

ESG

Report

2023

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Message from the CEO

ROMI has always conducted its business according to our core values, which include respect for people, the environment and the law, social responsibility, integrity, transparency and the relentless pursuit of innovation. Two years ago we enthusiastically launched the ESG Portal and, last year, the ESG Report, to share our socio-environmental and corporate governance practices with the general public, highlighting ROMI's enduring commitment to sustainability and corporate responsibility.

We are delighted to present another edition of our ESG Report. This document, prepared by a dedicated and multidisciplinary team, highlights

both consolidated practices and evolving initiatives, reflecting our ongoing commitment to promoting a sustainable business approach.

As demonstrated throughout this report, the ESG approach remains an integral part of our corporate DNA. It not only benefits our business, but also contributes to building a more sustainable future for all.

We are proud to share ROMI's ESG practices with you and reinforce our renewed commitment to people, the environment and corporate governance. Look forward to more updates and progress in the coming year!

Luiz Cassiano Rando Rosolen
CEO



Introduction



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

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

Nowadays, **ROMI is an internationally renowned company** whose products and services are consumed on the domestic market and exported to all continents. ROMI is currently a supplier to 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 following link www.romi.com/en/the-company



Assembly Plant - Machine Tools

Worldwide Presence



On the domestic market, ROMI products are sold 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.**



ROMI has **13 manufacturing units (11 in Brazil and two in Germany)**, which occupy more than 170,000 m² of built area. Of this total, five units 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 plant for assembling electronic panels. The installed production capacity for industrial machinery is approximately **2,900 machines per year. For castings, it is 50,000 tons/year.**

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.



Burkhardt+Weber plant in Reutlingen, Germany



B+W beehives

Our Bees

Two colonies, with approximately **30,000 bees each**, have been located on the B+W premises since April 2017. According to the company's founders - Louis Burkhardt and Johannes Weber - from 1888, the queen bees are called 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 elements, which should inspire all its managers and employees:

Vision: To be recognized as a business reference in the sector of solutions for the manufacturing industry, for the quality and excellence of our products, services, staff and management.

Mission: To generate value, in a sustainable manner, for our shareholders, customers, employees and business partners, based on the practice of a set of principles and values that guide all our actions.

Principles and Values: Respect for people and the environment; Social responsibility; Respect for the laws and regulations in force; Respect for the contracts to which we are party; Integrity; Honesty; Transparency; Customer satisfaction; Quality in everything we do; Continuous improvement; Constant innovation; Dedication to work; Professional growth; Discipline; and Responsible planning, organization and implementation.





Materiality Analysis

The materiality analysis is a critical evaluation of the most relevant ESG aspects for ROMI, identifying 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 carried out a mapping of relevant stakeholders, including our employees, investors, customers, suppliers, regulatory bodies and the local communities in which our operations are located.

Analysis of risks and opportunities and assessment of relevance: an initial mapping was

carried out with the main stakeholders, identifying 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.

Each material aspect has indicators that are constantly monitored by ROMI, so that our objectives can be met, as presented throughout this report.

ENVIRONMENT

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



SOCIAL

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



GOVERNANCE

- Compliance.



Environmental





Commitment

ROMI is directly committed to the development of 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.

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:

- **2020:** R\$72,000 for a photovoltaic exhaust system at Plant 03;
- **2020 to 2021:** more than R\$430,000 to replace furnace cooling towers;
- **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 thousand having been invested.

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.

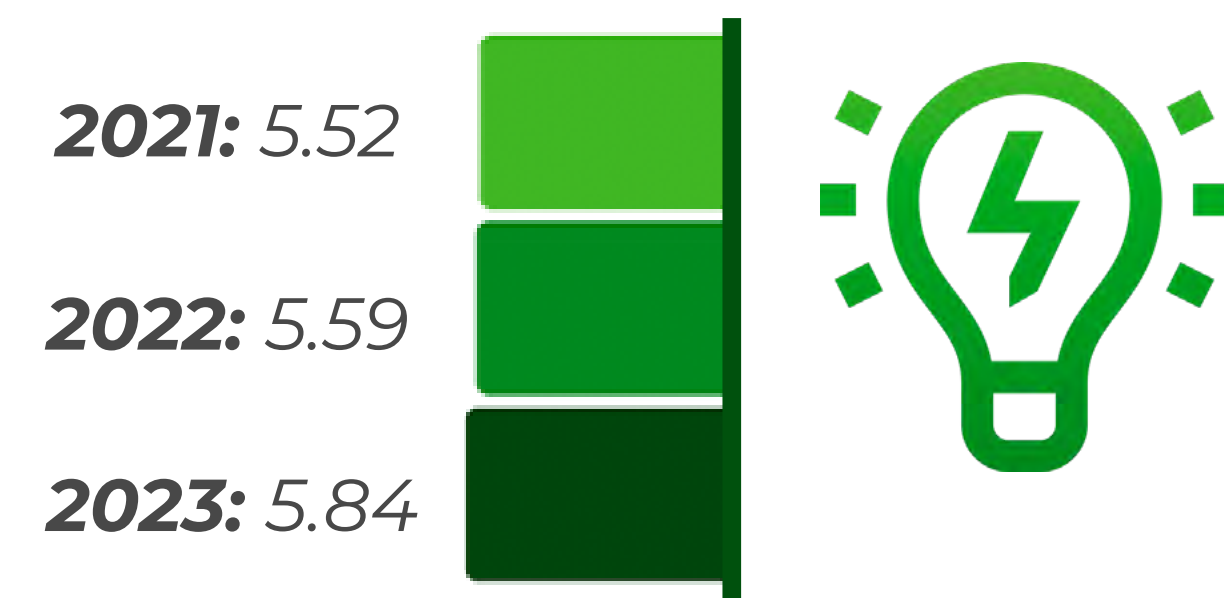
Energy Consumption

Cast and Machined Products
(kWh/ton of product produced)



Energy Consumption

ROMI Machines
(kWh/hour point)



Base date: Dec./ 2023.

*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 importance for ROMI.

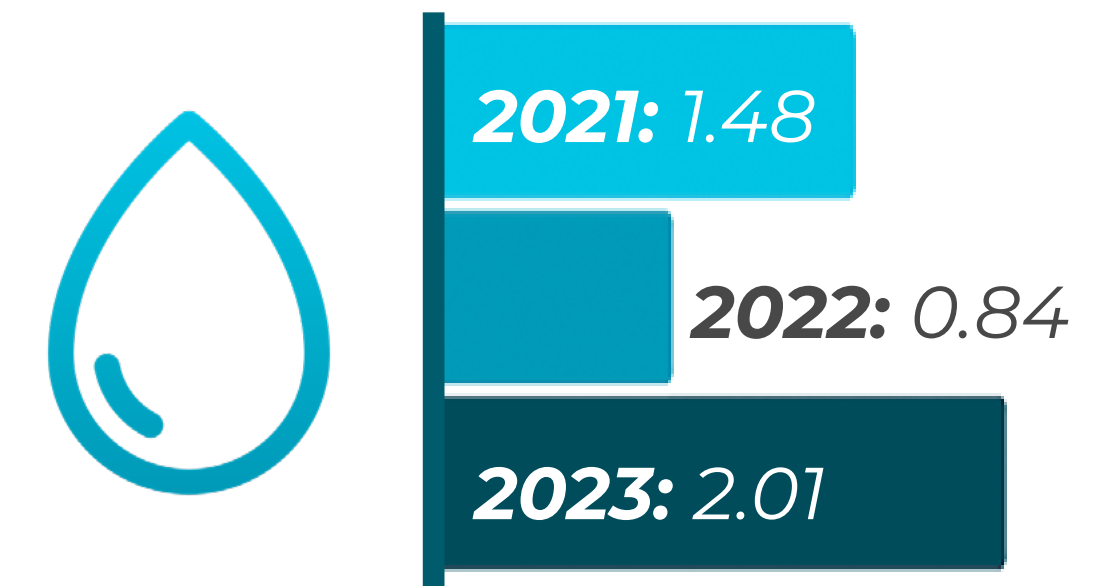
In recent years, thanks to the use of new technologies and better-performing products, **ROMI has been able to reuse 12,000 liters of water per day** in its most water-intensive production process, **saving more than 28,000 liters of water per day.**

In addition, ROMI regularly invests in its facilities to improve not only water savings, but also water quality, both for industrial use and for human consumption.

In 2023, around 2,600 internal chlorine analyses and more than 120 external analyses of drinking water parameters were carried out.

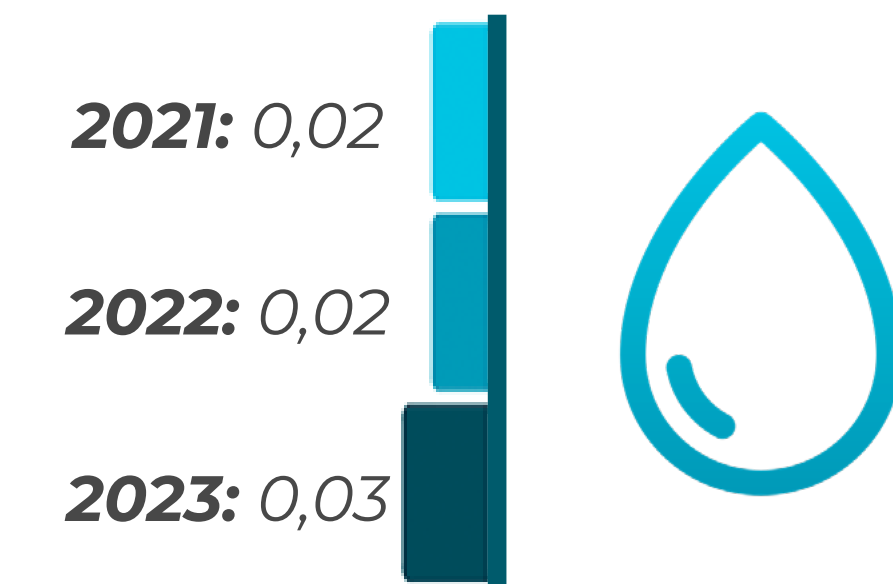
Water Consumption

Cast and Machined Products
(Liters of water consumed/tonne produced)



Water Consumption

ROMI Machines
(Liters of water consumed/ working hours)



Base date: Dec./ 2023.

*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 2023, around **R\$2.8 million was spent on the final disposal of waste and, on the other hand, more than R\$1.6 million was generated in revenue from the sale of scrap metal.**

It is important to note that, in 2023 alone, our Foundry Unit used approximately **23,000 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 32,000 tons of waste were generated, of which only 0.5% is classified as Hazardous Waste - Class I, which means less environmental impact on the community.

