

ESG Report 2024



ROMI

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Message from the CEO



ROMI conducts its activities based on core values that guide its actions. These values include respect for people, the environment, and applicable legislation, as well as a commitment to social responsibility, integrity, transparency, and continuous innovation.

Several years ago, we launched the ESG Portal and have since presented initiatives in our ESG Reports that demonstrate our long-standing commitment to social, environmental, and corporate governance practices, providing transparency to the public.

We are pleased to present another edition of our ESG Report. A dedicated multidisciplinary team prepared this document, which includes both consolidated practices and initiatives under development. This reflects our ongoing

commitment to responsible and sustainable corporate conduct.

As emphasized throughout the report, the ESG approach is deeply integrated into our business model. This approach strengthens the company and promotes building a more sustainable future for society as a whole.

We are proud to share our ESG practices and reaffirm our renewed commitment to people, the environment and corporate governance.

We will continue to make progress and provide you with new updates next year.

Luiz Cassiano Rando Rosolen
CEO

Introduction



ROMI began its activities in 1930 with an automobile repairshop founded by Américo Emílio Romi **in Santa Bárbara d'Oeste (SP), Brazil.**

Throughout its history, ROMI has manufactured cars (Romi-Isetta) and tractors (Toro), consolidating its position **as a machine manufacturer from 1944 onwards.**



Assembly Plant - Machine Tools

Today, **ROMI is an internationally renowned company** whose products and services are consumed on the domestic market and exported to all continents. ROMI currently supplies the most varied sectors of industry, such as **machinery and equipment, automotive, agriculture, tooling, packaging, construction, mining and steel, among others, offering quality, technology and reliability in its machines.**

Learn more about ROMI´s history by visiting our website at the link below:

<https://www.romi.com/en/the-company/>

Worldwide Presence

ROMI has **thirteen manufacturing units**, eleven of which are located in Brazil and two in Germany. These units occupy more than 170,000 m² of built area. Of this total, five plants are dedicated to the final assembly of industrial machines, two to foundries, three to machining mechanical components, two to manufacturing sheet steel components and one to assembling electronic panels. The installed production capacity for industrial machinery is approximately **2,900 machines per year. For castings, the capacity is 50,000 tons per year.**

ROMI products are sold on the domestic market by its own sales team, in branches and offices based in the country's main capitals and industrial centers

ROMI has been exporting since 1944 and has a network of distributors based on all continents, as well as sales and service subsidiaries in the **United States, Italy, Germany, England, Spain, France, China and Mexico.**



BURKHARDT+WEBER

Founded in 1888 in Reutlingen, Germany, BURKHARDT+WEBER is a manufacturer of highly technological machine tools and was the first company in the world to produce a numerically controlled machining center in 1959.

Today, it has approximately **200 employees**, who continue the long tradition of producing large, high-precision and highly customized machining centers.

Since 2012, BURKHARDT+WEBER has been part of ROMI S.A., when it was acquired and became part of the group.

Our Bees



BW beehives

Two colonies, with approximately **30,000 bees each**, have been located on B+W's premises since April 2017. According to the company founders - Louis Burkhardt and Johannes Weber - from 1888, the queen bees are named LOUISA and JOHANNA.

The "production rooms" of our BW bees **are carefully designed by the children of BW employees.**



Purpose

ROMI develops its business by observing the following guiding principles, which should inspire all its managers and employees:

Vision

We want to be a global reference for capital goods, offering innovative solutions and a commitment our customers' success.

Our vision is to be a global reference for innovative capital goods and to be recognized by our customers as a company committed to their business success. This commitment is reflected in everything we do, from developing high quality products to providing excellent services that deliver tangible and sustainable results. Our goal is to build trusting relationships with our customers, offering not only products, but also the support that inspires partnerships

Mission

To develop innovative and accessible products and services with simplicity and passion, creating solutions that promote our customers' success and strengthen long-term partnerships based on trust.

We believe that true value lies in long-term partnerships, not merely in delivering products. We develop innovative and accessible solutions, always with state-of-the-art technology and straightforward service through a dedicated team that is passionate about what they do. We focus on our customers' success, understanding their needs and providing effective solutions that deliver tangible results for their business. Every customer is an integral part of our commitment. That's why we stand by them, strengthening long-term partnerships based on trust, empathy and genuine care. Our goal is to be more than just a supplier – we want to be a partner in the growth and continued success of every customer.

Principles and Values

Safety: Safety is our absolute priority. We are committed to providing a safe and healthy work environment for all employees and business partners.

Integrity: We act with honesty, transparency, and respect for laws and regulations. Integrity is the foundation for building and strengthening solid, trusting relationships with our business partners.

Quality: We are committed to our customers' success through quality, continuous improvement, and innovation. Our goal is to provide innovative products and services, emphasizing excellence in everything we do.

Innovation: Innovation is at the heart of our activities. Our focus is on developing innovative and accessible solutions that drive progress and contribute to our customers' sustainable success.

Respect: We value respect for people, the environment, and the agreements we make. We are committed to creating an inclusive, responsible, and sustainable environment, while minimizing environmental impacts and honoring our commitments.

Professionalism: Our culture is rooted in dedication, responsibility, discipline, and the constant pursuit of professional development. We emphasize the importance of professional ethics within a culture that fosters continuous learning, collaboration, and a passion for our work.

Materiality Analysis

The materiality analysis is a critical assessment of the ESG aspects that are most important to ROMI and identifies the issues that have the greatest impact on the sustainability of our organization and our stakeholders. The materiality analysis process was carried out according to the following steps:

Identification of stakeholders: we mapped relevant stakeholders, including our employees, investors, customers, suppliers, regulatory bodies, and local communities where our operations are located.

Analysis of risks and opportunities and assessment of relevance: an initial mapping was carried out with the main stakeholders to identify the risks and opportunities related to ESG aspects, which

were then assessed by our Audit and Risk Committee, as well as by the Board of Directors. The following aspects were listed as material for ROMI

The material aspects listed by ROMI have been assessed for their alignment with the United Nations (UN) Sustainable Development Goals (SDGs), confirming their relevance to sustainable development.

ENVIRONMENT

- Energy consumption;
- Water consumption;
- Waste management.



SOCIAL

- Occupational health and safety;
- Diversity and inclusion;
- Local community development;
- People development.



GOVERNANCE

- Compliance.



A pair of hands is shown holding a small green plant seedling. The background is a deep blue with a faint, glowing molecular or network structure overlay. The text 'Environmental' is written in a large, bold, white sans-serif font, and 'Environment' is written below it in a smaller, white, italicized sans-serif font. A thin white horizontal line is positioned between the two lines of text.

Environmental

Environment

Commitment

ROMI is directly committed to developing a sustainable society and is increasingly committed to preserving natural resources.

To this end, it has an **Integrated Quality, Environment, Occupational Health and Safety Policy**, the pillars of which are: customer focus, compliance with legal and regulatory standards, people involvement, prevention and continuous improvement. These pillars ensure respect and care for the environment, guaranteeing shareholders a consistent and responsible return.

As part of its commitment to sustainable development, ROMI has had its Environmental Management System

certified since 2005, in accordance with **ISO 14001, currently under revision in 2015**, through which the company invests uninterruptedly and consistently in preventing the emission of pollutants in all aspects of its business.

Since 2023, ROMI has also been certified according to **ISO 45001 for occupational health and safety management**. This certification is of great importance to the company, as it underscores its commitment to the physical and mental well-being of its employees, promoting a safer, healthier, and more productive work environment.



Electricity Consumption

ROMI monitors its energy consumption through performance indicators, whose targets are reviewed annually, imposing action plans to achieve them.

In recent years, **more than R\$4 million has been invested in improvements** aimed at reducing electricity consumption, including upgrading ROMI's industrial park:

- **2022:** Investment of R\$1.9 million in a channel breaking system, which aims to increase the efficiency of induction furnaces;
- **2022:** Investment of R\$355,000 in the modernization of air-conditioning units, with greater energy efficiency;
- **2023:** Continued investment in the modernization of air-conditioning units, with greater energy efficiency, with a further R\$156,000 having been invested.

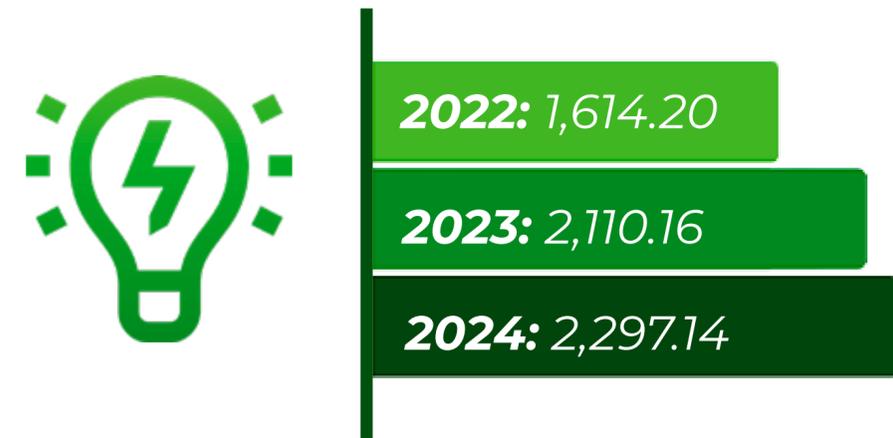
- **2024:** Investment of R\$36,000 in the modernization of air-conditioning units, with greater energy efficiency;
- **2024:** Investment of R\$570,000 in the purchase of new compressed air systems with a focus on greater energy efficiency and operational safety.

With the implementation of these actions, there has been a steady drop in electricity consumption over the last three years.

In 2021, the NR10 and SPDA adaptation project for the plants was also approved, which aims to adapt ROMI's facilities to NBR5410 and NBR5419, with an estimated investment of R\$5 million.

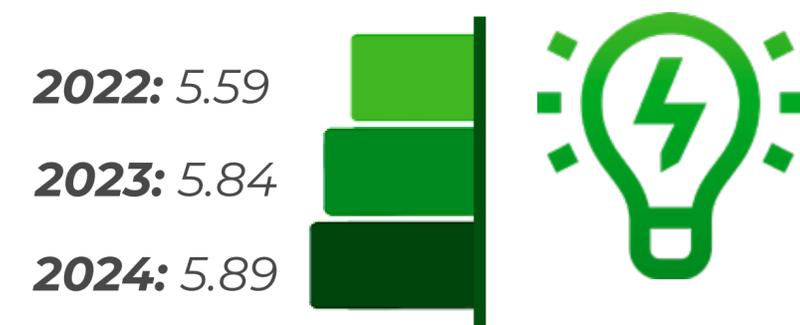
Energy Consumption

Cast and Machined
kWh/ton of product produced*



Energy Consumption

ROMI Machines
kWh/hour point



Data-base: dez./2024.

*Key performance indicators (KPIs) impacted by the 56.1% reduction in the net operating revenue of the Cast and Machined Castings Business Unit compared to 2022.

Water Consumption and Treatment

As with electricity, the conscious consumption of water is a factor of great relevance for ROMI

In recent years, the introduction of new technologies and more efficient products in its most demanding production process has enabled the company **to reuse around 12,000 liters of water every day, saving over 28,000 liters of water per day.**

In addition, ROMI continuously invests in its facilities to improve not only

the rational use of water, but also its quality for both industrial purposes and human consumption.

In 2024, around 2,800 internal analyses were carried out to check chlorine and turbidity levels and over 208 external analyses to check potability parameters for drinking water.

Water Consumption

Cast and Machined

Liters of water consumed/ton produced*



Water Consumption

ROMI Machines

Liters of water consumed/hours point



Base date: Dec./ 2024.

*Key performance indicators (KPIs) impacted by the 56.1% reduction in the net operating revenue of the Cast and Machined Castings Business Unit compared to 2022.

Waste and Effluent Management

Measures are also taken to manage the waste generated, whether hazardous or not, so that it can be better disposed of. In 2024, around **R\$5.3 million was spent on the final disposal of waste and, on the other hand, more than R\$840,000 was generated in revenue from the sale of scrap metal.**

It is important to note that, in 2024 alone, our Foundry Unit used approximately **22,000 tons of scrap as raw material for the process**, which contributes to the preservation of the planet's finite natural resources by reducing the need to extract iron ore from nature.

Last year, around 37,000 tons of waste were generated, of which only 1.7% is classified as Hazardous Waste - Class I, which means less environmental impact on the community.

In addition, in a constant effort to reduce this number, since 2021 we have had a **sand calciner**

installed in the Foundry, which aims to thermally recover foundry sand, which is currently considered the most generated waste in ROMI's operations.

The installation of the calciner meant an **investment of almost R\$2.5 million** and seeks to reduce/eliminate the disposal of waste in the process, with a recovery capacity of 2ton/h.

ROMI also has two wastewater treatment plants, which are responsible for treating 100% of the wastewater generated by the company. The average treatment efficiency is 98.5%, much higher than the figure required by law (80%). We frequently invest in preventive and corrective actions at our wastewater treatment plants, thus ensuring that they continue to perform well.

