Office, which may even occur, in the form of interim dividends, to be declared based on a balance sheet to be drawn up pursuant to article 41 of the bylaws and, when necessary, present the capital budget, and, subject to current legislation, forward the matter to the General Meeting for resolution;
- j) express its opinion on the referral to the General Meeting of any proposals of initiative of the Executive Office;
- k) approve the functions and evaluate the structure and budget of the internal audit, directly or through the Audit Committee;

- l) select and replace the independent auditors;
- m) authorize the acquisition of shares issued by the Company for the purpose of canceling or keeping them in treasury for later disposal, as well as deliberating on a capital increase within the authorized capital limit;
- n) deliberate, for later consideration by the General Meeting, when applicable, on merger, spin-off, incorporation operations in which the Company or its controlled companies are a party or object, as well as on the incorporation of companies or their transformation into another type of company, whose values and/or characteristics exceed the limits of authority of the Executive Office defined by the Board of Directors;
- o) authorize the Company to participate in other companies, as well as dispose of or promise to dispose of equity interests;
- p) authorize operations involving the sale, encumbrance, licenses or use of trademarks, patents and technology, whenever the value and/or characteristics of such operations exceed the limits of authority of the Executive Office established by the Board of Directors;
- q) authorize the disposal of permanent assets, the constitution of real encumbrances and the provision of guarantees for the obligations of third parties, as well as acts and contracts, whenever the value and/or characteristic of the transaction, in any of the cases listed in this paragraph, exceeds the limits of authority of the Executive Office established by the Board of Directors;
- r) resolve on the formulation of the Company's policies regarding the stock option plan, as well as profit sharing for managers and employees, and, when applicable, submit them for approval by the General Meeting;
- s) inspect the officers' management, examine the Company's books and papers at any time, request information on contracts entered into or about to be entered into and any other acts, and such requests must be forwarded to the Chairman of the Board;
- t) resolve on the issuance of promissory notes (commercial papers), warranties, as well as debentures convertible or not into shares;
- u) to approve the Company's policy regarding transactions with related parties, which shall establish that the Board of Directors shall resolve at least on those transactions with related parties involving a significant amount, from whose deliberation any members with conflicting interests will be excluded;
- v) set up technical or advisory committees pursuant to the bylaws and monitor compliance with the attributions of such committees;
- w) express its opinion in favor of or against any tender offer encompassing the shares issued by the Company, by means of a prior substantiated opinion disclosed within fifteen (15) days as of the publication of the call notice for the tender offer, which shall address at least (i) the convenience and timeliness of the tender offer regarding the interest of the

Company and of the group of shareholders, including concerning the price and potential impacts on the liquidity of the shares; (ii) the strategic plans disclosed by the offeror in relation to the Company; (iii) alternatives to the acceptance of the public offer of acquisition of shares available in the market; (iv) the economic value of the Company; and (v) other issues that the Board of Directors considers relevant, as well as the information required by the applicable rules established by the CVM;

x) approve the internal regulations of the Company's Statutory Audit Committee and any amendments thereto, its budget allocation, annual or per project, as well as elect and dismiss the members of the Statutory Audit Committee; and

y) resolve on omitted cases, as well as on any other matters provided for in the bylaws.

Pursuant to article 24, paragraph one, of the Company's bylaws, the Board of Directors is also responsible for setting the Company's guidelines in the companies in which it participates and establishing the content of the vote to be exercised by the Company, or by persons indicated by it, regarding the election and dismissal of directors, the amendment of the bylaws or articles of incorporation of said companies, as well as the matters listed above, even with regard to the same companies, whenever the value and/or characteristic of the act, in any of the cases mentioned in this paragraph, exceeds the limits of authority of the Executive Office defined by the Board of Directors.

It is also incumbent upon the Board of Directors, under the terms of article 8, paragraph two of the bylaws, to decide on the issuance, without preemptive rights, or with a reduction of the preemptive subscription period for the then shareholders, of shares, convertible debentures in shares or subscription warrants, in the cases permitted by article 172 and its sole paragraph of Law No. 6,404/76.

Items 3.1 and 3.2 of the Board of Directors' bylaws also establish that, in addition to the duties assigned to the Board of Directors by law or applicable regulations, bylaws, by the Novo Mercado Regulations, the Board must:

(i) define the business strategies, considering the impacts of the company's activities in society and in the environment, seeking the company's endurance and the creation of value in the long term;

(ii) periodically assess the company's exposure to risks and the effectiveness of risk management systems, internal controls and the integrity/compliance system;

(iii) define the company's ethical values and principles and safeguard the maintenance of transparency of the issuer in the relationship with all interested parties;

(iv) annually review the corporate governance system, seeking to improve it;

(v) when applicable, establish the attributions of the Company's internal audit area, after hearing the Statutory Audit Committee; and

(vi) approve the following codes and policies of the Company: code of conduct; compensation policy; nomination policy for members of the Board of Directors, its

advisory committees and statutory Executive Office; risk management policy; policy for transactions with related parties; and the Company's securities trading policy; as well as revise and change them, whenever it deems necessary.

The current internal regulations of the Board of Directors were approved by the Board of Directors in a meeting held on December 19, 2018, and are available on the Company's (www.iochpe.com.br) and CVM pages (www.cvm.gov.br) at the Internet.

Appointment and Compensation Committee

The Appointment and Compensation Committee is a non-statutory advisory body to the Board of Directors, which has the following attributions under the terms of item 2.1 of its bylaws:

- (i) assist the Chairman of the Board of Directors in managing the process of constituting the slate that will run for the Board of Directors, as well as assisting the Board of Directors in the election of the Statutory Officers, including giving an opinion on the fulfillment of the requirements and the absence of impediments for the candidacies of the people who will run for the said positions;
- (ii) annually review and recommend to the Board of Directors the compensation of the Statutory Officers and members of the Company's Board of Directors, as well as the members of the advisory committees to the Board of Directors, statutory or not;
- (iii) periodically review and recommend the necessary changes to the Company's executive compensation policies and plans, including their fixed and variable elements, short and long term, in order to ensure that they are aligned with the market and with the level of challenges and expected performance of executives;
- (iv) define, under the terms of the Management Compensation Policy, the group of companies that will constitute the sample for the market research on the compensation of Statutory Officers and members of the Board of Directors of the Company, to be coordinated by the Human Resources area;
- (v) review and recommend the hiring of an external consultant to assist the Committee and the Board of Directors in defining the policies, programs and amounts related to the compensation of the Statutory Officers, members of the Company's Board of Directors and advisory committees to the Board of Directors Management, statutory or not, as well as the other executives of the Company;
- (vi) evaluate and give an opinion, annually, on the metrics for payment of Short-Term Incentives (ICP) of the Statutory Officers and other eligible employees of the Company, which will be analyzed by the Board of Directors;
- (vii) evaluate and give an opinion, annually, on the launching of the Long-Term Incentive Program (ILP) of the Statutory Officers and other eligible executives of the Company, as well as its characteristics based on the Company's ILP Plan, which will be evaluated by the Board of Directors;

- (viii) assist, whenever necessary, the Board of Directors in establishing a special retention plan for Statutory Officers and other executives of the Company;
- (ix) assist the Board of Directors in carrying out the annual review of the succession plan for the Chief Executive Officer and the other Statutory Officers of the Company;
- (x) analyze the Company's talent management process and evaluate the main corporate executives and business divisions in the context of succession plans, in order to recommend to the Board of Directors nominations for the main executive positions of the Company.

The internal regulations of the Appointment and Compensation Committee were reformulated, with the new regulations approved by the Board of Directors at a meeting held on September 29, 2021, and are available on the Company's (www.iochpe.com.br) and CVM pages (www.cvm.gov.br) at the Internet.

Financial Committee

The Finance Committee is a non-statutory advisory body to the Board of Directors, which has the following attributions under the terms of item 2.1 of its bylaws:

- (i) support the Board of Directors in defining the Company's financial investment policies;
- (ii) assess, issue opinions and issue recommendations on the capital structure and debt profile of the Company;
- (iii) evaluate, give an opinion and issue recommendations on proposed distribution of dividends and/or interest on equity to the Company's shareholders;
- (iv) monitor compliance with covenants in the Company's debt agreements;
- (v) evaluate, give an opinion and issue recommendations on the Company's fiscal and tax structure;
- (vi) evaluate, give an opinion and issue recommendations on proposed issuance, repurchase or redemption of debt securities or securities; and
- (vii) evaluate, give an opinion and issue recommendations on the financial aspects of new investment opportunities, as well as on the financial aspects of mergers, spin-offs, incorporations or other corporate reorganizations involving the Company.

The Financial Committee's internal regulations were reformulated, and the new regulations were approved by the Board of Directors at a meeting held on September 29, 2021, and are available on the Company's (www.iochpe.com.br) and CVM (www.cvm.gov.br) at the Internet.

Strategy and Innovation Committee

The Strategy and Innovation Committee is a non-statutory advisory body to the Board of Directors, which has the following attributions under the terms of item 2.1 of its bylaws:

- (i) support the Board of Directors in defining the Company's strategic direction, considering the impacts of its activities on society and the environment, aiming at the Company's perpetuity and the creation of value over time;
- (ii) monitor the development of the strategic planning of the Company's business divisions, as well as giving opinions and issuing recommendations on business strategies, thus supporting the decisions of the Board of Directors;
- (iii) monitor the implementation of business strategies approved by the Board of Directors;
- (iv) propose topics for the annual off-site meeting of the Board of Directors, to be subsequently validated by said body;
- (v) evaluate, give opinions and issue recommendations on new investment opportunities and/or potential new strategic businesses, supporting the Board of Directors' discussions and decisions;
- (vi) monitor initiatives related to the Company's research and technological innovation, including those related to new products and processes;
- (vii) monitor the activities of Maxion Advanced Technology - MAT.

The internal regulations of the Strategy and Innovation Committee were approved by the Board of Directors at a meeting held on November 08, 2021, and are available on the Company's (www.iochpe.com.br) and CVM (www.cvm.gov.br) at the Internet.

Statutory Audit Committee

The Company has a Statutory Audit Committee ("CAE"), which is an advisory body directly linked to the Board of Directors, which operates permanently. The CAE has operational autonomy and has budget allocation, annual or per project, within limits approved by the Board of Directors, to conduct or determine the carrying out of consultations, evaluations and investigations within the scope of its activities, including the contracting and use independent external experts if necessary.

The CAE complies with the requirements of CVM Resolution No. 23/21.

Article 25, third paragraph, of the Company's bylaws establishes the following attributions to the CAE:

- (i) to issue an opinion on the engagement and dismissal of independent audit services;
- (ii) to assess quarterly information, interim statements, and financial statements;

- (iii) to monitor the activities of the Company's internal audit and internal controls department;
- (iv) to appraise and monitor the Company's risk exposure;
- (v) to appraise, monitor, and recommend to the management the correction or improvement of the internal policies of the Company, including the policies on transactions with related parties; and
- (vi) to have the means to receive and handle information about non-compliance with legal and regulatory provisions applicable to the Company, in addition to internal regulations and codes, including setting forth specific procedures to protect the information provider and its confidentiality.

Item 2.1 of the CAE's bylaws also establishes that the committee shall:

- (i) express an opinion on the hiring and dismissal of the independent auditor for the preparation of an independent external audit or for any other service;
- (ii) monitor and supervise the activities:
 - (a) of the independent auditors, in order to assess: (A) its independence; (B) the quality of the services provided; and (C) the adequacy of the services provided to the needs of the Company;
 - (b) the Company's Internal Controls area;
 - (c) the Company's Internal Audit area; and
 - (d) the area for preparing the Company's financial statements;
- (iii) evaluate and monitor quality and integrity:
 - (a) the Company's internal control mechanisms;
 - (b) the Company's quarterly information, interim statements and financial statements; and
 - (c) the information and measurements disclosed based on adjusted accounting data and non-accounting data that add elements not foreseen in the structure of the usual reports of the financial statements;
- (iv) evaluate and monitor the Company's risk exposures, and may even require detailed information on policies and procedures related to: (a) management compensation; (b) the use of Company assets; and (c) expenses incurred on behalf of the Company;
- (v) evaluate and monitor, together with management and the Internal Audit area, the adequacy of transactions with related parties carried out by the Company and their respective disclosures;

- (vi) prepare a summary annual report, to be presented together with the financial statements, containing the description of: (a) its activities, the meetings held and the main matters discussed, the results and conclusions reached and the recommendations made by the Committee to the Company's Board of Directors; and (b) any situations in which there is a significant divergence between the Company's management, the independent auditors and the Committee in relation to the Company's financial statements; and
- (vii) assess, monitor, and recommend to the management the correction or improvement of the internal policies of the Company, including the policies on transactions with related parties;

The CAE will be composed of at least three (3) members, appointed by the Board of Directors and dismissed by it at any time, who will hold their positions for a maximum of ten (10) years, as follows: (i) at least one of them must be an independent member of the Company's Board of Directors, as defined in the Novo Mercado Regulations; (ii) at least one of them must have recognized experience in corporate accounting matters, under the terms of the regulations issued by the CVM; and (iii) the majority of the members of the CAE must be independent. The same CAE member may accumulate the two characteristics provided for in sub-items (i) and (ii) above.

Under the terms of the CAE's internal regulations, the participation as members of the CAE of directors of the Company, its subsidiaries, its parent company (if any), affiliates or companies under common control, direct or indirect, is prohibited.

The CAE will have a coordinator, appointed by the Board of Directors, whose duties are defined in Chapter 4 of the CAE's internal rules.

The CAE will meet whenever necessary, but at least every two months, so that the accounting information is always appreciated before its disclosure, upon call by the Coordinator, or even on its own initiative or at the request of any of the other members of the CAE.

The Financial Committee's internal regulations were reformulated, and the new regulations were approved by the Board of Directors at a meeting held on March 30, 2022, and are available on the Company's (www.iochpe.com.br) and CVM (www.cvm.gov.br) pages at the Internet.

Executive Office

Under the terms of article 27 of the Company's Bylaws and item 4.1 of the Executive Office's internal rules, it is incumbent upon the Officers, as provided for in the Bylaws, to represent the Company in and out of court, as well as to manage corporate business in general and to practice all acts of administration and disposition that are necessary or convenient for the fulfillment of the corporate purpose, including the execution of acts and contracts of any nature or purpose, even for the acquisition, disposal or encumbrance of permanent assets, constituting real charges and providing guarantees for third party obligations, especially observing the precepts and limits set forth by the Board of Directors and by the Bylaws.

Under the terms of the bylaws and the internal regulations of the Executive Office, it is specifically incumbent upon the Chief Executive Officer:

- a) convene and preside over meetings of the Executive Office;
- b) submit to the Board of Directors the annual and multi-annual plans, as well as the financial statements set forth by Law which have to be appraised or resolved upon thereby;
- c) supply the Board of Directors with all the information necessary for resolutions concerning the matters listed in article 24 of the bylaws;
- d) observing the terms of the applicable rules and the bylaws, represent or promote the most efficient representation of the Company before government agencies and authorities, as well as with customers, suppliers, shareholders and other publics related to the Company's business;
- e) present to the Board of Directors projects aimed at the development and growth of the Company's businesses;
- f) organize and coordinate the presentations established in the annual agenda of the Board of Directors;
- g) ensure, together with the Executive Office, employees, agents and contracted third parties, that the Board of Directors' determinations are duly observed by the Company, not generating unnecessary conflicts and/or rupture in its operations; and
- h) perform the other attributions conferred by the Board of Directors.

Under the terms of the internal regulations of the Executive Office, in addition to the attributions conferred by the bylaws and applicable regulations, it is specifically incumbent upon the Chief Investor Relations Officer:

- a) preparing, communicating to CVM, B3 and, if applicable, to other stock exchanges or over-the-counter markets where securities issued by the Company are traded, as well as disclosing to the market, the information required by applicable law or rule, such as Material Facts, Notices to the Market, Registration Form, Reference Form, Governance Report and other documents required by CVM and/or B3, in the form and term of the applicable regulations;
- b) lead the Company's Investor Relations department, providing useful and necessary information to the Company's investors and analysts, including at their request;
- c) ensure compliance with the Company's Securities Trading and Information Disclosure Policy;
- d) keep the Company's publicly traded registration up-to-date, all in accordance with the regulations issued by the CVM; and

e) perform other tasks assigned by the Board of Directors or by the Chief Executive Officer.

Also, under the terms of the internal regulations of the Executive Office, an Officer with no specific designation, to be appointed by the Board of Directors, with the assistance of the Appointment and Compensation Committee and the Finance Committee, will be responsible for the role of Chief Financial Officer, who will be responsible for:

a) maintain the Company's relationship with banks, insurance companies, existing and potential investors;

b) preserve the financial integrity of the Company, controlling exposure to debtors and monitoring the profitability of the Company's assets;

c) keep the Company's assets duly insured;

d) lead the controlling, accounting, treasury and tax areas;

e) direct and lead the administration and management of the financial activities of the Company and its subsidiaries, including investment analysis and definition of risk exposure limits;

f) propose and contract loans and financing, treasury operations and other financial operations;

g) conduct financial and tax planning and control;

h) monitor the consolidation of the Company's accounting information, in order to ensure the correct statement of the Company's financial situation;

i) plan and prepare the Company's budget;

j) provide the company with the most advantageous financing options to meet its investment needs;

k) plan and manage the Company's tax expenses;

l) ensure the optimization of the Company's capital structure; and

m) perform other tasks assigned by the Board of Directors or by the Chief Executive Officer.

It will be incumbent upon the other Officers with no specific designation to carry out the activities indicated by the Chief Executive Officer and perform the management acts authorized by the bylaws.

The current internal regulations of the Executive Office were approved by the Board of Directors at a meeting held on September 23, 2020, and are available on the Company's webpage (www.iochpe.com.br) and CVM's webpage (www.cvm.gov.br) at the Internet.

The Company also informs that it has a Risk Management Committee and an Internal Audit Department which, together with the Board of Directors, CAE, Executive Office and other departments of the Company, form part of the Company's risk management structure, as described in detail in item 5 of this reference form.

Risk Management Committee

The Company's Risk Management Committee is an advisory body for the Executive Office, whose attributions are described in item 5 of this reference form.

Internal Audit

The Company has an Internal Audit Department, whose main attributions are: to monitor, assess and make recommendations on internal controls and the Company's policies and procedures, through periodic independent audits on the effectiveness and efficiency of internal controls.

The Internal Audit's internal regulations were approved by the CAE at a meeting held on May 31, 2017.

Additional information about the Internal Audit Department is available in item 5 of this reference form.

b. how the board of directors assesses the independent audit work, indicating whether the issuer has a policy on contracting extra audit service from an independent accounting firm and, in case the issuer discloses the policy, websites where the document can be consulted

As previously mentioned, the CAE has, among its other attributions, the supervision of the activities of: (i) of the independent auditors, in order to assess: their independence; the quality of the services provided; and the adequacy of the services provided to the needs of the Company; (ii) the Company's internal controls area; (iii) the Company's internal audit area; and (iv) the area for preparing the Company's financial statements.

The Company has an internal policy that establishes the conditions for contracting extra-audit services from its independent auditors, which provides that the Company is prohibited from contracting extra-audit services that could compromise the independence of its auditors. Although this policy has not been submitted for approval by the Board of Directors, the contracting of extra-audit services must be approved by the CAE.

The practice of hiring the independent auditor consists of a bidding process coordinated by the CAE, which evaluates quantitative and qualitative factors, for the purpose of certifying the independence of the independent auditor. At the end of the process, the CAE submits its opinion to the Board of Directors, which is responsible for approving the hiring of the independent auditor.

c. if any, channels created so that complaints related to ESG themes and practices and compliance can reach the board of directors

As mentioned in item 5.3.b of this Reference Form, the Company has a whistleblowing channel internally named 'Report Channel', which is internally managed and can be accessed by phone, website or e-mail, regardless of the geographical location or hierarchical position of the whistleblower.

Reports made by the channel are received by the head of the Internal Audit Department, with a copy to the CAE Coordinator. The Internal Audit Department addresses the reports and takes the necessary actions according to the issues in question.

On a monthly basis, the Internal Audit Department reports the complaints received and the actions taken to the CAE, and its Coordinator is responsible for reporting to the Board of Directors, whenever necessary, but at least quarterly, any critical issues, including those related to ESG and compliance issues and practices.

