
	Corporate Policy: IMSA-PL-0031
	Subject: Health, Safety and Sustainability
	Effective date: November 22, 2024
Activity: Health, Safety and Sustainability	Revision level: R.01

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I - PURPOSE

Establish the principles and guidelines for managing occupational health, safety and sustainability, as well as defining, detailing and formalizing the responsibilities for this process.

II - SCOPE


This Policy is applicable to Iochpe-Maxion S.A and its subsidiaries and joint ventures (“IOCHPE-MAXION” or “Company”).

III - DEFINITIONS

- **Green-house Gas (GHG):** A gas that contributes to the greenhouse effect by absorbing infrared radiation, e.g., carbon dioxide and chlorofluorocarbons.
- **Paris Climate Agreement:** International treaty on climate change. Adopted in 2015, the agreement covers climate change mitigation, adaptation, and finance.

IV - POLICY

Sustainability, environmental protection, occupational health, and safety are all essential for the successful management of IOCHPE-MAXION. Help to drive the continuity and success of business by creating and sustaining a work environment that is safe, healthy, and conducive to performance and by actively protecting the environment and ensuring sustainability for future generations. IOCHPE-MAXION set long-term, medium-term and annual targets to manage the process of continuous improvement. Company delivers on this commitment through the disciplined adherence to the following health, safety and sustainability management principles and systems:

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1. Occupational Health, Safety and Sustainability Management System

IOCHPE-MAXION preserves and promotes the physical and psychological health of its employees, aiming to provide a fulfilling and fruitful working life until retirement. To do so, the Company follows a global Occupational Health, Safety and Sustainability Management System which encompasses the areas of safety, occupational health, environment, fire protection, and sustainability. On a regular basis, IOCHPE-MAXION monitors the execution and performance of these areas, including the structures and processes implemented in collaboration with employees, employee representatives, suppliers, contractual partners, and government agencies.

2. Safe and Employee-Friendly Workplaces


IOCHPE-MAXION is convinced all work-related accidents and illnesses can be avoided. Motivated employees, managers, and where applicable, worker representatives, help the Company to achieve a zero-accident workplace goal by following the Maxion Risk Assessment Method. This is key to identify and eliminate all work hazards, including workplace ergonomics, management of chemicals, and fire and explosion prevention. Appropriate personal protective equipment is utilized where the risks cannot be fully eliminated. Workforce and workers representatives are included into the risk assessment processes related to occupational health, safety and wellbeing.

IOCHPE-MAXION’s stringent configuration, purchase, operation, and maintenance of machines and facilities is also a critical component of operating in a zero-accident work environment.

3. Reliable Actions

IOCHPE-MAXION is committed to comply with all legislation and specifications regarding occupational health, safety and sustainability. Company acts in a responsible manner in accordance with our own regulations and standards, which in many cases, go beyond existing legal requirements.

Company configures, purchases, operates, and maintains machines and facilities in such a way as to minimize potential hazards, risks, and operational disturbances. Our operations utilize the latest

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technology. IOCHPE-MAXION actively looks for risks and complies with the requirements in the field of fire and explosion prevention to protect our employees, property, and business activity.


4. Minimum Environmental Impact and Environmentally Friendly Products

Regardless of the activities IOCHPE-MAXION carries out, the Company strives to minimize its environmental impact by taking suitable safety and sustainability measures in advance. While raw materials, energy, chemicals, and natural resources are important to the Company’s manufacturing process, it strives to minimize their consumption. The Company makes every effort to minimize waste, wastewater, water consumption, noise, and air emissions while giving consideration to biodiversity and, depending on local jurisdiction, also land use, deforestation, animal welfare and soil and air quality. IOCHPE-MAXION is manufacturing environmental-friendly products taking into account their entire product lifecycle.

IOCHPE-MAXION is committed to green-house gas emission reduction according to the Paris climate agreement. The Company implemented the Roadmap Zero initiative to achieve carbon neutrality by 2040.