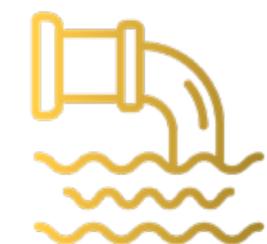
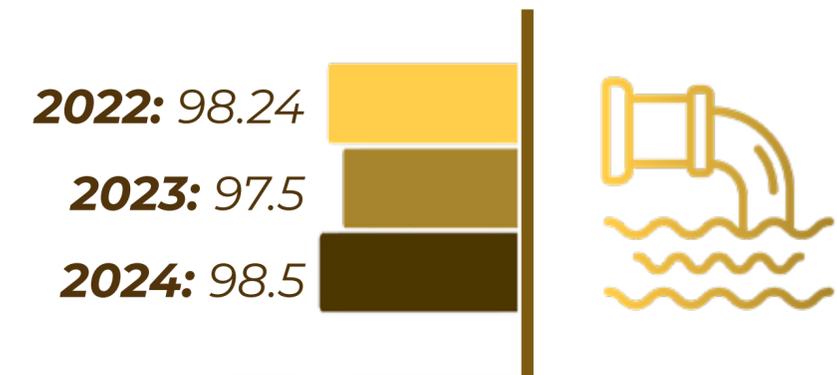
Waste Disposal

kg/ton of product produced



Biological Treatment Efficiency

% BOD removal (Biochemical Oxygen Demand)



Base date: Dec./ 2024.

Greenhouse Gas Emissions

In 2022, we began the Greenhouse Gas Emissions Inventory, and in relation to the year 2023 we have the following comparison:

By analyzing emissions comparatively and historically, it is possible to see how emissions have changed over the years. Scope 1 emissions remained relatively stable, increasing by 5% from 2022 to 2023. Despite the decline in natural gas consumption and, consequently, emissions from stationary combustion, the company had higher emissions from fugitive emissions from refrigeration systems in 2023.

Scope 2, which refers to emissions related to electricity consumption, recorded a decrease of 11% compared to 2022 emissions, directly

attributable to the lower electricity consumption in 2023.

Scope 3 emissions are the largest for ROMI's operations, as all contracted transport and all of the group's business travel were included in its inventory. The largest Scope 3 emissions are associated with the transport of materials and products.

In summary: Total emissions, which only include Scopes 1 and 2, increased by 1% in 2023, i.e., they remained stable.

*The 2024 greenhouse gas inventory is expected to be completed in August/25.

Product Development

ROMI is recognized for its capacity for innovation and the high technology incorporated into its products.

ROMI machines stand out for their use of highly efficient materials and equipment, the use of intelligent systems, constant improvement and massive ongoing development in automation and connectivity solutions with a focus on Industry 4.0

Currently, approximately **4% of net annual revenue is invested in**

the research and development of solutions aimed at making the manufacturing environment more sustainable, through technologies that minimize environmental impact, raising both the level of safety and the level of efficiency and performance of our products.



Applicability

ROMI machines are used in various industrial segments, whether in the manufacture of metal parts using machine tools or plastic parts produced by our injection molding and blow molding machines. Learn about some of the main applications of our equipment:



Aerospace



Capital Goods



Toolmaking



Automotive



Oil and gas



Medical / Hospital



Agricultural

Optimized Consumption

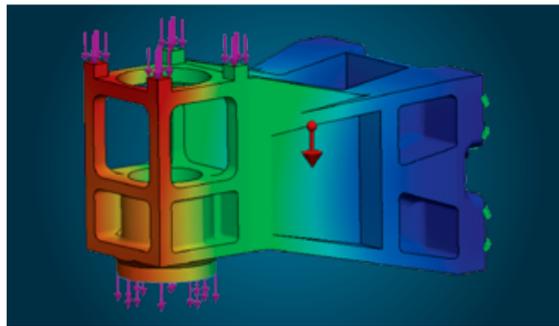
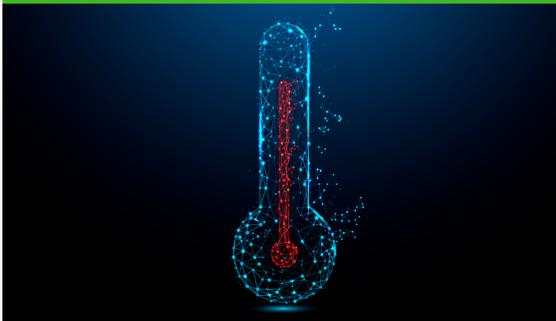


Consumption Management System

The monitoring of total and instantaneous energy consumption discretized by equipment in kWh and CO2, as well as making it possible to easily select one of the four operating modes, makes it possible to reduce drive power and, consequently, energy consumption by up to 36%.

The compensation system is made up of an algorithm capable of predicting expansion and compensating for the deformation generated by heat and, consequently, reducing or even eliminating the warm-up time (preheating time in which the machine runs idle without producing), improving efficiency and productivity.

Thermal Compensation



Finite Elements

The use of finite elements throughout the development process makes it possible to efficiently optimize the product, especially in terms of mass, thus reducing not only the inputs needed to manufacture the good and their respective waste, but also the entire motorization system used to move the moving parts.

The use of LED light bulbs has reduced consumption by up to 35% compared to the fluorescent models used previously.



Led Lamps



Regenerative Modules

Regenerative modules make it possible to reuse the energy dissipated during the braking process in order to optimize energy consumption

Optimized Consumption

Energy efficiency is maximized thanks to the use of the servo pump, which drives the hydraulic system directly, adjusting energy consumption according to the speed and pressure demand of the movements, resulting in optimized consumption.



The use of finite elements throughout the development process makes it possible to efficiently optimize the product, especially in terms of mass, thus reducing not only the inputs needed to manufacture the good and their respective waste, but also the entire motorization system used to move the moving parts.

Servo pump - Stop and Go

PRINCÍPIO DE ECONOMIA DE ENERGIA



AI controls improve injection, guaranteeing high repeatability and minimal variation in part weight. This reduces the use of raw materials, optimizing production and promoting sustainability by reducing waste.

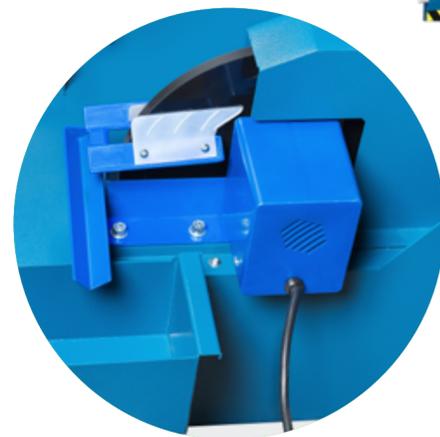


The bimetallic coating on plasticizing screws is an outstanding solution for the recycling industry, due to its superior resistance to wear. This technology increases the durability and guarantees high performance of the polymer injection process, even under conditions of intensive use. It is also essential for processing recycled materials that are full of impurities and abrasive in nature. This approach not only extends the life of the equipment, but also ensures efficiency and robustness in the treatment of recyclable waste, meeting the demand for more sustainable and reliable solutions in the management of recycled materials.

Waste Reduction

Oil Skimmer

Equipment mounted on the refrigeration tank which, due to density and gravity, separates the oil from the refrigerant. This solution increases the useful life of the refrigerant, optimizes consumption and reduces the volume of waste generated.



Mist Exhaust

Exhaust systems are equipment capable of filtering all the mist generated during the machining process, with an efficiency of up to 99.97%, reducing the amount of polluting particles and improving air quality in the factory environment.

Automation

In a country with high rates of accidents at work, the automation of Pick and Place operations not only improves production efficiency by increasing machine availability, but can also help to significantly increase safety levels in the factory environment



Gantry Loader ROMI

Automatic parts loading and unloading system

TAP 760

Romi Automatic Pallet Changer



ROMI ROBOT

Automatic parts loading and unloading system



Circular Economy Machine Rental

Through machine rental, ROMI has developed a MAAS (Machine-as-aService) model, a product that focuses, among other things, directly on the sustainability of the production chain. In this business model, the concept of the circular economy can be seen in the marketing of the high value-added asset with low investment by the customer, in the real-time monitoring of the asset through ROMI Connect, in the maintenance of the equipment in the field - guaranteeing the customer maximum productivity from the product during the contracted period - in the refurbishment of the semi-new equipment when it is returned, in making the same product available to a new customer, in addition to offering financing solutions through the PRODZ financial platform.

Circular Economy

Old Machines as a Method of Payment

To increase **productivity, flexibility, modernity and reduce maintenance costs for our customers**, ROMI accepts any model of machine produced by the company as a form of payment in exchange for a new machine. Such a machine can be refurbished and returned to the market as a semi-new product or scrapped, returning to the production process as a raw material.

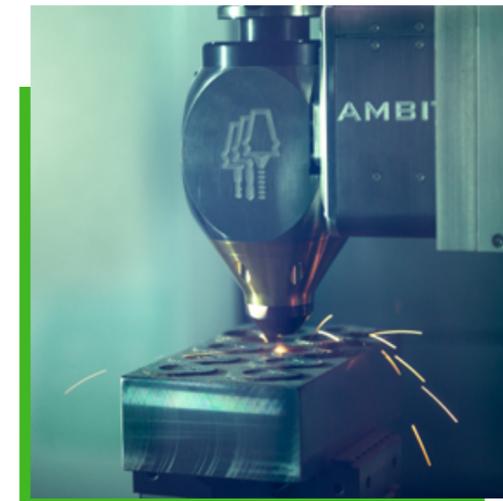


Circular Economy Hybrid Technology

Hybrid technology is the combination of machining operations and additive manufacturing (metal 3D printing) in a single piece of equipment. With this, materials can be added in the exact amount, thus minimizing overmetal and optimizing the machining process, which reduces the volume of waste generated (chips).

In addition, more resistant materials can be added to certain areas of the part where wear occurs, optimizing costs.

A very interesting application, within the concept of circular economy, is the use of technology in the repair and reuse of molds, whereby the material can be deposited only in the worn area, without affecting the microstructure of the substrate, thus avoiding the generation or propagation of



Cast and Machined

ROMI's Castings and Machined Products Unit has made a significant contribution to sustainability by supplying cast iron parts to customers in the wind power, automotive, agricultural machinery and construction machinery industries.

Today, wind energy already accounts for almost 15% of the Brazilian energy matrix, with growth projected for the coming years, due to the vast potential areas of wind, mainly on the Atlantic Ocean coast*.

ROMI has a manufacturing unit focused on the wind power segment, which has a monthly capacity of 1,700 tons and is the leading supplier of cast iron parts to the major multinational wind turbine manufacturers. From 2011 to the present day, more than 82,500 tons of parts have been supplied, with more than 3,600 wind turbines in operation using castings supplied by ROMI.

In the automotive segment, ROMI supplies cast and machined parts for use in trucks

and buses, which fall under the new standard of the Program for the Control of Air Pollution from Motor Vehicles - Proconve P8 (Euro 6), which provides for a reduction in the emission of harmful gases from transport vehicles, representing an evolution related to the predecessor Proconve P7 (Euro 5) and leading automakers to adapt their products to achieve the emissions provided for by law.

In the agricultural and construction machinery segment, faced with the Proconve MAR-1 regulations, which provide for a reduction in engine emissions, ROMI operates in the segment with a solid order book, counting on a customer base in the local and foreign markets, which are among the main players in their respective markets.



** O SETOR. ABEEólica, 2024. Available at: <https://abeeolica.org.br/energia-eolica/o-setor/>



Social

Social Responsibility

Social Investments

At ROMI, Social Investment represents an important factor in strengthening the relationship with the community, promoting a strong and expressive performance in its area of operation, aimed at social development and improving the quality of life, strengthening the strategies of sustainability and progress.

Throughout its history, ROMI has adopted significant social practices by supporting social projects and actions developed by public and private entities that have resulted in over R\$30.5 million in social investment, keeping its commitment to the

community alive and active. A successful example of **ROMI's commitment to social causes is the Romi Foundation, which the company has supported since 1957.**

With the mission of promoting social and human development through education and culture, the Romi Foundation promotes the regional community and carries out social actions on its three fronts: **the NEI (Integrated Education Center), the Cedoc (Historical Documentation Center) and the Cultural Station**





NEI

The Romi Foundation's NEI (Núcleo de Educação Integrada - Integrated Education Center) is a kindergarten, primary and secondary school whose system, through challenges and laboratory experiences, makes the students themselves active agents in their education.

Through a problem-solving approach, children, teenagers and young people are encouraged to research and resolve

their concerns, fostering the development of socio-emotional skills, which are essential for facing contemporary challenges, strengthening autonomy and interpersonal relationships.

In 2024, 101 students benefited from partial and full scholarships, distributed in compliance with the socio-economic requirements defined by the MEC (Ministry of Education).



Cedoc

Cedoc is a reference for historians, students and researchers from various institutions, due to the wealth of material which, as well as being digitized, is sanitized and stored in ultra-modern archives. With more than **61,000 photos and almost 275,000 pages of documents** already processed, there is still a significant amount to be processed. **In 2024, Cedoc's actions benefited more than 2,800 people.**



Romi Foundation Cultural Station

At the Cultural Station, an old railway station that has been revitalized and maintained by the Romi Foundation, the community can improve its perception of regional culture, disseminate values, exchange experiences, acquire knowledge, experience emotions, elaborate thoughts, take initiatives and contribute to the constitution of the region's cultural identity.