7.3 Composition and professional experience of the management and fiscal committee

Name:	Alexandre Gonçalves Silva	CPF:	022.153.817-87	Occupation:	Engineer	Date of Birth:	March 06, 1945
Professional Experience:	<p>She holds a Mechanics Engineering degree from Pontifícia Universidade Católica do Rio de Janeiro obtained in 1967. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2019 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (ii) Independent member of the Board of Directors of Companhia Nitroquímica do Brasil since 2012 (activity sector: chemical); (iii) Chairman of the Board of Directors of Embraer S.A. since 2011 (sector of activity: aircraft, aeronautical systems and equipment); (iv) Member of the Board of Directors of Votorantim Cimentos S.A. from 2016 to 2020 (sector of activity: civil construction); (v) Member of the Board of Directors of Ultrapar Participações S.A., from 2015 to 2021 (sector of activity: emp. manag. part. - oil and gas); (vi) Member of the Board of Directors, as well as coordinator and member of People and Compensation Committee of Fibria Celulose S.A. from 2010 to 2019 (sector of activity: pulp and paper); (vii) Director of RIOGaleão from November 2018 to May 2019 (activity sector: airport); (viii) Director of AMCHAM (American Chamber of Commerce). Mr. Alexandre Silva is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Alexandre Silva declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Alexandre Silva declared that, for all legal purposes, they have not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held		Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	27 - Independent Board of Directors (Permanent)		April 28, 2023	No	April 26, 2019
Name:	Claudia Ioschpe	CPF:	938.905.590-34	Occupation:	Journalist	Date of Birth:	December 30, 1978
Professional Experience:	<p>Graduated in Journalism from Universidade Luterana Brasil (ULBRA) in 2006 and Master of Journalism - IICS and ISE Business School. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 2006 (sector of activity: auto parts); (i) Managing Partner of Essência Design Ltda. since 2017 (sector of activity: rigging slabs and execution of works in marble, granite, slate and other stones). His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mrs. Claudia Ioschpe declared that she is not a politically exposed person as defined in the applicable regulations. Mrs. Claudia Ioschpe declared that, for all legal purposes, she has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held		Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office

Member to the Board of Directors only	April 28, 2023	2 years	23 - Board of Directors (Alternate)	April 28, 2023	No	March 23, 2006
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Name:	Dan Ioschpe	CPF:	439.240.690-34	Occupation:	Business Administrator	Date of Birth:	February 25, 1965
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Professional Experience:	<p>Undergraduate Degree in Journalism awarded by the Federal University of Rio Grande do Sul in 1986, with a graduate degree from ESPM - SP in 1988 and a Master's in Business Administration (MBA) from the Tuck School of Business at Dartmouth College (USA) in 1991. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Chairman of the Board of Directors of Iochpe-Maxion S.A. since 2014 (sector of activity: auto parts); (ii) Independent member of the Board of Directors of Weg S.A. since 2012 and member of the Audit Committee (sector of activity: electrical and electronic equipment); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (iii) Independent member of the Board of Directors of Cosan S.A. since 2015 and member of the People Committee (sector of activity: production and distribution of fuels, sugar, gas and rail transport); (iv) Independent member of the Board of Directors of BRF S.A., as well as member of People, Governance, Organization and Culture Committee, and coordinator of the Finance and Risk Management Committee, from 2018 to 2022 (sector of activity: food); (v) Independent member of the Board of Directors of Embraer S.A. since 2020 and member of the Strategy Committee (sector of activity: aircraft, aeronautical systems and equipment); (vi) Independent member of the Board of Directors of Marcopolo S.A. since 2018 and member of the Strategy and Innovation Committee (sector of activity: manufacture of buses and their components); (vii) Independent Member of the Board of Directors of Profarma Distrib. Prod. Farmacêuticos S.A. from 2006 to 2020 (sector of activity: wholesale and retail); (viii) Director of Inova Investimentos Limitada since 2000 (sector of activity: financial and real estate investment holding company); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (viii) Chairman of Instituto de Estudos para o Desenvolvimento Industrial (IEDI); (x) Member of the Board of Directors of Sindicato Nacional da Indústria de Componentes para Veículos Automotores (National Union of the Components for Motor Vehicles Industry) (Sindipeças); (xi) Member of The Board of Directors of Fundação Iochpe; (xii) Member of the Board of Directors of ABDI; (xiii) Vice-President of the Federation of the State of São Paulo Industry (FIESP). His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Dan Ioschpe has declared that he is not a politically exposed person as defined in applicable regulations. Mr. Dan Ioschpe declared that, for all legal purposes, they have not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	20 – Chairman of the Board of Directors	April 28, 2023	No	January 17, 2008

Name:	Debora Berg Ioschpe	CPF:	801.868.310-72	Occupation:	Business Administrator	Date of Birth:	May 24, 1975
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Professional Experience:	<p>Graduated in Industrial Design from Universidade Luterana do Brasil in 1998. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 2008 (sector of activity: auto parts); (ii) Founder and CEO of Pink Joias Eireli since 2011 (activity sector: jewelry); (ii) Officer of Berg 2 Participações Ltda. since 2020 (sector of activity: other partnerships, except holding companies: properties purchase, sale and lease). His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company.</p>
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	Mrs. Débora Ioschpe declared that she is not a politically exposed person as defined in the applicable regulations. Mrs. Débora Ioschpe declared that, for all legal purposes, she has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	23 - Board of Directors (Alternate)	April 28, 2023	No	January 17, 2008

Name:	Deborah Steam Vieitas	CPF:	013.968.828-55	Occupation:	Manager	Date of Birth:	August 21, 1957
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Professional Experience:	Graduated in Business Administration from FGV São Paulo in 1979, Journalism from the School of Communications and Arts from the University of São Paulo (USP) in 1980, Master at École Nationale D'Administration Paris (France) in 1983, and Master in Management at FGV São Paulo (Brazil) in 1984. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Banco Santander S.A. since 2017 (sector of activity: financial) (ii) Independent member of the Board of Directors of BRF S.A. since 2022 (sector of activity: food); (iii) Advisor to the Board of Directors of the American Chamber of Commerce for Brazil - Amcham Brasil (third sector) since 2023, and CEO of Amcham Brasil from 2015 to 2022; (iv) Chief Executive Officer of Banco Caixa Geral Brasil S/A from 2008 to 2014 (sector of activity: financial); (v) Executive Vice President of Banco BNP Paribas Brasil S/A from 2000 to 2008 (sector of activity: financial); (vi) Member of the Advisory Committee of Veirano Advogados. Mrs. Deborah Vieitas is an independent director, according to the criteria of the Novo Mercado Regulation and the CVM regulation. Mrs. Deborah Vieitas declared that she is not a politically exposed person as defined in the applicable regulations. Mrs. Débora Stern Vieitas declared that, for all legal purposes, she has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	27 – Independent Board of Directors (Permanent)	April 28, 2023	No	May 28, 2023

Name:	Flavia Senna Handel	CPF:	948.873.225-34	Occupation:	Attorney	Date of Birth:	Jun 02, 1978
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Professional Experience:	Graduated in Law from Universidade Federal da Bahia - UFBA in 2001, with a <i>lato sensu</i> postgraduate degree (LL.M) in Business Law from Ibmecc-RJ. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) General Counsel of Iochpe-Maxion S.A. since 2018 (sector of activity: auto parts); (ii) Legal Manager of Iochpe-Maxion S.A. from 2015 to 2018 (sector of activity: auto parts). Mrs. Flávia Senna Handel declared that she is not a politically exposed person as defined in the applicable regulations. Mrs. Flávia Senna Handel declared that, for all legal purposes, she has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any
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conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.						
Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	May 02, 2023	Until the first meeting of the Board of Directors, after the 2025 AGM.	19 – Other Officers	May 02, 2023	No	May 02, 2023

Name:	Gustavo Berg Ioschpe	CPF:	920.901.680-72	Occupation:	Business Manager and Economist	Date of Birth:	February 15, 1977
Professional Experience:	<p>Graduated in Strategic Management (B.S., Wharton School), Political Science (B.A., College of Arts and Sciences) from the University of Pennsylvania in 1999, and a master's degree in Economic Development and International Economics from Yale University (USA) in 2002. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (ii) Member of the Board of Directors of Iochpe-Maxion S.A. since 1998 (sector of activity: Auto parts), and Chief Executive Officer of the Strategy and Innovation Committee; (i) Founder and CEO of Big Data since 2012 (activity sector: technology); (iii) Member of the Board of Directors of Ayrton Senna Institute; (v) Member of the Advisory Committee of Bienal de São Paulo Foundation; (v) Member of The Board of Directors of Fundação Iochpe. His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Gustavo Berg Ioschpe declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Gustavo Berg Ioschpe declared that, for all legal purposes, they have not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office	
Member to the Board of Directors only	April 28, 2023	2 years	22 - Board of Directors (Permanent)	April 28, 2023	No	November 19, 1998	

Name:	Henrique Bredda	CPF:	221.014.238-55	Occupation:	Resource Manager	Date of Birth:	August 30, 1981
Professional Experience:	<p>Graduated in Naval Engineering from Escola Politécnica da USP [USP's Polytechnic School] in 2008. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2021 (activity sector: auto parts), as well as member of the Statutory Audit Committee; (ii) Manager of Alaska Asset Management since 2011 (sector of activity: asset manager); (iii) Member of the Board of Directors of Valid Soluções S.A. (sector of activity: technology); (iv) Member of the Board of Directors of Marcopolo S.A. (sector of activity: manufacture of buses and their components). Mr. Henrique Bredda is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Henrique Bredda declared that he is</p>						

	not a politically exposed person as defined in the applicable regulations. Mr. Henrique Bredda declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	27 – Independent Board of Directors (Permanent)	April 28, 2023	No	April 23, 2021

Name:	Iboty Brochmann Ioschpe	CPF:	000.922.820-91	Occupation:	Economist	Date of Birth:	Jun 24, 1948
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Professional Experience:	Bachelor of Economic Sciences by the Federal University of Rio Grande do Sul (UFRGS), 1972. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Permanent member of the Board of Directors of Iochpe-Maxion S.A. since 1992 (sector of activity: auto parts); (ii) Founder and Chief Executive Officer of IBI Participações e Negócios S.A. since 1988 (sector of activity: real properties). His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Iboty Ioschpe declared that he is not a politically exposed person as defined in applicable regulations. Mr. Iboty Ioschpe declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	22 - Board of Directors (Permanent)	April 28, 2023	No	August 17, 1992

Name:	Leandro Kolodny	CPF:	000.754.180-53	Occupation:	Agronomist Engineer	Date of Birth:	April 14, 1941
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Professional Experience:	Graduated in Agronomy from the Federal University of Rio Grande do Sul in 1964 and specialization in Economics and Rural Administration from the Federal University of Rio Grande do Sul - UFRGS in 1965. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 1998 (sector of activity: auto parts); (ii) Managing partner of L. Kolodny Participações Ltda. since 1989 (sector of activity: real properties). His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Leandro Kolodny declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Leandro Kolodny declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil ou the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.
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Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	23 - Board of Directors (Alternate)	April 28, 2023	No	November 19, 1998

Name:	Marcos Sergio de Oliveira	CPF:	008.516.768-12	Occupation:	Engineer	Date of Birth:	March 07, 1960
Professional Experience:	<p>Graduated in Engineering from the School of Industrial Engineering (FEI) in 1984, with a postgraduate degree in Business Administration from Fundação Armando Álvares Penteado - FAAP in 1993. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations of activity: (i) CEO of Iochpe-Maxion S.A. since 2014 (sector of activity: auto parts); (ii) Corporate Vice-Chairman of Iochpe-Maxion S.A. from 2012 to 2014 (sector of activity: auto parts); (iii) Director of Indústria Metalúrgica ZEN from 2013 to 2020; (iv) Chairman of the Board of Directors of Fundação Iochpe; (v) Director of the Brazilian Auto Parts Industry Association; (v) Director of the Superior Council of Foreign Trade of FIESP; (vi) Director of the Superior Council of Innovation and Competitiveness of FIESP. Mr. Marcos Sergio de Oliveira declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Marcos Sergio de Oliveira declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office	
Member to the Board of Directors only	May 02, 2023	Until the first meeting of the Board of Directors, after the 2025 AGM.	13 - Chief Executive Officer/ Chief Investor Relations Officer	May 02, 2023	No	April 24, 2013	

Name:	Mauro Knijnik	CPF:	002.231.740-68	Occupation:	Economist	Date of Birth:	June 10, 1940
Professional Experience:	<p>Graduated in Economics from the Federal University of Rio Grande do Sul - UFRGS in 1962 and postgraduate from Cemla-Centro de Estudos Monetários Latino Americanos. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 1993 (sector of activity: auto parts); (ii) Chairman of the Board of Directors of Banco do Estado do Rio Grande do Sul - BANRISUL from 1979 to 1983 (sector of activity: financial); (iii) Chairman of the Commercial and Service Associations of Rio Grande do Sul; (iii) Chairman of the Financial Coordination Board of the State of Rio Grande do Sul. Mr. Mauro Knijnik is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Mauro Knijnik declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Mauro Knijnik declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						

Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	28 – Board of Directors Independent (Alternate)	April 28, 2023	No	April 30, 1993

Name:	Mauro Litwin Iochpe	CPF:	154.727.520-00	Occupation:	Business Administrator	Date of Birth:	April 11, 1948
Professional Experience:	<p>Graduated in Business Administration from the Pontifical Catholic University of Porto Alegre - RS in 1978. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Permanent member of the Board of Directors of Iochpe-Maxion S.A. since 1992 (sector of activity: auto parts); (i) Partner and Administrator of Fruticultura Malke Ltda. since 1979 (sector of activity: agribusiness); His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Iochpe Family, which is filed at the Company. Mr. Mauro Iochpe declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Mauro Iochpe declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						

Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	22 - Board of Directors (Permanent)	April 28, 2023	No	August 17, 1992

Name:	Nildemar Secches	CPF:	589.461.528-34	Occupation:	Mechanical Engineer	Date of Birth:	November 24, 1948
Professional Experience:	<p>Graduated in Mechanical Engineering from the University of São Paulo in 1971. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Vice-Chairman of the Board of Directors of Iochpe-Maxion S.A. since 2004 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (vi) Effective member of the Board of Directors of Grupo Big S.A. from 2018 to 2022 (activity sector: commerce); (iii) independent member of the Board of Directors and member of Sustainability and Strategic Committee of Suzano S.A. since 2008 (sector of activity: pulp and paper); (iv) Member of the Board of Directors, as well as member of People Committee, of Vibra Energia S.A. since 2022 (sector of activity: wholesale trade of ethanol, biodiesel, gasoline and other petroleum products, except lubricants); (v) Vice-Chairman of the Board of Directors of WEG S.A. since 1998 (sector of activity: electrical and electronic equipment); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (vi) Effective member of the Board of Directors of WEG Equipamentos Elétricos S.A. Mr. Nildemar Secches is an independent director according to the criteria of the Novo Mercado Regulation and the CVM regulation. Mr. Nildemar Secches declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Nildemar Secches declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and</p>						

	unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.					
Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	21– Vice-Chairman Board of Directors	April 28, 2023	No	September 22, 2004

Name:	Paulo Marcio Almada dos Santos	CPF:	021.641.228-52	Occupation:	Business Administrator	Date of Birth:	March 21, 1963
Professional Experience:	Undergraduate Degree in Business Administration awarded by Faculdades Integradas Vale do Paraíba in 1986, with a graduate degree in Human Resources Management from Fundação Armando Álvares Penteado - FAAP in 2001 and specialization in Business Management from Fundação Dom Cabral and ISE/IESE in 2005. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Officer with no specific designation of Iochpe-Maxion S.A. since 2016 (sector of activity: auto parts); (ii) Chief Corporate Human Resources Officer at the Maxion Structural Components Division since February 2012 (activity sector: auto parts); Mr. Paulo Marcio Almada dos Santos declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Paulo Marcio Almada declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office	
Member to the Board of Directors only	May 02, 2023	Until the first meeting of the Board of Directors, after the 2025 AGM.	19 – Other Officers	May 02, 2023	No	January 27, 2016	

Name:	Renato Jorge Salum Junior	CPF:	187.406.818-66	Occupation:	Business Administrator and Accountant	Date of Birth:	June 10, 1977
Professional Experience:	Graduated in Business Administration from Universidade Paulista in 2000 and Bachelor of Science in Accounting from Centro Universitário Sumaré in 2002, with an MBA in Controllershship from Universidade Presbiteriana Mackenzie in 2012 and an MBA in Finance from INSPER in 2019. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Chief Treasury Officer of Iochpe-Maxion S.A. since 2020 (sector of activity: auto parts); (ii) Accounting Manager of Iochpe-Maxion S.A. from August 2014 to June 2020. Mr. Renato Jorge Salum Junior declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Renato Jorge Salum Junior has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and						

	any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.					
Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Director	July 06, 2023	Until the first meeting of the Board of Directors, after the 2025 AGM.	19- Other Directors	July 06, 2023	No	July 06, 2023

Name:	Ronald John Aldworth	CPF:	052.981.130-87	Occupation:	Business Administrator	Date of Birth:	December 21, 1947
Professional Experience:	Graduated in Business Administration from the Fox School of Business at Temple University (USA) in 1975. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 2008 (sector of activity: auto parts); (ii) CFO of Insolo Agroindustrial from 2007 to 2017 (activity sector: agriculture). Mr. Ronald Aldworth has stated is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Ronald Aldworth has stated that he is not a politically exposed person as defined in applicable regulations. Mr. Ronald Aldworth has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office	
Member to the Board of Directors only	April 28, 2023	2 years	28 - Independent Board independent	April 28, 2023	No	January 17, 2008	

Name:	Salomão Ioschpe	CPF:	400.517.220-20	Occupation:	Business Manager	Date of Birth:	April 09, 1963
Professional Experience:	Graduated in Economics, Finance and Political Studies from the Paris Institute of Political Studies - Sciences-Po (Institut d'Etudes Politiques, IEP in French) in 1989 and completed a Master's in Business Administration (MBA) from Case Western Reserve University (USA) in 1998. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Alternate member of the Board of Directors of Iochpe-Maxion S.A. since 2004 (sector of activity: auto parts); (ii) Officer of Inova Investimentos Limitada since 2021 (sector of activity: financial and real estate investment holding company); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (i) Managing Partner of BMA Gestão Empresarial Eireli since 2019 (sector of activity: management consulting); (iv) CEO of Insolo Agroindustrial from 2007 to 2017 (activity sector: agriculture); (v) Managing Partner and Chairman of BMA Automotive LLC from 2003 to 2015 (business sector: business consulting); (vi) Chief Executive Officer of Associação de Amigos do Techion - Brazil (third sector); (vii) Member of the Board of Directors of Fundação Iochpe. His voting rights at the Company's						

Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Salomão Ioschpe declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Salomão Ioschpe has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.						
Management Bodies:						
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office
Member to the Board of Directors only	April 28, 2023	2 years	23 - Board of Directors (Alternate)	April 28, 2023	No	September 22, 2004

Name:	Sergio Luiz Silva Schwartz	CPF:	383.104.659-04	Occupation:	Accountant	Date of Birth:	November 21, 1960
Professional Experience:	<p>Graduated in Accounting from Universidade Regional de Joinville in 1990, with specialization in Management Practices from ESAG/UDESC in 1994, specialization in Team Management from Getúlio Vargas Foundation in 1999 and specialization in Logistics from Getúlio Vargas Foundation/SOCIESC in 2003. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2015 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (ii) Effective Member of the Board of Directors of WEG S.A. since 2015 (sector of activity: electrical and electronic equipment); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (iii) Effective member of WPA Participações e Serviços S.A. since 2015 (sector of activity: holding company of asset management); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (iv) Effective Member of the Board of Directors of Oxford Porcelanas S.A. since 2017 (sector of activity: the manufacture of accessories and China ware); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (v) Permanent member of the Board of Directors of Welle Tecnologia Laser S.A. from 2017 to 2020 (sector of activity: industry); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (vi) Effective member of the Board of Directors of Paumar S/A - Indústria e Comércio/ (vii) Effective Member of the Board of Directors of WEG Linhares Equipamentos Elétricos S.A.; and (viii) Effective Member of the Board of Directors of WEG Amazônia S.A.. Mr. Sergio is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Sergio declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Sergio Schwartz has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>						
Management Bodies:							
Management Body	Date of Election	Term of office	Elective office held	Date of investiture	Elected by the controlling shareholder	Initial date of the first term of office	

Member to the Board of Directors only	April 28, 2023	2 years	27 – Board of Directors of Directors (Permanent)	April 28, 2023	No	April 10, 2015
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7.4 Composition of the Committees

Name:	Adriano Ricardo dos Santos		CPF:	095.014.718-45	Occupation:	Business Administrator	Date of Birth:	July 31, 1971	
Professional Experience:	<p>Graduated in Business Administration from PUC-MG in 2003, with a postgraduate degree in Business Controllershship from Universidade Paulista in 2006 and an MBA in Finance from INSPER in 2010. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Chief Corporate Controlling Officer of Iochpe-Maxion S.A. since 2013 (sector of activity: auto parts). Mr. Adriano Ricardo dos Santos declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Adriano Ricardo dos Santos declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>								
Committees:	Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
	Risk Committee		Committee Member (Permanent)	May 30, 2019	Not defined	Chief Corporate Controlling Officer and member of the Trading and Disclosure Committee	May 30, 2019	No	May 30, 2019

Name:	Alexandre Gonçalves Silva		CPF:	022.153.817-87	Occupation:	Engineer	Date of Birth:	March 06, 1945
Professional Experience:	<p>She holds a Mechanics Engineering degree from Pontifícia Universidade Católica do Rio de Janeiro obtained in 1967. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2019 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (ii) Independent member of the Board of Directors of Companhia Nitroquímica do Brasil since 2012 (activity sector: chemical); (iii) Chairman of the Board of Directors of Embraer S.A. since 2011 (sector of activity: aircraft, aeronautical systems and equipment); (iv) Member of the Board of Directors of Votorantim Cimentos S.A. from 2016 to 2020 (sector of activity: civil construction); (v) Member of the Board of Directors of Ultrapar Participações S.A., from 2015 to 2021 (sector of activity: emp. manag. part. - oil and gas); (vi) Member of the Board of Directors, as well as coordinator and member of People and Compensation Committee of Fibria Celulose S.A. from 2010 to 2019 (sector of activity: pulp and paper); (vii) Director of RIOGaleão from November 2018 to May 2019 (activity sector: airport); (viii) Director of AMCHAM (American Chamber of Commerce). Mr. Alexandre Silva is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Alexandre Silva declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Alexandre Silva declared that, for all legal purposes, they have not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>							
Committees:								

Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
Compensation Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025		May 31, 2023	No	May 29, 2019
Other Committees		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Strategy and Innovation Committee	May 31, 2023	No	November 08, 2021

Name:	Deborah Stern Vicetas	CPF:	013.968.828-55	Occupation:	Manager	Date of Birth:	August 21, 1957	
Professional Experience:	<p>Graduated in Business Administration from FGV São Paulo in 1979, Journalism from the School of Communications and Arts from the University of São Paulo (USP) in 1980, Master at École Nationale D'Administration Paris (France) in 1983, and Master in Management at FGV São Paulo (Brazil) in 1984. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Banco Santander S.A. since 2017 (sector of activity: financial) (ii) Independent member of the Board of Directors of BRF S.A. since 2022 (sector of activity: food); (iii) Advisor to the Board of Directors of the American Chamber of Commerce for Brazil - Amcham Brasil (third sector) since 2023, and CEO of Amcham Brasil from 2015 to 2022; (iv) Chief Executive Officer of Banco Caixa Geral Brasil S/A from 2008 to 2014 (sector of activity: financial); (v) Executive Vice President of Banco BNP Paribas Brasil S/A from 2000 to 2008 (sector of activity: financial); (vi) Member of the Advisory Committee of Veirano Advogados. Mrs. Deborah Vicetas is an independent director, according to the criteria of the Novo Mercado Regulation and the CVM regulation. Mrs. Débora Ioschpe declared that she is not a politically exposed person as defined in the applicable regulations. Mrs. Deborah Vicetas declared that, for all legal purposes, she has not, in the last five (5) years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>							
Committees:								
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025		May 31, 2023	No	May 31, 2023

Name:	Edmilson Baraldi	CPF:	027.699.998-34	Occupation:	Business Administrator and Accountant	Date of Birth:	June 06, 1948
Professional Experience:	<p>Graduated in Business Administration from Instituto Superior de Ciências Aplicadas in 1973, having specialization courses in the areas of finance and controllership. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Member of Statutory Audit Committee of Iochpe-Maxion S.A. since 2017 (sector of activity: auto parts); (ii) Chief Audit Officer of Iochpe-Maxion S.A., from 2013 to 2015 (sector of activity: auto parts); (iii) 2nd Treasurer of Aldeia Movimento Pro Cultura - Social Entity; (iv) General Manager of Edruba, Ltda. - personal company. Mr. Edmilson Rubem Baraldi declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Edmilson Rubem Baraldi has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of</p>						

		Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.							
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Audit Committee	Statutory Audit Committee subject to CVM Rule No. 308/99	Committee Member (Permanent)	May 31, 2017	May 31, 2027	Does not hold another position	May 31, 2017	No	May 31, 2017	

Name:	Edward Ruiz	CPF:	052.399.217-33	Occupation:	Accountant	Date of Birth:	April 10, 1950		
Professional Experience:	Graduated in Business Administration and Accounting from Pace University, in New York, United States. in 1971, with an International Executive MBA from FIA in 2011, and with governance courses from Harvard Business School. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Member of Statutory Audit Committee of Iochpe-Maxion S.A. since 2017 (sector of activity: auto parts); (ii) Member of the Risks, Audit and Finance Committee of Arezzo since 2013 (sector of activity: footwear); (iii) Member of the Board of Directors and Coordinator of the Audit Committee of Nexa Resources S.A. since 2018 (sector of activity: mining); (iv) Member of the Board of Directors and coordinator of the Audit Committee of Arco Platform Ltd since 2019 (sector of activity: education); (v) Member and coordinator of the Smartfit Audit Committee since 2022 (sector of activity: gymnastics and dance academy). Mr. Edward Ruiz declared that he is not a politically exposed person as defined in applicable regulations. Mr. Edward Ruiz has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.								
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Audit Committee	Statutory Audit Committee subject to CVM Rule No. 308/99	Committee Member (Permanent)	May 31, 2017	May 31, 2027	Committee Coordinator	May 31, 2017	No	May 31, 2017	

Name:	Gustavo Berg Ioschpe	CPF:	920.901.680-72	Occupation:	Business Manager and Economist	Date of Birth:	February 15, 1977		
Professional Experience:	Graduated in Strategic Management (B.S., Wharton School), Political Science (B.A., College of Arts and Sciences) from the University of Pennsylvania in 1999, and a master's degree in Economic Development and International Economics from Yale University (USA) in 2002. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (ii) Member of the Board of								

Directors of Iochpe-Maxion S.A. since 1998 (sector of activity: Auto parts), and Chief Executive Officer of the Strategy and Innovation Committee; (i) Founder and CEO of Big Data since 2012 (activity sector: technology); (iii) Member of the Board of Directors of Ayrton Senna Institute; (v) Member of the Advisory Committee of Bienal de São Paulo Foundation; (v) Member of The Board of Directors of Fundação Iochpe. His voting rights at the Company's Board of Directors meetings is linked to the Voting Agreement signed by members of the Ioschpe Family, which is filed at the Company. Mr. Gustavo Berg Ioschpe declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Gustavo Berg Ioschpe declared that, for all legal purposes, they have not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.									
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Strategy and Innovation Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Committee Coordinator	May 31, 2023	No	November 08, 2021	

Name:	Henrique Bredda	CPF:	221.014.238-55	Occupation:	Resource Manager	Date of Birth:	August 30, 1981		
Professional Experience:		Graduated in Naval Engineering from Escola Politécnica da USP [USP's Polytechnic School] in 2008. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2021 (activity sector: auto parts), as well as member of the Statutory Audit Committee; (ii) Manager of Alaska Asset Management since 2011 (sector of activity: asset manager); (iii) Member of the Board of Directors of Valid Soluções S.A. (sector of activity: technology); (iv) Member of the Board of Directors of Marcopolo S.A. (sector of activity: manufacture of buses and their components). Mr. Henrique Bredda is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Henrique Bredda declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Henrique Bredda declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.							
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Audit Committee	Statutory Audit Committee not subject to CVM Rule No. 308/99	Committee Member (Permanent)	April 28, 2021	April 28, 2031	Independent Member of the Board of Directors	April 28, 2021	No	April 28, 2021	

Name:	Jaime Ardila	CPF:	232.930.468-43	Occupation:	Economist	Date of Birth:	July 24, 1955	
Professional Experience:	<p>Graduated in Economics from the University of Bogotá in 1977 and Master of Economics from The London School of Economics in 1981. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Member of Statutory Audit Committee of Iochpe-Maxion S.A. since 2021 (sector of activity: auto parts); (ii) Latin America CEO of General Motors Corporation from 2010 to 2015 (activity sector: automotive); (iii) Founder of The Hawksbill Group since 2016 (sector of activity: business consulting). Mr. Jaime Ardila declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Jaime Ardila has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>							
Committees:								
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
Other Committees		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Does not hold another position	May 31, 2023	No	November 08, 2021

Name:	Nildemar Secches	CPF:	589.461.528-34	Occupation:	Mechanical Engineer	Date of Birth:	November 24, 1948	
Professional Experience:	<p>Graduated in Mechanical Engineering from the University of São Paulo in 1971. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Vice-Chairman of the Board of Directors of Iochpe-Maxion S.A. since 2004 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (vi) Effective member of the Board of Directors of Grupo Big S.A. from 2018 to 2022 (activity sector: commerce); (iii) independent member of the Board of Directors and member of Sustainability and Strategic Committee of Suzano S.A. since 2008 (sector of activity: pulp and paper); (iv) Member of the Board of Directors, as well as member of People Committee, of Vibra Energia S.A. since 2022 (sector of activity: wholesale trade of ethanol, biodiesel, gasoline and other petroleum products, except lubricants); (v) Vice-Chairman of the Board of Directors of WEG S.A. since 1998 (sector of activity: electrical and electronic equipment); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (vi) Effective member of the Board of Directors of WEG Equipamentos Elétricos S.A. Mr. Nildemar Secches is an independent director according to the criteria of the Novo Mercado Regulation and the CVM regulation. Mr. Nildemar Secches declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Nildemar Secches declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>							
Committees:								
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
Financial Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Vice-Chairman (independent member) of the Board of Directors and member of the Nomination and Compensation Committee	May 31, 2023	No	August 27, 2014

Compensation Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Vice-Chairman (independent member) of the Board of Directors and member of the Finance Committee	May 31, 2023	No	January 28, 2015
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Name:	Renato Jorge Salum Junior		CPF:	187.406.818-66	Occupation:	Business Administrator and Accountant	Date of Birth:	June 10, 1977
Professional Experience:	<p>Graduated in Business Administration from Universidade Paulista in 2000 and Bachelor of Science in Accounting from Centro Universitário Sumaré in 2002, with an MBA in Controllership from Universidade Presbiteriana Mackenzie in 2012 and an MBA in Finance from INSPER in 2019. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Chief Treasury Officer of Iochpe-Maxion S.A. since 2020 (sector of activity: auto parts); (ii) Accounting Manager of Iochpe-Maxion S.A. from August 2014 to June 2020. Mr. Renato Jorge Salum Junior declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Renato Jorge Salum Junior has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.</p>							
Committees:								
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office
Risk Committee		Committee Member (Permanent)	September 27, 2021	Indefinite	Chief Financial Officer	September 27, 2021	No	September 27, 2021

Name:	Sergio Luiz Silva Schwartz		CPF:	383.104.659-04	Occupation:	Accountant	Date of Birth:	November 21, 1960
Professional Experience:	<p>Graduated in Accounting from Universidade Regional de Joinville in 1990, with specialization in Management Practices from ESAG/UDESC in 1994, specialization in Team Management from Getúlio Vargas Foundation in 1999 and specialization in Logistics from Getúlio Vargas Foundation/SOCIESC in 2003. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Independent member of the Board of Directors of Iochpe-Maxion S.A. since 2015 (activity sector: auto parts), as well as member of the Appointment and Compensation Committee and member of the Strategy and Innovation Committee; (ii) Effective Member of the Board of Directors of WEG S.A. since 2015 (sector of activity: electrical and electronic equipment); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (iii) Effective member of WPA Participações e Serviços S.A. since 2015 (sector of activity: holding company of asset management); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (iv) Effective Member of the Board of Directors of Oxford Porcelanas S.A. since 2017 (sector of activity: the manufacture of accessories and china ware); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (v) Permanent member of the Board of Directors of Welle Tecnologia Laser S.A. from 2017 to 2020 (sector of activity: industry); a company controlled by a shareholder of the Company that holds a direct or indirect interest equal to or greater than 5% of the same class or type of security of the Company; (vi) Effective member of the Board of Directors of Paumar S/A - Indústria e Comércio; (vii) Effective Member of the Board of Directors of WEG Linhares Equipamentos Elétricos S.A.; and (viii) Effective Member of the Board of Directors of WEG Amazônia S.A.. Mr. Sergio is an independent director according to the criteria of the Novo Mercado Rules and CVM regulations. Mr. Sergio declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Sergio Schwartz has stated</p>							

		declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.							
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Financial Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Independent member of the Board of Directors and Coordinator of the Appointment and Compensation Committee	May 31, 2023	No	May 29, 2019	
Compensation Committee		Committee Member (Permanent)	May 31, 2023	May 31, 2025	Independent Member of the Board of Directors and Audit Committee Coordinator	May 31, 2023	No	December 20, 2017	

Name:	Thiago Hideki Fugita	CPF:	359.496.898-79	Occupation:	Business Administrator	Date of Birth:	June 24, 1986		
Professional Experience:		Graduated in Business Administration from Universidade Presbiteriana Mackenzie in 2008. Main professional experiences during the last 5 years and a list of all management positions that he holds in other companies or third-sector organizations: (i) Chief Internal Audit and Governance, Risks and Compliance Officer of Iochpe-Maxion S.A. since September 2019 (sector of activity: auto parts); (ii) Manager of Internal Audit and Governance, Risks and Compliance of Iochpe-Maxion S.A. from April 2017 to August 2019 (sector of activity: auto parts). Mr. Thiago Hideki Fugita declared that he is not a politically exposed person as defined in the applicable regulations. Mr. Thiago Hideki Fugita has stated declared that, for all legal purposes, he has not, in the last 5 years, been subject to any criminal conviction, any conviction or application of a penalty in administrative proceedings before the CVM, the Central Bank of Brazil or the Superintendence of Private Insurance, and any conviction which became final and unappealable, in the judicial or the administrative sphere, which had the effects of suspending or disqualifying the practice of any professional or business activities.							
Committees:									
Type of committee	Type of audit	Position held	Date of investiture	Term of office	Description of another position/duty	Date of election	Elected by the controlling shareholder	Initial date of the first term of office	
Risk Committee		Committee Member (Permanent)	May 30, 2019	Not defined	Chief Internal Audit and Governance, Risks and Compliance Officer and member of the Ethics Committee	May 30, 2019	No	May 30, 2019	

7.5 Family relations

Name	CPF	Corporate name of the issuer or subsidiary	National Register of Legal Entities (CNPJ)	Type of relationship with the issuer's or subsidiary's manager
Position				
<u>Issuer's or subsidiary's Manager</u>				
Iboty Brochmann Ioschpe Effective Member of the Board of Directors	000.922.820-91	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u>				
Claudia Ioschpe Alternate Member of the Board of Directors	938.905.590-34	Iochpe-Maxion S.A.	61.156.113/0001-75	Father or Mother (1st degree by blood)
Note				
<u>Issuer's or subsidiary's Manager</u>				
Salomão Ioschpe Alternate Member of the Board of Directors.	400.517.220-20	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u>				
Dan Ioschpe Chairman of the Board of Directors of Iochpe Maxion S.A.	439.240.690-34	Iochpe-Maxion S.A.	61.156.113/0001-75	Brother or Sister (1st degree by blood)
Note				
<u>Issuer's or subsidiary's Manager</u>				
Dan Ioschpe Chairman of the Board of Directors	439.240.690-34	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u>				
Salomão Ioschpe Alternate Member of the Board of Directors	400.517.220-20	Iochpe-Maxion S.A.	61.156.113/0001-75	Mother-in-law or Father-in-law (2nd degree by affinity)
<u>Issuer's or subsidiary's Manager</u>				

Debora Berg Ioschpe Alternate Member of the Board of Directors	801.868.310-72	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u> Gustavo Berg Ioschpe Effective Member of the Board of Directors	920.901.680-72	Iochpe-Maxion S.A.	61.156.113/0001-75	Brother or Sister (1st degree by blood)
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<u>Issuer's or subsidiary's Manager</u> Gustavo Berg Ioschpe Effective Member of the Board of Directors	920.901.680-72	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u> Debora Berg Ioschpe Alternate Member of the Board of Directors	801.868.310-72	Iochpe-Maxion S.A.	61.156.113/0001-75	Brother or Sister (1st degree by blood)
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<u>Issuer's or subsidiary's Manager</u> Claudia Ioschpe Alternate Member of the Board of Directors	938.905.590-34	Iochpe-Maxion S.A.	61.156.113/0001-75	
<u>Related person</u> Iboty Brochmann Ioschpe Effective Member of the Board of Directors	000.922.820-91	Iochpe-Maxion S.A.	61.156.113/0001-75	Son or Daughter (1st degree by blood)

7.6 Relationships of subordination, provision of service or control

Identification	CPF/CNPJ	Type of relationship of the Manager with the related person	Type of related person
Position/Role			
Fiscal Year 12/31/2022			
<u>Issuer's Manager</u>			
Marcos Sergio de Oliveira CEO	008.516.768-12	Provision of services	Indirectly Subsidiary
<u>Related Person</u>			
MAXION JANTAS JANT SANAYI VE TICARET A.S. / MAXION INCI JANT SANAYI, A.S. Director	00.000.000/0000-00		
<u>Note</u>			
Fiscal Year 12/31/2021			
<u>Issuer's Manager</u>			
Marcos Sergio de Oliveira CEO	008.516.768-12	Provision of services	Indirectly Subsidiary
<u>Related Person</u>			
MAXION JANTAS JANT SANAYI VE TICARET A.S. / MAXION INCI JANT SANAYI, A.S. Director	00.000.000/0000-00		
<u>Note</u>			
Fiscal Year 12/31/2020			
<u>Issuer's Manager</u>			
Marcos Sergio de Oliveira CEO	008.516.768-12	Provision of services	Indirectly Subsidiary
<u>Related Person</u>			
MAXION JANTAS JANT SANAYI VE TICARET A.S. / MAXION INCI JANT SANAYI, A.S.	00.000.000/0000-00		

Director			
<u>Note</u>			

7.7 Managers' agreements/insurance

The Company and its subsidiaries maintain two civil liability insurance policies for Directors, Officers and Managers (D&O), which aim to guarantee the Company's and its subsidiaries' managers the payment or reimbursement of expenses arising from repairing damages caused to third parties or to the Company, of penalties imposed by state agents and of agreements with the objective of terminating administrative or judicial proceedings, due to the exercise of their functions.

The first policy was contracted by the Company and its subsidiaries in Brazil, except for Amsted Maxion Fundação e Equipamentos Ferroviários, with the insurance company Generali Brasil Seguros S.A., and is effective from February 01, 2023 to February 01, 2024. The current maximum guarantee limit is US\$30 million and the civil liability insurance premium amount for administrators is US\$72,420.00.

The second policy was contracted by Iochpe-Maxion Austria GmbH and its subsidiaries abroad and has a maximum guarantee limit of EUR 25 million, covered by the insurer AXA XL Insurance. The policy is in effect from November 01, 2022 until November 01, 2023 and the civil liability insurance premium amount for administrators is EUR 225,924.35.

Although the Company has contracted the policies described above, there are certain types of risk that may not be covered by them. Thus, in the event of the occurrence of any of these events not covered, the Company may incur additional costs.

7.8 Other relevant information

7.8. Provide other information the issuer deems relevant

Regarding the relationship maintained between the Fiscal Council and the Board of Directors, the Executive Office and the Statutory Audit Committee, the Company informs that in the fiscal year 2022, the Fiscal Council (whose mandate ended at the Annual General Meeting held on April 14, 2022) met 11 times with the Executive Office, and the Fiscal Council also participated, together with the Statutory Audit Committee, in the Board of Directors meeting that approved the annual management report and the individual and consolidated financial statements, of the Company for the year ended December 31, 2021.

Both for the fiscal year 2022 and the current fiscal year, there is no meetings of the Fiscal Council is foreseen, given that at the Company's Annual General Meetings held on April 14, 2022 and April 28, 2023, respectively, there was no quorum for a new installation of the Fiscal Council.

Additionally, and in order to ensure access to relevant information on the Company's practices regarding general meetings, the following table contains information regarding the Company's general meetings held in the last three (3) fiscal years and in the current fiscal year:

General Meeting	Date of the meeting	Installation on second call	Quorum to install the meeting
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Annual Meeting	General	04/30/2020	No	Shareholders representing 69.60% of the Company's voting share capital.
Annual Meeting	General	04/23/2021	No	Shareholders representing 54.38% of the Company's voting share capital.
Annual Meeting	General	04/14/2022	No	Shareholders representing 50.4% of the Company's voting share capital.
Special Meeting	General	09/30/2022	No	Shareholders representing 53.16% of the Company's voting share capital.
Annual Meeting	General	04/28/2023	No	Shareholders representing 50.37% of the Company's voting share capital.

At the Special General Meeting held on May 09, 2014, the creation of the position of Retired Chairman of the Company's Board of Directors was approved, an honorary, non-administrative and very personal position, to be occupied exclusively by Mr. Ivoncy Brochmann Ioschpe, pursuant to article 34 of the Company's bylaws. Mr. Ivoncy Brochmann Ioschpe has developed a successful career over 60 years of services to the Company, having been its CEO until 1998 and, since then, Chairman of its Board of Directors, having ceased to hold this position on March 27, 2014, as disclosed in a material fact dated February 26, 2014. According to the Notice to the Market dated February 22, 2022, the death of Mr. Ivoncy Brochmann Ioschpe was informed, which took place on the same date, at the age of 82, thus extinguishing the position of Retired Chairman of the Board of Directors, as provided for in the aforementioned article of the bylaws.

In addition to the provisions of items 7.3/7.4 of this Reference Form, Mr. Marcos Sergio de Oliveira, President and Investor Relations Director, also occupies the position of effective member of Company's Ethics Committee and the Disclosure and Compensation Committee.

8.1 Compensation policy or practice

8.1. Describe the compensation policy or practice of the board of directors, statutory and non-statutory executive officers, audit committee, statutory committees, and audit, risk, financial, and compensation committees, addressing the following aspects:

a) objectives of the compensation policy or practice, informing if the compensation policy was formally approved, the body responsible for its approval, approval date and, if the issuer discloses the policy, websites where the document can be found

The Company's practices relating to the compensation of the Board of Directors, the statutory and non-statutory Executive Office, the Statutory Audit Committee and other advisory committees to the Board of Directors are intended to serve as a tool for attracting, motivating and retaining professionals, seeking to ensure that such compensation is fair and compatible with the duties and risks inherent to each position and providing alignment of the interests of said professionals with the long-term interests of the Company.

The compensation of the Fiscal Council (when installed) is established by the Company's shareholders' meeting, which has the practice of setting it at the legal minimum in accordance with article 162 of Law No. 6,404/76.