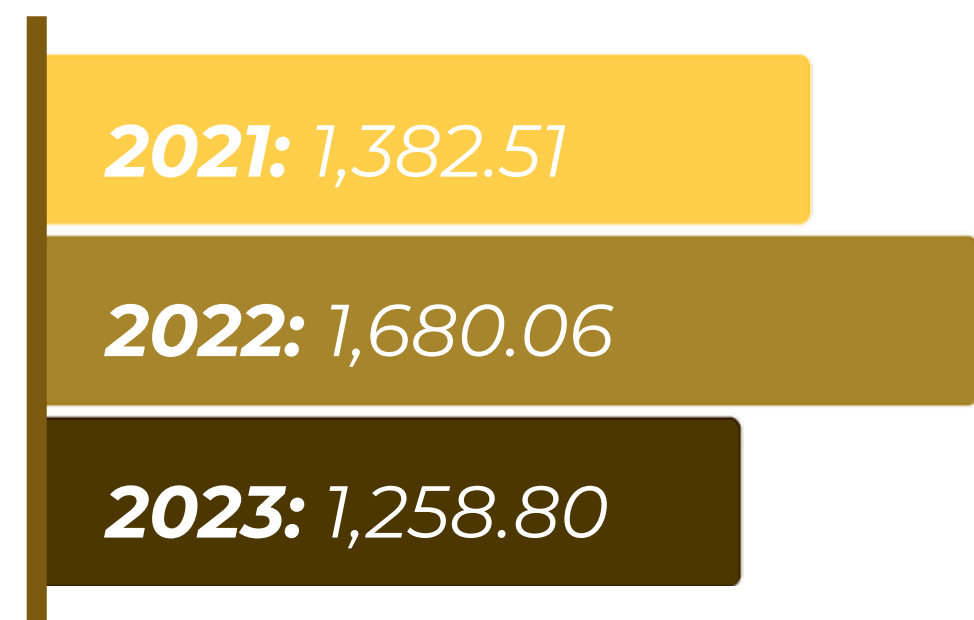
In addition, in a constant effort to reduce this number, since 2021 we have had a **sand calciner installed in the Foundry, which aims to thermally recover foundry sand**, which is currently considered the most generated waste in ROMI's operations.

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 effluent treatment plants, which are responsible for **treating 100% of the effluent generated by the company**. The average treatment efficiency is 97.5%, much higher than the figure required by law (80%). We frequently invest in preventive and corrective actions at our effluent treatment plants, thus ensuring that they continue to perform well.

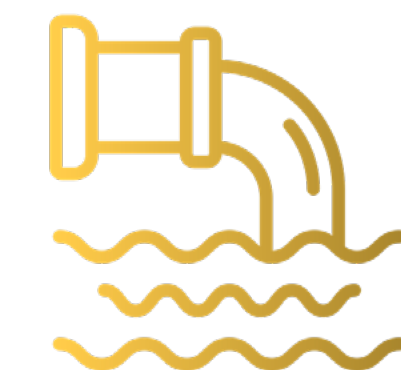
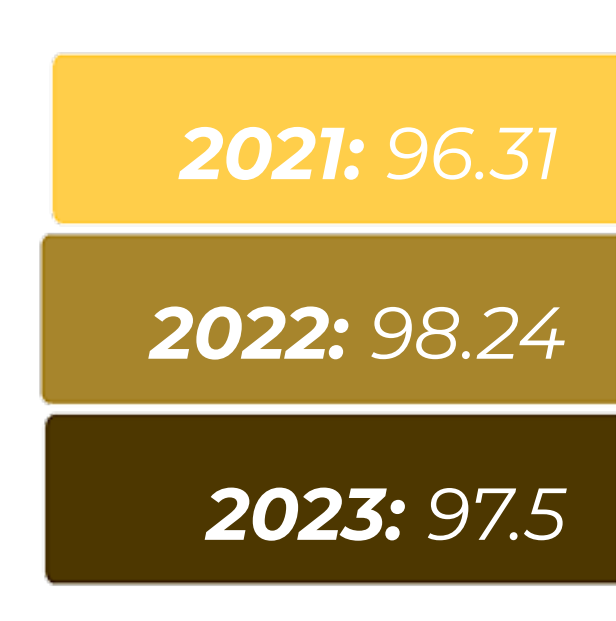
Waste Disposal

kg/ton of product produced



Biological Treatment Efficiency

% BOD Removal
(Biochemical Oxygen Demand)



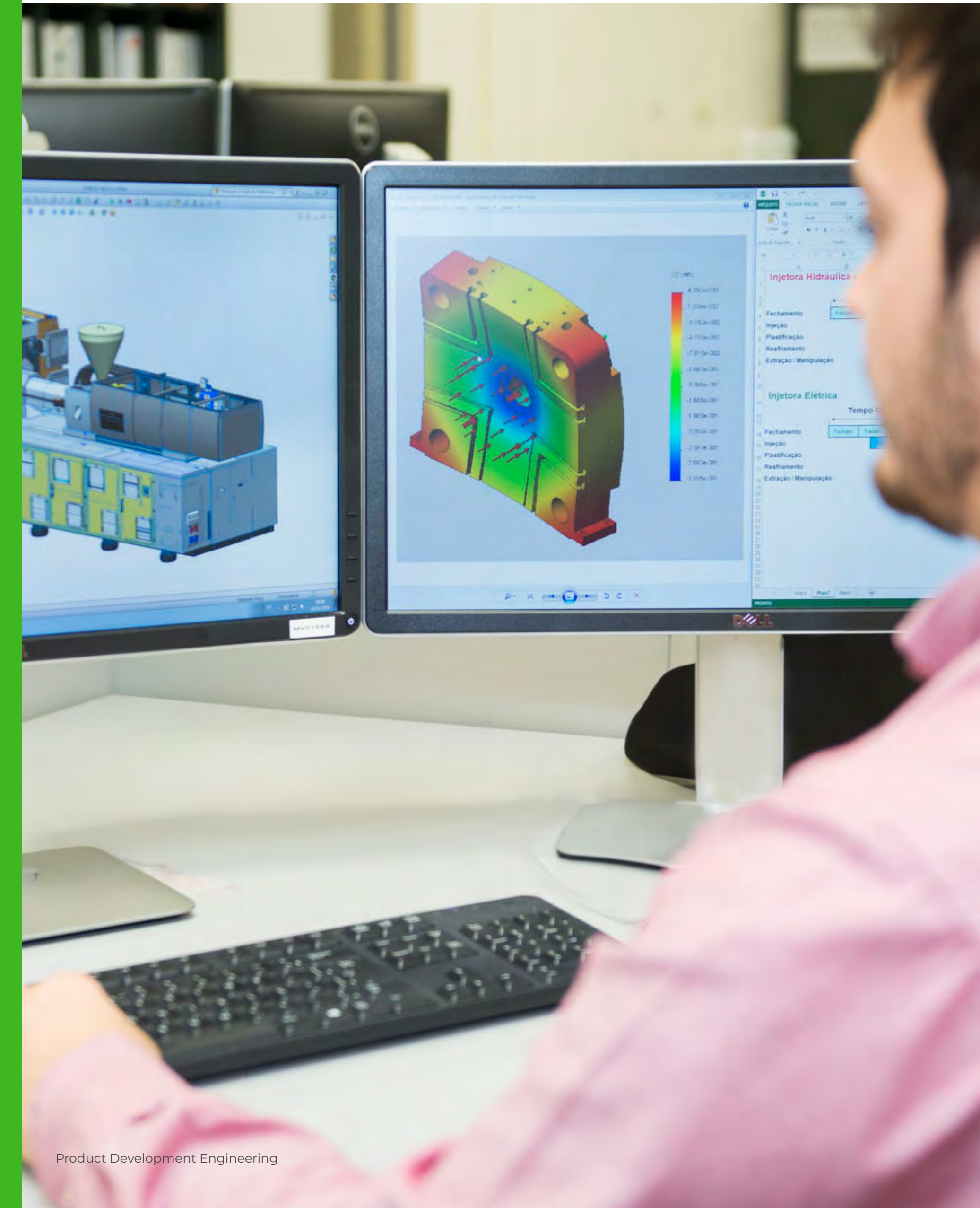
Base date: Dec./ 2023.

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

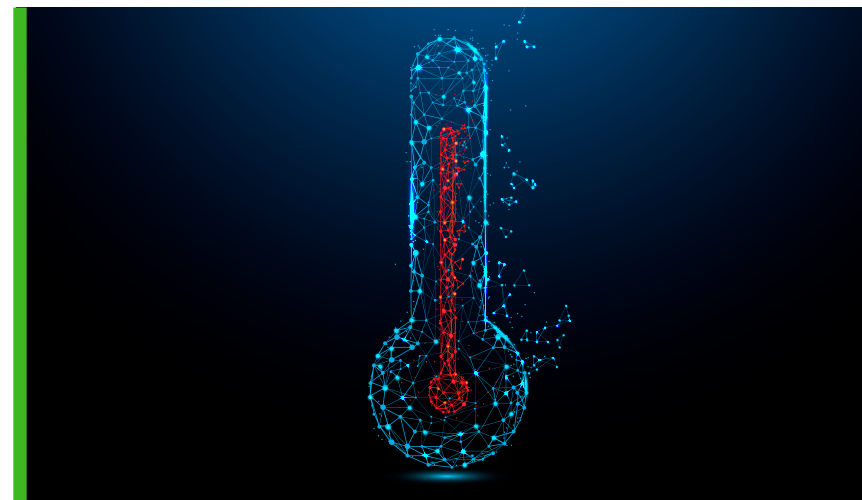
ROMI machines are used in various industrial segments, whether in the manufacture of metal parts using machine tools or plastic parts produced by our injection molding and blow molding machines. Learn about some of the main applications of our equipment:



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%.

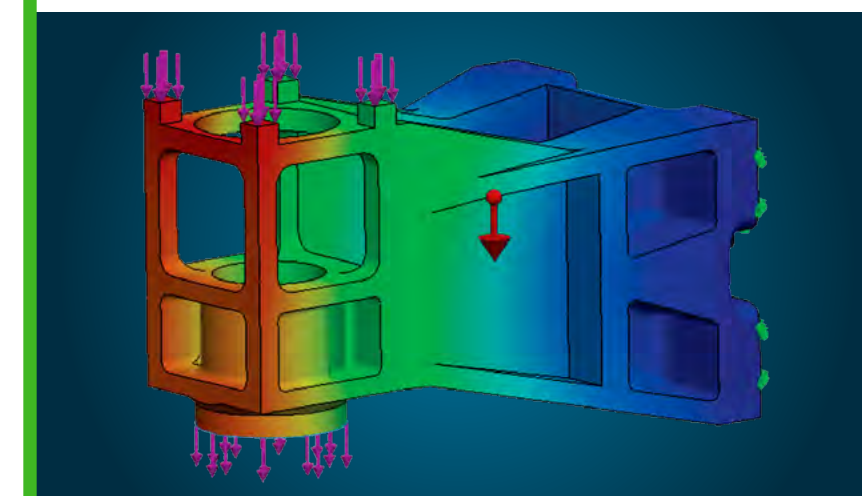


Thermal Compensation

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 (pre-heating time in which the machine runs idle without producing), improving efficiency and productivity.

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.



LED lamps

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

Regenerative Modules

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



Optimized Consumption

Servo pump - Stop and Go

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.



Automatic screw speed adjustment

AI (artificial intelligence) controls in plasticizing automatically adjust to the speed of the injection screw, maximizing efficiency and minimizing energy consumption, resulting in a more economical and sustainable process, while maintaining quality without loss of productivity.