5. Sustainability Committee

5.1 The Company will have a Sustainability Committee, an advisory body to the Board of Executive Officers, made up of a minimum of eight (8) and a maximum of thirteen (13) members, who must necessarily include: the Company's Chief Executive Officer, Chief Financial Officer and Chief Legal Officer, as well as the Global Director of Health, Safety and Sustainability and representatives from the Operations, Health, Safety and Environment, Human Resources, Commercial and ESG departments. The Executive Board will appoint the members of the Committee for a period of 2 (two) years, and any member may be appointed for successive new periods. In any case, the term of office of Committee members shall extend until their respective successors take office.

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5.1.1 In specific cases in which their participation is necessary or convenient, other Company employees and specialized third parties may be invited by the Committee to attend meetings of this body on a regular basis.

5.2 The Committee is responsible for:

- (i) Advising on the definition of the sustainability strategy, ensuring its alignment with the company's business objectives and financial planning, identifying impacts, risks and opportunities associated with socio-environmental issues;
- (ii) Monitoring and evaluation of sustainability indicators, targets, policies and initiatives;
- (iii) Supporting the company's governance, overseeing compliance with environmental and social regulations and reporting requirements;
- (iv) Facilitate engagement with internal and external stakeholders;
- (v) Encouraging a culture of sustainability throughout the organization, promoting education and training in sustainability issues.

5.2.1 The Committee will meet ordinarily at least every three months and extraordinarily whenever necessary, with minutes being recorded. The meetings will preferably be held at the Company's premises, and those who (i) participate in the meeting by audio or video conference or by any other available electronic means of communication that allows their effective participation remotely, or (ii) who have sent their vote in writing, will be considered to be present.

5.2.2 For the Committee's meetings to take place and validly deliberate, a majority of its members must be present. The Committee's recommendations will be defined by the majority of its members present at the meeting.

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5.2.3 A meeting of the Committee which is attended by all its members, regardless of the relevant formalities, or provided that all of them agree to waive these formalities, shall be deemed to be in order.

5.2.4 All meetings of the Committee shall be recorded in minutes, which shall be drawn up in detail or as a summary of the facts and decisions, and shall be filed in the Company's own book. The minutes may be signed using digital and/or electronic signatures, using a platform that guarantees the security and reliability of the signatures, with or without the use of certificates issued by ICP-Brasil.

5.3 The Global Director of Health, Safety and Sustainability will act as Coordinator of the Committee and will be responsible for executing and monitoring this Policy.

5.3.1 The Committee Coordinator is responsible for:


- (i) To convene and chair meetings of the Committee;
- (ii) Evaluate and define the subjects to be discussed at the meetings;
- (iii) To authorize the consideration of matters not included in the meeting agenda;
- (iv) Prepare reports to be submitted to the Executive Board;
- (v) To issue and control the minutes of the Committee's meetings.

6. Employee Competency

Regular training sessions are held to ensure IOCHPE-MAXION employees and business partners have the occupational health, safety and sustainability expertise and knowledge needed to perform the work.

7. Preventive Measures

IOCHPE-MAXION operates within a position of prevention to protect its employees, property, and business activity. Should an emergency arise, each location is prepared to execute a thorough

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emergency plan to ensure employees, visitors and the environment are properly protected in the event of injury or emergency.

8. Open Communication

IOCHPE-MAXION is committed to open and frequent communication, providing stakeholders with the necessary information about the Company’s occupational health, safety, sustainability, and environmental protection measures.

V - UPDATE HISTORY

VERSION	EFFECTIVE DATE	REVIEW		REVIEWED BY
		SECTION	CHANGES	
Original	06/30/2023	N/A	N/A	Board of Executive Officers (According to meeting held on 06/30/2023)
R.01	11/22/2024	IV	Inclusion of the Sustainability Committee	Board of Executive Officers (According to meeting held on 11/22/2024)