In 2024, **more than 17,000 people benefited from 98 events held** at the Cultural Station, in the most diverse forms of expression, such as: fairs, workshops, courses, literature, music, theater and dance, with the aim of promoting social development through culture.

ROMI Incentive

In addition to educational and cultural activities, the Romi Foundation acts as a mediator in the process of analyzing ROMI's requests for financial support.

Projects in the areas of education, culture and sports are received through the **ROMI Incentivo** platform, a communication channel created to facilitate the registration and processing of applications.

These projects are evaluated according to ROMI's Social Investment Policy, which allocates its own or incentivized funds, always with the aim of promoting development and well-being





Support from own resources

Investments from own resources benefit thousands of people every day, free of charge. Through free cultural and training workshops, projects to promote the creative economy and raise cultural status, and socio-educational activities, these investments promote development and well-being and have a positive impact on the lives of many people.

In 2024, **more than R\$1.28 million was invested from its own resources in social assistance and development projects.**

Charity Feijoada for APAE

As part of its commitment to social responsibility, ROMI was one of the main organizers of the “Marmita do Bem” event – a charity feijoada organized in partnership with APAE Santa Bárbara. At this charity event, **approximately one ton of food was collected, allowing the production and sale of 600 tickets, each serving two people (a total of 1,200 meals).**

The entire production and distribution of the feijoada was carried out by volunteers who are friends of APAE, and 100% of the proceeds from sales went entirely to APAE Santa Bárbara to maintain the charity’s activities, further reinforcing the initiative’s positive impact on the community it serves.



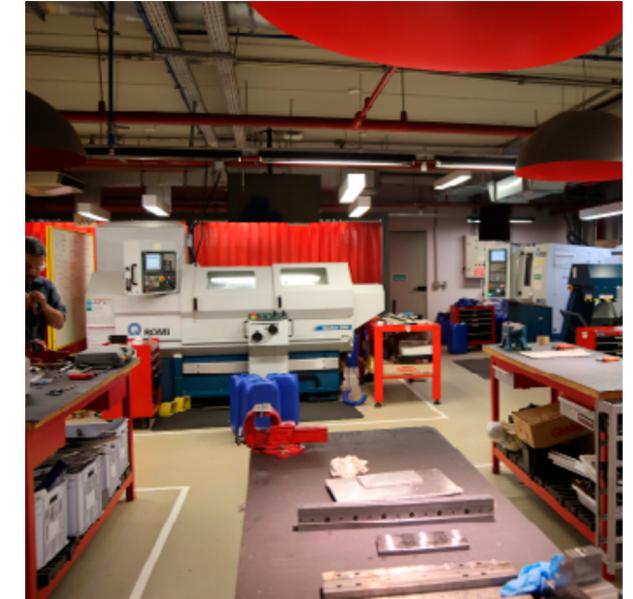
Support for Santa Bárbara Hospital

In 2024, ROMI also undertook other social actions with its own resources. One highlight is the company’s participation in **actions that contributed to the air-conditioning of the maternity and pediatric wards at Santa Bárbara**



Support for Education

ROMI also invests in the training of technical professionals, with a focus on professional training, keeping its equipment on loan to various technical schools, universities and research centers. This partnership involves **ITA (Instituto Tecnológico de Aeronáutica), Insper (Instituto de Ensino e Pesquisa), USP (Universidade de São Paulo), Senai and Obra Social Dom Bosco Itaquera.** This investment exceeded **R\$1.6 million in 2024.**



Insper (Instituto de Ensino e Pesquisa)

Local Community

Aware of the needs of the population exposed to vulnerability or social risk, ROMI also contributes monthly to local philanthropic organizations that support the elderly, children and health, enabling them to maintain their assistance to the local community.

Since 2003, ROMI has also been running a campaign in favor of the “Our Children” project, encouraging employees to donate

part of their income tax, in their annual tax return, to the Children’s and Adolescents’ Council Fund (CMDCA), which provides assistance to children and adolescents in Santa Bárbara d’Oeste. **By 2024, more than R\$1.81 million had been donated**

Support with Incentivized Resources

ROMI's Social Investment Policy also provides support for social, educational and cultural projects through tax incentives.

There are several opportunities to invest in initiatives that promote social development and the well-being of the population, through tax incentives for social and sports projects.

The main vectors are the **Federal Culture Incentive Law**, also known as **the Rouanet Law**, and the **Federal Sports Incentive Law**. Through these laws, companies can allocate part of their income tax to sponsor, respectively, cultural projects approved by the Ministry of Culture and sports projects approved by the Ministry of Sport.

In addition to these laws, there are other initiatives that seek to encourage social projects, such as the **Audiovisual Law**, which allows companies to invest in national audiovisual productions, and the **Health Incentive Law**, which allows companies

to invest in projects related to health promotion.

It is important to note that these tax incentives are not donations, but investments in projects that promote positive social impact.

In 2024, approximately R\$270,000 was invested in various projects using tax incentives.



Cultural Projects

Usina de Memórias

Usina de Memórias – Resignificando o Passado is a historical immersion project that seeks to requalify Shed 08 of the Usina Santa Bárbara Complex, a listed heritage site in the municipality, with buildings dating back to the 19th century, with the aim of creating a multi-purpose cultural space.



Socio-educational Capoeira

The Socio-educational Capoeira project, which will celebrate its 10th anniversary in 2024 at the Cultural Station, aims to promote social integration through the practice of capoeira by promoting non-violence, mutual respect, and strengthening community ties. It is primarily aimed at people in situations of social vulnerability and offers weekly workshops for all ages, as well as public activities such as capoeira circles, saraus, and festivals that celebrate Afro-Brazilian culture and promote community interaction.



Preservation and Dissemination of the Romi Foundation's Cedoc Moving Image Collection

The aim of the project is to preserve, make available and disseminate a set of documents that include moving images, such as films, videomagnetic tapes and DVDs, belonging to the institution's collection. These materials reveal previously unseen images of Santa Bárbara d'Oeste and the region. The project involves processing the documentary collection, as well as carrying out activities such as "Encontro com a História"



Projetos Culturais

New Symphony Orchestra

The main aim of the Orquestra Nova Sinfonia project is to form a philharmonic orchestra, open to young people and adults with no previous musical experience, offering free theoretical and practical lessons. The results of the project will be demonstrated through performances in various public spaces in the city of Santa Bárbara d'Oeste.

As well as interpreting the great classics, the project will also include the reinterpretation of popular songs, with the aim of increasing public acceptance and interest in orchestral arrangements. This approach broadens the scope of the project and provides a diverse and accessible musical experience for all spectators.



Golfe Chave Para o Futuro - Year 4

Through a partnership between the São Paulo Golf Federation, Indaiatuba City Hall and the Hurra! Association, the Golfe Chave para o Futuro project's mission is to educate citizens through sport and promote the spread of the sport in Brazil. This project adopts an innovative methodology that combines the development of socio-emotional skills with the technical training of young people, thus providing comprehensive citizenship training.

The focus is not only to train participants in golf techniques, but also to prepare them for life's challenges, including the possibility of inclusion in the job market and income generation. This is achieved by expanding access to golf clubs and integrating them into the sports production chain. This holistic approach aims not only to promote the practice of sport, but also to empower young people to become responsible and successful citizens in their communities.

Cultural Projects

ECA Interior

This project is an initiative of the Teko Porã Institute, an organization that has been working for almost two decades to promote Education through Sport as a tool for Human Development. **In 2024, with the support of ROMI, the third edition of the project will be launched in the city, reaffirming the commitment to the social transformation of children and young people in vulnerability situations.**

The “Sport and Citizenship

in Action” project continues the activities started in 2022 and focuses on the comprehensive education of the target group through a multidisciplinary approach that involves professionals in the fields of Physical Education, Psychology and Social Service, strengthening family and community ties, promoting access to rights and contributing to the full development of each participant.



FMDCA e FMI

Through the Municipal Fund for the Rights of Children and Adolescents of Barretos and the Municipal Fund for the Elderly of Barretos, ROMI **continued to invest in health care for Hospital de Amor.**

The **Hospital de Amor** is a reference in free care for cancer patients and originated in the city of Barretos, in the interior of the state of São Paulo. Over the years, it has expanded its activities across the country, with the main pillars guiding the institution: care, prevention, teaching and research.

It is important to note that Hospital de Amor only treats SUS patients from all over Brazil. The 2023 Annual Report¹ of Hospital de Amor records, among other figures, **1,744,509 patients served coming from 2,581 municipalities.**

¹ The 2024 Annual Report will be published in September 2025.



Social Investments

In 2024, **R\$ 1.764.852,94** was invested in 16 projects

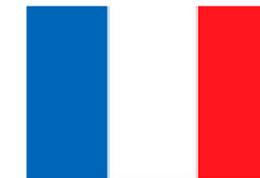


Investments in People

The company also stands out for its ongoing commitment to developing people and improving its workforce. Through relevant programs aimed at both internal and external audiences, the company promotes technical training and personal growth. **In 2024, we had 2,022 employees, spread across the nine countries** in which ROMI has direct operations.



BRAZIL
1.733 employees



FRANCE
10 employees



GERMANY
222 employees



MEXICO
9 employees



UNITED KINGDOM
12 employees



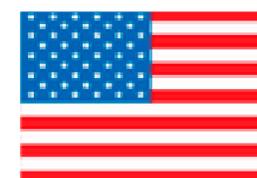
CHINA
10 employees



SPAIN
10 employees



ITALY
7 employees



USA
9 employees

Health and Safety at Work

Thanks to our strong commitment to Health and Safety at Work, **we have significantly reduced the absolute number of workplace accidents by 39.5% compared to 2023.** Despite this progress, we remain steadfast in our commitment to zero accidents and emphasize that safety is a non-negotiable value for us. To this end, we continuously invest in training and the development of good practices to ensure a safe and healthy working environment for everyone.

With regards to health, we offer a company health plan and, together with the health plan operator, organize various training courses on

topics related to illness and physical and mental health. In addition, **we conduct traditional awareness campaigns, such as those on breast and prostate cancer prevention,** with the goal of promoting the health and quality of life of our employees and their families.

Continuing our prevention initiatives, **we conducted the Flu Vaccination Campaign** in collaboration with a specialized clinic, as we did in 2023. **494 employees and 296 family members participated,** underscoring our commitment to everyone's well being.



Vaccination Campaign
790 doses administered
(494 employees and 296 family members)



-60%
 in the absolute number of accidents at work in the last three years

Pink October Campaign



Activities Carried

To move further towards the goal of zero accidents, we strengthened our safety culture in 2024 through specific training courses such as **“Risk Awareness”** and **“Problem Solving Analysis Method (MASP)”**, which focus on improving root cause analysis. In addition, we have conducted several campaigns, including “Yellow May”, “Caring Leadership” and the National Day for the Prevention of Accidents at Work, among other initiatives to improve health and safety at work.

We are strongly committed to safety management through our **Safety Committee**, which is made up of coordinators, managers and heads of production units. The main objective of the committee is to coordinate strategies, share best practices and monitor results in order to strengthen the protection of our employees.

In addition to our preventative measures,

we offer a comprehensive safety training program ranging from initial training to regular refresher courses in accordance with Regulatory Standards (Nrs). We are committed to promoting a safe working environment, protecting the health of our employees, ensuring compliance with legal standards and, above all, establishing a corporate culture based on safety.



SIGI

Every year, we organize the **Internal Integrated Management Week (SIGI)**, an initiative to raise awareness and train our employees in the areas of environment, quality, occupational health and safety. As part of this week, we promote various activities to deepen and improve knowledge on these topics.

In 2024, we organized a Game Show, with an interactive board game that provided participants with information in a dynamic way, promoting healthy and enriching competition. The activity ended with a raffle for several prizes. **In addition, in the restaurants**, we offered a quiz roulette on the topics covered and rewarded those who answered correctly with gifts as recognition.

The event was a complete success and everyone was involved and engaged!

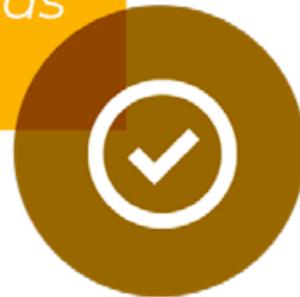


SIGI Internal Actions



7.557
ideias

90%
concluídas



PSIU

Launched in 2020, the **PSIU Program – Participate, Suggest, Innovate and Use** aims to raise awareness of the integrated management system, which encompasses quality, environment, health, safety at work and compliance. Over time, the program has grown with broad participation from production and administrative areas and has become routine for all employees. It strengthens the commitment to preventive action, avoiding accidents and nonconformities, and, above all, implementing improvements in the working environment, processes, and procedures.

Since the start of the program, **90%**

of the improvements proposed on the opened cards have already been implemented, totaling 4,880 cards for the foundry and 2,677 cards for the Head Office and Downtown units. Each area has a visual or electronic board to manage the program, with regular inspections, monitoring indices and awards based on the results achieved.