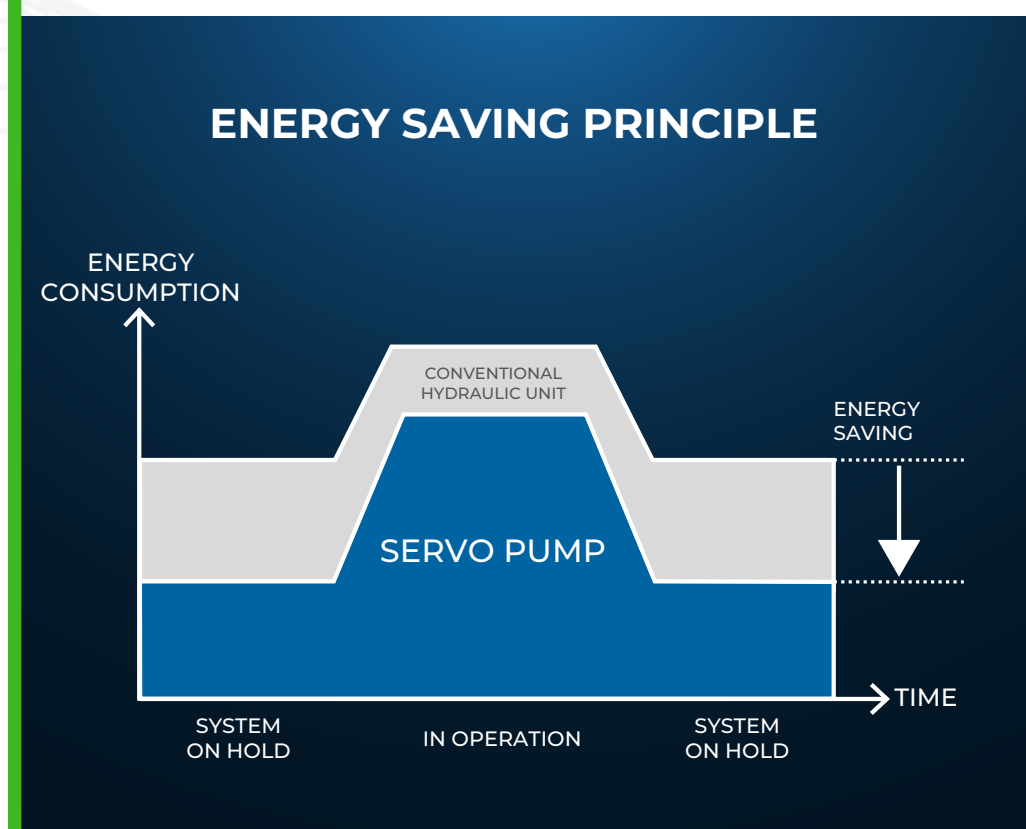
Injection Repeatability Control

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.



Recycled materials

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.



ROMI Gantry Loader

Automatic parts loading and unloading system



TAP 760

ROMI Automatic Pallet Changer

Circular Economy Machine Rental

Through machine rental, ROMI has developed a **MAAS (Machine-as-a-Service)** 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

Used machines as a form 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.



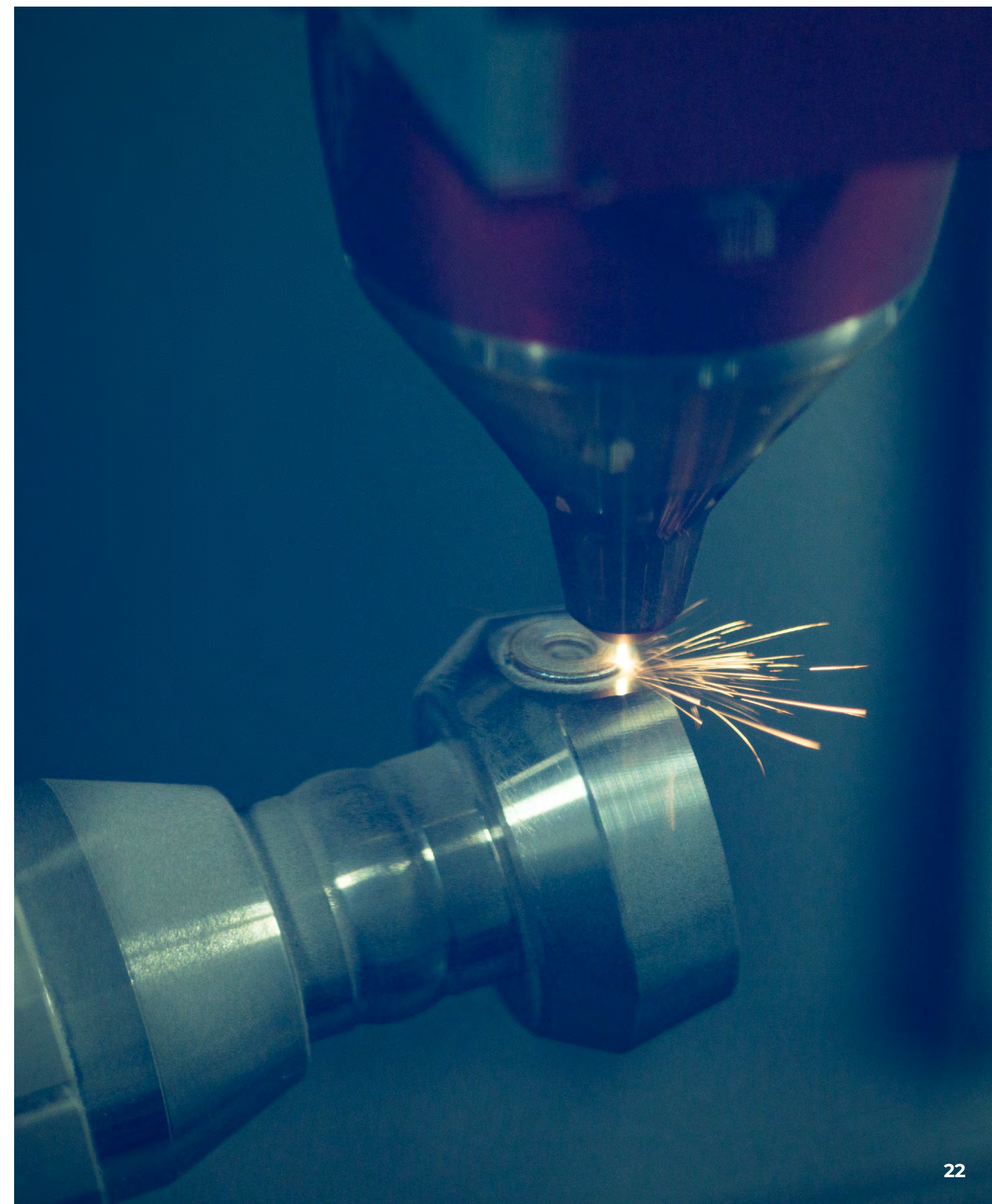
Circular Economy

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 cracks, which increases the useful life of molds and dies.



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 14% 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.



Künkel+Wagner automatic molding line

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

Social



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, 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 2023, 107 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 **55,000 photos and almost 275,000 pages of documents already processed**, there is still a significant amount to be processed. **In 2023, Cedoc's actions benefited more than 3,200 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 2023, **more than 29,000 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 selected in accordance with ROMI's Social Investment Policy, which allocates its own or incentivized resources, always with a view to development and well-being.



Projeto Ninho Musical



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 foster the creative economy, raise cultural status and socio-educational actions.

In 2023, more than R\$1.26 million was invested from its own resources in social assistance and development projects.

Renovation of the Children's Home playroom

In 2023, an important initiative was undertaken: the **refurbishment of the Santa Bárbara D'Oeste Children's Home playroom**. This institution plays a vital role in the daily care of **more than 600 children**, many of whom are at risk. The environment was completely renovated, from painting to the installation of new light fittings, children's decorations and furniture, as well as the addition of a variety

of toys. All ROMI employees were invited to take part in this action by donating books and toys in good condition, selected so as not to allude to violence. The end result is the realization of a dream: a renovated space where children can play and interact, thus promoting the formation of future citizens.





Charity Feijoada for APAE

A collaboration between ROMI and APAE Santa Bárbara resulted in the creation of “Marmita do Bem”, a charity feijoada promoted by the institution. **Around a ton of food was donated, resulting in the sale of 600 tickets, each serving two people (totaling 1,200 meals).** All the production and distribution of the feijoada was carried out by volunteers who are friends of APAE.



Support for Santa Bárbara Hospital

In 2023, ROMI also undertook other social actions with its own resources. We would highlight the company’s participation in the **refurbishment of the kitchen at Santa Bárbara Hospital, as well as its contribution with prizes** for the second and third place winners in the First Multicultural Competition, whose theme was “Combating Child Labor”.



Support for education

ROMI also invests in the training of technical professionals, with a focus on professional training, keeping its equipment on loan to 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\$1.9 million in 2023**.





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 2023, more than R\$1.75 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 2023, **more than R\$500,000** was invested in various projects using tax incentives.



Ninho Musical Project

Cultural Projects

Usina de Memórias

“Usina de Memórias – Ressignificando 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.



Via Crucis Show (25th edition)

The Via Crucis show is one of the region’s most important traditions, recreating the events and moments leading up to the crucifixion of Jesus of Nazareth. It attracts people from different cities and even from other states to Santa Bárbara d’Oeste to attend. Via Crucis is an ecumenical show, based on respect for others. Today, the project is recognized as “Cultural and Intangible Heritage” and is considered an important part of the identity of Brazilian society.



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”.



Cultural Projects

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.



Socio-educational Capoeira

The main objective of the Socio-educational Capoeira project is to promote and value the practice of capoeira, highlighting fundamental principles such as non-violence and socialization, which involve not only the practitioners, but also their families and the communities they benefit. It also seeks to recover capoeira's rich history and spread Afro-Brazilian culture.

This project offers a variety of activities, including courses, workshops and internships, open to people of all ages, with special attention to those in situations of social vulnerability. In addition, seminars, symposiums, meetings, congresses and lectures are planned, with special classes in public places that are easily accessible to the population.

Other initiatives include festivals and exhibitions, through capoeira circles, Afro saraus, black culture festivals and baptism and graduation events. These activities aim not only to promote the practice of capoeira, but also to celebrate cultural diversity and strengthen community ties.

Cultural Projects

Golfe Chave Para o Futuro - Year 3



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.

Golden Kimono XII

The project offers high-level training to 50 athletes from the Marcos Mercadante Judo Association, with the aim of improving their technical quality and achieving better placings in regional, state, national and international competitions.



FMDCA and FMI

Through the Municipal Fund for the Rights of Children and Adolescents of Barretos, the State Fund for Children and Adolescents of the State of Paraná and the Municipal Fund for the Elderly of Barretos, **ROMI has made investments in health care for Hospital de Amor and Hospital Pequeno Príncipe.**

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 2022 Annual Report records, among other figures, **1,673,441 visits to patients from 2,531 municipalities, totaling 3,599,274 procedures.**

The **Pequeno Príncipe Hospital**, in Curitiba (PR), is part of a complex made up of three units - Pequeno Príncipe Hospital, Pequeno Príncipe Universities and Pelé Pequeno Príncipe Research Institute - which work synergistically for the cause of child and adolescent health, **with 35 medical specialties.**



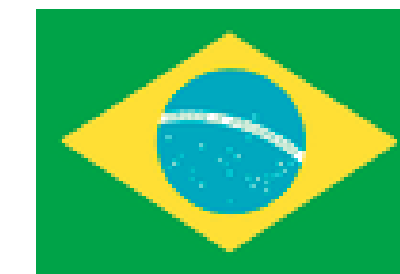
Social Investments

In 2023,
R\$ 1,764,852.94
was invested in
15 projects.