In a meeting held on September 26, 2018, the Board of Directors formally approved the Compensation Policy of the Company's Management, in order to establish the guidelines that must be observed and, consequently, applied to determine the compensation of the statutory officers and members of the Company's Board of Directors, as well as the advisory committees of this body, statutory or not. On August 26, 2020, the policy was revised by the Board of Directors to provide for the possibility of establishing a special retention plan for statutory officers. This policy is available at the Company's website (www.iochpe.com.br), CVM's webpage (www.cvm.gov.br) and B3's webpage (www.b3.com.br) at the Internet.

b) practices and procedures adopted by the board of directors to determine the individual compensation of the board of directors and the executive office, indicating:

(i) the bodies and committees of the issuer that are part of the decision-making process, identifying the manner in which they participate

The Company has an Appointment and Compensation Committee, currently composed exclusively of members of the Board of Directors, which annually evaluates and debates the individual compensation of the Board of Directors and the Executive Office, based on market studies and research coordinated by the Human Resources area, with the support of specialized external consultancy. After such evaluation, the Appointment and

Compensation Committee (i) together with the Chief Executive Officer of the Company, resolves on the compensation of non-statutory officers, and (ii) presents its recommendation to the Board of Directors, which resolves on the individual compensation of the members of the management bodies (Board of Directors and Statutory Executive Office).

(ii) criteria and methodology used to set the individual compensation, indicating if studies were used to verify the market practices and, if so, the comparison criteria and scope of these studies

From time to time, a market research is carried out, coordinated by the Human Resources area, with the support of a consulting firm specialized in executive compensation, which seeks to identify the practices and amounts of compensation of companies of the same size and industry similar to the Company. The result of such research shall be considered for purposes of fixing and adjusting the individual compensation. Eventually, specific research may be carried out for certain key positions, with the goal of rendering the analysis even more accurate. The group of companies that shall make up the research sample shall be defined by the Company's Appointment and Compensation Committee.

In the case of members of the Board of Directors and the statutory Executive Office, said Committee shall recommend the adjustments, which recommendation shall be subject to approval from the Board of Directors, for the necessary adjustments to be defined, ensuring the competitiveness of the individual compensation of the managers.

(iii) the frequency and manner which the board of directors evaluates the adequacy of the compensation policy of the issuer

The Appointment and Compensation Committee and, subsequently, the Board of Directors evaluate the adequacy of the Company's compensation policy annually, taking into account the market practices verified in the surveys mentioned in the previous item.

c) breakdown of the compensation, stating:

(i) Description of the elements that form the compensation, including, in relation to each of them:

- **their goals and alignment to short, medium, and long-term interests of the issuer:**
- **their proportion in the global compensation of the 3 last fiscal years**
- **the calculation and adjustment methodology**
- **the main performance indicators taken into account, including, if applicable, ESG-related indicators**

The Company seeks to align compensation practices with short-term interests by attracting and retaining professionals who add value to its business. Therefore, the fixed compensation is in line with the ST interests of the Company and aims at the immediate

reward of the managers, which the Company, based on the best market practices, understands to be sufficient to promote the retention of talent in the short term.

Variable compensation practices, in particular in the form of annual bonuses, act as a hybrid between the Company's ST (in terms of results achieved) and medium and LT (retention and results to be achieved) interests.

The practices of LT incentives based on shares, as detailed in item 8.4 of this Form, ensure the commitment of its beneficiaries with the continuity of the Company and its long-term interests.

The compensation elements of the Board of Directors, the statutory and non-statutory Executive Office, the Fiscal Council (when installed), the Statutory Audit Committee and the other advisory committees of the Board of Directors, in line with the objectives outlined, are established differently for each body of the Company, as detailed below:

Board of Directors

The members of the Board of Directors are only entitled to a fixed compensation, not linked to their participation in meetings, which is established in accordance with market standards and aims to reward, attract and retain directors who add value to the Company's results. The fixed compensation may also be increased by 30%, for the director who participates in one of the advisory committees, or by 50%, for the director who participates in two or more committees, as a way of encouraging the participation of executives in the advice bodies to the Company's management.

Thus, the compensation of the Chairman of the Board of Directors may be different, due to his specific attributions and, consequently, greater time demands.

The members of the Board of Directors are not entitled to variable compensation, not taking part, therefore, in the Company's short or long-term incentive programs. Directors are not entitled to any post-employment benefit either.

The fixed compensation is adjusted on a yearly basis, based on the application of public inflation indexes (Expanded Consumer Price Index - IPCA calculated by the Brazilian Geography and Statistics Institute Foundation - IBGE).

Executive Office (statutory and non-statutory)

The members of the Executive Office, whether statutory or not, are entitled to a fixed compensation, which is also established in accordance with market standards and aims to reward, attract and retain professionals who add value to the Company's results. As part of the fixed compensation, the Company also grant the following direct and indirect benefits to the members of the Executive Office: meal vouchers, group life insurance, life insurance for personal accidents, health plan, vehicle and, in some cases, dental plan.

The fixed compensation of officers is readjusted annually based on a specific salary survey, also taking into account the performance of officers and their individual goals.

The offices are also entitled to a variable compensation. As part of this compensation, there is a short-term incentive, paid in the form of a bonus calculated on the Company's annual performance. The purpose of the short-term variable compensation is to reward the result for the year, if the financial and non-financial targets stipulated for the period have been achieved.

The short-term variable compensation of officers is calculated by the Appointment and Compensation Committee and is linked to financial metrics, such as Net Income, Income before Income Tax and Social Contribution (EBIT), Working Capital and ROIC, and sustainability metrics, calculated annually by the Company.

In the annual planning cycle of the Company's business plan, goals and challenges for subsequent years are defined, which, in turn, are deployed throughout the organization in the form of goals (financial and non-financial) for operations of businesses and units, seeking to stimulate the continuous improvement of the Company's general results. If the established goals are met, the Company's officers are entitled to short-term variable compensation.

Also, as part of the variable compensation, the Company has a LT incentive plan through which the Company's officers are eligible for a cash prize based on the value of the Company's shares on the stock exchange and on the return on capital invested in the Company ("Return On Invested Capital" or "ROIC").

The strategy for such compensation element aims to reinforce the alignment of the interests of managers and the Company and its shareholders, in the time horizon that ranges from the medium to the long term, especially by conditioning the receipt of awards granted under the Plan to the expiration of the term grace/permanence period and the achievement of ROIC targets.

The characteristics of this LT incentive plan are detailed in item 8.4 of this Form. The objective of the LT incentive is (i) to retain its beneficiaries and attract new talents, as well as (ii) to reward the result of a longer period (2 to 4 years), also in the event that the goals stipulated for these periods have been reached, which goals are different from those stipulated for the short term.

Officers are also entitled to a post-employment benefit, represented by a supplementary retirement benefit plan, offered by the Company, through a supplementary private pension plan, managed by a large independent management company, in order to align their benefits those granted by other companies operating in the same segment as the Company's.

Fiscal Council

The compensation of the members of the Fiscal Council (when installed) follows the existing legislation, which provides, in addition to the mandatory reimbursement of travel and accommodation expenses necessary for the performance of the function, compensation of no less than 10% for each member in office that, on average, is assigned to each statutory officer, not including benefits, representation allowances and profit sharing distributed to statutory officers. The members of the Fiscal Council are not entitled to variable compensation or other benefits.

Statutory Audit Committee and other Committees

The members of the Statutory Audit Committee and other Advisory Committees of the Board of Directors that are not members of said body are entitled to a fixed compensation as fees.

The members of the Statutory Audit Committee and other advisory committees to the Board of Directors who are members of the Board of Directors are entitled to the fixed compensation described above for that body, which provides for an increase of up to 50% of the director's base compensation, as a way of encouraging the participation of said executives in advisory bodies for the Company's management.

The members of the Statutory Audit Committee and of other advisory committees of the Board of Directors are not entitled to any variable compensation or other benefits.

The fixed compensation is adjusted on a yearly basis, based on the application of public inflation indexes (Expanded Consumer Price Index - IPCA calculated by the Brazilian Geography and Statistics Institute Foundation - IBGE).

Proportion of each element in the total compensation with regard to the last three financial years:

Fiscal year ended on December 31, 2022	Board of Directors	Statutory Executive Office	Statutory Audit Committee	Fiscal Council
Annual fixed compensation (with social charges)	100.000000%	44.656297%	100.000000%	100.000000%
Salary or pro-labore	28.694258%	41.116592%	100.000000%	100.000000%
Direct and indirect benefits	9.115924%	3.539705%	0.000000%	0.000000%
Participations in committees	62.189818%	0.000000%	0.000000%	0.000000%
Other	0.000000%	0.000000%	0.000000%	0.000000%
Variable compensation	0.000000%	52.768661%	0.000000%	0.000000%
Bonus	0.000000%	44.413260%	0.000000%	0.000000%
Profit sharing	0.000000%	0.000000%	0.000000%	0.000000%
Participation in meetings	0.000000%	0.000000%	0.000000%	0.000000%
Commissions	0.000000%	0.000000%	0.000000%	0.000000%
Other	0.000000%	8.355401%	0.000000%	0.000000%
Post-employment benefits	0.000000%	2.575042%	0.000000%	0.000000%
Cessation of exercise of the position benefits	0.000000%	0.000000%	0.000000%	0.000000%
Share-based compensation	0.000000%	0.000000%	0.000000%	0.000000%
Total over overall compensation	100.000000%	100.000000%	100.000000%	100.000000%
Fiscal year ended on December 31, 2021	Board of Directors	Statutory Executive Office	Statutory Audit Committee	Fiscal Council
Annual fixed compensation (with social charges)	100.000000%	44.307236%	100.000000%	100.000000%
Salary or pro-labore	74.946666%	41.335917%	100.000000%	100.000000%
Direct and indirect benefits	9.245552%	2.971320%	0.000000%	0.000000%
Participations in committees	15.807782%	0.000000%	0.000000%	0.000000%
Other	0.000000%	0.000000%	0.000000%	0.000000%
Variable compensation	0.000000%	53.388524%	0.000000%	0.000000%
Bonus	0.000000%	44.083159%	0.000000%	0.000000%

Profit sharing	0.000000%	0.000000%	0.000000%	0.000000 %
Participation in meetings	0.000000%	0.000000%	0.000000%	0.000000 %
Commissions	0.000000%	0.000000%	0.000000%	0.000000 %
Other	0.000000%	9.305365%	0.000000%	0.000000 %
Post-employment benefits	0.000000%	2.304240%	0.000000%	0.000000 %
Cessation of exercise of the position benefits	0.000000%	0.000000%	0.000000%	0.000000 %
Share-based compensation	0.000000%	0.000000%	0.000000%	0.000000 %
Total over overall compensation	100.000000%	100.000000%	100.000000%	100.000000%
Fiscal year ended on December 31, 2020	Board of Directors	Statutory Executive Office	Statutory Audit Committee	Fiscal Council
Annual fixed compensation (with social charges)	100.000000%	85.739990%	100.000000%	100.000000%
Salary or pro-labore	63.304075%	80.256295%	83.333333%	83.333333%
Direct and indirect benefits	10.913900%	5.483695%	0.000000%	0.000000%
Participations in committees	10.934342%	0.000000%	0.000000%	0.000000%
Other	14.847683%	0.000000%	16.666667%	16.666667%
Variable compensation	0.000000%	9.851168%	0.000000%	0.000000%
Bonus	0.000000%	0.000000%	0.000000%	0.000000%
Profit sharing	0.000000%	0.000000%	0.000000%	0.000000%
Participation in meetings	0.000000%	0.000000%	0.000000%	0.000000%
Commissions	0.000000%	0.000000%	0.000000%	0.000000%
Other	0.000000%	9.851168%	0.000000%	0.000000%
Post-employment benefits	0.000000%	4.408842%	0.000000%	0.000000%
Cessation of exercise of the position benefits	0.000000%	0.000000%	0.000000%	0.000000%
Share-based compensation	0.000000%	0.000000%	0.000000%	0.000000%
Total over overall compensation	100.000000%	100.000000%	100.000000%	100.000000%

(ii) reasons that justify the composition of the compensation

Composition of the compensation aims at attracting and retaining professionals suited to the Company's needs and considers the market reference compositions at the time of hiring each specific professional, based on their experience and technical capacity.

(iii) the existence of members not compensated by the issuer and the reason for such fact

There are no members not remunerated by the Company.

d) Existence of compensation supported by subsidiaries, controlled companies or direct or indirect controlling companies

There is no compensation supported by subsidiaries, controlled companies. The Company does not have a controlling shareholder.

e) existence of any compensation or benefit linked to the occurrence of a given corporate event, such as the disposal of issuer's ownership control

There is no compensation or benefit bound to the occurrence of a specific corporate event.

8.2 Total compensation per body

Total compensation expected for the current Fiscal Year as of 12/31/2023 - Annual Amounts				
	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	4.00	3.00	16.00
Number of compensated members	9.00	4.00	3.00	16.00
Annual fixed compensation				
Salary or pro-labore	5,554,275.00	7,726,123.00	772,612.00	14,053,010.00
Direct and indirect benefits	685,250.00	805,380.00	0.00	1,490,630.00
Participations in committees	1,174,263.00	0.00	0.00	1,174,263.00
Other	0.00	0.00	0.00	0.00
Description of other fixed compensation	Not applicable	Not applicable	Not applicable	
Variable compensation				
Bonus	0.00	9,199,185.00	0.00	9,199,185.00
Participation in results	0.00	0.00	0.00	0.00
Participation in meetings	0.00	0.00	0.00	0.00
Commissions	0.00	0.00	0.00	0.00
Other	0.00	2,362,536.00	0.00	2,362,536.00
Description of other variable compensation	Not applicable	Short-term incentive, the beneficiaries receive "Participation in the Results", or "PRP", according to the multiple of salary that can vary from 6 to 14 times, according to their respective position, for which from 60% (minimum) to 140% (maximum) of the following result indicators have to be achieved, and their aggregate weight has to be 100%, Net Income (55%), ROIC "Return on Invested Capital" (25%), Working Capital (15%) and ESG "CO2 Reduction" (5%). Under the terms and conditions of the Company's long-term incentive plan, the beneficiaries of the	Not applicable	

		<p>programs will be entitled to cash awards linked to (i) the valuation of the shares issued by the Company on a stock exchange; and (ii) the return on capital invested in the Company ("Return on Invested Capital" or "ROIC"). For purposes of such plan, the receipt of premium is called, in the first case, Restricted Stock Unit, or "RSU", and, in the second case, performance share, or "PS". Each unit granted has its appreciation at the weighted average price of the shares (MYPK3) traded on B3 S.A. - Brasil, Bolsa, Balcão, in the twenty (20) trading sessions prior to the period of eight (8) days preceding the respective dates of grant.</p> <p>The RSUs will be settled in 3 annual tranches from the second anniversary of the date of grant, with each RSU being equivalent to the weighted average price of the shares (MYPK3) traded on B3 in the twenty (20) trading sessions prior to the settlement date. The PSs awarded on the basis of the programs will be settled only if the Company's average ROIC is met in accordance with the goals stipulated by the Board of Directors for each long-term incentive program.</p>		
Post-employment	0.00	492,988.00	0.00	492,988.00
Removal from office	0.00	0.00	0.00	0.00
Based on shares (including options)	0.00	0.00	0.00	0.00
Note				
Total compensation	7,413,788.00	20,586,212.00	772,612.00	28,772,612.00

Total compensation for the Fiscal Year on 12/31/2022 – Annual Amounts				
	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	0.75	12.75
Number of compensated members	9.00	3.00	0.75	12.75
Annual fixed compensation				
Salary or pro-labore	2,063,082.00	5,172,060.00	117,625.00	7,352,767.00
Direct and indirect benefits	553,374.00	445,260.00	0.00	998,634.00
Participations in committees	3,775,180.00	0.00	0.00	3,775,180.00
Other	0.00	0.00	0.00	0.00
Description of other fixed compensation	Not applicable	Not applicable	Not applicable	
Variable compensation				
Bonus	0.00	5,586,748.00	0.00	5,586,748.00
Participation in results	0.00	0.00	0.00	0.00
Participation in meetings	0.00	0.00	0.00	0.00
Commissions	0.00	0.00	0.00	0.00
Other	0.00	1,051,027.00	0.00	1,051,027.00
Description of other variable compensation	Not applicable	Short-term incentive, the beneficiaries receive "Participation in the Results", or "PRP", according to the multiple of salary that can vary from 6 to 14 times, according to their respective position, for which from 60% (minimum) to 140% (maximum) of the following result indicators have to be achieved, and their aggregate weight has to be 100%, Net Income (55%), ROIC "Return on Invested Capital" (25%), Working Capital (15%) and ESG "CO2 Reduction" (5%). Under the terms and conditions of the Company's long-term incentive plan, the beneficiaries of the programs will be entitled to cash awards	Not applicable	

		<p>linked to (i) the valuation of the shares issued by the Company on a stock exchange; and (ii) the return on capital invested in the Company ("Return on Invested Capital" or "ROIC"). For purposes of such plan, the receipt of premium is called, in the first case, Restricted Stock Unit, or "RSU", and, in the second case, performance share, or "PS". Each unit granted has its appreciation at the weighted average price of the shares (MYPK3) traded on B3 S.A. - Brasil, Bolsa, Balcão, in the twenty (20) trading sessions prior to the period of eight (8) days preceding the respective dates of grant.</p> <p>The RSUs will be settled in 3 annual tranches from the second anniversary of the date of grant, with each RSU being equivalent to the weighted average price of the shares (MYPK3) traded on B3 in the twenty (20) trading sessions prior to the settlement date. The PSs awarded on the basis of the programs will be settled only if the Company's average ROIC is met in accordance with the goals stipulated by the Board of Directors for each long-term incentive program.</p>		
Post-employment	0.00	323,915.00	0.00	323,915.00
Removal from office	0.00	0.00	0.00	0.00
Based on shares (including options)	0.00	0.00	0.00	0.00
Note				
Total compensation	6,391,636.00	12,579,010.00	117,625.00	19,088,271.00

Total compensation of the Fiscal Year on 12/31/2021 – Annual Amounts

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	3.00	15.00
Number of compensated members	9.00	3.00	3.00	15.00
Annual fixed compensation				
Salary or pro-labore	4,440,817.00	5,238,584.00	449,628.00	10,129,029.00
Direct and indirect benefits	511,443.00	376,561.00	0.00	888,004.00
Participations in committees	874,451.00	0.00	0.00	874,451.00
Other	0.00	0.00	0.00	0.00
Description of other fixed compensation				
Variable compensation				
Bonus	0.00	5,586,748.00	0.00	5,586,748.00
Participation in results	0.00	0.00	0.00	0.00
Participation in meetings	0.00	0.00	0.00	0.00
Commissions	0.00	0.00	0.00	0.00
Other	0.00	1,179,288.00	0.00	1,179,288.00
Description of other variable compensation		<p>Short-term incentive, the beneficiaries receive "Participation in the Results", or "PRP", according to the multiple of salary that can vary from 6 to 14 times, according to their respective position, for which from 60% (minimum) to 140% (maximum) of the following result indicators have to be achieved, and their aggregate weight has to be 100%, Net Income (55%), ROIC "Return on Invested Capital" (25%), Working Capital (15%) and ESG "CO2 Reduction" (5%).</p> <p>Under the terms and conditions of the Company's long-term incentive plan, the beneficiaries of the programs will be entitled to cash awards linked to (i) the valuation of the shares issued by the Company on a stock exchange;</p>		

		<p>and (ii) the return on capital invested in the Company ("Return on Invested Capital" or "ROIC"). For purposes of such plan, the receipt of premium is called, in the first case, Restricted Stock Unit, or "RSU", and, in the second case, performance share, or "PS". Each unit granted has its appreciation at the weighted average price of the shares (MYPK3) traded on B3 S.A. - Brasil, Bolsa, Balcão, in the twenty (20) trading sessions prior to the period of eight (8) days preceding the respective dates of grant.</p> <p>The RSUs will be settled in 3 annual tranches from the second anniversary of the date of grant, with each RSU being equivalent to the weighted average price of the shares (MYPK3) traded on B3 in the twenty (20) trading sessions prior to the settlement date. The PSs awarded on the basis of the programs will be settled only if the Company's average ROIC is met in accordance with the goals stipulated by the Board of Directors for each long-term incentive program.</p>		
Post-employment	0.00	292,021.00	0.00	292,021.00
Removal from office	0.00	0.00	0.00	0.00
Based on shares (including options)	0.00	0.00	0.00	0.00
Note				
Total compensation	5,826,711.00	12,673,202.00	449,628.00	18,949,541.00

Total compensation of the Fiscal Year on 12/31/2020 – Annual Amounts				
	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	2.00	14.00

Number of compensated members	9.00	3.00	2.00	14.00
Annual fixed compensation				
Salary or pro-labore	4,257,712.00	4,842,529.00	269,823.00	9,370,064.00
Direct and indirect benefits	676,314.00	330,877.00	0.00	1,007,191.00
Participations in committees	677,580.00	0.00	0.00	677,580.00
Other	920,083.00	1,544,428.00	53,965.00	2,518,476.00
Description of other fixed compensation	Employer's social charges	Employer's social charges	Employer's social charges	
Variable compensation				
Bonus	0.00	0.00	0.00	0.00
Participation in results	0.00	0.00	0.00	0.00
Participation in meetings	0.00	0.00	0.00	0.00
Commissions	0.00	0.00	0.00	0.00
Other	0.00	594,403.00	0.00	594,403.00
Description of other variable compensation	Not applicable	Long-Term Incentive Program	Not applicable	
Post-employment	0.00	266,022.00	0.00	266,022.00
Removal from office	0.00	0.00	0.00	0.00
Based on shares (including options)	0.00	0.00	0.00	0.00
Note				
Total compensation	6,531,689.00	7,578,259.00	323,788.00	14,433,736;00