The PSIU has been a key factor in the continuous improvement of our integrated management system, particularly in the area of occupational health and safety.

PIRA

Created in 2015, **PIRA – Information, Reflection and Action Project** is a newsletter aimed at raising awareness on health prevention, accident reduction, environmental preservation and customer satisfaction. It is distributed monthly in physical and digital formats and is accessible to all employees. The project not only provides relevant content but also encourages interaction between managers and their teams by promoting dialogue on the topic covered. At the end, participants answer a question and enter a raffle to receive a monthly gift



First Job

ROMI focuses its efforts mainly on young people who are entering the job market. To this end, the company invests in programs for young apprentices and trainees. These investments are made through partnerships and agreements with various public and private institutions, such as Senai, Guarda Mirim de Santa Bárbara d'Oeste and internship programs mediated by CIEE (Centro de Integração Empresa Escola). **From 2018 to 2024, ROMI hired 284 apprentices, developed in collaboration with Senai and Guarda Mirim**

The internship programs for higher education students (technologist or undergraduate) are aimed not only at the student's academic development,

but also at the practical application of knowledge from the early years of the course. In addition, these programs represent a valuable opportunity for ROMI to identify and nurture new talent, giving recently graduated professionals the chance to develop professionally

Over the last five years, ROMI has achieved a **46.82% trainee success rate**, demonstrating the success and positive impact of its trainee program on the young community looking for job opportunities.



People Training Programs

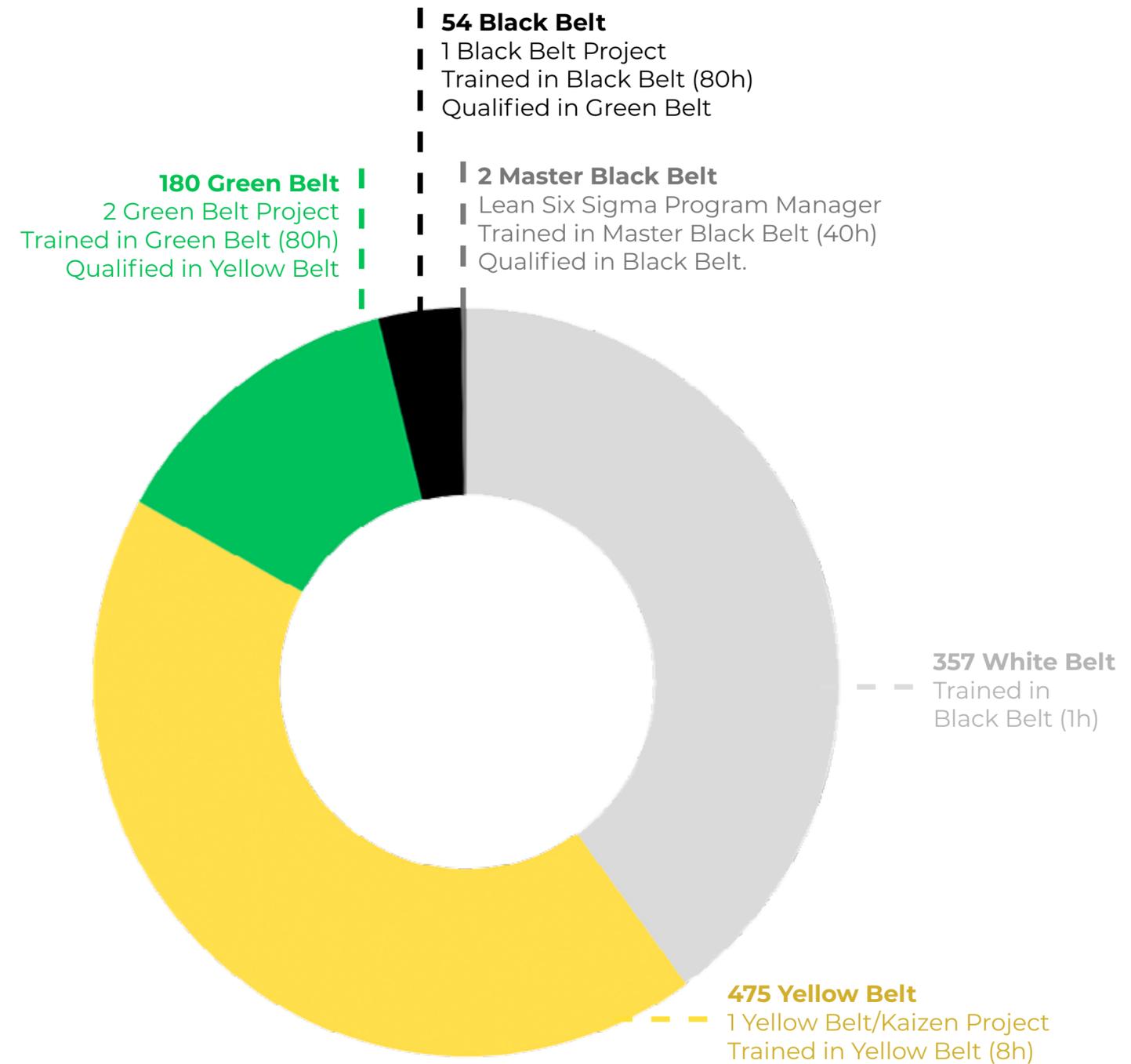
ROMI develops a variety of professional training programs for its employees, aimed at improving technical and personal skills that contribute to collective growth.

One notable example is continuous improvement programs, such as training and certification in the Lean Six Sigma methodology, which is widely recognized and applied in industries around the world, both on the production line and in the administrative area, with the aim of achieving operational excellence.*

ROMI values success as the result of successful individual and collaborative efforts.

Since 2017, **more than 1068 people have been trained in the White Belt, Yellow Belt, Green Belt, Black Belt and Master Black Belt categories**, promoting a remarkable development of these professionals and generating an undeniable positive impact on internal processes

*FAQ. Lean Six Sigma Brasil, 2024. Available at: <https://leansixsigmabrasil.com.br/perguntas-frequentes/>



Base date: Dec. 2024

Development Program

Continuing its commitment to developing and valuing its professionals, since 2017 ROMI has implemented programs aimed at training potential monitors and managers, through specific assessments and training. To date, **more than 100 employees have been selected to take part in the Development Program, which focuses on improving participants' personal skills.**

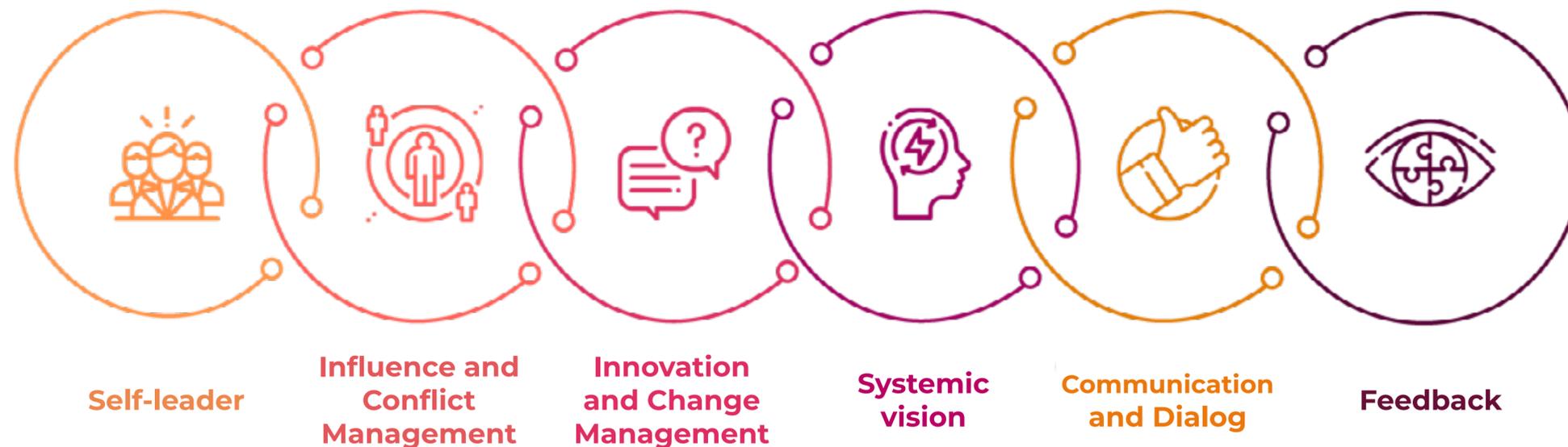
Monitors play a crucial role in supporting

management in technical and production areas, playing a strategic role in achieving results. They must be ready to deal with daily demands with skill and efficiency. For this reason, all new monitors undergo intensive training, with the aim of enabling them to positively influence teams, increase productivity and develop new skills.

Since the program was launched, **81% of the vacancies for management positions**

have been filled by employees who have been through the Development Program.

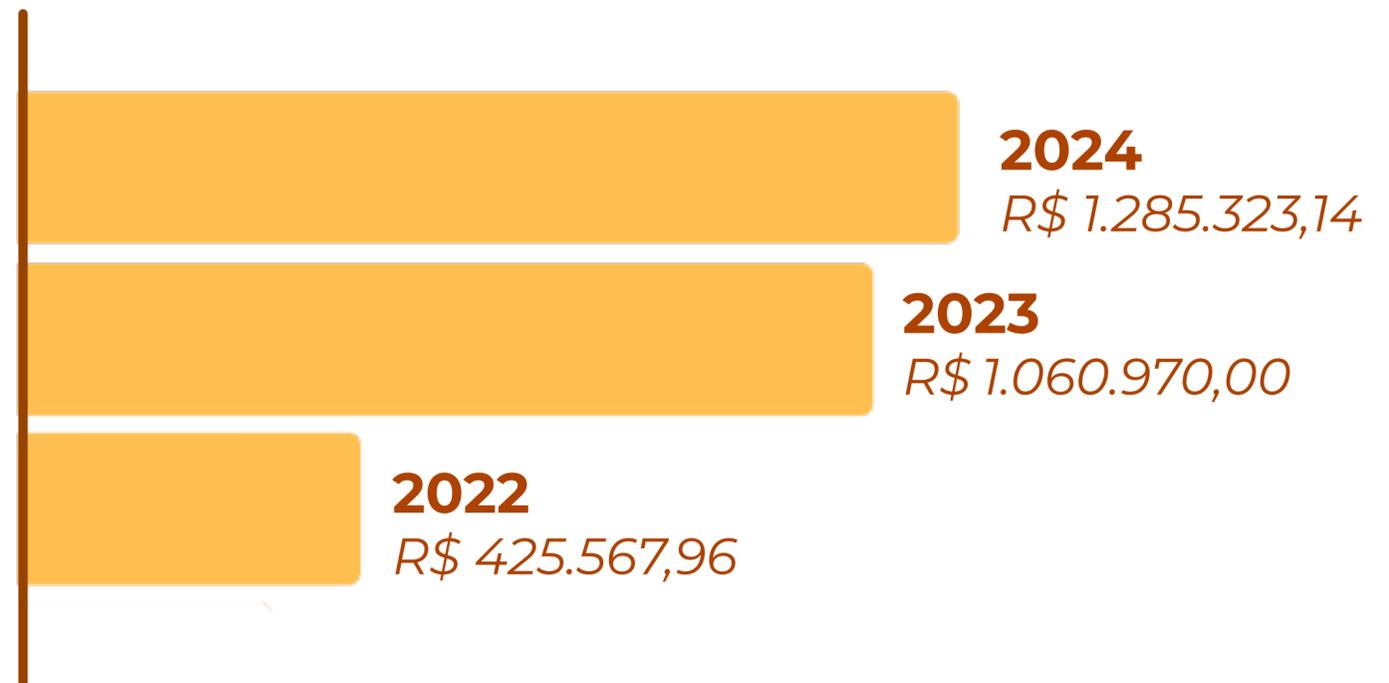
This result demonstrates the success in training new leaders, who are significantly better prepared to face the challenges inherent in the position



Investment in Training

In 2024, **R\$ 1,285,323.14** was invested in technical and behavioral training and in the funding of professional development for our employees. This was done through the reimbursement of postgraduate courses carried out in collaboration with SENAI and provided for in our training policy

We believe that investing in training is essential for the development of skills, abilities and knowledge, thus creating engagement, efficiency and adaptability to market changes.



Base date: Dec./ 2024.



Trainee Program

Since 2001, ROMI has maintained a structured program for trainees, with the aim of developing new leaders endowed with essential technical and behavioral skills. This two-year program offers trainees a wide range of training and practical experience, covering all of the company's manufacturing and administrative areas.

During this period, participants have the opportunity to acquire knowledge and expertise in various aspects of the business, giving them a comprehensive understanding of how the company operates in its entirety. In addition, the individual skills of each trainee are identified and developed so that, at the end of the program, they can be directed to specific areas that align with their talents and interests, preparing them to take on future responsibilities and opportunities with confidence and competence.

Leadership Training

Every year, ROMI organizes training sessions dedicated to our leadership. This is a way of continually preparing them for challenges and opportunities, as well as strengthening the concepts of good people management practices.