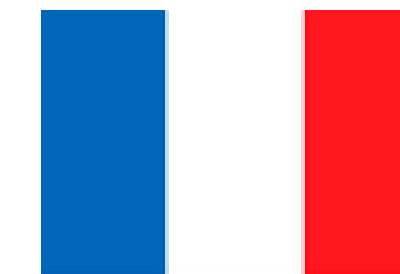


Investments in People

ROMI doesn't just limit itself to social investments for the benefit of the community. 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 2023, we had 1,964 employees, spread across the nine countries** in which ROMI has direct operations:



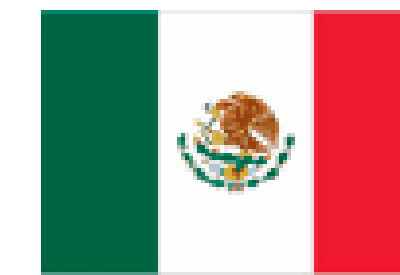
BRAZIL
1,689 employees



FRANCE
8 employees



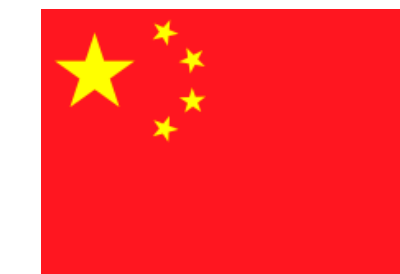
GERMANY
214 employees



MEXICO
7 employees



UNITED KINGDOM
11 employees



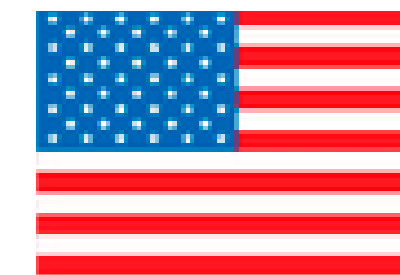
CHINA
9 employees



SPAIN
10 employees



ITÁLIA
7 employees



USA
9 employees

Health and Safety at Work

To ensure the quality of life of our employees and their dependents, we have an agreement with Unimed S.A. to provide a corporate health plan. **Every year, in partnership with Unimed, we have preventive campaigns, especially against breast and prostate cancer.**

Also with the aim of offering quality of life and preventing illness among employees and their families, **ROMI promotes a flu vaccination campaign** every year. The vaccines are administered by professionals from a specialized clinic, and ROMI bears part of the cost, so that employees and their dependents have greater access to the vaccine. **In 2023, our Flu Vaccination Campaign reached 572 employees and 356**

dependents.

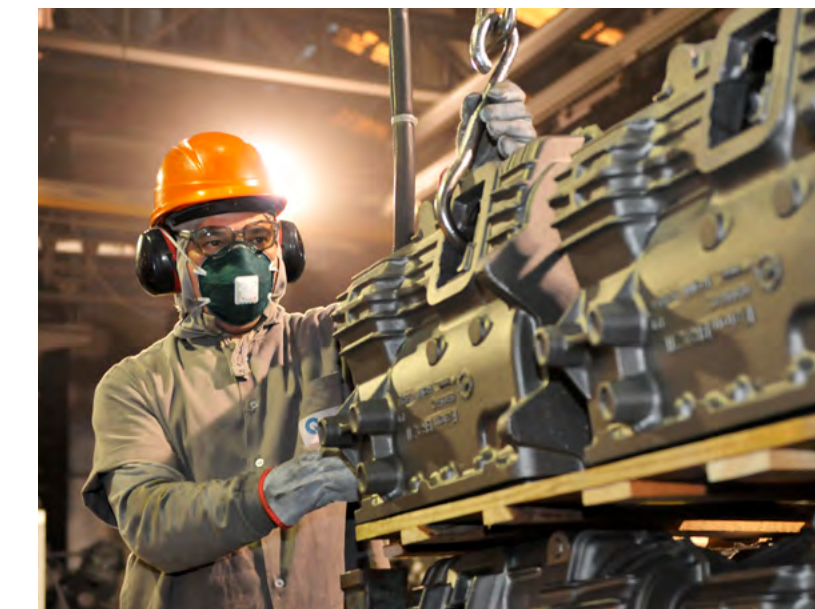
From 2022 to 2023, **we achieved a 38.5% reduction in the absolute number of accidents at work**, as well as a reduction in the severity of incidents, determined by the number of days lost from work.

Achieving zero accidents at work is extremely important, as it reflects our commitment to the safety and well-being of our employees. This is not just a target to be achieved, but a culture that we seek to promote in our work environment. **Over the last three years, we have achieved a 60% reduction in the absolute number of accidents at work.**



**Vaccination campaign
928 doses
administered**

(572 employees and 356 dependents)



-60%

in the absolute number of accidents at work in the last three years



**Pink October
Campaign**

Activities carried out

ROMI carries out awareness campaigns throughout the year, as well as maintaining and encouraging the practice of **DDS (Daily Safety Dialogues)** in all its areas.

See below the main topics covered in the 2023 awareness campaigns:

- I take care of myself, I take care of you and I allow myself to be taken care of;
- National Day for the Prevention of Accidents at Work.

We also have specific committees to deal with occupational health and safety issues, with the participation of all the coordinators, managers and directors of the plants. At regular meetings, results and trends are monitored and good practices and improvements implemented are shared.

Every year, we follow a comprehensive safety

training plan, which includes both initial training and refresher training, as stipulated by the Regulatory Standards (NRs). Our aim is to prevent accidents, protect employees' health, ensure legal compliance and, above all, promote an organizational culture focused on safety. In 2023, among all the training carried out, we highlight those focused on compliance with NR 33 - Safety and Health at Work in Confined Spaces, as well as the retraining of our Emergency Brigade, which has a large structure for in-company training.



Internal action for the National Day for the Prevention of Accidents at Work

ISO 45001



ISO 45.001 Certification

Since 2019, ROMI has prioritized the value of safety, striving to make improvements and investments in working conditions, as well as strengthening the safety culture within the company. In 2023, with the joint effort and dedication of all our employees, we reached an **important milestone by seeking ISO 45001 certification.**

ISO 45001 is an international standard that sets the highest standards for occupational health and safety management. The primary objectives are to prevent work-related injuries and illnesses and to provide safe and healthy workplaces.

In October 2023, we underwent an audit

by the certification company BSI. At the end of the process, **the Head Office and Foundry units were recommended for ISO 45001 certification, representing 77.47% of the company's operations.**

This recognition represents a significant milestone for ROMI, reinforcing our non-negotiable commitment to the safety and health of all employees.

This achievement not only demonstrates our commitment to the highest occupational safety standards, but also reaffirms our commitment to providing a safe, healthy and sustainable working environment for everyone involved in ROMI's journey.



(*77.47% of the company's operations have received the certification, considering the total number of ROMI employees / total number of employees registered at the Head Office and Foundry - Source: HHT Jan./24.)

SIGI

SIGI - Internal Integrated Management Week - is also among the awareness-raising and training activities related to the environment, quality, occupational health and safety. This week includes lectures, workshops, theaters, exhibitions and raffles, among other activities.

In 2023, we held another edition of SIGI and it was a success! Over the course of a week, employees were invited to take part in the following activities:

1) Interaction in Restaurants

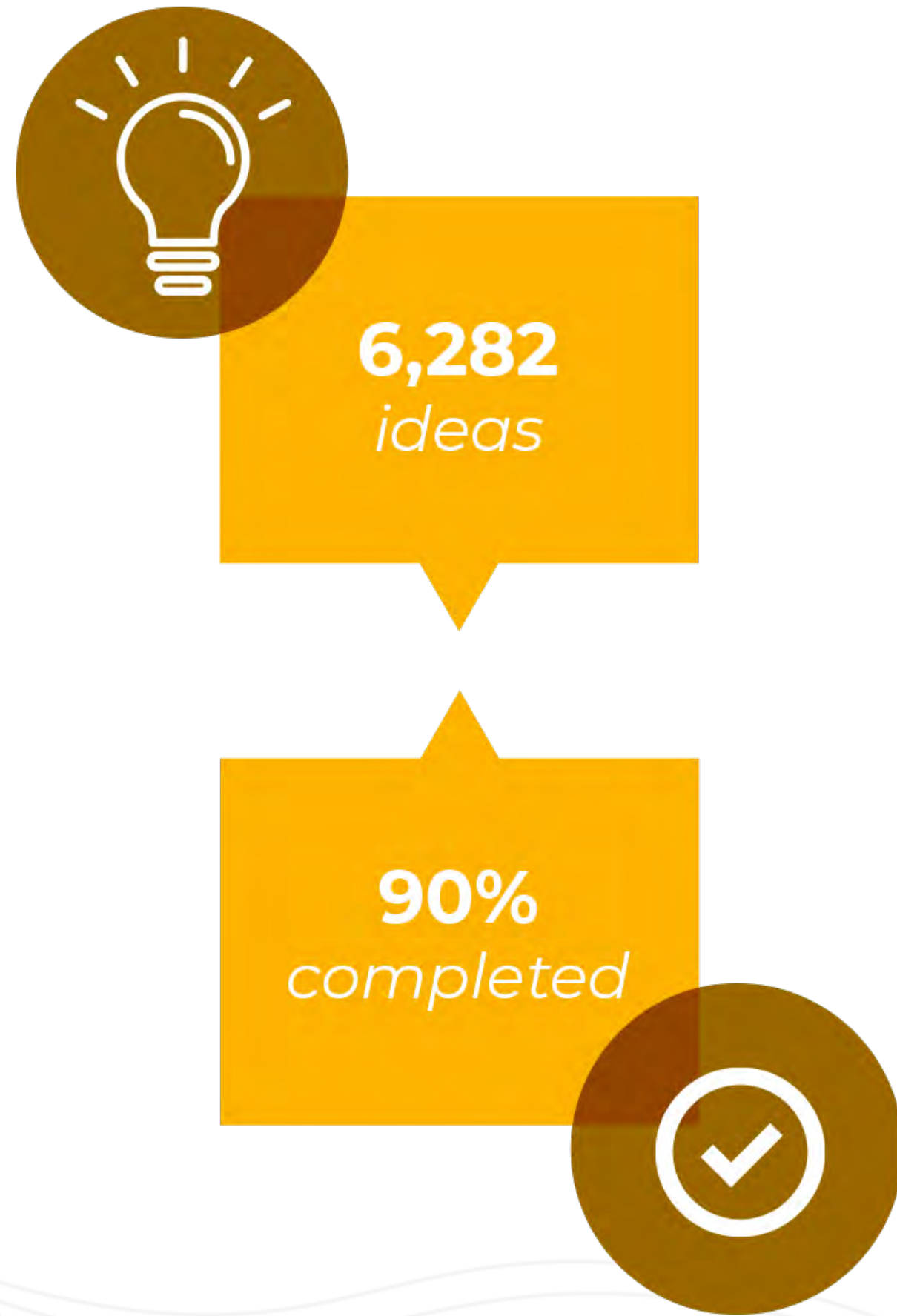
A fun discussion to guess words related to health, safety, the environment and quality based on clues.

2) Game Show

Through an exciting car race - Formula ROMI - employees were able to test their knowledge of health, safety at work, the environment and quality.



SIGI Internal Actions



PSIU

ROMI has several internal actions aimed at valuing employees and their development, such as **PSIU - Participate, Suggest, Innovate and Use**. This is an action to raise awareness of the integrated management system for quality, the environment, health, occupational safety and compliance, disseminated through internal communication channels, which encourages collaboration through ideas related to preventive practices.