8.3 Variable Compensation

Fiscal Year: 12/31/2023

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	4.00	3.00	16.00
Number of compensated members	0.00	4.00	0.00	4.00
WITH REGARD TO THE BONUS				
Minimum amount provided for in the compensation plan	0.00	3942508.00	0.00	3,942,508.00
Maximum amount provided for in the compensation plan	0.00	9199185.00	0.00	9,199,185.00
Amount estimated in the compensation plan if targets were achieved	0.00	6570847.00	0.00	6,570,847.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00
WITH REGARD TO PARTICIPATION IN RESULTS				
Minimum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Maximum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Amount estimated in the compensation plan if targets were achieved	0.00	0.00	0.00	0.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00

Fiscal Year: 12/31/2022

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	0.75	12.75
Number of compensated members	0.00	3.00	0.00	3.00
WITH REGARD TO THE BONUS				

Minimum amount provided for in the compensation plan	0.00	2406784.00	0.00	2,406,784.00
Maximum amount provided for in the compensation plan	0.00	8423744.00	0.00	8,423,744.00
Amount estimated in the compensation plan if targets were achieved	0.00	6016960.00	0.00	6,016,960.00
Amount actually recognized in the fiscal year	0.00	5586747.00	0.00	5,586,747.00
WITH REGARD TO PARTICIPATION IN RESULTS				
Minimum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Maximum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Amount estimated in the compensation plan if targets were achieved	0.00	0.00	0.00	0.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00

Fiscal Year: 12/31/2021

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	3.00	15.00
Number of compensated members	0.00	3.00	0.00	3.00
WITH REGARD TO THE BONUS				
Minimum amount provided for in the compensation plan	0.00	2406784.00	0.00	2,406,784.00
Maximum amount provided for in the compensation plan	0.00	8423744.00	0.00	8,423,744.00
Amount estimated in the compensation plan if targets were achieved	0.00	6016960.00	0.00	6,016,960.00
Amount actually recognized in the fiscal year	0.00	5586747.00	0.00	5,586,747.00
WITH REGARD TO PARTICIPATION IN RESULTS				
Minimum amount provided for in the compensation plan	0.00	0.00	0.00	0.00

Maximum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Amount estimated in the compensation plan if targets were achieved	0.00	0.00	0.00	0.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00

Fiscal Year: 12/31/2020

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	2.00	14.00
Number of compensated members	0.00	0.00	0.00	0.00
WITH REGARD TO THE BONUS				
Minimum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Maximum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Amount estimated in the compensation plan if targets were achieved	0.00	0.00	0.00	0.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00
WITH REGARD TO PARTICIPATION IN RESULTS				
Minimum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Maximum amount provided for in the compensation plan	0.00	0.00	0.00	0.00
Amount estimated in the compensation plan if targets were achieved	0.00	0.00	0.00	0.00
Amount actually recognized in the fiscal year	0.00	0.00	0.00	0.00

8.4 Share-Based Compensation Plans

8.4. As for the Share-Based Compensation Plan for the board of directors and statutory executive office, in effect since the last fiscal year and provided for the current fiscal year, describe the following:

As indicated in item 8.1(c)(i) of this Form, the Board of Directors is not entitled to any share-based compensation plan.

The statutory Executive Office is entitled to a stock-based compensation plan (Long-Term Incentive Plan), as described below:

a) General terms and conditions

The Long-Term Incentive Plan (“ILP Plan”) of the Company provides for the granting of cash awards to certain officers, based on (i) the appreciation of the Company’s shares on the stock exchange; and (ii) the return on capital invested in the Company (“Return Over Invested Capital” or “ROIC”), subject to the general conditions of said plan. For purposes of the ILP Plan, receiving the premium is called, in the first case, Restricted Stock Unit (“RSU”) and, in the second case, performance share (“PS”).

The main executives of the Company and its subsidiaries are eligible to participate in the ILP Plan, as determined by the Board of Directors.

The Board of Directors is the body responsible for administering the ILP Plan, with broad powers for its organization.

In accordance with the terms of the ILP Plan, the Board of Directors will periodically create programs within the scope of the ILP Plan and in accordance with the Company’s strategic plans, which will define: (i) the beneficiaries; (ii) the number of RSUs and PSs to which the beneficiary will be entitled; (iii) the terms and conditions for receiving RSUs and PSs; and (v) other terms, conditions and restrictions applicable to the respective program, which are not contrary to the general guidelines of the ILP Plan.

b) Date of approval and body responsible

The Company's ILP Plan was originally approved by the Board of Directors on April 27, 2016, and was amended by the Board of Directors on January 29, 2020 and August 26, 2020.

c) Maximum number of covered shares

Not applicable, as the ILP Plan does not cover the grant of shares issued by the Company, it is the granting of an award in national currency, based on the price of the Company’s shares trading in a stock exchange, in the form of RSUs and PSs, as described in item 8.4.

d) Maximum number of options to be awarded

Not applicable, as the ILP Plan does not involve the granting of options.

e) Conditions for acquisition of shares

The ILP Plan does not cover the grant of shares issued by the Company, it is the granting of an award in national currency, based on the price of the Company's shares trading in a stock exchange, in the form of RSUs and PSs, as described in item 8.4. The main executives of the Company and its subsidiaries are eligible to participate in the ILP Plan, as determined by the Board of Directors, taking into account the Company's strategic plans.

f) Criteria to determine the purchase price or exercise

At the time of granting, the amount of RSUs and PSs will be fixed as follows: (a) the Board of Directors shall fix, at its discretion, for each beneficiary, a factor ("Referential Factor") which, after multiplied by the amount of the beneficiary's monthly gross salary, will be divided by the weighted average price of the shares issued by the Company traded on a stock exchange in the last 20 trading sessions prior to the eight-day period preceding the date of the granting of the Program; and (b) the units resulting from such division shall be separated into two parts, under the proportion determined by the Board of Directors for each program, the first part being the number of RSUs to which the beneficiary will be entitled and the second part, the number of PSs.

The Referential Factor relating to the Company's statutory officers will be set by the Board of Directors, also observing the global amount of management compensation established by the Company's annual general meeting of shareholders.

At the settlement moment, the amount to be paid to the beneficiary for each settled RSU will be equivalent to: (i) the weighted average price of shares issued by the Company traded on a stock exchange in the 10 trading sessions prior to the applicable settlement date, for programs launched up to 2019 (including); and(ii) the weighted average price of shares issued by the Company traded on a stock exchange in the 20 trading sessions prior to the applicable settlement date, for programs launched up to 2020 (including).

The amount to be paid to the beneficiary for each settled PS will be equivalent to: (i) the weighted average price of shares issued by the Company traded on a stock exchange on the applicable settlement date, for programs launched up to 2019 (including); and(ii) the weighted average price of shares issued by the Company traded on a stock exchange in the 20 trading sessions prior to the applicable settlement date, for programs launched up to 2020 (including).

g) Criteria for fixing acquisition or exercise term

In order to align the performance of its officers with the Company's results in the long term, the ILP Plan establishes that the RSUs will be settled in three different tranches, each of one third, settled by April 30 of the year in which the grant date completes its second, third, and fourth anniversaries, respectively.

In turn, the PSs will be settled by April 30 of the year in which the grant date completes its 4th anniversary, provided that the PSs will only be due and paid by the Company to the beneficiary in accordance with the achievement of the goals established by the Board of Directors, based on the ROIC calculated in the fiscal years related to the respective

program. The effective ROIC targets and amounts due will be established by the Board of Directors in the respective programs.

h) Form of settlement

Payment of amounts referring to the settlement of RSUs or PSs will be made by the Company exclusively in national currency, with no payment upon delivery of shares issued by the Company.

i) Restrictions to the transfer of shares

Not applicable, as the ILP Plan does not cover the grant of shares issued by the Company, it is the granting of an award in national currency, based on the price of the Company's shares trading in a stock exchange, in the form of RSUs and PSs, as described in item 8.4.

j) Criteria and events that, upon their occurrence, will result in suspension, change or termination of the plan

There are no specific criteria or events that, when observed, will cause the suspension, alteration or extinction of the ILP Plan. However, the Company's Board of Directors, the body responsible for administrating the ILP Plan, may, at its discretion, alter or extinguish said plan. The ILP Plan has a term of ten (10) years from April 2016.

k) Effects of a manager's exit from the issuer's bodies on their rights provided in the share-based compensation plan

Except for a specific decision to the contrary of the Board of Directors of the Company: (i) in the event of termination of the employment contract or term of office of the beneficiary, all RSUs and PSs granted to the beneficiary in question shall expire. However, if the beneficiary retires, ceasing to carry out their activities at the Company, the RSUs granted to them will be due proportionally to the time their employment contract or term of office remained in force; if the beneficiary dies or becomes permanently disabled for the performance of his function, the RSUs granted to them will be due in full; and (ii) the PSs will only be due and paid to the extent the respective beneficiaries remain continuously bound to the Company, for the period between the date of grant and the applicable settlement date.

8.5 Shares-Based Compensation (Stock Options)

Fiscal Year: 12/31/2023				
	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	4.00	3.00	16.00
Number of compensated members	0.00	0.00	0.00	0.00
Potential dilution in case of exercise of all outstanding options	0.000000	0.000000	0.000000	—
WEIGHTED AVERAGE PRICE FOR THE EXERCISE OF EACH OF THE FOLLOWING OPTION GROUPS				
Outstanding in the beginning of the fiscal year	0.00	0.00	0.00	0.00
Lost and expired during the fiscal year	0.00	0.00	0.00	0.00
Exercised during the fiscal year	0.00	0.00	0.00	0.00
Fiscal Year: 12/31/2022				
Total number of members	9.00	3.00	0.75	12.75
Number of compensated members	0.00	0.00	0.00	0.00
Potential dilution in case of exercise of all outstanding options	0.000000	0.000000	0.000000	—
WEIGHTED AVERAGE PRICE FOR THE EXERCISE OF EACH OF THE FOLLOWING OPTION GROUPS				
Outstanding in the beginning of the fiscal year	0.00	0.00	0.00	0.00
Lost and expired during the fiscal year	0.00	0.00	0.00	0.00
Exercised during the fiscal year	0.00	0.00	0.00	0.00
Fiscal Year: 12/31/2021				
Total number of members	9.00	3.00	3.00	15.00
Number of compensated members	0.00	0.00	0.00	0.00
Potential dilution in case of exercise of all outstanding options	0.000000	0.000000	0.000000	—
WEIGHTED AVERAGE PRICE FOR THE EXERCISE OF EACH OF THE FOLLOWING OPTION GROUPS				
Outstanding in the beginning of the fiscal year	0.00	0.00	0.00	0.00
Lost and expired during the fiscal year	0.00	0.00	0.00	0.00
Exercised during the fiscal year	0.00	0.00	0.00	0.00

Fiscal Year: 12/31/2020

	Board of Directors	Statutory Executive Office	Fiscal Council	Total
Total number of members	9.00	3.00	2.00	14.00
Number of compensated members	0.00	0.00	0.00	0.00
Potential dilution in case of exercise of all outstanding options	0.000000	0.000000	0.000000	—
WEIGHTED AVERAGE PRICE FOR THE EXERCISE OF EACH OF THE FOLLOWING OPTION GROUPS				
Outstanding in the beginning of the fiscal year	0.00	0.00	0.00	0.00
Lost and expired during the fiscal year	0.00	0.00	0.00	0.00
Exercised during the fiscal year	0.00	0.00	0.00	0.00

8.6 Granting of stock options

8.6. Regarding each stock option grant made in the last three fiscal years and planned for the current fiscal year, from the board of directors and statutory executive the Company informs the following:

Not applicable. The Company has no stock-based compensation in the form of stock options.

8.7 Outstanding options

8.7. In relation to outstanding options held by the board of directors and the statutory executive office at the end of the last fiscal year the Company informs the following:

Not applicable. The Company has no stock-based compensation in the form of stock options.

8.8 Options exercised and shares delivered

8.8. Regarding the exercised options related to the share-based compensation of the board of directors and of the statutory office over the last three fiscal years, inform the following:

Not applicable. The Company has no stock-based compensation in the form of stock options.

8.9 Potential dilution per granting of shares

8.9. Regarding the share-based compensation, in the form of shares to be delivered directly to the beneficiaries, recognized in the result of the last three fiscal years and that foreseen for the current fiscal year, of the board of directors and statutory executive officers, inform the following:

As described in item 8.4 of this Form, the Company has a share-based compensation plan in the form of a cash award referenced to the valuation of the shares issued by the Company.

Share-based compensation provided for the current fiscal year (2023)	Board of Directors	Statutory Executive Office
Total number of members	9	4
Total number of compensated members	-	4
Grant date	-	02/01/2023
Potential dilution if all shares are granted to the beneficiaries	Not applicable	Not applicable

Share-based compensation recognized in the fiscal year ended on 12/31/2022	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/26/2022
Potential dilution if all shares are granted to the beneficiaries	Not applicable	Not applicable

Share-based compensation recognized in the fiscal year ended on 12/31/2021	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/27/2021
Potential dilution if all shares are granted to the beneficiaries	Not applicable	Not applicable

Share-based compensation recognized in the fiscal year ended on 12/31/2020	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/29/2020
Potential dilution if all shares are granted to the beneficiaries	Not applicable	Not applicable

8.10 Granting of shares

8.10. Regarding each grant of share made in the last three fiscal years and planned for the current fiscal year, from the board of directors and statutory executive the Company informs the following:

As described in item 8.4 of this Form, the Company has a share-based compensation plan in the form of a cash award referenced to the valuation of the shares issued by the Company.

Share-based compensation provided for the current fiscal year (2023)	Board of Directors	Statutory Executive Office
Total number of members	9	4
Total number of compensated members	-	4
Grant date	-	02/01/2023
Total amount of RSUs and PSs granted	-	302,498
Maximum term for delivery of RSUs and PSs	-	4 years
Lock-up period for transfer of RSUs and PSs	-	2 years
Fair RSUs e PSs value on the date of granting (BRL)	-	11.18
Multiplication of the number of RSUs and PSs granted by the fair value of the shares on the granting date (BRL)	-	3,381,928

Share-based compensation recognized in the fiscal year ended on 12/31/2022	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/25/2022
Total amount of RSUs and PSs granted	-	185,026
Maximum term for delivery of RSUs and PSs	-	4 years
Lock-up period for transfer of RSUs and PSs	-	2 years
Fair RSUs e PSs value on the date of granting (BRL)	-	11.18
Multiplication of the number of RSUs and PSs granted by the fair value of the shares on the granting date (BRL)	-	2,810,545

Share-based compensation recognized in the fiscal year ended on 12/31/2021	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/27/2021
Total amount of RSUs and PSs granted	-	149,496
Maximum term for delivery of RSUs and PSs	-	4 years
Lock-up period for transfer of RSUs and PSs	-	2 years
Fair RSUs e PSs value on the date of granting (BRL)	-	15.02

Multiplication of the number of RSUs and PSs granted by the fair value of the shares on the granting date (BRL)	-	2,245,430
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Share-based compensation recognized in the fiscal year ended on 12/31/2020	Board of Directors	Statutory Executive Office
Total number of members	9	3
Total number of compensated members	-	3
Grant date	-	01/29/2020
Total amount of RSUs and PSs granted	-	89,862
Maximum term for delivery of RSUs and PSs	-	4 years
Lock-up period for transfer of RSUs and PSs		2 years
Fair RSUs e PSs value on the date of granting (BRL)	-	23.32
Multiplication of the number of RSUs and PSs granted by the fair value of the shares on the granting date (BRL)	-	2,095,582

8.11 Shares Delivered

Fiscal Year: 12/31/2022

	Board of Directors	Statutory Executive Office	Fiscal Council
Total number of members	9.00	3.00	
Number of compensated members	0.00	3.00	
Number of shares	0	71511	
Weighted average acquisition price	0.00	22.79	
Weighted average market price of the shares purchased	0.00	12.24	
Multiplication of the total number of shares by the difference between the weighted average purchase price and the weighted average market price of the shares purchased	0.00	754441.05	

Fiscal Year: 12/31/2021

	Board of Directors	Statutory Executive Office	Fiscal Council
Total number of members	9.00	3.00	
Number of compensated members	0.00	3.00	
Number of shares	0	48090	
Weighted average acquisition price	0.00	20.03	
Weighted average market price of the shares purchased	0.00	13.01	
Multiplication of the total number of shares by the difference between the weighted average purchase price and the weighted average market price of the shares purchased	0.00	337591.80	

Fiscal Year: 12/31/2020

	Board of Directors	Statutory Executive Office	Fiscal Council
Total number of members	9.00	3.00	
Number of compensated members	0.00	3.00	
Number of shares	0	52796	
Weighted average acquisition price	0.00	17.09	
Weighted average market price of the shares purchased	0.00	14.81	
Multiplication of the total number of shares by the difference between the weighted average purchase price and the weighted average market price of the shares purchased	0.00	120374.88	

8.12 - Share/option pricing

8.12. Summary description of the information required to understand the data stated in items 8.5 through 8.11, such as an explanation of the share and option pricing method, stating at least:

a) Pricing model

The pricing model is detailed in item 8.4 of this Form.

b) Data and assumptions used in the pricing model, including weighted average share price, exercise price, expected volatility, life term of the option, expected dividends and the risk-free interest rate

Not applicable.

c) Method used and premises assumed to incorporate the expected effects of early exercise

Not applicable.

d) Method of determination of the expected volatility

Not applicable.

e) If any other characteristic of the option were incorporated in the calculation of its fair value.

Not applicable.

8.13 Interests held by body

8.13. Number of shares, quotas and other securities convertible into shares or quotas, issued, in Brazil or abroad, by the issuer, its direct or indirect controlling shareholders, subsidiaries, or companies under common control, held by members of the board of directors, statutory executive office, or audit committee, grouped by body:

Body	Number shares issued by the Company	% of the share capital of the Company
Board of Directors	21,442,469	13.95%
Statutory Executive Office	26,026	0.02%
Total	21,468,495	13.97%

8.14 Pension plans

8.14. Regarding pension plans in effect granted to the members of the board of directors and to the statutory officers, inform the following:

	Board of Directors	Statutory Executive Office
Number of members	9	3
Number of remunerated members	0	3
Name of the plan	-	BrasilPrev Seguros e Previdência S.A. (defined contribution)
Number of managers who qualify for retirement	-	There is no administrator in a position to retire.
Conditions for early retirement	-	N/A
Updated amount of the contributions accumulated in the social security plan until the end of the last fiscal year, deducting the portion related to contributions made directly by the managers (in BRL)	-	3,150,317
Total accrued amount of the contributions made during the last fiscal year, less the portion related to the contributions directly made by the managers (in BRL)	-	323,914
If there is the possibility of early redemption and what the conditions are	-	There is no possibility

8.15 Minimum, average and maximum compensation

Annual amounts

	Statutory Executive Office			Board of Directors			Fiscal Council		
	12/31/2022	12/31/2021	12/31/2020	12/31/2022	12/31/2021	12/31/2020	12/31/2022	12/31/2021	12/31/2020
Number of members	3.00	3.00	3.00	9.00	9.00	9.00	0.75	3.00	2.25
Number of compensated members	3.00	3.00	3.00	9.00	9.00	9.00	0.75	3.00	2.25
Highest compensation amount (Reais)	7,517,967.00	7,360,445.00	4,452,967.00	1,437,051.00	1,314,176.00	1,610,221.00	39,208.00	149,876.00	107,929.00
Lowest compensation amount (Reais)	1,637,910.00	2,458,131.00	1,188,825.00	412,353.00	377,604.00	428,905.00	39,208.00	149,876.00	107,929.00
Average compensation amount (Reais)	4,193,002.00	4,224,401.00	2,526,085.00	710,181.00	647,412.00	685,461.00	39,208.00	149,876.00	107,929.00

Note

Statutory Executive Office	
12/31/2020	The member of the Statutory Executive Office with the highest compensation exercised his duties at the Company for a period of 12 months.

Board of Directors	
12/31/2020	The highest compensated member of the Board of Directors exercised his duties at the Company for a period of 12 months

Fiscal Council	
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8.16 Compensation/indemnity mechanisms

8.16. Contract arrangements, insurance policies or other instruments containing mechanisms for compensation or indemnification of managers in the event of removal from office or retirement, stating the financial consequences for the issuer

There are no contractual arrangements, insurance policies, or other instruments containing mechanisms for compensation or indemnification of managers in case of removal or retirement, except for the provisions below:

On August 26, 2020, the Board of Directors approved the creation of a Special Retention Plan in favor of the Company's CEO, who performs the aforementioned position since March 27, 2014. The aforementioned retention plan is a ILT incentive corresponding to a bonus to be paid when the Board of Directors decides, on the initiative of that body, to remove the current CEO from his position, either due to removal or termination of his term without reappointment to office, and always subject to the condition that the said executive complies with a non-competition commitment for a certain period. The maximum value of said retention plan will correspond to 400,000 shares issued by the Company traded on B3, converted at the weighted average price of shares in the 20 trading sessions prior to the date of termination, part of which is still subject to the fulfillment of qualitative performance targets.

The Company has a Civil Liability Insurance Policy for Managers (D&O). The insurance premium amount is US\$72.4 thousand and the policy limit is US\$30.0 million.