In 2024, we began training to develop a customercentric culture. To this end, with the support of a consulting firm, we conducted training sessions on topics that evoked our perspective on collective success and prioritization, as well as a customercentric organizational consciousness.

This contributes to the growth and development of each team, promoting an effective and collaborative leadership culture in the organization.





G-CARD

In addition to the aforementioned programs, ROMI has the **G-Card – Career and Performance Management**, a tool that makes it possible to analyze the individual performance of employees. This analysis allows managers to identify and make the most of each person’s skills, promoting team development and appreciation.

Through this tool, employees have the opportunity to highlight their main skills, strengths and areas for potential development. This helps to guide career paths and allows ROMI to optimize the use of each employee, aligning technical and personal skills with the company’s needs.



POP

ROMI offers the **POP - Programa de Oportunidade de Progresso (Progress Opportunity Program)**, which prioritizes its employees by publicizing available job vacancies internally, before making them available to the external public. This allows staff to be reassigned between operational, administrative or technical areas, according to their interests.

This program benefits both employees, who have the opportunity to seek new opportunities within the company, and ROMI, which makes better use of internal talent, thus increasing team engagement. **Over the past 5 years, ROMI has advertised more than 200 vacancies, with an overall take-up rate of 74%.**



Recognition for Length of Service

In recognition and appreciation of each employee, ROMI pays tribute every year to employees who have completed **10, 20, 30 or 40 years of dedication to the company**. As well as receiving gifts, the honorees are presented with a trophy representing the milestone reached, during a special ceremony attended by their managers and the company's entire board of directors.



Benefits and Other Care

ROMI provides its employees with a range of benefits, including Profit Sharing (PLR), medical and dental insurance, transportation, food in its own restaurant, a monthly basic food basket, a Sesi agreement, a school kit, life insurance, partnerships with schools and gyms, as well as a Christmas hamper and gift.

All these benefits are aligned with the objective of **providing better living conditions for employees and their dependents**, offering support for basic and essential needs, as well as being aligned with labor market practice.



Food



Medical and dental assistance



Profit Sharing (PLR)



Basic food basket and Christmas hamper



Chartered transportation
(Americana, Nova Odessa e Santa Bárbara D'Oeste)



Group life insurance



School kit



Partnerships with gyms



Educational partnerships



School Kit

Education is undoubtedly one of the main foundations for transformation and progress in the world. It is through education that we can shape a more just and equitable society. Fully aware of its crucial role in the educational advancement of its employees' families, and with the aim of supporting the purchase of essential school materials, ROMI has implemented the initiative of providing school kits for its employees' children, aged between 6 and 14.

In 2024, this action benefited a total of 538 children, offering them personalized kits containing the specific materials appropriate for each age group. This measure not only strengthens ties between the company and its employees, but also demonstrates a tangible commitment to the educational development of future generations.

Engagement

The Engagement Assessment is a practice established since 2015, with the fundamental purpose of evaluating the effectiveness of all the development initiatives adopted by the company, as well as the level of employee satisfaction and connection. Held every two years, this evaluation is based on 11 essential pillars: cooperation, communication, leadership, pride, image, remuneration, respect, support, appreciation, social life and commitment.

It is important to note that the evaluation is conducted anonymously, giving employees the freedom to express any type of observation, comment, record or suggestion. **In 2023, the results showed a high overall favorability rate, reaching 84.56%.**

All the records obtained are thoroughly analyzed and taken into account, providing valuable insights for identifying areas for improvement in each of the pillars mentioned.

In addition, this data is also key to highlighting specific groups or sectors that

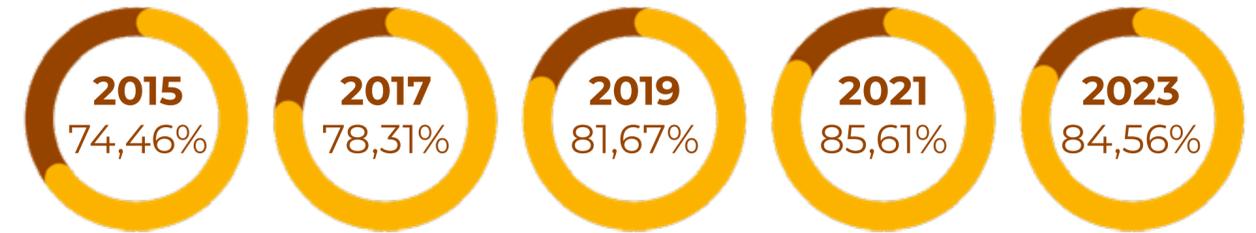
may have particular demands, making it possible to implement targeted and effective measures to promote a more satisfactory and productive working environment for all employees.

In addition, in 2023, for the first time, we expanded the application of the engagement survey to our **subsidiaries abroad, also achieving a high overall favorability rate, reaching 80.12%.**

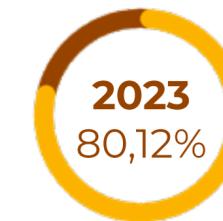
As with the Brazilian operations, the information collected will be used to guide the implementation of actions aimed at improving the organizational climate and strengthening the engagement of our employees in the international subsidiaries.

This step represents an ongoing commitment to the well-being and development of all our team members, regardless of geographical location, reaffirming our commitment to excellence in all areas of the company's operations.

Brazil



Subsidiaries



Favorability Class	Favorability Index
Very Low	From 20.0 to 33.2
Low	From 33.3 to 46.6
Medium Low	From 46.7 to 60.0
Medium High	From 60.1 to 73.4
High	From 73.5 to 86.7
Very High	From 86.8 to 100

Family Visits

With the goal of strengthening relationships between employees and their families and fostering a welcoming and collaborative work environment, **ROMI held the “amily Visit” event in 2024.**

This opportunity gave family members the opportunity to get to know their loved ones’ workplaces and gain a better understanding of the company culture and daily activities. This not only increases transparency but also creates a sense of belonging and appreciation.

The event offered a rich and varied program that provided unforgettable moments for everyone. The initiative, which was attended **by 2,800 people**, was a resounding success and underscored ROMI’s commitment to valuing and integrating its employees.

The activities also included visits to historical sites that tell the story of the company’s founding and allow us to delve into the heritage and achievements that have shaped our history



Diversity

Adapting to the times and developments in our society allows us to be part of the history of the national industry and the history of thousands of people. Promoting diversity, equality, and inclusion is also part of our company's maturation and continued development. It is part of our vision for the present and future of our people, our organization, and the industry itself.

Aware of its fundamental role in social development, the company has acted with intent and, based on its Diversity Policy, approved in 2023, has made a commitment to promote diversity and inclusion by implementing affirmative action aimed at minorities, to guarantee a more inclusive and diverse working environment.

Following the Diversity CENSUS carried out in 2023, which achieved 100% coverage and a response rate of 77%, strengths and areas requiring action were identified based on the perception of our employees and a demographic study of the company. In 2024, with the support of a specialized consulting firm, we conducted an in-depth diagnosis that identified the main challenges and opportunities in relation to the topic. This made it possible to structure measures that increasingly promote a welcoming and inclusive environment



In collaboration with SENAI, we also organized a **special Welding course for women in our company**. The initiative aimed to train and prepare them for future opportunities in our facilities and the job market.

As part of our commitment to develop communication channels with the deaf community at ROMI, **we conducted two training sessions in Libras, the Brazilian sign language, in addition to the introductory training on this topic in the onboarding programs for new hires.**



D&I Calendar Events

Anti-racism week

To mark Black Awareness Day in November 2024, we held a week dedicated to sharing ideas about creating a truly inclusive working environment that is free from prejudice and values ethnic diversity. In addition to internal information on this topic, we also held an open event to bring together employees who wanted to discuss the topic, share experiences and discuss how we can combat racism and build a fairer society.



LGBTQIA+Pride Week

In June 2024, we organized a week of various internal activities to raise awareness against homophobia and for equality. The campaign was entitled **“Be who you want to be. Respect who others are”**. Employees were invited to reflect on the topic through an explanatory guide, announcements on our internal channels and also by taking part in conversation circles open to all, where we were able to discuss and share experiences



International Women's Day

The month of March 2024 was dedicated to female employees and their leading and inspiring role in our journey. We invited some female employees to talk about their careers and inspire the entire company with their stories. We also hosted a lunch specifically for women, where a female speaker provided moments of reflection and learning.



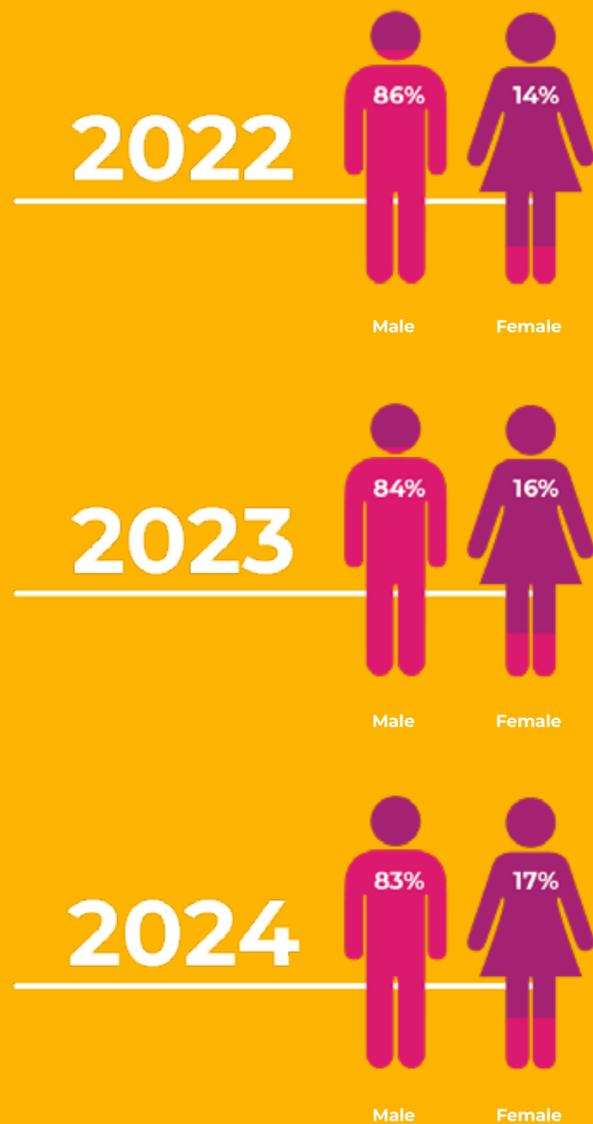


ROMI self-portrait

Below you will find some data about our workforce, based on the active employees as of December 31 of each year.

This data is continuously analyzed so we can implement the best D&I strategy.