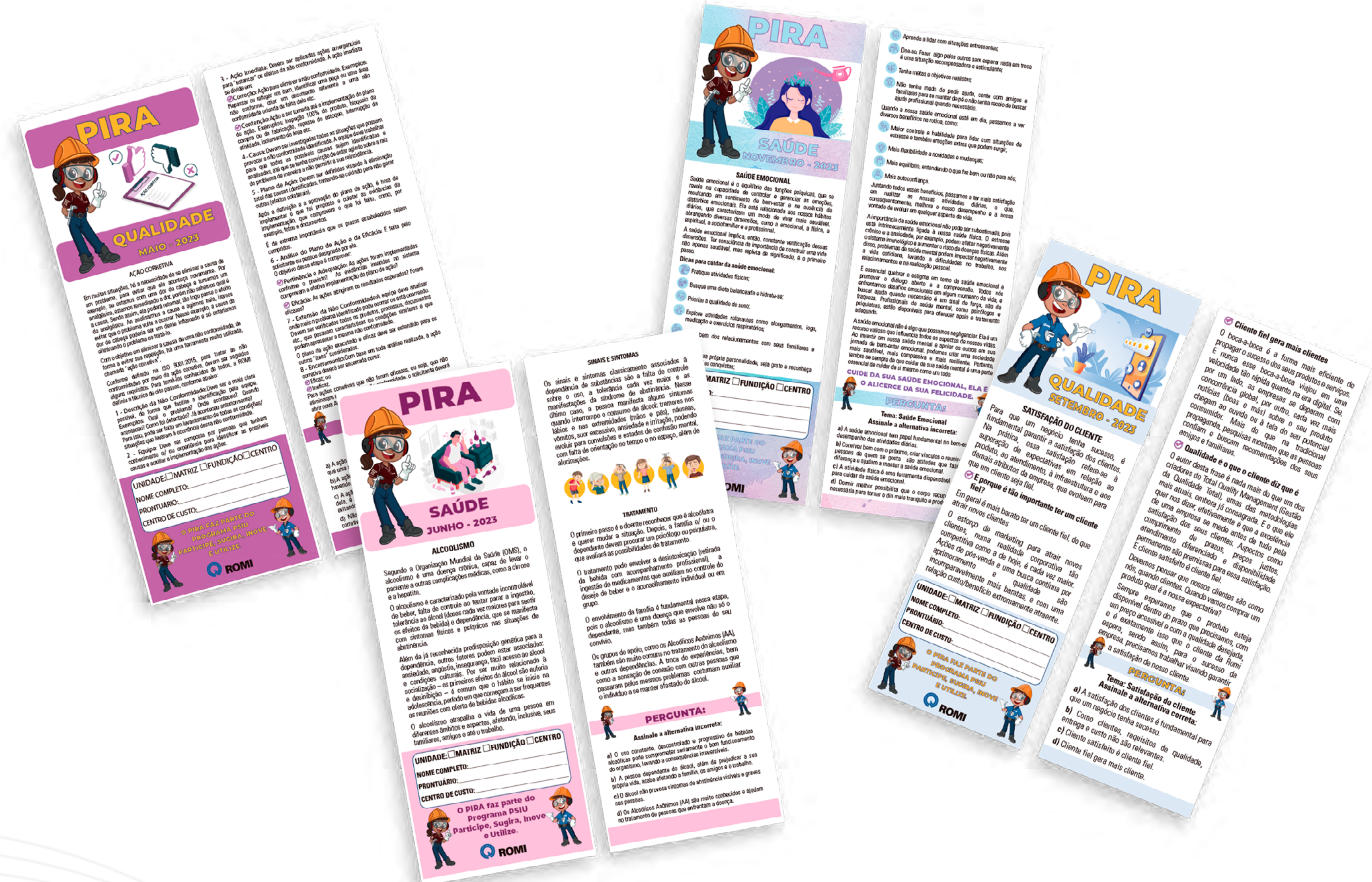
The program has a framework for visual management of the main items needed to achieve the objectives. Through them,

we preventively monitor and take action on unsafe conditions, infrastructure for environmental management and quality requirements. Correctively, we monitor our figures for accidents at work, incorrect disposal and non-conformities. Knowing these figures allows each area to better plan improvement actions.

Since the start of the program, **4,352 cards have been opened for the Foundry Unit and 1,930 cards for the Head Office and Downtown units. Of this number, more than 90% of the suggested actions have already been implemented.**

PIRA

Implemented in 2015, **PIRA - the Information, Reflection and Action** Project - is a newsletter aimed at raising awareness of health prevention, accident reduction, environmental preservation and customer satisfaction. It is disseminated to all employees, in physical and digital format, on a monthly basis, so that managers can talk to their employees about the proposed subject and, at the end, answer a question and take part in a monthly prize draw.





Young apprentices from the class of 2023

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 2023, ROMI hired 252 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.

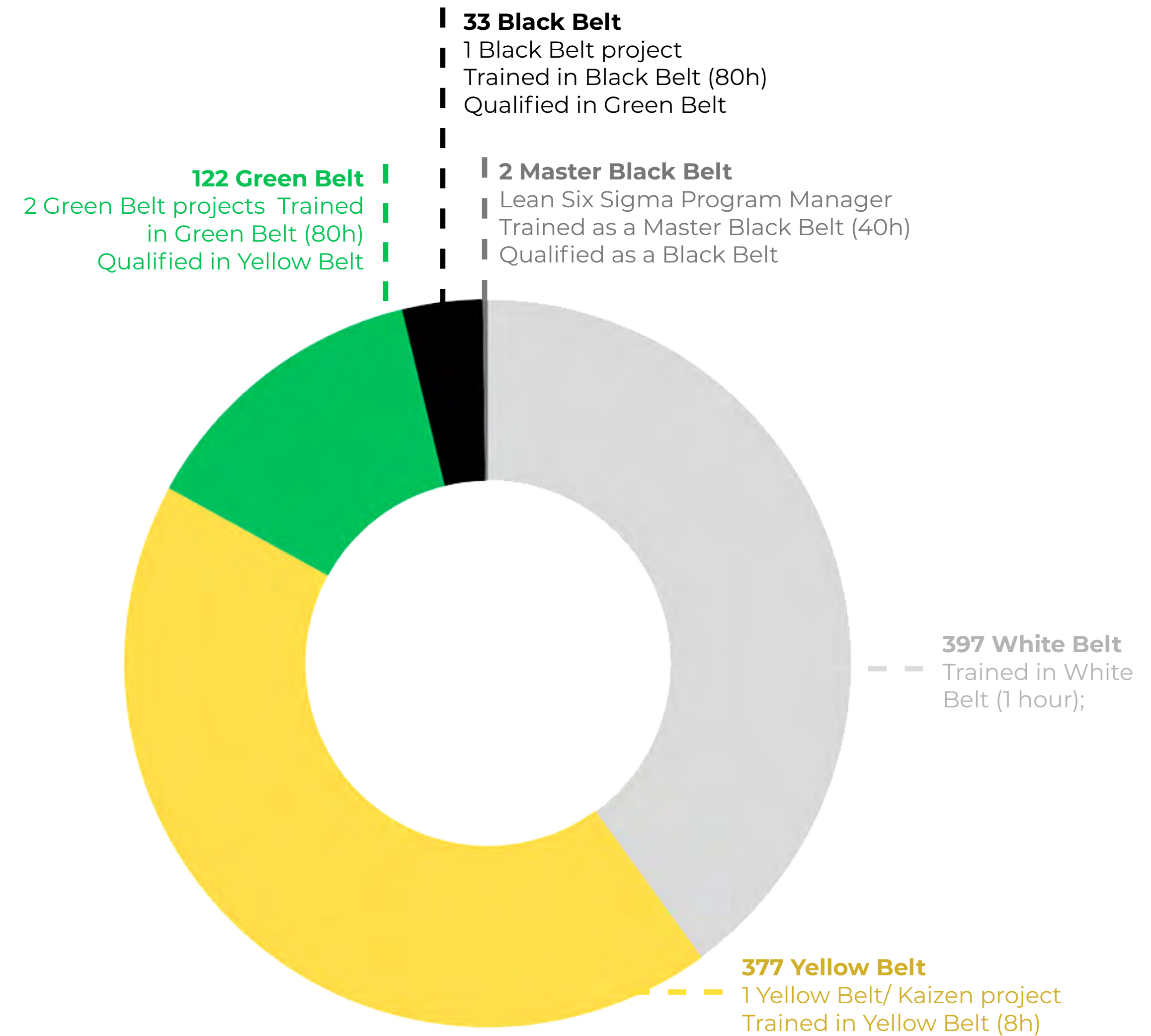
Over the last five years, ROMI **has achieved a 47.46% trainee success rate**, demonstrating the success and positive impact of its trainee program on the young community looking for job opportunities.

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 923 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/>>.

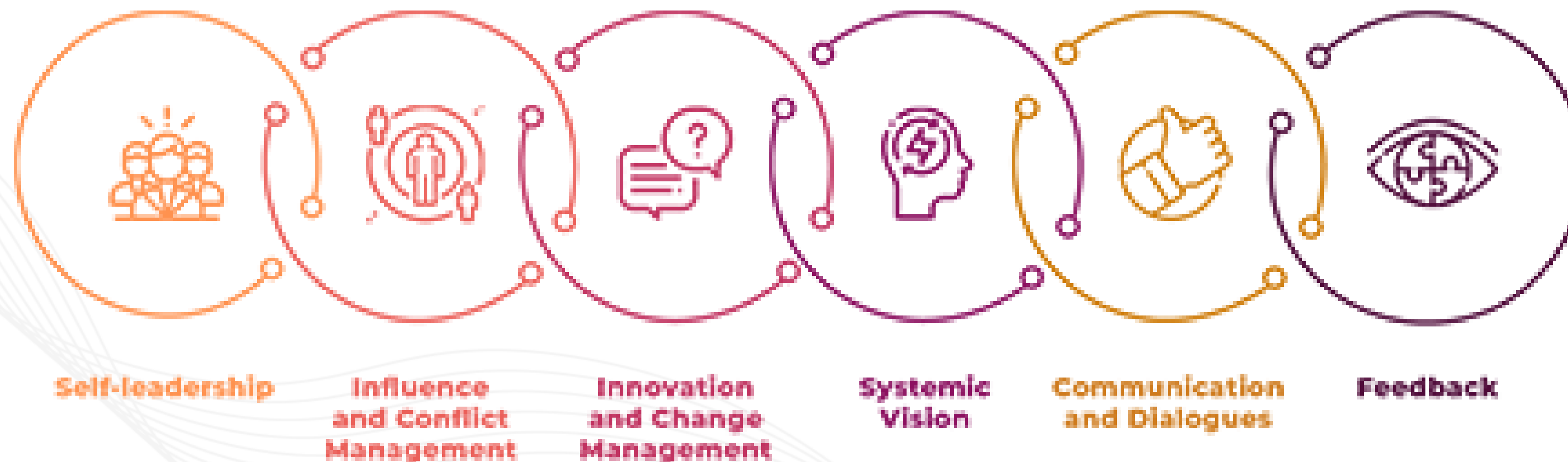
Base date: Dec./ 2023.

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.