8.17 Percentage of related parties in the compensation

8.17. In relation to the past three fiscal years and the forecast for the current fiscal year, indicate the percentage of total compensation of each body recognized in the issuer's result referring to members of the board of directors, statutory office or the fiscal council who are related parties to the direct or indirect controlling shareholders, as defined by the accounting rules that address this matter

Not applicable. The Company does not have a controlling shareholder.

8.18 Compensation - Other functions

8.18. In relation to the past three fiscal years and the forecast for the current fiscal year, indicate the amounts recognized in the issuer's income statement as compensation of members of the board of directors, statutory office or fiscal council, grouped by body, for any reason other than their position, such as commissions and consulting or advisory services provided

In relation to the last three fiscal years, and there is no provision that there will be for the current fiscal year, recognition of any amount in the Company's results as compensation of members of the Board of Directors, the Statutory Executive Office or the Fiscal Council of the Company for any reason other than the function they hold.

8.19 Recognized compensation of the controlling shareholder/subsidiary

8.19. In relation to the past three fiscal years and the forecast for the current fiscal year, indicate the amounts recognized in the result of direct or indirect parent companies, companies under common control, and the issuer's subsidiaries, as compensation of members of the issuer's board of directors, statutory office or fiscal council, grouped by body, specifying on what basis these amounts were attributed to these individuals

In relation to the last three fiscal years, and there is no provision that there will be for the current fiscal year, recognition of any amount in the results of the Company's subsidiaries as compensation of members of the Board of Directors, the Statutory Executive Office or the Fiscal Council of the Company. The Company does not have a controlling shareholder.

8.20 Other relevant information

8.20. Provide other information the issuer deems relevant

The Company understands that all relevant information has been disclosed in the previous items.

9.1/9.2 - Identification and compensation

Does the Company have an auditor?	YES		
CVM Code	471-5		
Type of auditor	National		
Name/Corporate Name	Ernst & Young Auditores Independentes S.S.		
CPF/CNPJ	61.366.936/0001-25		
Provision of service period	04/04/2022		
Description of contracted services	<p>The services contracted from Ernst & Young include: (i) perform the audit in accordance with Brazilian and international audit standards, and issue a report on the individual and consolidated financial statements of Iochpe-Maxion S.A. for the year ended December 31, 2022, Portuguese and English (free translation); (ii) carry out the review in accordance with Brazilian and international standards for review of interim information, and issue a report by the independent auditors on the review of the individual and consolidated Quarterly Information (ITR) for the quarters ended March 31, June 30 and September 30, 2022 of Iochpe-Maxion S.A., prepared in Portuguese and English (free translation); (iii) audit and issue a report on the individual and consolidated financial statements, if applicable, of subsidiaries of Iochpe-Maxion S.A. for the year ended December 31, 2022, to be prepared based on their respective accounting practices ("GAAP") and language; (iv) revision of the Information Statement related to digital tax bookkeeping - ECF for the fiscal year 2022 of Iochpe-Maxion S.A. and Maxion Wheels do Brasil Ltda.; (v) audit of IFRS-based reporting packages to be sent to EY Brasil for the purpose of consolidating the consolidated financial statements of Iochpe-Maxion S.A.; and (vii) Covenants Assurance Report of Iochpe-Maxion S.A. and subsidiaries on certain debts in a total of four (4) half-yearly measurements.</p>		
Total amount of independent auditors compensation, segregated per service	The independent auditors' (Ernst & Young) compensation, related to the fiscal year ended December 31, 2022, corresponds to the amount of BRL8,848,155* (* the Company used for calculation base, regarding the services provided abroad, the exchange of US\$ and Euros converted by the average rate of 2022).		
Justification for the replacement	There was no replacement of the independent auditor.		
Reason presented by the auditor in case of disagreement with the issuer's justification	There was no replacement of the independent auditor due to disagreement or conflict of opinions.		
Name of technician in charge	Provision of service period	CPF	Address

9.3 Independence and conflict of interest of auditors

9.3. If auditors or persons related to them, according to the independence standards of the Federal Accounting Board, have been hired by the issuer or persons members of its economic group to provide services other than audit, describe the policy or procedures adopted by the issuer to avoid the existence of conflict of interest, loss of independence or objectivity of its independent auditors

The Company has an internal policy that establishes the conditions for contracting extra-audit services from its independent auditors, which provides that the Company is prohibited from contracting extra-audit services that could compromise the independence of its auditors. Although this policy has not been submitted for approval by the Board of Directors, the contracting of extra-audit services must be previously approved by the Statutory Audit Committee.

Nevertheless, the Company informs that, in the fiscal year 2022, it did not hire its independent auditor to provide services other than those related to the audit.

9.4 Other relevant information

9.4. Provide other information the issuer deems relevant

There is no other information the Company deems relevant.

10.1A - Human resources description

Number of employees per declaration of gender

	Female	Male	Non-binary	Other	Prefer not to answer the question
Leadership	160	831	0	0	0
Non-leadership	1330	15140	0	0	0
TOTAL= 17,461	1490	15971	0	0	0

Number of employees per declaration of color or race

	Yellow	White	Black	Brown	Indigenous	Other	Prefer not to answer the question
Leadership	7	297	24	14	0	5	644
Non-leadership	42	6253	704	1168	4	22	8277
TOTAL= 17,461	49	6550	728	1182	4	27	8921

Number of employees per position and age group

	Less than 30 years old	From 30 to 50 years old	More than 50 years
Leadership	12	742	237
Non-leadership	4564	10173	1733
TOTAL= 17,461	4576	10915	1970

Number of employees per position and geography

	North	Northeast	Mid-West	Southeast	South	Abroad
Leadership	0	0	0	295	0	696
Non-leadership	0	0	0	7856	0	8614
TOTAL= 17,461	0	0	0	8151	0	9310

Number of employees per and geography and gender

	Female	Male	Non-binary	Other	Prefer not to answer the question
North	0	0	0	0	0
Northeast	0	0	0	0	0
Mid-West	0	0	0	0	0
Southeast	869	7282	0	0	0
South	0	0	0	0	0
Abroad	621	8689	0	0	0
TOTAL= 17,461	1490	15971	0	0	0

Number of employees per geography and color or race

	Yellow	White	Black	Brown	Indigenous	Other	Prefer not to answer the question
North	0	0	0	0	0	0	0
Northeast	0	0	0	0	0	0	0
Mid-West	0	0	0	0	0	0	0
Southeast	46	6300	488	1176	4	0	137
South	0	0	0	0	0	0	0
Abroad	3	250	240	6	0	27	8784
TOTAL= 17,461	49	6550	728	1182	4	27	8921

Number of employees per geography and age group

	Less than 30 years old	From 30 to 50 years old	More than 50 years
North	0	0	0
Northeast	0	0	0
Mid-West	0	0	0
Southeast	2152	5295	704
South	0	0	0
Abroad	2424	5620	1266
TOTAL= 17,461	4576	10915	1970

10.1 Human resources description

b) number of outsourced employees (total, per groups based on activity performed and per geography)

Localization		Activity	2022	2021	2020	2019	
Brazil	Minas Gerais	Administrative			-	-	
		Production			273	28	
	Rio de Janeiro	Administrative			-	-	
		Production			-	-	
	São Paulo	Administrative	14	49	47	67	
		Production	26	1	5	590	
	Subtotal Brazil		Administrative	14	49	47	67
			Production	26	1	278	618
Abroad	South Africa	Administrative			-	-	
		Production			-	6	
	Germany	Administrative	2	3	3	11	
		Production	9	8	11	12	
	China	Administrative			-	-	
		Production	22	31	18	43	
	Spain	Administrative	1	1	1	1	
		Production	6	1	8	9	
	USA	Administrative	0	1	-	-	
		Production	17	7	34	-	
	India	Administrative			-	-	
		Production	666	432	349	104	
	Italy	Administrative	2	2	5	4	
		Production	59	60	60	106	
	Mexico	Administrative		8	9	12	
		Production			100	41	
	Czech Republic	Administrative	3	2	4	4	
		Production	19	26	52	117	
	Thailand	Administrative			-	-	
		Production	53	86	107	40	
	Turkey	Administrative	6	6	6	-	
		Production	142	136	170	-	
	Japan	Administrative			-	-	
		Production			-	-	
	Subtotal Abroad		Administrative	14	23	28	32
			Production	993	787	909	478
	Total General		Administrative	28	72	75	99
			Production	1019	788	1,187	1,096
Total			1047	860	1,262	1,195	

10.1 Human resources description

b) Turnover rate of the Company and its subsidiaries

Company	2022	2021	2020	2019
Turnover rate	1.47	1.85	1.33%	2.95%

10.2 Relevant changes

There is no other relevant information

10.3 Employee compensation policies and practices

10.3 Employee compensation policies and practices

a) Salary and variable compensation policy

The Company has two categories of positions: hourly and monthly. For both categories, salaries are based on the market average of the regions where the Company operates, and market research on salaries is conducted annually.

Salary increases are made in accordance with the applicable legislation. In addition, collective increases are based on annual union negotiations, while individual criteria are determined based on functional qualification, performance and promotion.

In relation to variable compensation, it is applied differently between the executive office and management and other employees.

For the executive office and management, variable compensation is directly related to the achievement of pre-established annual goals, and has participation limits according to the hierarchical level, divided as follows:

- Senior Officers - up to 14 nominal salaries
- Officers - up to 6 nominal salaries
- Managers - up to 3 nominal salaries

For the other employees, the variable compensation is related to the annual negotiation of PLR with the respective unions.

b) benefits policy

The Company, based on the positions held, provides its employees with benefits such as medical assistance, dental assistance, private pharmacy, agreements with pharmacies, life insurance, restaurant or meal vouchers, transportation vouchers, Christmas Hamper, food staples, toys for dependents, educational assistance, credit cooperative, private pension plan, vehicle, fuel assistance and cell phone.

c) characteristics of stock-based compensation plans for non-management employees

The Company has a Long-Term Incentive Plan. More information on Stock-Based Compensation Plans can be found in item 8.4 of this Reference Form.

d. ratio between (i) the highest individual compensation (considering the compensation composition, with all items described in section 8.2.d) recognized in the result of the issuer in the last fiscal year, including the compensation and the manager appointed by the bylaws, if applicable; and (ii) the median of the individual compensation of issuer's employees in Brazil, ignoring the highest individual compensation, as recognized in the results of the last fiscal year

On the date of this Reference Form, the ratio of the highest individual compensation to the average individual compensation of the Company's employees was 58.9 times. The highest individual compensation considers the highest compensation paid to the member of the Statutory Executive Office, and the average considers employees in Brazil, disregarding the highest individual compensation.

10.4 Relations between issuer and unions

10.4 Describe the relations between issuer and the unions, indicating whether there have been stoppages and strikes over the last 3 fiscal years

In all countries and regions where the Company has its operations and/or offices, the Company recognizes the usefulness of the union negotiation process, in which the union, authorized by its members, represents employees with pragmatism, objectivity and autonomy.

The relations with the representative unions in all locations are always guided by transparency and objectivity, building over time an excellent relationship, with few moments of tension in specific periods of negotiation.

The Company is represented in the several countries and regions by employer's federations and unions, specific to each segment of activity, which negotiate individual and/or collective agreements with the various labor unions.

The Company informs that, in October 2022, there was a short stoppage (strike) in its operation in South Africa.

10.5 Other relevant information

The Company has operations in 14 countries, and in some of such locations is culturally and legally prevented from conducting questionnaires on race, gender and other diversity issues. As a result, the Company has a large number of employees allocated in the column prefers not to answer the question in item 10.1.a of this Form, as well as some are allocated in others, because there are no options consistent with the ethnicity raised.

11.1 Rules, policies and practices

The Company and its subsidiaries carry out, in the normal course of their business, transactions with their subsidiaries and other related parties, such as (i) loans, (ii) provision of guarantees, (ii) commercial operations of purchase and sale of machinery and equipment, products and inputs; and (iii) management compensation. Regarding management compensation, see item 8 of this Reference Form.

The Company has a Policy on Transactions with Related Parties and Other Situations of Conflict of Interest, approved by its Board of Directors at a meeting held on September 26, 2018, with the purposes of establishing rules and procedures in order to ensure that all decisions involving transactions with related parties and other potential situations of conflict of interest are made in the best interest of Company and its shareholders as a whole, with full independence and transparency to its shareholders and to the market in general. This policy is in line with the recommendations of the Brazilian Code of Corporate Governance.

In transactions with related parties under the terms defined in such policy, the following conditions must be observed:

- (a) Transactions shall comply with market conditions and also be in accordance with the guidelines set forth in the Code of Conduct and other internal policies of the Company, especially the policies of approval, purchases and transfer pricing;
- (b) Transactions shall be formalized in writing, specifying their main terms and conditions and the existence of any guarantees; and
- (c) The decision-making process preceding transactions should be documented in such a way as to allow further verification of market conditions where necessary.

As a general rule, in addition to following the existing ordinary flow of negotiation, analysis and approval of transactions within the scope of the Company (and also without prejudice to the applicable legal or statutory powers), transactions with related parties involving the Company or its subsidiaries shall be approved by at least two Statutory Officers of the Company, and transactions with related parties involving a significant amount shall also be submitted to resolution of the Board of Directors of the Company. Significant amount shall mean a transaction or set of related transactions which amount, for each period of twelve (12) consecutive months, exceeds one percent (1%) of the Company's shareholders' equity, calculated based on the latest financial statements disclosed.

In addition, transactions with related parties are expressly forbidden in the following events:

- (a) granting of loans to any related party on a non-monetary basis, or by charging interest rates lower than those representing market conditions;
- (b) granting of loans in favor of the controlling shareholders of the Company (if any) and managers of the Company and its subsidiaries, as well as in favor of close members of their family, or persons related to them; and

(c) corporate reorganizations, such as combinations, mergers and acquisitions of shares, which do not ensure equitable treatment to all its shareholders.

The Company's Statutory Audit Committee shall be responsible for: (i) evaluate and monitor, together with the Company's management and the internal audit area, the adequacy of transactions with related parties carried out by the Company and their respective disclosures; and (ii) evaluate, oversee, and recommend to the Company's management the correction or improvement of this policy.

Other information, rules and procedures applicable to transactions with related parties can be found in this policy, which is available on the webpage of the Company (www.iochpe.com.br) and CVM (www.cvm.gov.br) at the Internet.

11.2. Transactions with related parties

Related party	Transaction date	Amount involved in Real	Outstanding balance	Amount in Real	Duration	Interest rate charged
AmstedMaxion Fundição Equipamentos Ferroviários S.A.	e 01/03/2022	36,402,546.00	9,164,764.00	36,402,546.00	30 years, which can be automatically extended for successive periods of 5 years.	0.000000
Relationship with the issuer	Affiliate					
Purpose of the agreement	On 08/01/2016, Amsted-Maxion Fundição e Equipamentos Ferroviários S.A. and the Company, aiming at reducing costs and expenses, signed an agreement to share infrastructure and facilities located in the properties that the parties own in the city of Cruzeiro, state of São Paulo, since such properties are adjacent and are located in the same industrial plant. The outstanding balance refers to the base date of 03/31/2023.					
Guarantees and insurance	There are no related warranties and insurances.					
Termination or extinction	There are no conditions for termination or extinction.					
Nature and reason for the transaction	Sharing of infrastructure and facilities located in the properties that both parties own in Cruzeiro, SP.					
Issuer's contractual position	Debtor					
AmstedMaxion Fundição Equipamentos Ferroviários S.A.	e 01/03/2022	75,917,907.00	14,146,764.00	75,917,907.00	Indefinite	0.000000
Relationship with the issuer	Affiliate					
Purpose of the agreement	Usual business transaction for the sale of scrap metal, between the Company and AmstedMaxion Fundição e Equipamentos Ferroviários S.A. The amount involved refers to the amounts incurred in the year 2022. The outstanding balance refers to the base date of 03/31/2023.					
Guarantees and insurance	There are no related warranties and insurances					
Termination or extinction	There are no conditions for termination or extinction					
Nature and reason for the transaction	Sale of scrap metal between the Company and its affiliate					
Issuer's contractual position	Creditor					
Maxion Montich S.A.	01/03/2022	144,814,609.00	36,557,999.00	144,814,609.00	Indefinite	0.000000

Purpose of the agreement	Usual business transaction for the sale of chassis components, which are renewed annually, between the Company (Cruzeiro) and Maxion Montich S.A. The amount involved refers to the amounts incurred in the year 2022. The outstanding balance refers to the base date of 03/31/2023.
Guarantees and insurance	There are no related warranties and insurances
Termination or extinction	There are no conditions for termination or extinction.
Nature and reason for the transaction	Sale of chassis components between the Company and its subsidiary together
Issuer's contractual position	Creditor

11.2 Items 'n.' and 'o.'

n) identify the measures taken to treat conflicts of interests

In relation to transactions with related parties mentioned in item 11.2 of this Reference Form, it was ensured that persons who may not be independent in relation to such matters did not participate in the resolutions of the management bodies that expressed their opinion on the matter, in order to guarantee the independence and exemption of the decision. It is observed that the related parties in question and their representatives who participated in such transactions have no interference in the decision-making process within the Company.

o) demonstrate the arm's length basis of the agreed conditions or appropriate compensatory payment

The Company seeks to ensure that all transactions with its related parties have terms no less favorable to the Company than those that it could obtain in negotiations with third parties not considered related parties. Such transactions are supported by due prior evaluations of their conditions and the Company's strict interest in their realization.

Thus, the Company's transactions with related parties follow the standards practiced in the market, observing prices and usual conditions between non-related parties, defining deadlines for payment of pecuniary obligations established therein, as well as market interest rates and non-pecuniary obligations. Thus, transactions with related parties do not generate any undue benefits or losses to the group companies involved.

The sale transactions (export to Argentina) of structural components to Maxion Montich S.A., joint subsidiary of the Company, are carried out in the ordinary course of the Company's business, upon payment of the consideration negotiated based on the conditions practiced by the Company with independent third parties in similar situations, also observing the applicable transfer pricing rules.

The scrap sales transactions to Amsted-Maxion Fundação e Equipamentos Ferroviários S.A., an affiliate of the Company, are also carried out in the ordinary course of the Company's business, upon payment of the consideration fixed on the basis of an auction with the participation of independent third parties.

With regard to the infrastructure and facilities sharing agreement between the Company and its affiliate Amsted-Maxion Fundação e Equipamentos Ferroviários S.A., it is noted that this agreement was entered into solely with the purpose of reducing costs and taking advantage of synergies in the coordination and management of some administrative and infrastructure support activities, by sharing costs and expenses for the benefit of both parties, because its plants located in the municipality of Cruzeiro, State of São Paulo, share the same industrial park on contiguous lands.

Transactions with related parties are disclosed in a note to the Company's financial statements, in accordance with the applicable accounting rules. The commutative nature of the conditions agreed in the transactions with related parties, in each of the modalities entered into by the Company, including the total amount of the transaction, interest, if applicable, and deadlines, is shown in table 11.2 of this Reference Form.

Finally, it is noted that, pursuant to the Rules of Procedure of the Company's Statutory Audit Committee and the applicable regulations, it is incumbent upon such Committee to evaluate and monitor, together with the Company's management and its internal audit area, the adequacy of transactions with related parties carried out by the Company and their respective evidence.

11.3 Other relevant information

There is no other information the Company deems relevant.

12.1 Information on capital stock

Type of Capital		Issued capital
Date of authorization or approval	Paying-up term	Capital amount
12/04/2019		1,576,954,290.05
Number of common shares	Number of preferred shares	Total number of shares
153,719,601	0	153,719,601

Type of Capital		Subscribed capital
Date of authorization or approval	Paying-up term	Capital amount
12/04/2019		1,576,954,290.05
Number of common shares	Number of preferred shares	Total number of shares
153,719,601	0	153,719,601

Type of Capital		Paid-up capital
Date of authorization or approval	Paying-up term	Capital amount
12/04/2019		1,576,954,290.05
Number of common shares	Number of preferred shares	Total number of shares
153,719,601	0	153,719,601

Type of Capital		Authorized capital
Date of authorization or approval	Paying-up term	Capital amount
12/04/2019		0.00
Number of common shares	Number of preferred shares	Total number of shares
23,143,771	0	23,143,771

12.2 Foreign issuers - Rights and rules

12.2. Foreign issuers

Not applicable since the Company is not a foreign issuer.