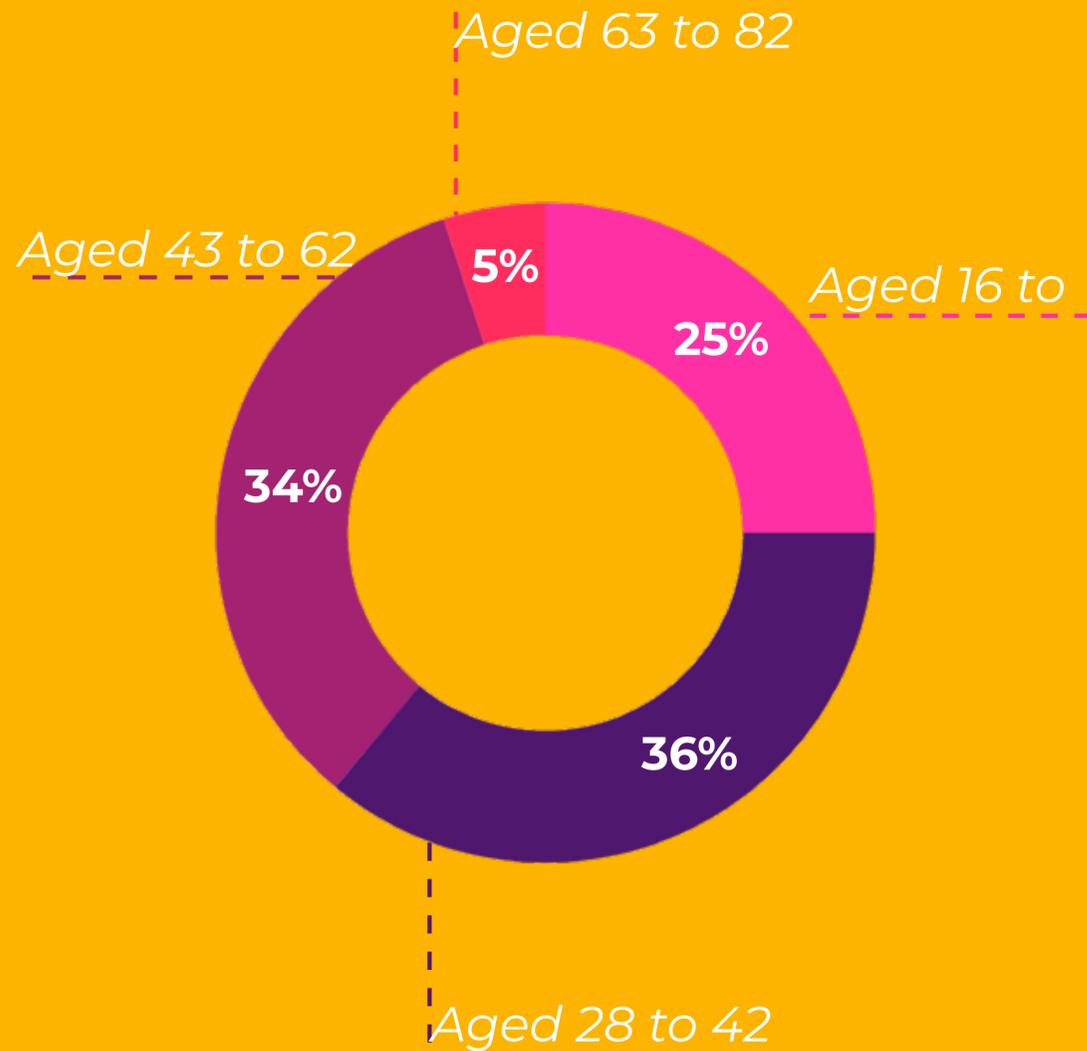
Gender



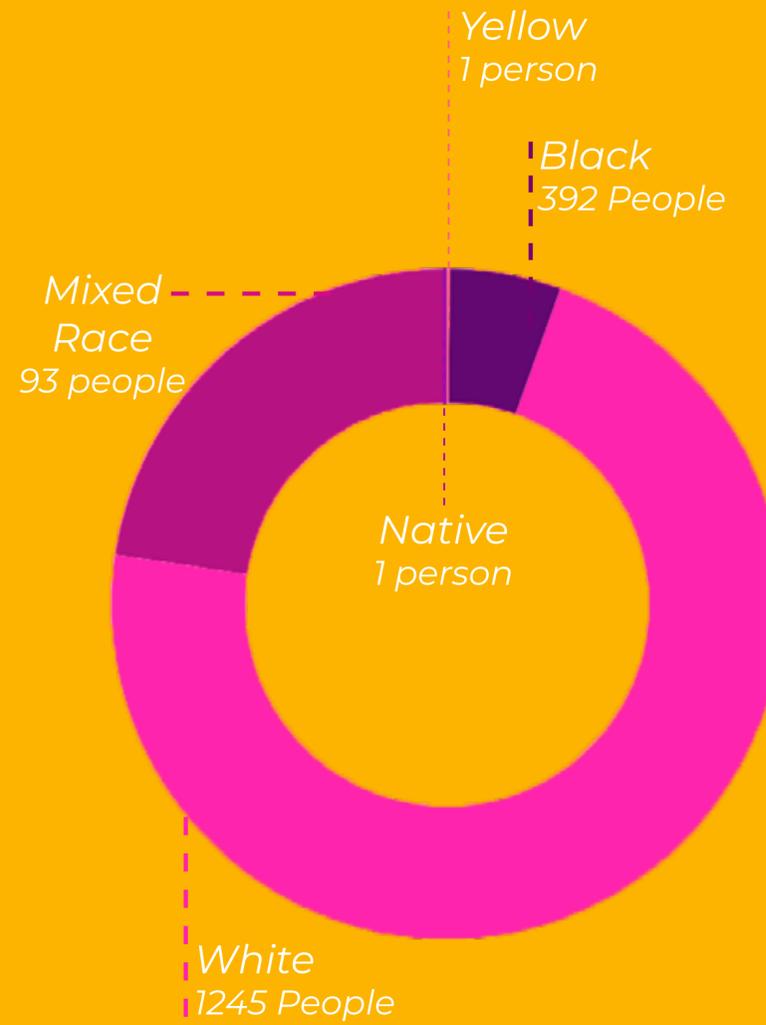
Diversity by Category and Gender

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Council	91,67%	8,33%	90,91%	9,09%	83,33%	16,67%
Executive Board	100%	-	100%	-	100%	-
Management	92,86%	7,14%	92,86%	7,14%	86,36%	13,64%
Coordination	88,41%	11,59%	84,38%	15,62%	86,15%	13,85%
Administrative/Operacional	86,75%	13,25%	84,96%	15,04%	83,91%	16,09%
Trainees	66,67%	33,33%	50%	50%	16,67%	83,33%
Interns	50%	50%	53,33%	46,67%	77,42%	22,58%
Apprentices	71,93%	28,07%	69,39%	30,61%	72,09%	27,91%

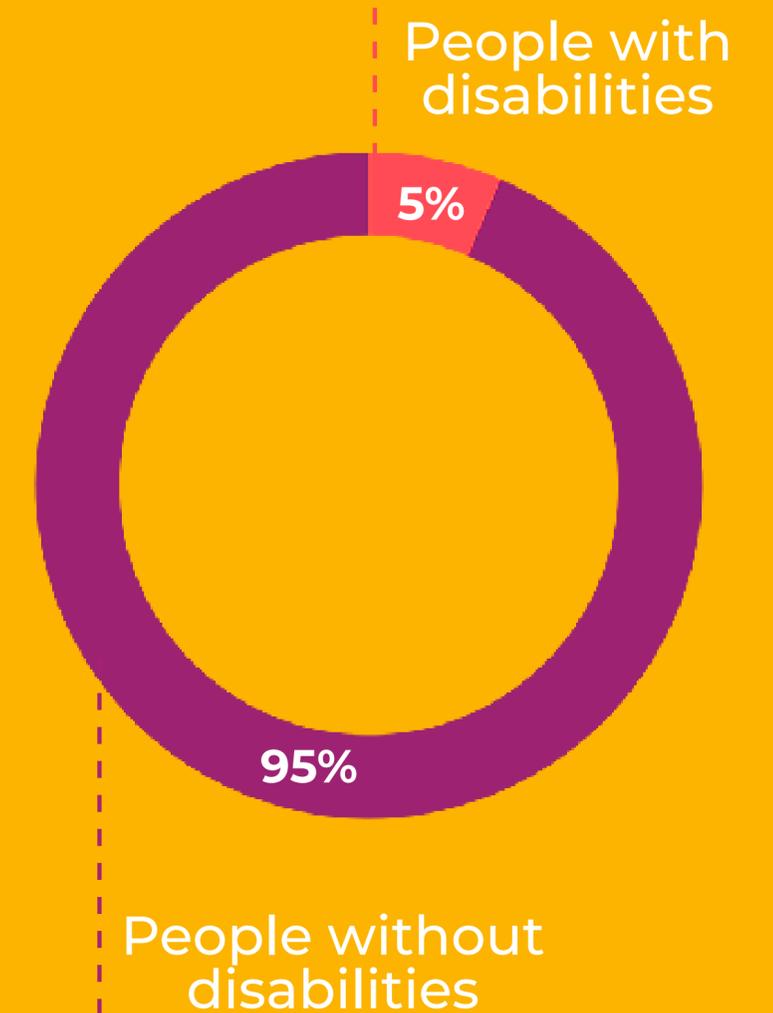
Age Group



Race



People with Disabilities



The background features a dark blue color scheme with silhouettes of four people in business attire. Behind them is a faint city skyline with various skyscrapers. A network of light blue dots and lines is overlaid on the scene, particularly in the top-left and bottom-right corners.

Governance

Corporate Governance

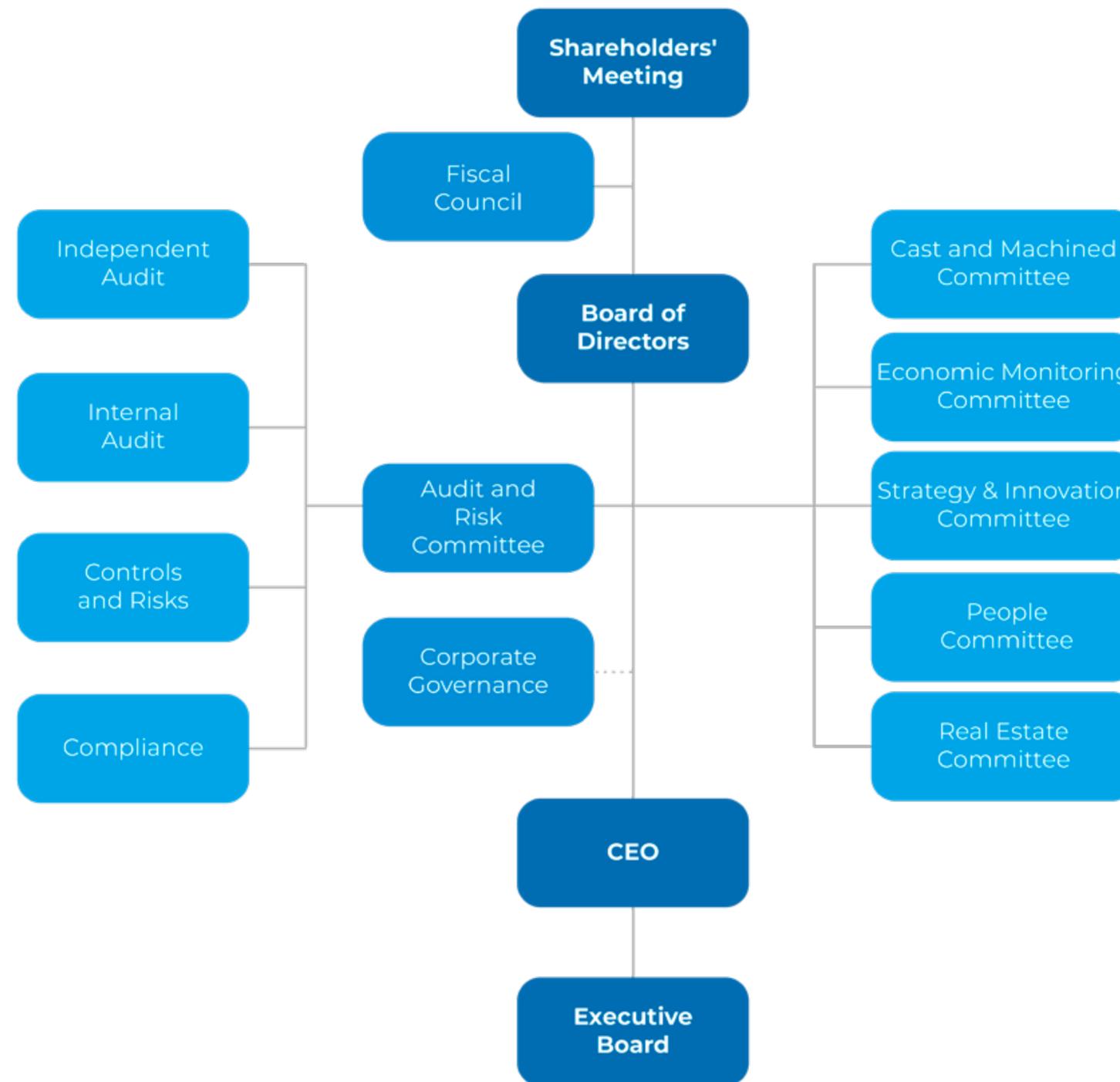
Corporate Governance

Listed on the Stock Exchange since 1972 and on the Novo Mercado since 2007, ROMI has the best corporate governance practices in its culture.

ROMI's commitment is to act within the principles of transparency, equity and accountability before shareholders and other interested parties.

In its Report on the Brazilian Code of Corporate Governance, updated annually, ROMI informs about its adherence to governance practices.

Regarding the governance structure itself, ROMI has the following bodies and areas:



1. Board of Directors

ROMI's governance is led by the Board of Directors, composed, in 2025, of eight members with extensive experience. The members of the Council are elected at the General Meeting, as provided for in the Articles of Incorporation, and must ensure implementation and maintenance of good corporate governance practices.

The duties of the Board of Directors are defined in current legislation, the Articles of Incorporation, the Internal Regulations and the B3 Novo Mercado Regulations. The Board of Directors, in the 2025 financial year, has three independent members, in accordance with the Novo Mercado Regulations

Members elected by the Annual Shareholders' Meeting (AGO), on 3/11/2025, with a mandate until the 2026 AGO:

Américo Emílio Romi Neto (1956), Chairman of the Board of Directors. Mr. Américo Emílio Romi Neto has a degree in Mechanical Engineering from the School of Mechanical Engineering of the State University of Campinas (Unicamp). He joined the Company in 1978, holding several offices. In 1989, he was elected to be an Executive Officer. In 1995, he was elected to be a Vice Chief Executive Officer. From 1997 to 2007, he served as Chief Executive Officer. In 1987, he was elected for the first time as a member of the Board of Directors. In 1997, he became Deputy Chairman, and, since 2003, he has been Chairman of the Board of Directors.

Carlos Guimarães Chiti (1962), Deputy Chairman of the Board of Directors. Mr. Carlos

Guimarães Chiti has a degree in Business Administration from the Pontifical Catholic University of Campinas (PUC-Campinas). He joined the Company in 1993 and was responsible for the import, supplies, and financial areas. He has been a member of the Board of Directors since 1985, being Deputy Chairman since 2006.