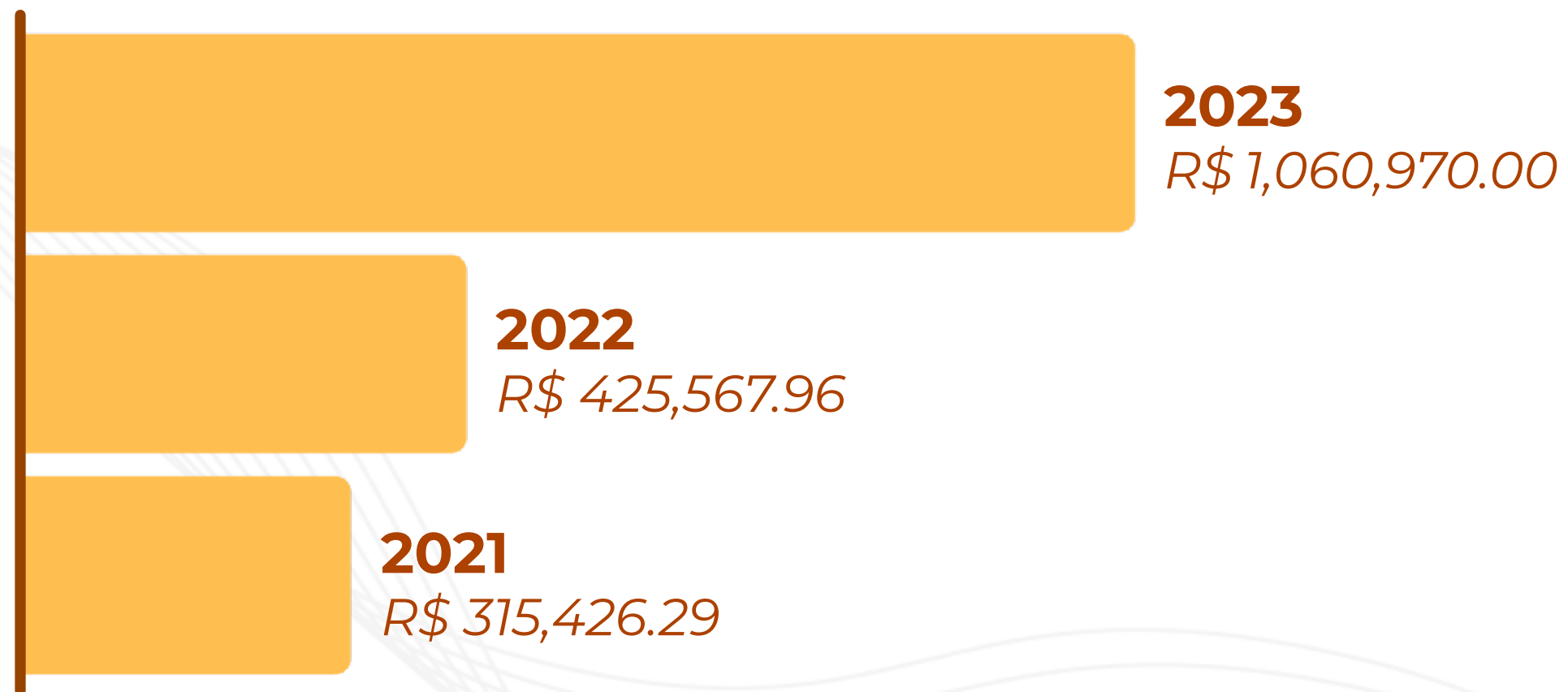
Monitors play a crucial role in supporting management in technical and production areas, playing a strategic role in achieving results. They must be ready to deal with daily demands with skill and efficiency. For this reason, all new monitors undergo intensive training, with the aim of enabling them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

Since the program was launched, **73% 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 2023, ROMI **invested R\$1,060,970.00 in training**, highlighting its commitment to improving both the technical and behavioral skills of its teams. This training plays a fundamental role in adapting to market changes and increasing productivity. By investing in training, the company demonstrates its dedication to the professional growth of its employees, thus promoting a more qualified and efficient working environment.



Base date: Dec./2023.



Confined space rescue and working at heights training



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

In the second half of 2023, ROMI carried out leadership training with a renowned consultancy, with the aim of providing new tools and skills for leaders. 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.

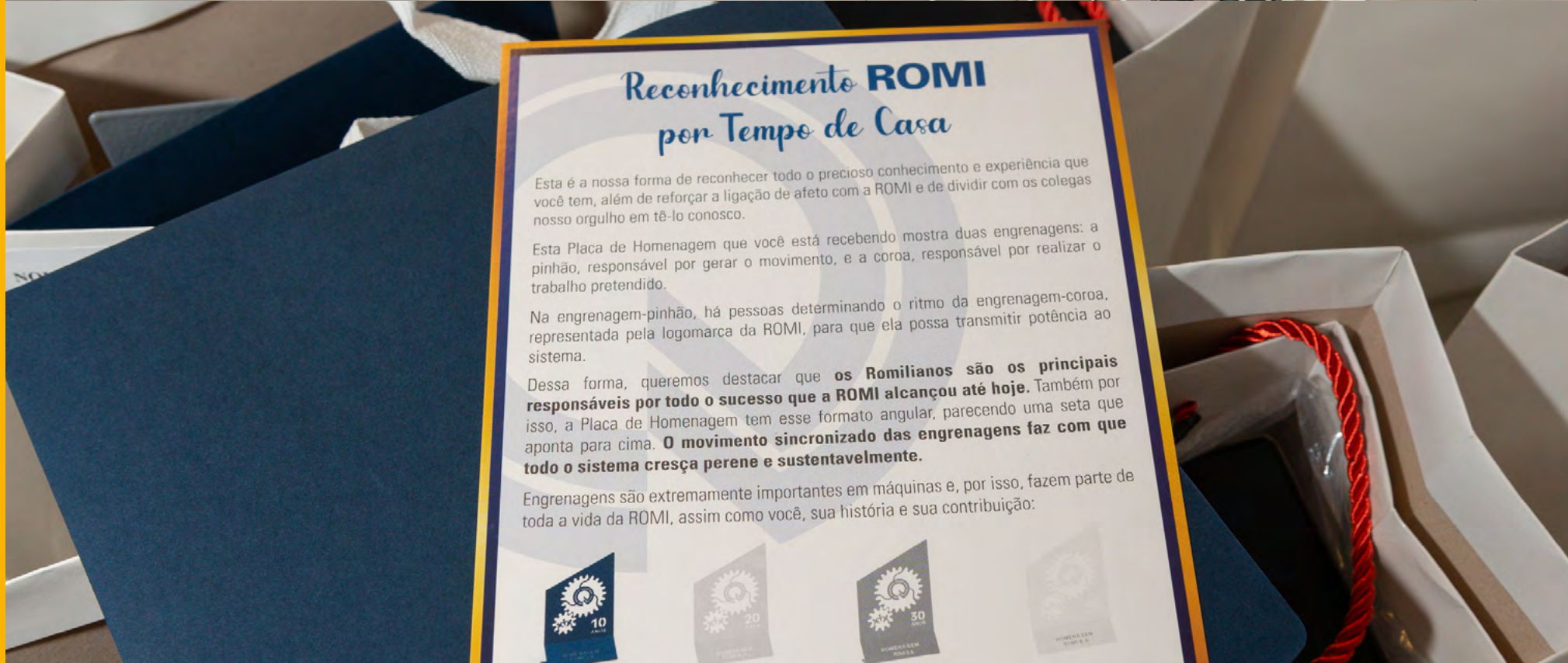


POP

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. **Since 2019, the program has advertised more than 200 vacancies, recording a 77% take-up rate of applicants for vacancies opened in 2023 alone.**





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 2023, this action benefited a total of 481 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%.

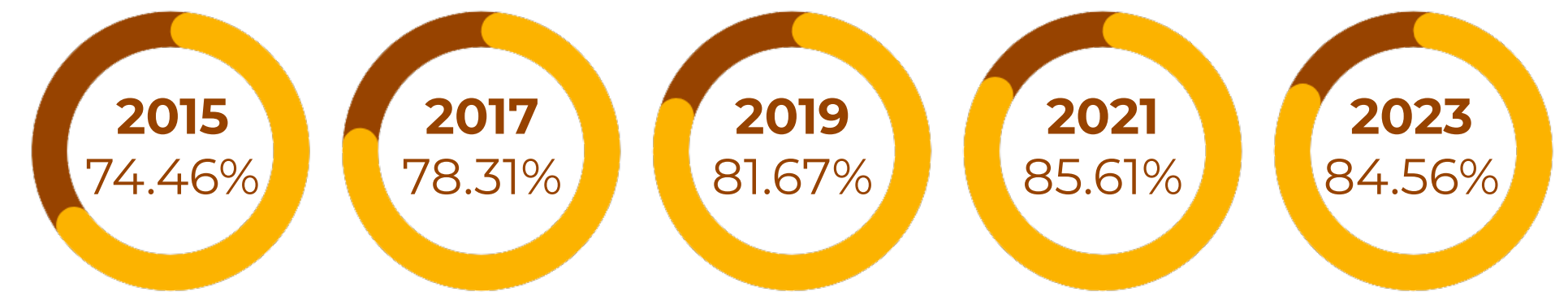
All the records obtained are thoroughly analyzed and taken into account, providing valuable insights for identifying areas for improvement in each of the pillars mentioned. In addition, this data is also key to highlighting

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

Base date: Dec./2023.

Diversity

We value and respect diversity, ensuring equal opportunities and fair treatment for everyone, regardless of their nationality, ethnicity, gender, age, sexual orientation, race, religious belief or physical ability. For this reason, we are committed to creating a welcoming, safe and inclusive working environment in which people feel comfortable expressing themselves and sharing experiences, thus promoting a working environment that reflects ROMI's values.

Aware of its fundamental role in social development, the company has set itself targets 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.

The 2023 actions include the creation and approval of the Diversity and Inclusion Policy; training for all management on the subject, including middle and senior management; specific training on Diversity and Inclusion, open to all employees through the Group Training Program, with the aim of making

the subject broader and more accessible to everyone; contracting and applying the **Diversity Census, which covered 100% of employees and had a response rate of 77%; in addition to the detailed study for an in-depth diagnosis of the D&I (Diversity and Inclusion) issue at ROMI.**

Throughout the year, internal publicity campaigns were promoted, highlighting various inclusive and relevant dates for the D&I calendar, including International Women's Day, LGBTQIAP+ Pride, National Day to Combat Racial Discrimination and International Day of People with Disabilities.

For 2024, the company is working on adopting an action plan aimed at tackling the points raised in the Diversity Diagnosis and Census carried out in 2023. **In addition, as of March, all new employees will undergo basic training in Libras (Brazilian Sign Language),** as a mandatory part of the integration offered to all new company employees.

ROMI therefore reinforces its intention and commitment to seeking a diverse corporate environment free of any prejudice, discrimination or intolerance.

ROMI self-portrait

Below we share some of the results obtained from the Diversity Census carried out in October 2023. This data will be monitored annually to measure the efficiency of the affirmative actions carried out by the Company.



Gender



Data based on active employees on December 31 of the respective years.

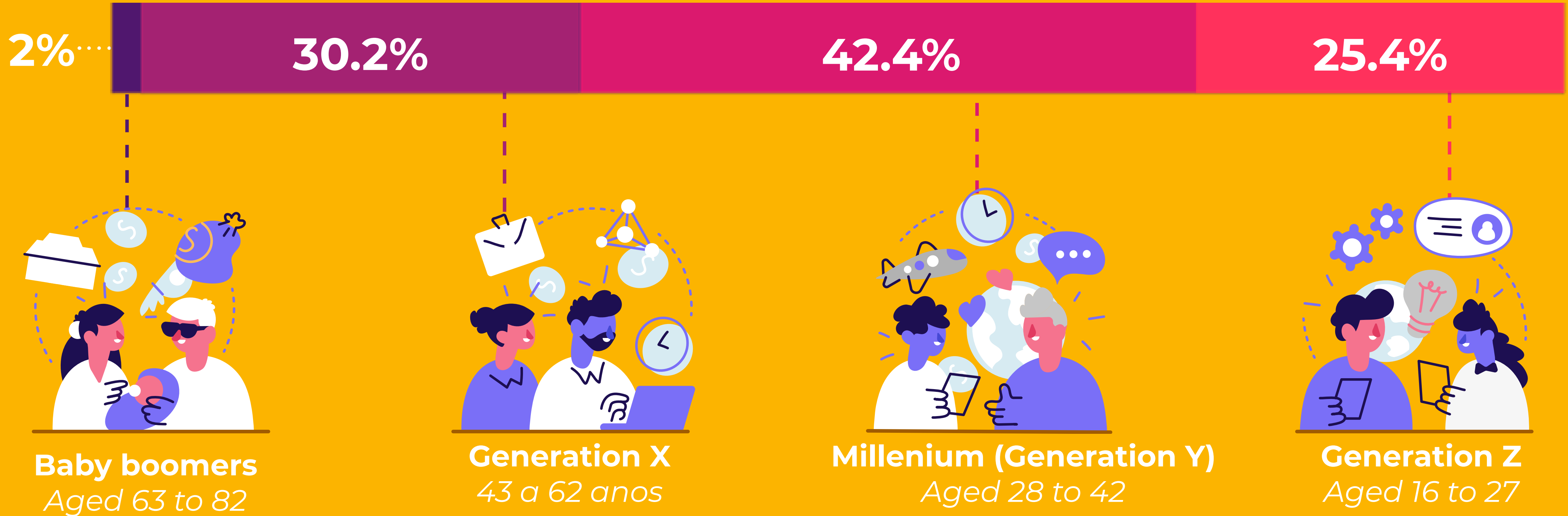
Diversity by Functional Category and Gender

In 2023, we had an important evolution in participation of women in leadership positions in our coordination areas, jumping from 11.59% to 15.62%. In administrative/operational positions, this variation was also positive, going from 13.25% to 15.04%. It is also possible to notice a greater balance in attracting trainees and interns, with the percentage of women being 50% and 46.67%, respectively.