12.3 Other securities issued in Brazil

Security	Debentures
Debt securities characteristics	9th issue of simple, unsecured debentures, distributed in 2 series
Issue date	February 11, 2019
Maturity date	February 11, 2026
Quantity	450,000
Total amount in BRL	450,000,000.00
Open Debit	474.169.219,14
Circulation Restriction	No
Convertibility	No
Possibility of redemption	Yes
Hypothesis and calculation of the vale of rescue	<p>The Company may, at its sole discretion, carry out (i) in relation to the Debentures of First Series, at any time, and (ii) in relation to the Second Series Debentures, the any time from February 11, 2022, including, in any case, with prior notice to Debenture Holders (through publication of an advertisement under the terms of the Deed of Issuance or individual communication to all Debenture Holders, with a copy to the Trustee), the Trustee, the Bookkeeper, the Settlement Bank and the B3, of at least 5 (five) Business Days from the date of the event, the early redemption of the totality (partial redemption being prohibited) of the Debentures of all or any of the series, with the consequent cancellation of such Debentures, through the payment of the balance of the Nominal Unit Value of the Debentures of the respective series, plus the Remuneration of the respective series, calculated pro rata temporis, from the date of First Payment Date of the respective series or the payment date of the Remuneration of the respective immediately previous series, as applicable, until the date of the actual payment, plus a premium, levied on the redemption value advance payment described above (noting that, if the optional early redemption occurs on any date of payment of the Remuneration of the respective series, it must the Remuneration of the respective series due up to that date will be disregarded), calculated according to the following formula</p> <p>Prize: $d/252*PA*VN$</p> <p>VN = balance of the Nominal Unit Value of the Debentures of the respective series, plus the Remuneration of the respective series, calculated pro rata temporis, from the First Date of Payment of the respective series or the date of payment of the Remuneration of the respective immediately previous series, as applicable, until the effective date payment;</p> <p>d = number of business days to elapse between the date of effective early redemption and the Maturity Date of the First Series or the Maturity Date of the Second Series, as appropriate; It is</p> <p>PA = applicable percentage that will correspond to: (i) in relation to the Debentures of First Series, (a) 0.40% between the Issue Date and 02/11/2020, exclusive; (b) 0.35%between 02/11/2020,</p>

	<p>inclusive, and 02/11/2021, exclusive; and (c) 0.20% between 02/11/2021, inclusive, and the Maturity Date of the First Series Debentures, exclusive; or (ii) in relation to the Second Series Debentures, (a) 0.35% between 02/11/2022, inclusive, and 02/11/2023, exclusive; (b) 0.30% between 02/11/2023, inclusive, and 02/11/2024, exclusive; (c) 0.25% between 02/11/2024, inclusive, and 02/11/2025, exclusive; or (d) 0.20% between 02/11/2025, inclusive, and the Maturity Date of the Second Series Debentures, exclusive.</p> <p>Furthermore, the Company may, at its sole discretion, carry out, at any time, optional offer for early redemption, in whole or in part, of the Debentures, in general or per series, as defined by the Company, with the consequent cancellation of such Debentures, which will be addressed to all Debenture Holders, in general or by series, as defined by the Company, without distinction, ensuring equality of conditions to all Debenture Holders, in general or by series, as defined by Company, to accept the early redemption of the Debentures they hold, in accordance with the terms and conditions set out in the Deed of Issuance.</p>
<p>Characteristics of values debt securities</p>	<p>i) the First Series Debentures mature on 02/11/2024, with the Nominal Value Respective unit to be amortized in two installments, being: (a) the first installment, in the value corresponding to 50% of the Nominal Unit Value of the Debentures of the First Series, due on 02/11/2023, and (b) the second installment, in the amount corresponding to 50% of the respective Nominal Unit Value, due on the Maturity Date of the First Series, that is, 02/11/2024; and the Second Series Debentures mature on 02/11/2026, the respective Nominal Unit Value must be amortized in two installments, as follows:</p> <p>(x) the first installment, in the amount corresponding to 50% of the Nominal Unit Value of the Second Series Debentures, due on 02/11/2025, and (y) the second installment, in the amount corresponding to 50% of the respective Nominal Unit Value, due on the Date of Expiration of the Second Series, that is, 02/11/2026; (ii) on the balance of the Value Unit Nominal (a) of the First Series Debentures, remunerative interest will be accrued corresponding to 100% of the accumulated variation in the average daily DI rates \pm</p> <p>One-day interbank deposits, "over extra-group", expressed in percentage form per year, based on 252 business days, calculated and published daily by B3, plus surcharge of 0.75% per year, based on 252 working days; and (b) the Debentures of the Second Series, interest will be levied corresponding to 100% of the accumulated variation of the average daily rates of DI \pm</p> <p>One-day Interbank Deposits, "over extra-group", expressed as a percentage per year, based on 252 business days, calculated and published daily by B3, plus a surcharge of 0.95% per year, base 252 working days; (iii) the Debentures are unsecured, without guarantees real or trust; (iv) the Trustee must declare in advance obligations arising from the Debentures are due in the cases set out in Issuance Deed; (v) the trustee of the 9th Issue is Pentágono S.A. Distributor of Securities and Securities, to which a remuneration of R\$8,000.00 per year, adjusted annually by the positive variation of the IGPM-FGV.</p>

<p>Conditions for changing the rights assured by such securities</p>	<p>The Debenture Holders may, at any time, meet in a general meeting, in accordance with the provisions of article 71 of Law No. 6,404/76, in order to deliberate on matters of interest to the Debenture Holders as a whole, provided that: (i) when the subject to be resolved is common to all series of Debentures, the Debenture Holders of all series shall, at any time, meet in a joint general meeting of Debenture Holders, in order to resolve on a matter of interest to the Debenture Holders of all series; and (ii) when the subject to be resolved is specific to a certain series, the Debenture Holders of the respective series may, at any time, meet in a general meeting, which will be held separately, computing separately the respective quorums of call notice, holding and resolution, in order to resolve on a matter of interest to the Debenture Holders of the respective series.</p> <p>In the resolutions of the general meetings of Debenture Holders and of the general meetings of Debenture Holders of the respective series each Outstanding Debenture or Outstanding Debenture of the respective series, as the case may be, will be entitled to one vote. All resolutions to be taken at a general meeting of Debenture Holders and at a general meeting of Debenture Holders of the respective series, as the case may be, will depend on the approval of Debenture Holders representing at least 75% of the Outstanding Debentures or the Outstanding Debentures of the respective series, as the case may be, except if there is another quorum provided for in the Issuance Indenture and in the following cases of amendment, which shall be approved by Debenture Holders representing at least 90% of the Outstanding Debentures or the Outstanding Debentures of the respective series, as the case may be: (a) of the provisions of Section 10.6 of the Issuance Indenture; (b) of any of the quorums foreseen in the Issuance Indenture; (c) the Compensation, except for the provisions in the Issuance Indenture; (d) of any payment dates of any amounts set forth in the Issuance Indenture; (e) the term of effectiveness of the Debentures; (f) the type of the Debentures; (g) of the creation of a renegotiation event; (h) the provisions related to the optional anticipated redemption; (i) the provisions regarding optional extraordinary amortization; (j) the provisions relating to the Optional Early Redemption Offer; (k) the wording of any Event of Default, provided that in the event of a temporary waiver or forgiveness of an Event of Default, the quorum for resolution of 75% referred to above shall apply.</p>
<p>Other relevant characteristics</p>	<p>Refer to item 12.9 of the Reference Form.</p>

Security	Debentures
<p>Debt securities characteristics</p>	<p>10th issue of simple unsecured debentures, not convertible into shares</p>
<p>Issue date</p>	<p>September 16, 2019</p>
<p>Maturity date</p>	<p>September 16, 2024</p>
<p>Quantity</p>	<p>350,000</p>
<p>Total amount in BRL</p>	<p>350,000,000.00</p>
<p>Open Debit</p>	<p>363.807.939,95</p>
<p>Circulation Restriction</p>	<p>No</p>
<p>Convertibility</p>	<p>No</p>

Possibility of redemption	Yes
Hypothesis and calculation of the vale of rescue	<p>The Company may, at its sole discretion, carry out, at any time, with notice prior to Debenture Holders (through publication of an announcement in accordance with the Deed of Issuance or individual communication to all Debenture Holders, with a copy to the Trustee), the Trustee, the Bookkeeper, the Settlement Bank and B3, of at least 5 (five) Business Days from the date of the event, early redemption of the totality (partial redemption being prohibited) of the Debentures, with the consequent cancellation of such Debentures, upon payment of the balance of the Nominal Value Unit of Debentures not yet amortized, plus the Remuneration, calculated pro rata temporis, from the First Payment Date or the date of payment of the Immediately previous remuneration, as applicable, up to the effective datepayment, plus premium, levied on the value of the early redemption described above (note that, if the optional early redemption occurs on any date payment of the Remuneration, the Remuneration due until such date), calculated according to the following formula:</p> <p>Prize : Medium Term¹*PA*VN</p> <p>Or</p> <p>Prize : Medium term ² PA*VN</p> <p>Where:</p> <p>VN = balance of the Unit Nominal Value of the Debentures, plus the Remuneration, calculated pro rata temporis, from the First Payment Date or the date of payment of the immediately preceding Remuneration, as applicable, until the date of effective payment;</p> <p>PA = (i) 0.25% (twenty-five hundredths of a percent) per year between the Issue Date (inclusive) and September 16, 2021 (exclusive); and (ii) 0.20% (twenty hundredths per cent) per year between September 16, 2021 (inclusive) and the Expiration Date (exclusive).</p> <p>(i) if the optional early redemption occurs until the date of payment of the first ordinary amortization installment, as provided for in Clause 7.11, item I (inclusive), from the Deed of Issuance:</p> <p>Medium Term¹: = $\{(du1/252)+[(du2/252)/2]\}$</p> <p>where:</p> <p>du1 = number of business days between the early redemption payment date optional (inclusive) and the date of payment of the first amortization installment ordinary, as provided for in Clause 7.11, item I (exclusive), of the Deed of Emission.</p> <p>du2 = number of business days between the date of payment of the first installment of ordinary amortization, as provided for in Clause 7.11, item I (inclusive), of the Issuance Deed, and Expiration Date (exclusive); or</p>

	<p>(II) if the optional early redemption occurs after the payment date of the first ordinary amortization installment, as provided for in Clause 7.11, item I (exclusive), from the Deed of Issuance:</p> $\text{Medium term}^2 = [(du/252)]$ <p>where:</p> <p>du = number of business days between the early redemption payment date optional (inclusive) and Expiration Date (exclusive).</p> <p>Furthermore, the Company may, at its sole discretion, carry out, at any time, optional offer for early redemption, in whole or in part, of the Debentures, as per defined by the Company, with the consequent cancellation of such Debentures, which will be addressed to all Debenture Holders, without distinction, ensuring equality of conditions for all Debenture Holders to accept early redemption of Debentures which they hold, in accordance with the terms and conditions set out in the Deed of Emission.</p>
<p>Characteristics of values debt securities</p>	<p>(i) the Debentures mature on 09/16/2024, with the respective Nominal Unit Value be amortized in two installments, being: (a) the first installment, in the amount corresponding to 50% of the Nominal Unit Value of the Debentures, due in 09/16/2023, and (b) the second installment, in the amount corresponding to 50% of the Nominal Value Unitary Unit of the Debentures, due on the Maturity Date of the Debentures, that is, 09/16/2024; (ii) interest will be charged on the balance of the Nominal Unit Value of the Debentures remuneration corresponding to 100% of the accumulated variation in average rates daily DI \pm Interbank Deposits of one day, "over extra-group", expressed in the percentage form per year, based on 252 business days, calculated and published daily by B3, plus a surcharge of 0.75% per year, based on 252 working days; (iii) the debentures are unsecured, without real or personal guarantees; (iv) the Fiduciary Agent must declare in advance the obligations arising of the Debentures in the cases provided for in the Deed of Issuance; (v) the trustee of the 10th Issue is Pentágono S.A. Distribuidora de Títulos e Valores Mobiliários, at the which will be due a remuneration of R\$8,000.00 per year, readjusted annually by the positive variation of the IGPM-FGV.</p>
<p>Conditions for changing the rights assured by such securities</p>	<p>Debenture holders may, at any time, meet in a general meeting, in accordance with the provisions of article 71 of Law nº 6,404/76, in order to deliberate on matters of interest of the community of Debenture Holders. In the deliberations of the general assemblies of Debenture holders, each of the Outstanding Debentures will have one vote. All deliberations to be taken at the general meeting of Debenture Holders will depend on the approval of Debenture Holders representing at least 75% of the Debentures in circulation, except if there is another quorum provided for in the Deed of Issuance and in the following cases of change, which must be approved by</p>

	<p>Debenture holders representing at least 90% of the Debentures in circulation: (a) of the provisions of Clause 10.7 of the Deed of Issuance; (b) of any of the quorums provided for in the Deed of Issuance; (c) Remuneration, except as provided in Issuance Deed; (d) of any payment dates of any amounts provided for in the Deed of Issuance; (e) the term of validity of the Debentures; (f) of type of Debentures; (g) creating a renegotiation event; (h) of the provisions relating to optional early redemption; (i) provisions relating to amortization optional extraordinary; (j) the provisions relating to the Optional Redemption Offer in advance; or (j) the wording of any Event of Default, provided that, in case of waiver or temporary forgiveness of an Event of Default, the aforementioned 75% deliberation quorum will apply.</p>
Other relevant characteristics	Refer to item 12.9 of the Reference Form.

Security	Debentures
Debt securities characteristics	11th issue of simple, unsecured debentures, distributed in 2 series
Issue date	April 15, 2022
Maturity date	April 15, 2027
Quantity	750,000
Total amount in BRL	750,000,000.00
Open Debit	773.718.545,05
Circulation Restriction	No
Convertibility	No
Possibility of redemption	Yes
Hypothesis and calculation of the vale of rescue	<p>The Company may, at its sole discretion, carry out, at any time, with notice prior to Debenture Holders (through publication of an announcement in accordance with the Deed of Issuance or individual communication to all Debenture Holders, with a copy to the Trustee), the Trustee, the Bookkeeper, the Settlement Bank and B3, of at least 5 (five) Business Days from the date of the event, early redemption of the totality (partial redemption being prohibited) of the Debentures of all or any of the series, with the consequent cancellation of such Debentures, through the payment of the Nominal Unit Value or balance of the Nominal Unit Value, as per the case, of the Debentures of the respective series, plus the Remuneration of the respective series, calculated pro rata temporis, from the First Payment Date of the respective series or the payment date of the Remuneration for the respective series immediately preceding, as applicable, until the date of actual payment, plus premium, to be calculated according to the following formula:</p> $PU_{prize} = [((1 + prize)^{(Remaining\ term/252)} - 1) * PU]$ <p>Where: Prize=</p> <p>(i) For First Series Debentures: (a) 0.75% per year, in case of Early Redemption Optional to occur between the Issuance Date (inclusive) and 04/15/2023 (exclusive); and (b) 0.40% per year, if the Optional Early Redemption occurs between 04/15/2023</p>

	<p>(inclusive) and the Maturity Date of the First Series (exclusive); It is</p> <p>(ii) For Second Series Debentures: (a) 0.75% per year, if Redemption Optional Advance occurs between the Issuance Date (inclusive) and 04/15/2023 (exclusive); (b) 0.65% per year, if the Optional Early Redemption occurs between 04/15/2023 (inclusive) and 04/15/2024 (exclusive); and (c) 0.40% per year, if the Redemption Optional advance payment occurs between 04/15/2024 (inclusive) and the Expiration Date of the Second Series (exclusive);</p> <p>Remaining Term = number of Business Days, counted, as applicable, from the date of the Optional Early Redemption (inclusive) until the respective Expiration Date (exclusive); It is</p> <p>PU = Nominal Unit Value or balance of the Nominal Unit Value, as applicable, plus the respective Remuneration, calculated pro rata temporis from the First Payment Date or respective Remuneration payment date immediately preceding, as applicable, until the date of effective payment of the Redemption Optional Early Redemption (note that, if the Optional Early Redemption occurs on any date of payment of amortization of the Nominal Unit Value, under the terms of the Deed of Issuance, or the Remuneration, under the terms of the Deed of Issuance, the value of the Optional Early Redemption must be calculated on the balance of the Nominal Unit Value after said payments).</p> <p>Furthermore, the Company may, at its sole discretion, carry out, at any time, optional offer for early redemption, in whole or in part, of the Debentures, for both series or by series, as defined by the Company, with the consequent cancellation of such Debentures, which will be addressed to all Debenture Holders, to both series or by series, as defined by the Company, without distinction, equality of conditions is assured to all Debenture Holders, of both series or of the respective series, as defined by the Company, to accept the redemption advance payment of the Debentures held by them, in accordance with the terms and conditions set out in the Deed of Issuance.</p>
<p>Characteristics of values debt securities</p>	<p>Debentures were issued in two series, and (i) in relation to the Debentures of First Series, these mature on 04/15/2025, with the Nominal Unit Value respective be amortized in a single installment, on the Due Date of the First Series, that is, 04/15/2025 and on the balance of the Nominal Unit Value of the Debentures of the First Series will bear interest corresponding to 100% of the variation accumulated daily average rates of DI \pm Interbank Deposits of one day, "extra-group over", expressed as a percentage per year, based on 252 working days, calculated and published daily by B3, plus a surcharge of 2.00% per year, base 252 working days; (ii) in relation to the Second Series Debentures, these mature in 04/15/2027, and the respective Nominal Unit Value must be amortized in two installments, being: (a) the first installment, in the amount corresponding to 50% of the balance of the Nominal Unit Value of the Second Series Debentures, due on 04/15/2026, and (b) the second installment, in the amount corresponding to 100% of the balance</p>

	of the Nominal Unit Value of the Debentures of the Second Series, due on the Maturity Date of the Second Series, that is, 04/15/2027 and on the balance of the Nominal Unit Value of the Debentures of Second Series will bear interest corresponding to 100% of the variation accumulated daily average rates of DI ± Interbank Deposits of one day, "extra-group over", expressed as a percentage per year, based on 252 working days, calculated and published daily by B3, plus a surcharge of 2.60% per year, base 252 working days; (iii) the Debentures are unsecured, not counting on real or personal guarantees; (iv) the Trustee must declare obligations arising from the Debentures are due in advance in the cases provided for in the Deed of Issuance; (v) the trustee of the 11th Issue is Pentagon S.A. Distribuidora de Títulos e Valores Mobiliários, to which a remuneration of R\$6,000.00 per year, readjusted by the accumulated positive variation in the IPCA.
Conditions for changing the rights assured by such securities	Refer to item 12.9 of the Reference Form.
Other relevant characteristics	Refer to item 12.9 of the Reference Form.

Security	Debentures
Debt securities characteristics	12th issue of simple, unsecured debentures, distributed in single series
Issue date	September 15, 2023
Maturity date	September 15, 2028
Quantity	700,000
Total amount in BRL	700.000,000.00
Open Debit	700.000,000.00
Circulation Restriction	No
Convertibility	No
Possibility of redemption	Yes
Hypothesis and calculation of the vale of rescue	<p>The Company may, at its sole discretion, carry out, at any time, with notice prior to Debenture Holders (through publication of an announcement in accordance with the Deed of Issuance or individual communication to all Debenture Holders, with a copy to the Trustee), the Trustee, the Bookkeeper, the Settlement Bank and B3, of at least 5 (five) Business Days from the date of the event, early redemption of the totality (partial redemption being prohibited) of the Debentures of all or any of the series, with the consequent cancellation of such Debentures, through the payment of the Nominal Unit Value or balance of the Nominal Unit Value, as per the case, of the Debentures of the respective series, plus the Remuneration of the respective series, calculated pro rata temporis, from the First Payment Date of the respective series or the payment date of the Remuneration for the respective series immediately preceding, as applicable, until the date of actual payment, plus premium, to be calculated according to the following formula:</p> $PU_{prize} = [((1 + prize)^{(Remaining\ term/252)} - 1) * PU]$ <p>Where:</p>

	<p>Prize=</p> <p>(a) 0.75% (seventy-five hundredths percent) per year, in case of Early Redemption Optional to occur between the Issuance Date (inclusive) and 09/15/2024 (exclusive);</p> <p>(b) 0.65% (sixty-five hundredths percent) per year, in case of Early Redemption Optional occurs between 09/15/2024 (inclusive) and 09/15/2025 (exclusive); It is</p> <p>(c) 0.40% (forty hundredths percent) per year, in case of Early Redemption Optional occurs between 09/15/2025 (inclusive) and the Expiration Date (exclusive);</p> <p>Remaining Term = number of Business Days, counted, as applicable, from the date of the Optional Early Redemption (inclusive) until the respective Expiration Date (exclusive); It is</p> <p>PU = Nominal Unit Value or balance of the Nominal Unit Value, as applicable, plus the respective Remuneration, calculated pro rata temporis from the First Payment Date or respective Remuneration payment date immediately preceding, as applicable, until the date of effective payment of the Redemption Optional Early Redemption (note that, if the Optional Early Redemption occurs on any date of payment of amortization of the Nominal Unit Value, under the terms of the Deed of Issuance, or the Remuneration, under the terms of the Deed of Issuance, the value of the Optional Early Redemption must be calculated on the balance of the Nominal Unit Value after said payments).</p> <p>Furthermore, the Company may, at its sole discretion, carry out, at any time, optional offer for early redemption, in whole or in part, of the Debentures, for both series or by series, as defined by the Company, with the consequent cancellation of such Debentures, which will be addressed to all Debenture Holders, to both series or by series, as defined by the Company, without distinction, equality of conditions is assured to all Debenture Holders, of both series or of the respective series, as defined by the Company, to accept the redemption advance payment of the Debentures held by them, in accordance with the terms and conditions set out in the Deed of Issuance.</p>
<p>Characteristics of values debt securities</p>	<p>i) Debentures were issued in a single series, maturing on 09/15/2028, and must the respective Nominal Unit Value will be amortized in two annual installments, being (a) the first installment, in the amount corresponding to 50% of the balance of the Nominal Unit Value of the Debentures, due on 10/15/2027, and (b) the second installment, in the amount corresponding to 100% of the balance of the Nominal Unit Value of the Debentures, due on Maturity Date, that is, 09/15/2028, and on the balance of the Nominal Unit Value of the Debentures will bear remunerative interest corresponding to 100% of the variation accumulated DI Rate (as defined in the Issuance Deed), plus surcharge of 2.00% per year, based on 252 working days;</p> <p>(ii) the Debentures are of the type unsecured, not counting on real or personal guarantees; (iii) the Trustee must declare the obligations arising from the Debentures due in advance in the</p>

	cases provided for in the Deed of Issuance; (iv) the trustee of the 12th Issue is Pentágono S.A. Distribuidora de Títulos e Valores Mobiliários, to which will be owed a remuneration of R\$6,000.00 per year, readjusted by the accumulated positive variation of the IPCA.
Conditions for changing the rights assured by such securities	Refer to item 12.9 of the Reference Form.
Other relevant characteristics	Refer to item 12.9 of the Reference Form.