José Carlos Romi (1959), Member of the Board of Directors. Mr. José Carlos Romi has a degree in Mechanical Engineering from the School of Mechanical Engineering of the State University of Campinas (Unicamp). He joined the Company in 1980, holding several offices. From 1989 to 2012, he was a member of the Executive Board. He is a member of the Board of Directors since 2013.

Paulo Romi (1963), Member of the Board of Directors. Mr. Paulo Romi has a degree in Industrial Mechanical Engineering from the Methodist University of Piracicaba (Unimep). He has been with the Company since 1988, where he held several offices, being elected for the first time as an Executive Officer in 2000. Until March 2009, he was responsible for the Cast and Machined business unit. He is a member of the Board of Directors since 2009.

Mônica Romi Zanatta (1981), Member of the Board of Directors. Ms. Mônica Romi Zanatta has a degree in Business Administration from the Methodist University, with an International MBA in International Business Management from the Getúlio Vargas Foundation (FGV) and Babson College in Boston, in addition to executive specializations in Strategy and

Innovation from Harvard Business School and M&A (mergers and acquisitions) from the University of Chicago. She joined the company in 2001 and previously worked mainly in machine sales and branch management in Foreign Markets, as well as in Continuous Improvement projects. She is a member of the Board of Directors since 2008.

Ana Carolina Ribeiro Strobel (1973), Member of the Board of Directors. Ms. Ana Carolina Ribeiro Strobel has a Bachelor's degree in Law from the Federal University of Paraná (UFPR), LLM from the University of Sheffield and Executive Education, in the negotiation program, from Harvard Business School and exponential innovation program, from Singularity University. She attended an Administration counselor course at the Brazilian Institute of Corporate Governance (IBGC). She has more than 20 years of experience in technology investments, business building and digital transformation projects. She is currently a founding partner of Antler Brasil, operating partner of Redpoint Ventures Gestão de Recursos Ltda, member of the Board of Directors and the People Committee of RandonCorp Companies; member of the Softplan Advisory Board; member of the Risk Committee of the companies Too Seguros S.A. and Caixa Vida e Previdência. She was an administrative advisor and member of the Audit committees at Sinqia and LG Tecnologia, as well as a guest professor at Getúlio Vargas Foundation (FGV), IBGC and HSM in training courses for advisors, compliance and corporate governance for startups..

Antonio Cândido de Azevedo Sodré Filho (1938), Member of the Board of Directors [independent]. Mr. Antônio Cândido de Azevedo Sodré Filho has a Law degree from the School of Law of Mackenzie University (São Paulo), with a specialization in Business Administration from the Getúlio Vargas Foundation (FGV). He is a Professor of Civil Law, in the area of Obligations Law at Faculdades Metropolitanas Unidas (FMU). Author of several books and articles published in Brazil and abroad. Since 1991, he has been a senior partner and general coordinator of the team at the law firm Azevedo Sodré Advogados. From 1998 to 2006, he was a Member of the Board of Directors. In 2006, he joined the Company's Advisory Board. He is a member of the Board of Directors since 2012.

Marcio Guedes Pereira Junior (1961), Member of the Board of Directors [independent]. Mr. Marcio Guedes Pereira Junior graduated in Business Administration from the Getúlio Vargas Foundation (FGV) and completed an MBA at the same institution, after having studied at the University's Stern School of Business, in New York. He was an officer of the Investment Banking Group of Credit Suisse in Brazil. He joined the Credit Suisse group in 2007 and has extensive experience in M&A (mergers and acquisitions) and Capital Markets. He is a member of the Board of Directors of the company Ourofino Saúde Animal. He was elected a member of the Board of Directors in 2017.

2. Fiscal Council

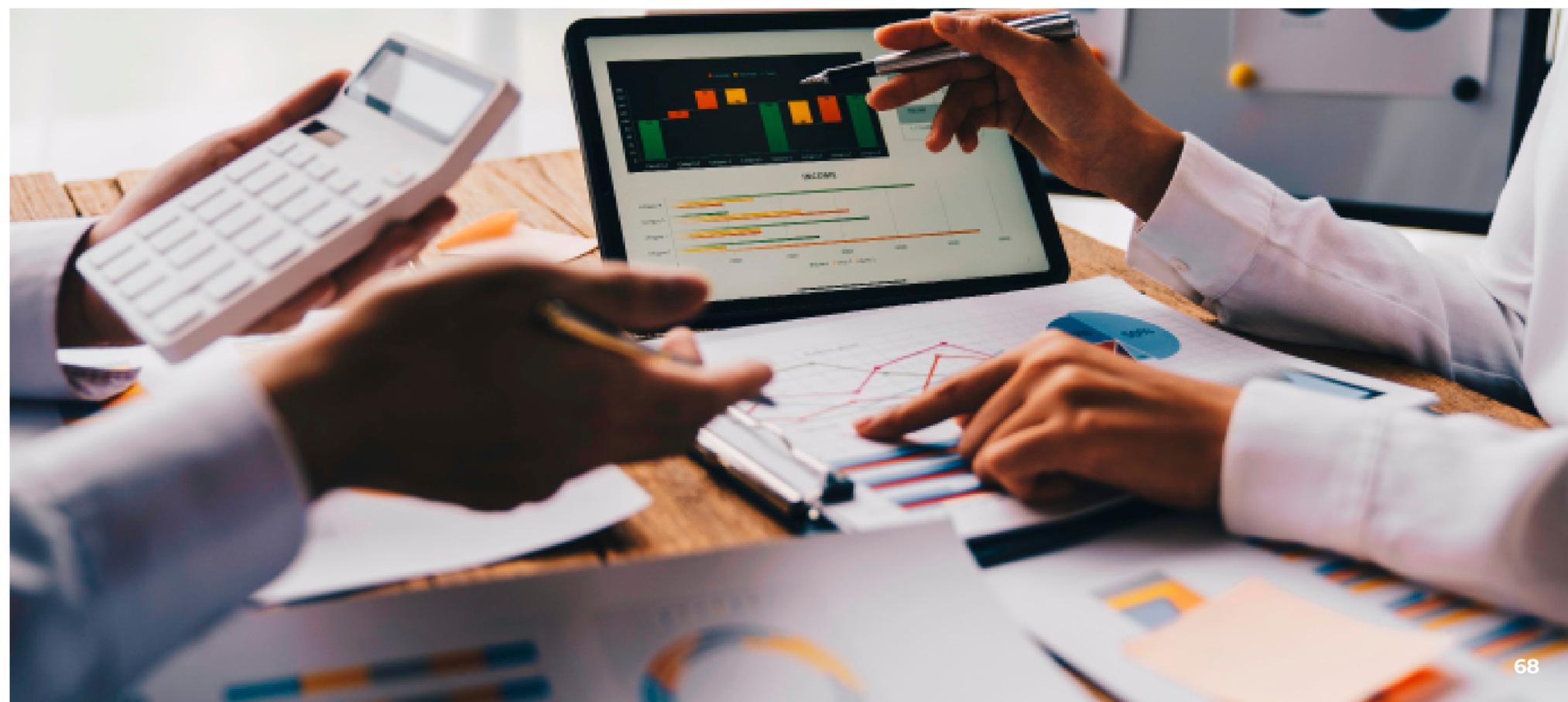
The Fiscal Council, in 2026, is composed of three permanent members and three alternates, elected at the Shareholders' Meeting held on 03/11/2025, with a one-year term of office, as provided for in the Company's Articles of Incorporation. The purpose of this body is to assist the Management in the duties of the fiscal and tax areas, and its duties are defined in the legislation in force, in the Articles of Incorporation, and in the Internal Regulations.

Members elected by AGO of 03/11/2025, with a term of office until the 2026 AGO:

Alfredo Ferreira de Marques Filho (1961), Member of the Fiscal Council. Mr. Alfredo Ferreira de Marques Filho has a degree in Business Administration from the School of Administration and Economic Sciences Santana, a postgraduate degree in Corporate Finance from the Getúlio Vargas Foundation (FGV), and a Master's degree in Accounting Sciences from the Pontifical Catholic University of São Paulo (PUC-SP). He worked at Roberto Dreyfuss/KPMG between 1981 and 1989. He has been a partner at Horwath Tufani & Reis Soares Auditores Independentes since 1990. In 2009, he was elected a permanent member of the Fiscal Council.

Clóvis Ailton Madeira (1949), Member of the Fiscal Council. Mr. Clóvis holds a degree in Accounting and Business Administration, a master's degree in Accounting from FECAP – Fundação Escola de Comércio Álvares Penteado (São Paulo), and a doctorate in Administration from Florida Christian University (USA). He was an Independent Auditor registered with NAFSA (National Association of Financial Services Auditors), in the USA; he also served as the technical manager for Directa Auditores and Grant Thornton before the CVM. He is the president of the Cacau Show Institute. In 2015, he was elected a permanent member of the Fiscal Council.

Walter Luis Bernardes Albertoni (1968), Member of the Fiscal Council. Mr. Walter Luis Bernardes Albertoni is a lawyer, with a postgraduate degree in Civil Procedural Law from the Pontifical Catholic University of São Paulo (PUC-SP), in Corporate Law and in Tax Law (LLM Insper), with more than 20 years of experience in civil, corporate, and business matters. He acts as an outsourced legal advisor for the Associação de Investidores no Mercado de Capitais (Amec) (Association of Investors in the Capital Market). He is a member of the Fiscal Council of Petróleo Brasileiro S.A., a member of the Board of Directors of Banco Bradesco S.A., and a member of the Board of Directors of Paranapanema S.A. In 2021, he was elected a permanent member of the Fiscal Council.





3. Audit and Risk Committee

Supervises the work of the Internal Audit, and examines the work of the Independent Audit, including Financial Statements, Internal Controls, and Corporate Risk Management.

4. Cast and Machined Committee

Performs operational, commercial, financial, and strategic analysis of the Cast and Machined Business Unit.

5. Economic Monitoring Committee

Monitors revenue, costs, and expense budgets; investments; standard cost; transfer prices; sales prices; margins; ROMI inflation; production program; inventory levels; working capital; PDD; results projections.

6. Strategy and Innovation Committee

This committee seeks initiatives for research and innovation, evaluation of projects and investment proposals under the prism of innovation, assessment of scenarios and the Company's inclusion in technological and commercial trends, strategic analysis of the ROMI and Burkhardt+Weber Machinery units.

7. People Committee

Directs efforts toward recruitment, preparation, and succession plans for Executive Officers and strategic employees; Evaluation of the Board of Directors ("BoD") and the Executive Board; Compensation of the BoD, and Fiscal Council.

8. Real Estate Committee

Acquisition, encumbrance, and disposal of real estate properties.

9. Executive Board

The management of the Company's businesses is the responsibility of the Executive Board, the body responsible for implementing the strategy approved by the Board of Directors, within the limits defined by the Board of Directors, and in compliance with the terms of the Articles of Incorporation.

Members elected by RCA of 03/11/2025, with a term of office until the 2026 RCA:

Luiz Cassiano Rando Rosolen (1974), Chief Executive Officer. Mr. Luiz Cassiano Rando Rosolen has a degree in Business Administration from Mackenzie University (SP) and in Accounting Sciences from Universidade Paulista, with a postgraduate degree in Finance from the Getúlio Vargas Foundation (FGV). In 2013, Cassiano completed the General Management Program – Executive Education at Harvard Business School. His professional experience includes 10 years of experience in auditing in Brazil and the United States, holding the CPA (Certified Public Accountant) certificate, granted by the California Board of Accountancy. He joined the Company in 2006. In March 2008, he was elected Executive Officer, being Chief Executive Officer since March 2015.

Fernando Marcos Cassoni (1972), Vice Chief Executive Officer and Chief Operations Officer. Mr. Fernando Cassoni has a degree in Computer Science from the Municipal Institute of Higher Education of São Caetano do Sul (Imes), a postgraduate degree in Production Engineering from the Methodist University of Piracicaba (Unimep), an MBA in Business Management, and a

PostMBA in Business Intelligence from the Getúlio Vargas Foundation (FGV). He joined the Company in 1996, holding several offices and he is responsible for the industrial activities of the manufacturing units, Supply Chain, Supplies, Continuous Improvement, Methods and Quality. He has been an Executive Officer since 2015.

Douglas Pedro de Alcântara (1975), Technology and New Business Executive Officer. Mr. Douglas Pedro de Alcântara has a degree in Mechanical Engineering from the State University of Campinas (Unicamp), with an MBA in Business Administration from the Getúlio Vargas Foundation (FGV), and a Master's degree in Production Engineering from the Methodist University of Piracicaba (Unimep). He started his career at ROMI in 2001, as a trainee, and later he held different offices. He is responsible for the areas of development of ROMI machine technology (machine tools and plastics), Information Technology, and New Business. He has been an Executive Officer since 2020.

Fabio Barbanti Tair (1978), Financial, Administrative, and Investor Relations Executive Officer. Mr. Fabio Tair has a degree in Business Administration from the Armando Álvares Penteado Foundation (Faap), with a specialization in Advanced Management in Finance from the Getúlio Vargas Foundation (FGV). Fábio completed, in 2023, the General Management Program –Executive Education at Harvard Business School. His professional experience includes eight years in auditing. Fabio was hired by ROMI in January 2009, to be responsible for the Management of the Accounting and Controllership areas.