	2022		2023	
	Male	Female	Male	Female
Council	91.67%	8.33%	90.91%	9.09%
Board	100%	-	100%	-
Management	92.86%	7.14%	92.86%	7.14%
Coordination	88.41%	11.59%	84.38%	15.62%
Administrative/Operational	86.75%	13.25%	84.96%	15.04%
Trainees	66.67%	33.33%	50%	50%
Interns	50%	50%	53.33%	46.67%
Apprentices	71.93%	28.07%	69.39%	30.61%

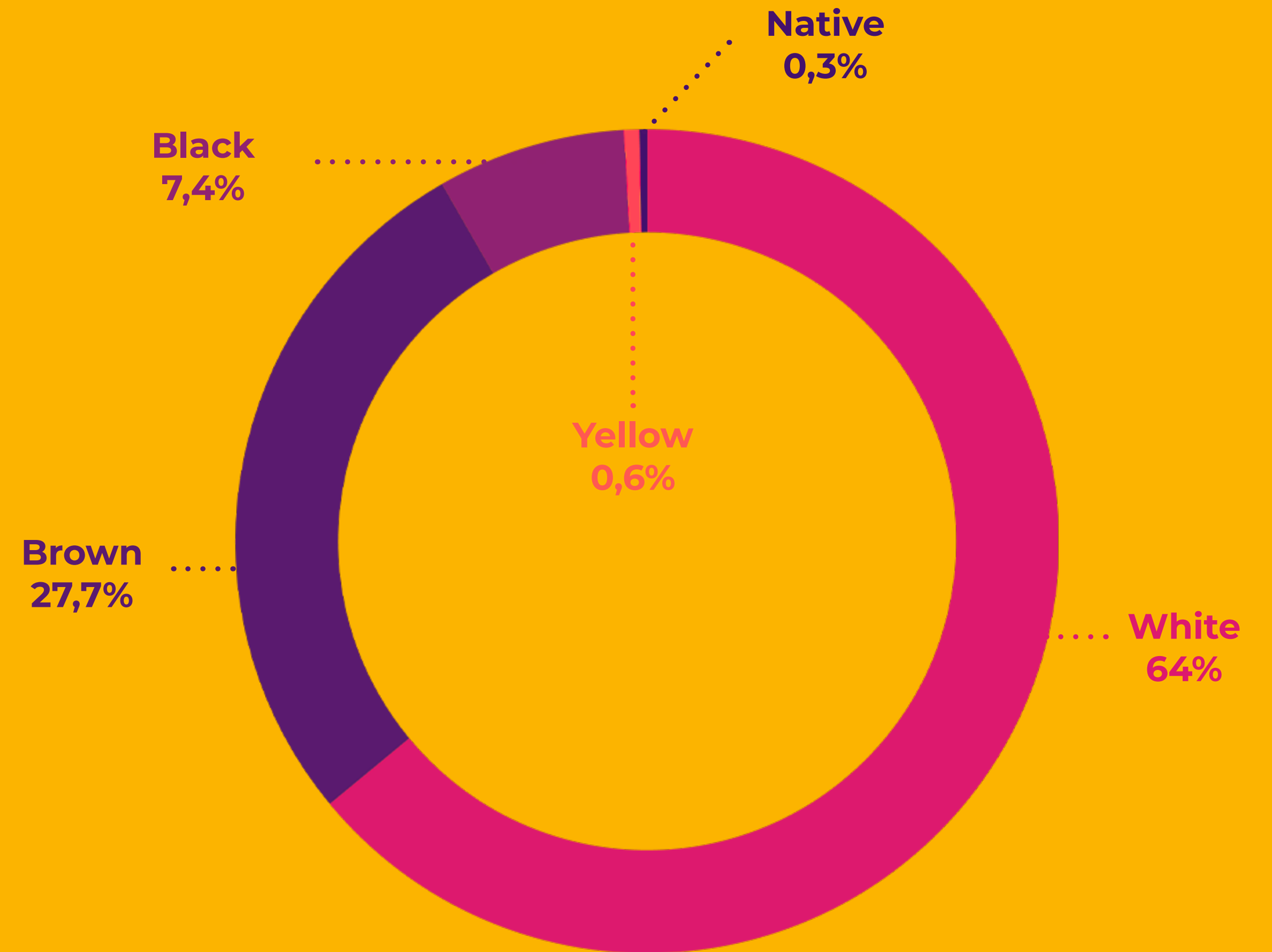
Data based on active employees on December 31 of the respective years.

Gen



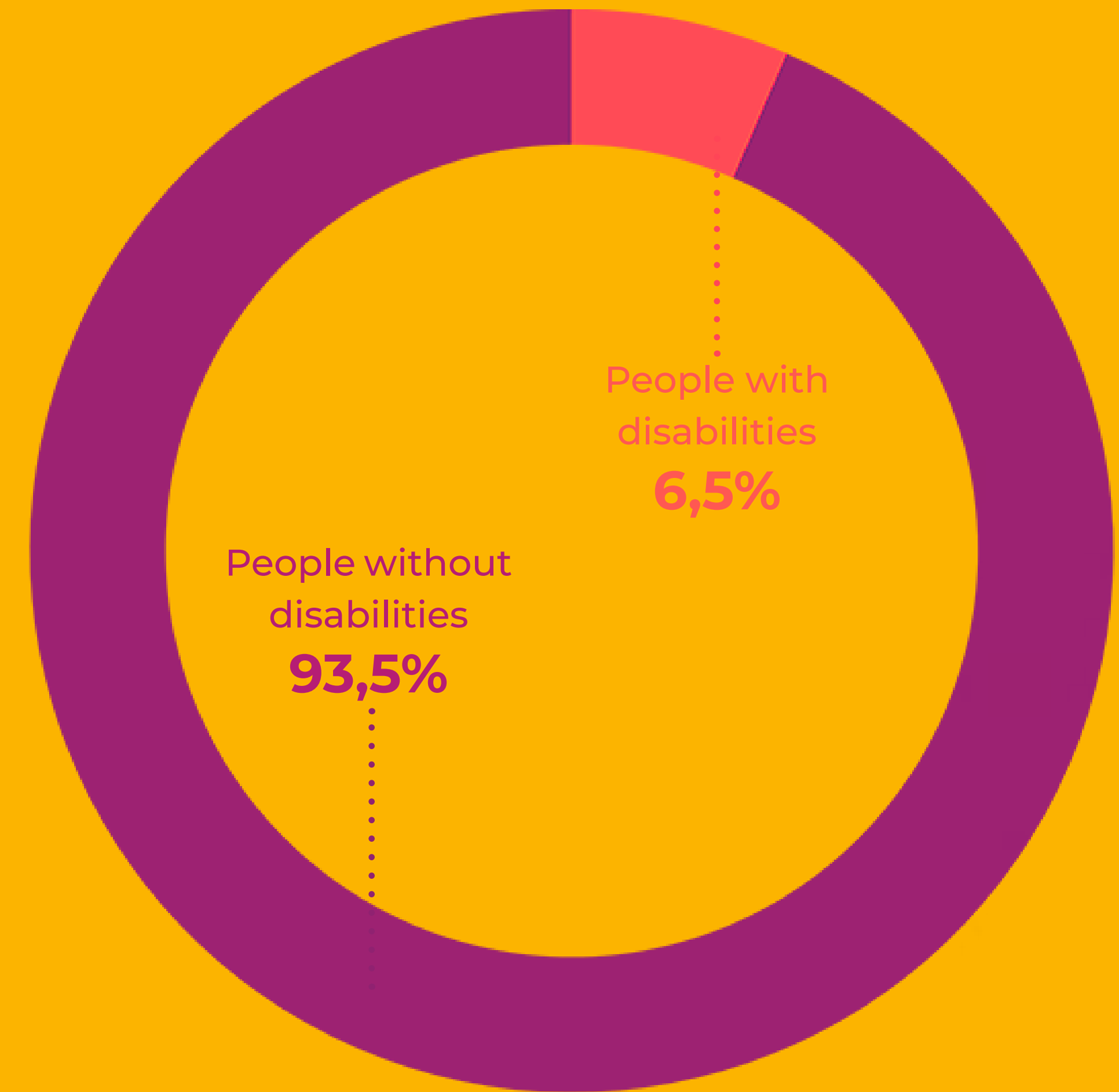
Data based on the ROMI 2023 Census, which represents 77% of the company's staff.

Race



Data based on the ROMI 2023 Census, which represents 77% of the company's staff.

People with Disabilities



Data based on the ROMI 2023 Census, which represents 77% of the company's staff.

Governance



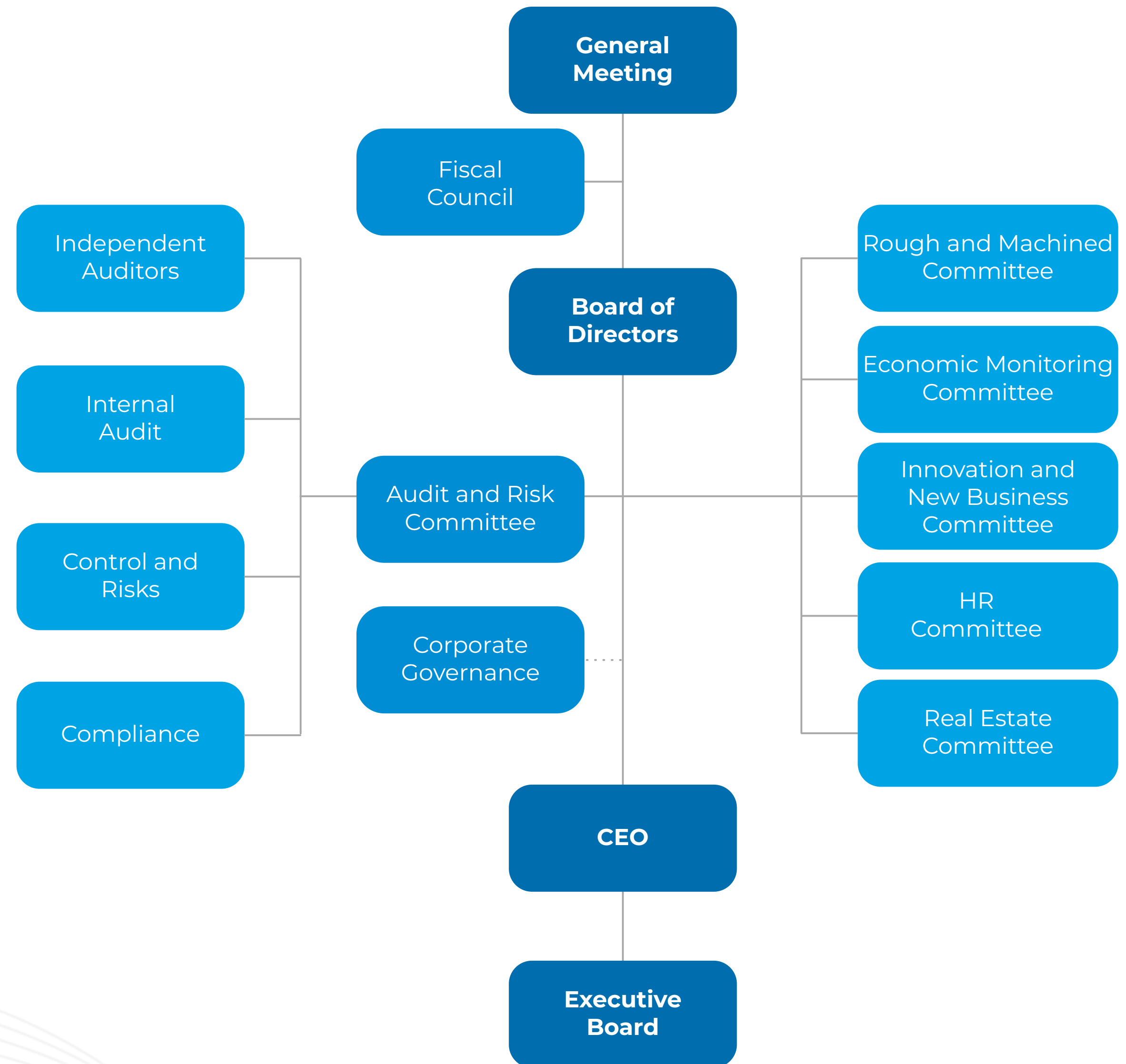
Corporate Governance

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 2024, 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 2024 financial year, has three independent members, in accordance with the Novo Mercado Regulations.