12.4 Number of Security Holders

Security	Individuals	Legal Entities	Institutional Investors
Debtentures	4	16	454

12.5 Trading markets in Brazil

12.5. Inform the Brazilian markets where the issuer's securities are admitted for trading

The common shares issued by the Company are admitted to trading on the Novo Mercado of B3 S.A. - Brasil, Bolsa, Balcão, under the ticker "MYPK3" since March 2008.

The debentures of the ninth, tenth, eleventh and twelfth public issues were deposited for trading in the secondary market through CETIP21, with the trades being financially settled through B3 and the debentures being held in electronic custody at B3.

12.6 Trading in foreign markets

Security	Identification of Securities	Country	Securities Market
Administrator entity	Date of admission	Initial date of listing	Percentage
Description of Trading Segment		Description of Proportion of Deposit Certificates Abroad	
Description of the Depositary Bank		Description of the Custodian Institution	
ADR Level 1	IOCY	United States	Over-the-counter market
OTC	April 29, 1994	April 29, 1999	0.000000%
Yes: Over-the-counter market		Yes: 3 ADRs represent 1 common share issued by the Company	
Yes: J.P. Morgan		Yes: Banco Bradesco S.A.	

12.7 Securities issued abroad

Security Identification security	of	Commercial Paper Sustainability-Linked Notes Units
Issue date		May 07, 2021
Maturity date		May 07, 2028
Quantity		400,000
Aggregate amount in BRL	notional	2,008,680.00
Outstanding Balance	Debt	2,102,220.00
Restriction outstanding	to	Yes
Restriction description		The note units were offered only to qualified institutional buyers, as defined in Rule 144A of the Securities Act, and to non-US person outside the territory of the United States of America in accordance with Regulation S of the Securities Act.
Redemption possibility		Yes
Event and redemption amount calculation		Redemption before maturity may occur at any time starting on or after May 07, 2024. The redemption amount must be equal or greater than 100% of the note units being redeemed, plus treasury fee of 0.500%, accrued and unpaid interest, as well as additional amounts, if applicable.
Debt securities characteristics		The notes units bear interest at 5.000% per annum.
Conditions for changing the rights assured by such securities		Consent of a majority of the holders of the notes units or, without their consent, to the satisfaction of the Trustee of the notes units.

Other relevant characteristics Sustainability-Linked Notes Units in the amount of US\$400 million at a fixed rate of 5.00% issued by the Company's subsidiaries Iochpe-Maxion Austria GmbH and Maxion Wheels de Mexico, S. de R.L. de C.V., and unconditionally and irrevocably guaranteed by the Company.

The aggregate notional amount was calculated based on the final exchange rate of May 07, 2021 of BRL5.2217, and the outstanding balance was calculated based on the final exchange rate of December 31, 2022 of BRL5.2177, both disclosed by the Central Bank of Brazil.

The Indenture of the Notes Units has early maturity clauses in the event of certain events such as: (i) default by the issuers or the Company of the Indenture's monetary obligations; (ii) early maturity of the issuers' or the Company's financial obligations in an amount exceeding US\$50,000,000.00; (iii) liquidation, judicial or extrajudicial reorganization or bankruptcy of the Company, the issuers and/or their subsidiaries; (iv) non-compliance with the obligations set forth in the Indenture by the Company, issuers and/or subsidiaries. (v) distribution of dividends in excess of the mandatory dividend under applicable corporate law, in the event of default by the Company or if on the date of the resolution, after considering the pro-forma effect of such distribution and/or payment in excess of the mandatory dividend, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x; and (vi) incurring new debt (except for certain permitted debt as defined in the Indenture) if, on the date of the relevant event, after considering its pro forma effect, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x.

12.8 Use of public offering proceeds

12.8 Use of Public Offering Proceeds

The net funds obtained by the Company with the twelfth issuance of simple debentures, not convertible into shares, of the unsecured type, issued on 15 September 2023, object of a public distribution offer, observing the rite of automatic registration of public offerings for the distribution of securities planned in article 26, item V, paragraph (a) of CVM Resolution No. 160/22, as described in item 12.3 of this Reference Form, are being used for the re-profiling of consolidated financial liabilities of the Company and to reinforce the company's cash flow Company, as provided for in the Deed of Issuance.

The net funds obtained by the Company with the eleventh issue of simple, unsecured debentures, not convertible into shares, issued on April 15, 2022, object of a public distribution offering with restricted placement efforts, pursuant to CVM Instruction 476/09, as described in item 12.3 of this Reference Form, were used for the reprofiling of consolidated financial liabilities of the Company, and there was no deviation between the effective application of the funds obtained and what was initially agreed.

The net proceeds obtained by the Company with the public issue, with restricted efforts, of commercial promissory notes, in the total amount of up to BRL300,000,000.00, with promissory notes in the amount of BRL100,000,000.00, issued in 2020 and settled in 2020 and 2021, were used within the Company's ordinary management business, to reinforce its working capital, and there was no deviation between the effective use of the proceeds obtained and what was initially agreed upon.

12.9 Other relevant information

**12.9. Provide other information the issuer deems relevant
Authorized Capital – Item 12.1**

The Company emphasizes that the 23,143,771 shares set apart from the authorized capital, in item 12.1 of this Reference Form, correspond to the number of shares remaining from the authorized capital limit, less capital increases already realized within such limit, as determined by CVM Resolution 80/22.

Additional Information – Item 12.3

In addition, the following is additional information to item 12.3 above of this Reference Form, due to the character limitation of the Empresas.Net system:

9th Issue of Debentures:

Maturity date	02/11/2024 and 02/11/2026 for the Debentures of the first and second series, respectively
Quantity	<p>Originally, 450,000 Debentures were issued, 338,800 and 111,200 of the first and second series, respectively.</p> <p>However, the Company initially carried out an optional offer for the acquisition of the Debentures of the first and second series of the 9th issue, through an optional offer for acquisition announced on March 28, 2023, with the acquisition of 99.17% of the outstanding first series debentures and 83.16% of outstanding second series debentures.</p> <p>On June 14, 2023, the Company carried out the early redemption of all the remaining Debentures in circulation, with the consequent cancellation of these Debentures and, consequently, the extinction of all the Company's obligations in relation to the 9th Issue of Debentures.</p>
Other relevant characteristics	<p>The Issuance Indenture has early maturity clauses in the event of the occurrence of certain events (subject to certain exceptions), such as: (a) default of the Company's obligations; (b) loss of licenses or authorizations relevant to the Company's activities; (c) breach of financial index resulting from the division of net debt by its adjusted EBITDA, calculated every six months, which must be equal to or less than 3.50 times, on June 30 and December 31 of each year during the term of the debentures, (d) petition for bankruptcy or judicial reorganization of the Company; (e) limit of asset sale; (f) distribution of dividends in excess of the mandatory dividend under the applicable</p>

	corporate law, in the event of default by the Company; (g) restriction on the acquisition of control of the Company by third parties; (h) spin-off, consolidation, merger (in which the Company is merged) or merger of shares.
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10th Issue of Debentures:

Quantity	Originally, 350,000 were issued. However, the Company carried out an offer for the optional acquisition of the Debentures of the 10th issue, as provided for in item II, of article 15 of Resolution of the Securities and Exchange Commission No. 77, of March 29, 2022 (as amended), through of an optional takeover offer notice that took place on March 28, 2023, with the acquisition of 96.43% of the outstanding debentures. The settlement of the acquisition of Debentures held by the debenture holders who adhered to the optional acquisition offer took place on April 20, 2023.
Other relevant characteristics	The Issuance Indenture has early maturity clauses in the event of the occurrence of certain events (subject to certain exceptions), such as: (a) default of the Company's obligations; (b) loss of licenses or authorizations relevant to the Company's activities; (c) breach of financial index resulting from the division of net debt by its adjusted EBITDA, calculated every six months, which must be equal to or less than 3.50 times, on June 30 and December 31 of each year during the term of the debentures, (d) petition for bankruptcy or judicial reorganization of the Company; (e) limit of asset sale; (f) distribution of dividends in excess of the mandatory dividend under the applicable corporate law, in the event of default by the Company; (g) restriction on the acquisition of control of the Company by third parties; (h) spin-off, consolidation, merger (in which the Company is merged) or merger of shares.

11th Issue of Debentures:

Maturity date	04/15/2025 and 04/15/2027 for the Debentures of the first and second series, respectively
Quantity	750,000, of which 350,000 and 400,000 from the first and second series, respectively
Conditions for changing the rights assured by such securities	Debenture Holders may, at any time, meet in a general meeting, pursuant to article 71 of Law No. 6,404/76, in order to resolve on a matter of interest to the Debenture Holders as a whole. In the resolutions of the general meetings of Debenture Holders, each Outstanding Debenture will be entitled to one vote. In the resolutions of the general meetings of Debenture Holders and of the general meetings of Debenture Holders of the respective series, as the case may be, each Outstanding Debenture or Outstanding Debenture of the respective series, as the case may

	<p>be, will be entitled to one vote, been allowed the nomination of a representative, Debenture Holder or not.</p> <p>The resolutions to be taken at the general meeting of Debenture holders and at the general meeting of Debenture holders of the respective series, as the case may be (including those relating to the waiver or temporary forgiveness of an Event of Default) will depend on the approval of Debenture holders representing at least 2/3 of the Outstanding Debentures, or 2/3 of the Outstanding Debentures of the respective series, as the case may be ("<u>Simple Quorum</u>").</p> <p>The quorum referred to above does not include: (i) the quorums expressly provided for in the Indenture; (ii) the amendments, which must be approved by Debenture Holders representing at least 90% of the Outstanding Debentures, or, in cases of reduction of the Compensation of the respective series, or postponement of any payment dates of any amounts provided for in the Indenture, by Debenture Holders representing, at least, 90% of the Outstanding Debentures of the respective series, as the case may be, (a) the provisions of Section 10 of the Indenture; (b) of any of the quorums foreseen in the Issuance Indenture; (c) the Compensation, except for the provisions in the Issuance Indenture; (d) of any payment dates of any amounts set forth in the Issuance Indenture; (e) the term of effectiveness of the Debentures; (f) the type of the Debentures; (g) of the creation of a renegotiation event; (h) the provisions related to the optional anticipated redemption; (i) the provisions regarding optional extraordinary amortization; (j) the provisions relating to the Optional Early Redemption Offer; or (k) the wording of any Event of Default, provided that, in the event of a temporary waiver or forgiveness of an Event of Default, the Simple Quorum ("<u>Qualified Quorum</u>") referred to above shall apply.</p> <p>As provided in the Indenture, as from the date on which (i) all debentures of previous issues of the Company have been fully redeemed, canceled and/or settled, or (ii) all debenture indentures of the Company currently existing establish quorum for resolution equal to or less than (i) 50% plus one of the outstanding debentures, for the Simple Quorum; and (ii) 75% of the outstanding debentures, for the Qualified Quorum, such quorums shall be incorporated and considered as Simple Quorum and Qualified Quorum for purposes of the Indenture.</p>
<p>Other relevant characteristics</p>	<p>The Issuance Indenture has early maturity clauses in the event of the occurrence of certain events (subject to certain exceptions), such as: (a) default of the Company's obligations; (b) loss of licenses or authorizations relevant to the Company's activities; (c) petition for bankruptcy or judicial reorganization of the Company; (d) asset sale limit; (e) distribution of dividends in excess of the mandatory dividend under applicable corporate law, in the event of default by the Company or if on the date of the resolution, after considering the <i>pro-forma</i> effect of such distribution and/or payment in excess of the mandatory dividend, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x; (f) restriction on the acquisition of control of the Company by third parties; (g) spin-off, consolidation, merger (in which the Company is merged) or merger of shares the Company and its substantial</p>

	subsidiaries; and (h) incurring new debt (except for certain permitted debt as defined in the Indenture) if, on the date of the relevant event, after considering its pro forma effect, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x.
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12th Issue of Debentures:

Maturity date	09/15/2023
Quantity	700.000
Conditions for changing the rights assured by such securities	<p>Debenture Holders may, at any time, meet in a general meeting, pursuant to article 71 of Law No. 6,404/76, in order to resolve on a matter of interest to the Debenture Holders as a whole. In the resolutions of the general meetings of Debenture Holders, each Outstanding Debenture will be entitled to one vote.</p> <p>In the resolutions of the general meetings of Debenture Holders and of the general meetings of Debenture Holders of the respective series, as the case may be, each Outstanding Debenture or Outstanding Debenture of the respective series, as the case may be, will be entitled to one vote, been allowed the nomination of a representative, Debenture Holder or not.</p> <p>The resolutions to be taken at the general meeting of Debenture holders and at the general meeting of Debenture holders of the respective series, as the case may be (including those relating to the waiver or temporary forgiveness of an Event of Default) will depend on the approval of Debenture holders representing at least 2/3 of the Outstanding Debentures, or 2/3 of the Outstanding Debentures of the respective series, as the case may be ("<u>Simple Quorum</u>").</p> <p>The quorum referred to above does not include: (i) the quorums expressly provided for in the Indenture; (ii) the amendments, which must be approved by Debenture Holders representing at least 90% of the Outstanding Debentures, or, in cases of reduction of the Compensation of the respective series, or postponement of any payment dates of any amounts provided for in the Indenture, by Debenture Holders representing, at least, 90% of the Outstanding Debentures of the respective series, as the case may be, (a) the provisions of Section 10 of the Indenture; (b) of any of the quorums foreseen in the Issuance Indenture; (c) the Compensation, except for the provisions in the Issuance Indenture; (d) of any payment dates of any amounts set forth in the Issuance Indenture; (e) the term of effectiveness of the Debentures; (f) the type of the Debentures; (g) of the creation of a renegotiation event; (h) the provisions related to the optional anticipated redemption; (i) the provisions regarding optional extraordinary amortization; (j) the provisions relating to the Optional Early Redemption Offer; or (k) the wording of any Event of Default, provided that, in the event of a temporary waiver or forgiveness of an Event of Default, the Simple Quorum ("<u>Qualified Quorum</u>") referred to above shall apply.</p> <p>As provided in the Indenture, as from the date on which (i) all debentures of previous issues of the Company have been fully redeemed, canceled and/or settled, or (ii) all debenture indentures of the Company currently existing establish quorum for</p>

	resolution equal to or less than (i) 50% plus one of the outstanding debentures, for the Simple Quorum; and (ii) 75% of the outstanding debentures, for the Qualified Quorum, such quorums shall be incorporated and considered as Simple Quorum and Qualified Quorum for purposes of the Indenture.
Other relevant characteristics	The Issuance Indenture has early maturity clauses in the event of the occurrence of certain events (subject to certain exceptions), such as: (a) default of the Company's obligations; (b) loss of licenses or authorizations relevant to the Company's activities; (c) petition for bankruptcy or judicial reorganization of the Company; (d) asset sale limit; (e) distribution of dividends in excess of the mandatory dividend under applicable corporate law, in the event of default by the Company or if on the date of the resolution, after considering the <i>pro-forma</i> effect of such distribution and/or payment in excess of the mandatory dividend, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x; (f) restriction on the acquisition of control of the Company by third parties; (g) spin-off, consolidation, merger (in which the Company is merged) or merger of shares the Company and its substantial subsidiaries; and (h) incurring new debt (except for certain permitted debt as defined in the Indenture) if, on the date of the relevant event, after considering its pro forma effect, the financial ratio resulting from the division of net debt by the Company's adjusted EBITDA is greater than 3.50x.

Description of any legal and/or statutory rules that oblige the shareholders of the Company to carry out public offering for the acquisition of shares

The Company informs that its shareholders are subject to legal and/or statutory rules which oblige them to carry out a public offering for the acquisition of shares (“OPA”), as follows described.

The direct or indirect transfer of control of the Company, either through a single operation, such as through successive operations, shall be contracted under the condition that the acquirer of control undertakes to carry out an OPA with the aim of object the shares issued by the Company held by the other shareholders, observing the conditions and deadlines set out in the legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure that they are treated equal to that given to the alienator. In case of indirect transfer of control, the acquirer must disclose the value attributed to the Company for the purposes of defining the price of the OPA, as well as disclosing the justified demonstration of this value.

The Company's Bylaws also establish that the shareholder who acquires or who become the holder of shares issued by the Company, at any time, in a quantity equal to or greater than 15% (fifteen percent) of the total shares issued by the Company must, within a maximum period of 30 (thirty) days from the date of acquisition or event which resulted in the ownership of shares equal to or greater than 15% (fifteen percent) of the total shares issued by the Company, carry out or request registrationof, as the case may be, an OPA, observing the provisions of the applicable regulations of the CVM, the regulations of B3 and the provisions of the Company's Bylaws. A The Company must inform the CVM and B3 about any event that may be within its scope. knowledge and that gives rise to the realization of an OPA.

In the event that the shareholder does not carry out the OPA, the Board of Directors of the The Company will call an Extraordinary General Meeting, at which such shareholder will not be able to vote, to decide on the suspension of the exercise of the rights of the shareholder who does not

fulfilled its obligation, without prejudice to the payment of losses and damages caused to other shareholders.

The amendment or deletion of the Article of the Bylaws that limits the shareholders' right to carrying out the OPA will oblige the shareholder who voted in favor of such change or exclusion, in the deliberation at the General Assembly, to carry out the OPA.

In the event of an eventual acquisition of control of the Company, the acquirer will also be subject to the obligation to carry out a Tender Offer as described in the paragraphs above, the acquirer will be obliged to formulate a single OPA, whose price offered will necessarily be the highest among the prices determined in accordance with the rules established in Company's Bylaws, as well as the acquirer will be obliged to harmonize the procedures for carrying out the applicable OPAs, under the terms of the Bylaws, of the Listing Regulations on the Novo Mercado and the CVM regulations, and ensure that there is no harm to the recipients of the offer, and, finally, that it is CVM authorization obtained when required by legislation and regulations applicable.

The shareholder who acquires or becomes the holder of other partner rights, including usufruct, on shares issued by the Company in a quantity equal to or greater than 15% (fifteen percent) of the total shares issued by the Company will also be obliged, within a maximum period of 30 (thirty) days from the date of such acquisition or event that resulted in the ownership of such rights, carry out or request registration, as applicable, of an OPA, under the terms described above. It should be noted that the obligation to carry out the OPA in case of acquisition of shares issued by the Company in amount equal to or greater than 15% (fifteen percent) of the total shares issued by the Company will not apply to any member of the Ioschpe Family (as defined in the Company's Bylaws) in any case, even if, at any moment and for any period of time the Ioschpe Family or any of its members will hold less than 15% (fifteen percent) of the total shares of issued by the Company, and subsequently the Ioschpe Family or any of its members come to hold more than 15% (fifteen percent) of the total shares of issuance of the Company, including, but not limited to, new acquisitions of shares of issuance of the Company by any member of the Ioschpe Family, except that the provisions will not apply to, or benefit, the Company's shareholders who form a Group of Shareholders (as defined in the Company's Bylaws) with any member of the Ioschpe Family, in which shareholders other than Family members Ioschpe are or will be, directly or indirectly, holders of shares issued of the Company representing 15% (fifteen percent) or more of the total capital of the Company, in which case these shareholders who are not members of the Ioschpe Family will be obliged to carry out the aforementioned OPA.

Voluntary exit from the Novo Mercado may occur (i) regardless of the carrying out an OPA, in the event of a waiver approved by the general meeting, or (ii) in the absence of such exemption, if preceded by a Tender Offer that complies with the procedures set out in the regulations published by the CVM on public offers for the acquisition of shares for cancellation of registration as a publicly-held company and the following requirements:

(i) the price offered must be fair, making it possible, therefore, to request a new assessment of the Company, in the manner established in art. 4th-A of Law no. 6,404/76; It is

(ii) shareholders holding more than 1/3 (one third) of the outstanding shares must accept the OPA or expressly agree with the withdrawal of the segment without selling the shares.

The OPA for the cancellation of the Company's public company registration or for the conversion of registration category with the CVM, must be carried out at a fair price, in the terms of applicable legal and regulatory standards.

The other terms and conditions applicable to the obligation to carry out a Tender Offer can be found described in CHAPTER IX of the Company's Bylaws.

In accordance with the Novo Mercado Regulation, in the event of a sanction being applied of compulsory exit from the Novo Mercado, an OPA must be carried out with the same characteristics of the OPA as a result of voluntary exit from the Novo Mercado. Thus, the OPA must observe the procedures set out in the regulations published by the CVM on public offers for acquisition of shares for cancellation of registration of public company.

13.0 Identification

Name of person responsible for the form content **Marcos Sergio de Oliveira**

Position held by responsible person CEO/ Chief Investor Relations Officer

13.3 - Statement by CEO

STATEMENT BY CHIEF EXECUTIVE OFFICER/ INVESTOR RELATIONS OFFICER

Marcos Sergio de Oliveira, CEO of Iochpe-Maxion S.A., states that:

- a) he reviewed the reference form;
- b) all information contained in the form complies with CVM Resolution No. 80/2022, notably its articles 15 to 20;
- c) the information contained therein is a true, accurate and complete description of the issuer's activities and of the risks inherent to its activities.

São Paulo, July 06, 2023.

Marcos Sergio de Oliveira
Chief Executive Officer/ Investor Relations Officer