From 2011 to 2012, he served as Investor Relations and Strategic Planning Manager, and, since 2012, he serves as an Executive Officer. He serves as data protection officer, under the terms of Law No. 13709/2018, since March 2021. He is responsible for the Finance, Human Resources, Legal, Controllership, and Investor Relations areas.

Maurício Lanzellotti Lopes (1961), Commercialization Executive Officer. Mr. Maurício Lanzellotti Lopes has a degree in Mechanical Industrial Engineering from the Methodist University of Piracicaba (Unimep) and a postgraduate degree in Business Management from the Getúlio Vargas Foundation (FGV). He began his career at ROMI in 1984 and held several offices. He is responsible for the areas of commercialization and sales of ROMI machines (machine tools and plastics) in the domestic market and technical assistance and sale of spare parts for ROMI machines (machine tools and plastics). He has been an Executive Officer since 2020.

Tales Caires Aquino (1978), Executive Officer of the Cast and Machined Unit. Mr. Tales Caires Aquino has a degree in Mechanical Engineering from the University of São Paulo (USP), in São Carlos, with a postgraduate degree in Business Administration from the Getúlio Vargas Foundation (FGV). He started his career at ROMI in 2001, as a trainee, working in the Quality, Continuous Improvement, and Sales areas. He is responsible for all activities related to the commercialization and sale of castings and machined parts, engineering and industrial maintenance, and manufacturing units 10, 81, 82, and 83. He has been an Executive Officer since 2021.



10. Independent Audit

ROMI relies on the review of the financial information by BigFour audit companies, to support and assist the Senior Management and investors in the decision-making and in the assessment of the Company's financial health, as well as to ensure compliance with laws and regulations (*Compliance*), in addition to preventing accounting fraud.

The work carried out by the Independent Audit ensures the transparency and reliability of the financial information, and it is carried out employing analyses, tests, and procedures that assess the adequacy and accuracy of the Company's financial statements, providing an impartial opinion on the calculated result.

11. Internal Audit

It acts independently, reporting directly to the Risk Audit Committee, in the evaluation of control processes and activities performed by the other areas of the Company (1st and 2nd lines).

The work is carried out using a systematized and risk-based approach, aiming at assisting in risk management, protecting our shareholders' capital, and adding value to the Company. In these works, in addition to an internal structure, we have the participation of expert consultants who help us in all stages.

12. Controls and Risks

The process encompasses the management of all risks that may affect the Company's assets and equity, anticipating threats with the potential to affect strategic, financial, operational, or compliance objectives, based on the following principles:

- Preserve value before the shareholders;
- Promote transparency and communication; and
- Assist in the continuous development of corporate governance standards.

The risk management structure seeks to establish risk management as part of our corporate culture, associating

the risk management with the strategic plan. To ensure autonomy and segregation of duties in risk management, a distinction is made between the risk takers and those responsible for oversight, Internal Audit and Corporate Risk, as an independent member of this process. In addition, under the terms of the Novo Mercado Regulations, it reports risks to the Audit and Risk Committee and forwards them to the Managers of each business area, according to the relevance of the identified risks, seeking management at an acceptable level.

Assessments of the Governance Bodies

Every year, the Board of Directors and the Committees conduct a selfassessment with the active participation of the members of the Board of Directors and the Committees to review and continuously improve their respective management bodies.

13. Compliance

ROMI's Compliance Program establishes guidelines for the prevention, detection, and correction of inappropriate practices or practices that deviate from laws, rules, and regulations, both external and internal, encouraging the reporting of irregularities, as well as guiding and demanding ethical and responsible conduct from its members, gaining relevance as an instrument of corporate governance.

The program applies to all employees, as well as subsidiaries located abroad, and their suppliers, service providers, and any third party acting on behalf of ROMI ("employees") where applicable, subject to the respective local laws and international good practices.

The purpose of the program is to:

- Continuously seek *compliance* with laws and regulations, as well as the Company's internal rules;
- Increase and facilitate the monitoring of the obligations and risks to act preventively;
- Contribute to the dissemination of the Company's fundamental principles and values, presented in the Code of Ethics and Business Conduct;
- Clarify roles and responsibilities regarding different *compliance* activities and disseminate its culture;
- Ensure the existence and effectiveness of the Reporting Channel;
- Offer support for the leadership to apply the *compliance* principles; and
- Protect the Company's reputation and image.



Compliance Pillars

The *compliance* pillars and main mechanisms are:

Senior Management Commitment - Direct and unconditional action by the Management, including the Board of Directors and the Executive Board;

Risk Assessment - The risk assessment involves, among other measures, interviews with employees, analysis of documents, taking into account the special characteristics of the Company's business, including whether there are transactions with the government and outsourcing;

Code of Ethics, Policies, and Regulations - Documents containing the main foundation of the Compliance Program, including the ethical and legal practices that must be complied with by all employees, members of the Management, committees, and Fiscal Council, trainees, minor apprentices, suppliers, service providers, and shareholders, as well as any third party acting on behalf of ROMI ("employees");

Internal Controls - Mechanisms and procedures for implementing the Code of Ethics, Policies, and Regulations, to ensure, among other factors, that accounting and tax records and controls are in compliance with the Company's business and with the legislation;

Training and Communication - Must include all employees and be carried out constantly, to ensure the enforcement and success of the *Compliance* Program;

Internal Investigations - Investigations of acts or facts to determine if there was misconduct and its related aspects;

Due Diligence - Investigation, from the point of view of the Compliance Program, of the company's partners, which may be third parties hired to provide services or supply products;

Auditing and Monitoring - Continuous verification and certification of compliance with the Compliance Program, that is, whether all the company's activities comply with the Legislation, the Articles of Incorporation, the Code of Ethics, Policies, Regulations, and *Compliance* procedures;

Reporting Channel - Mechanism seeking transparent and anonymous communication with impartial and confidential treatment of suspicions of inappropriate, illegal, and unethical acts, which are analyzed by the Internal Audit and the Ethics Executive Committee. Disciplinary measures applied follow the internal policies and the applicable legislation.

In April 2024, the Reporting Channel went live via a cloud system managed by an outsourced company, Contato Seguro, which uses specialized digital tools to ensure greater security and confidentiality for all users.

With this initiative, ROMI reaffirms its commitment to an ethical and safe work environment and ensures that any situation that violates internal policies or applicable laws is properly disclosed and addressed by the Company.

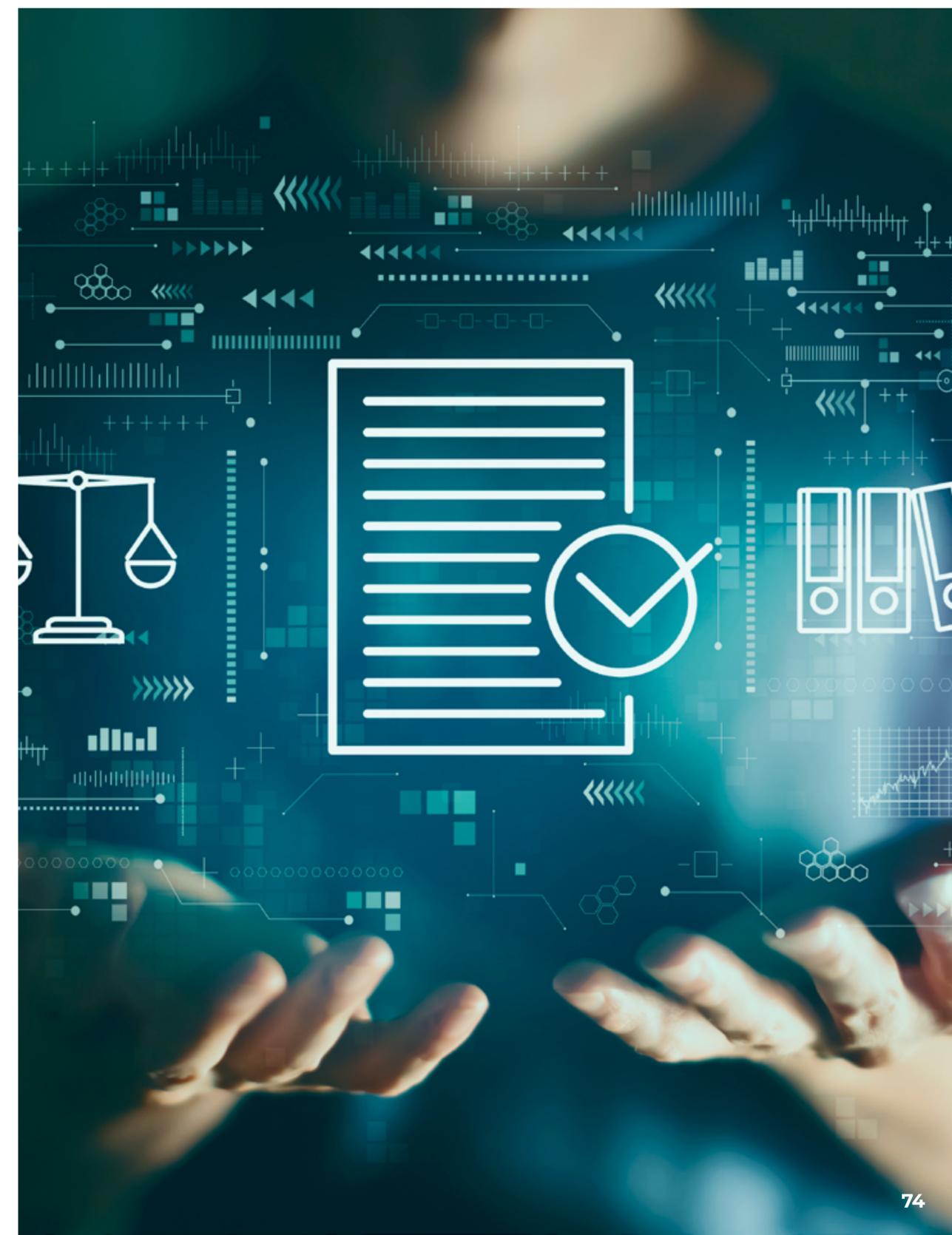
The new channel provides additional protection for the whistleblower's identity and ensures that all reported issues are anonymous and treated with the utmost seriousness and discretion.



The Compliance Program also consolidates the Company's internal regulations, such as: Code, Policies, and Regulations, which are available on the ROMI website:

- (i) Code of Ethics and Business Conduct;**
- (ii) Anti-Corruption and Anti-Bribery Policy;**
- (iii) Related Parties Transactions Policy;**
- (iv) Appointment Policy;**
- (v) Remuneration Policy;**
- (vi) Risk Management Policy;**
- (vii) Disclosure Policy;**
- (viii) Dividend Policy;**
- (ix) Trading Policy;**
- (x) Social Investment Policy;**
- (xi) Competition Policy;**
- (xii) Diversity and Inclusion Policy;**
- (xiii) Internal Regulations of the Board of Directors;**
- (xiv) Internal Regulations of the Fiscal Council;**
- (xv) Internal Regulations of the Executive Board;**
- (xvi) Internal Regulations of the Committees;**
- (xvii) Internal Regulations of the Audit and Risk Committee;**
- (xviii) Internal Regulations of the Ethics Executive Committee;**
- (xix) Internal Regulations of the Internal Audit.**

All new employees take training on the topics covered in the Compliance Program, so that it is accessible and clearly understood by all employees. We seek to make our employees aware of the importance of the topics encompassed in the Compliance Program also utilizing internal communication actions.



INSTITUTO
ETHOS

Thematic Guide Diagnostic Report: Integrity, Prevention and Combating Corruption

Score
7.9

Business Pact for Integrity and Against Corruption

Since 2021, ROMI has been part of the Business Pact for Integrity and against Corruption, an initiative of the Ethos Institute, through which it undertakes to follow strict internal controls, assuming the commitment to comply with and disclose anticorruption legislation to *stakeholders*.

After joining the pact, ROMI joined the Ethos Institute and has continually improved its practices, based on the Institute's diagnosis

and recommendations.

In 2021, in its first diagnosis, obtained a score of 5.4; After three years of association, in 2024, **it obtained a score of 7.7, according to the report “ iagnosis o the Thematic Guide: Integrity, Prevention and Fight against Corruption”**, which demonstrates its constant evolution in the best market practices for strengthening governance.

Staff

Content:

Ana Carolina Polizeli
Ana Paula dos Santos Carlomagno Tebet
Camila Testa Fahl
Daiane Aparecida de Oliveira dos Santos
Gerson Martins
Júlia Ramos Benvenute
Juliana Malanche
Lucas Henrique Mutti
Rafael Simon Barion
Raquel de Castro Bernadelli
Rogério Bosco
Sergio Tokio Tanikawa
Vanessa Oliveira Miranda
Vagner Von Poellnitz

Layout:

Júlia Ramos Benvenute

Revision:

Photos and Illustrations:

Internal ROMI Archive, Adobe Stock and Freepik

ROMI

contato@romi.com
www.romi.com