Members elected by the Annual Shareholders' Meeting (AGO), on 3/12/2024, with a mandate until the 2025 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 of Piracicaba (Unimep), with an International MBA in International Business Management from the Getúlio Vargas Foundation (FGV) and Babson College in the United States. She joined the Company in 2001, working in the Foreign Market Sales and Continuous Improvement areas. 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 Eventures 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 companies JBS, Ourofino Saúde Animal, and Invepar. He was elected a member of the Board of Directors in 2017.



2. Fiscal Council

The Fiscal Council, in 2024, is composed of three permanent members and three alternates, elected at the Shareholders' Meeting held on 03/12/2024, 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 03/12/2024, with a term of office until the 2025 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. Innovation and New Business 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. Human Resources 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 03/12/2024, with a term of office until the 2025 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 Post-MBA 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 Controllershship 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, Controllershship, 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 sale 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 Internal 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. Aiming at guaranteeing autonomy and segregation of duties in risk management, risk takers and those responsible for monitoring them stand out. The Internal Audit and Corporate Risks, stand out as independent

members 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

Annually, the Board of Directors and the Committees carry out a self-assessment, with the active participation of board and committee members, with the purpose of critical analysis and continuous improvement of the respective governance 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;

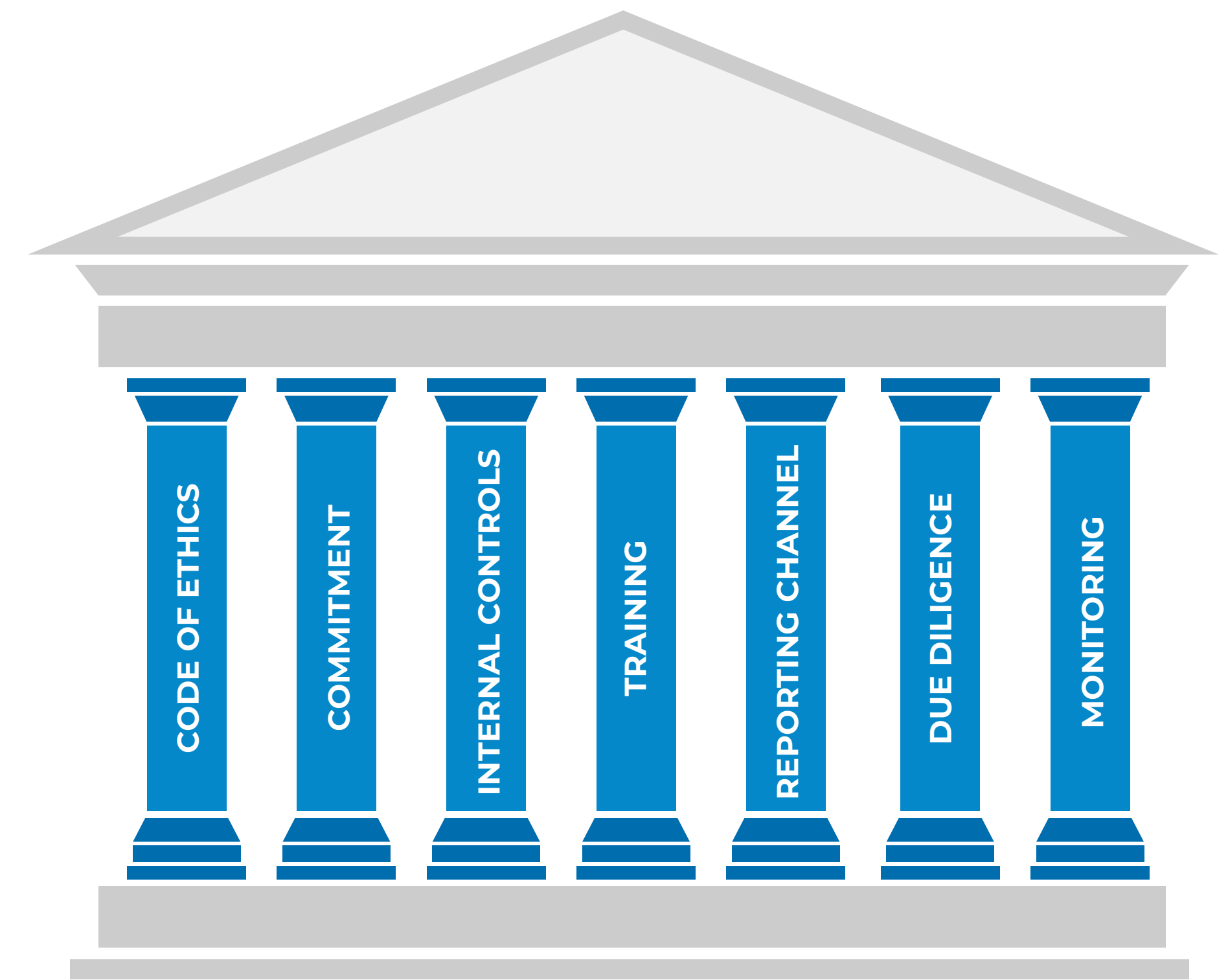
Training and Communication - Must include all employees and be carried out constantly, to ensure the enforcement and success of the Compliance Program;

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.



The Program consolidates the following documents: 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) Compensation Policy;**
- (vi) Corporate 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 (portuguese only);**
- (xiv) Internal Regulations of the Fiscal Council (portuguese only);**
- (xv) Internal Regulations of the Executive Board (portuguese only);**
- (xvi) Internal Regulations of the Committees (portuguese only);**
- (xvii) Internal Regulations of the Audit and Risk Committee (portuguese only);**
- (xviii) Internal Regulations of the Ethics Executive Committee (portuguese only);**
- (xix) Internal Regulations of the Internal Audit (portuguese only).**

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.



Compliance Week 2023

In 2023, ROMI held Compliance Week 2023, including subsidiaries abroad, with training, communications, videos and educational activities carried out, with an emphasis on the topic “Respect for People” (including combating harassment, diversity and inclusion).

So, ROMI reaffirms its commitment to aligning with best ESG practices.



Internal actions of Compliance Week

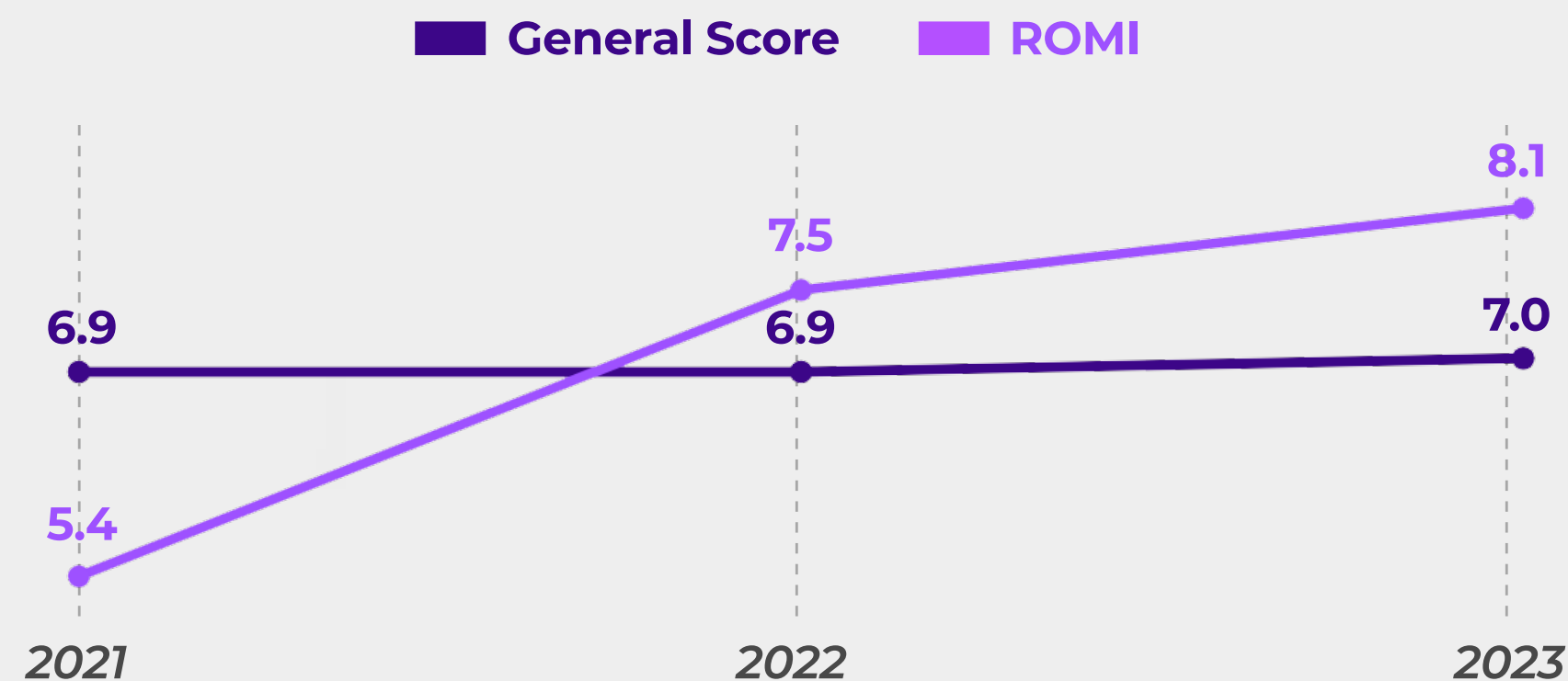
Business Pact for Integrity and Against Corruption

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 anti-corruption 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; in 2022, after implementing several ESG practices, it increased its score to 7.5 and, in 2023, maintaining the continuous improvement of its practices, **it obtained a score of 8.1, according to the report "Diagnosis of the Thematic Guide: Integrity, Prevention and Combating Corruption"**.

Evolution



INSTITUTO
ETHOS

Thematic Guide Diagnostic Report: Integrity, Prevention and Combating Corruption

Score
8.1

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