

The background of the entire image is a photograph of a long freight train on tracks, captured during a sunset. The sun is low on the horizon to the left, creating a warm, golden glow. The train is composed of several blue and white locomotives pulling numerous freight cars. The locomotives have the "rumo" logo and the number "681" visible on their sides. A Brazilian flag is also visible on the front of the lead locomotive. The tracks recede into the distance on the left side of the frame.

**INDICATORS
CENTRAL**

**ANNUAL SUSTAINABILITY
REPORT**

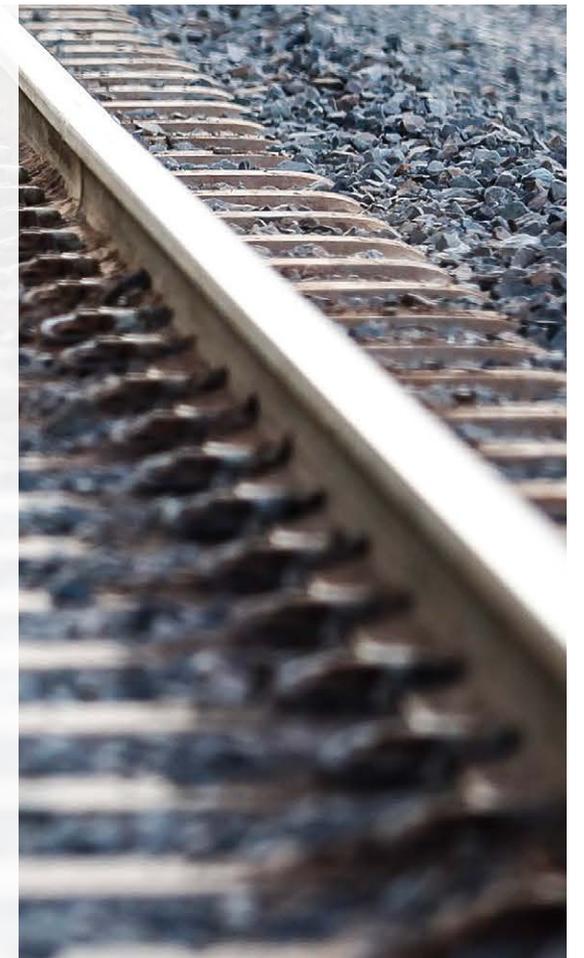
2025

Indicators Central 2025 Annual Sustainability Report

This publication is intended to consolidate detailed data and information that present and/or complement the indicators disclosed in our 2025 Sustainability Report, in accordance with the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

To access the 2025 Annual Sustainability Report, please, [click here](#).

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GRI AND SASB INDICATORS

Restatements of Information [GRI 2-4](#)

Restated data in relation to previous years are indicated throughout this document in footnotes. To enhance alignment with the GRI and SASB Standards and to maintain a comparative basis, we have included historical data for the past three years.

Our Team [GRI 401-2](#)

Rumo's benefits are offered to all employees under CLT (Brazilian Labor Code) contracts across all units, unless otherwise specified. For other types of contracts, such as internships, certain benefits are not applicable.

The standard benefits offered by Rumo include:

- ▶ Life insurance;
- ▶ Health insurance;
- ▶ Dental plan;
- ▶ Childcare assistance for employees with children with disabilities;
- ▶ Maternity leave of 4 months with the option to extend the leave for an additional two months, and paternity leave of five days with the option to extend it for an additional five days;
- ▶ Private pension plan offered to all positions, based on a contribution rule and with a voluntary contribution option;
- ▶ Share acquisition plan (ILP – Executive Retention Program);
- ▶ Among other benefits, such as:
 - Transportation voucher;
 - Meal and food vouchers;
 - Pharmacy assistance;
 - Marriage license;
 - Bereavement leave;
 - Surgical instrumentation reimbursement;
 - Psychosocial support program (Pra VC);
 - Maternity kit;
 - Christmas basket;
 - Payroll-deductible loans;
 - English classes;
 - School kit;
 - Wellhub – a platform for physical activity and well-being;
 - Allya – a discount club.

Employees, by employment contract and gender GRI 2-7 SASB TR-RA-000.E	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent Employees ²	920	6,293	7,213	1,117	6,317	7,434	1,296	6,434	7,730
Temporary Employees ³	300	392	692	268	291	559	219	306	525
Total Employees¹	1,220	6,685	7,905	1,385	6,608	7,993	1,515	6,740	8,255

Note 1: The data were calculated based on the total number of employees at the end of the reporting period (December 31 of each year). We do not have employees without guaranteed working hours.

Note 2: Permanent employees have open-ended employment contracts and work on a full-time basis.

Note 3: Temporary employees have fixed-term employment contracts and work on a part-time basis. Interns and apprentices are included in this category.

Employees, by region and employment contract GRI 2-7	2023			2024			2025		
	Permanent Employees ¹	Temporary Employees ²	Total Employees ³	Permanent Employees ¹	Temporary Employees ²	Total Employees ³	Permanent Employees ¹	Temporary Employees ²	Total Employees ³
North	5	0	5	9	0	9	10	3	13
Midwest	1,267	116	1,383	1,275	122	1,397	1,389	126	1,515
Southeast	2,660	338	2,998	2,977	236	3,213	3,263	226	3,489
South	3,281	238	3,519	3,173	201	3,374	3,068	170	3,238
Total	7,213	692	7,905	7,434	559	7,993	7,730	525	8,255

Note 1: Permanent employees have open-ended employment contracts performed on a full-time basis.

Note 2: Temporary employees have fixed-term employment contracts performed on a part-time basis. Interns and apprentices are included in this category.

Note 3: The data were calculated based on the total number of employees at the end of the reporting period (December 31 of each year). We do not have employees without guaranteed working hours, nor do we have employees in the Northeast region of Brazil.

	2023	2024	2025
Total of workers¹ GRI 2-8	5,817	9,993	9,654

Note 1: The data are managed through the Continuous Monitoring Program. Construction periods may affect fluctuations in the number of workers each year.

	2023	2024	2025
Percentage of employees covered by collective bargaining agreements GRI 2-30	100%	100%	100%

Percentage of members of governance bodies, by gender and age group GRI 405-1	2023		2024		2025	
	Board of Directors	Board of Directors	Board of Directors	Fiscal Council	Statutory Executive Board	
Gender						
Men	70%	70%	78%	80%	100%	
Women	30%	30%	22%	20%	0%	
Age Group						
Under 30 years of age	0%	0%	0%	0%	0%	
From 30 to 50 years of age	30%	20%	11%	0%	75%	
Over 50 years of age	70%	80%	89%	100%	25%	

Percentage of members of governance bodies, by race and other diversity indicators GRI 405-1

	2025 ¹		
	Board of Directors	Fiscal Council	Statutory Executive Board
Race			
Asian	0%	0%	0%
White	100%	100%	100%
Indigenous	0%	0%	0%
Brown	0%	0%	0%
Black	0%	0%	0%
Other indicators			
People with Disabilities (PwD)	0%	0%	0%
LGBTQ APN+	11%	0%	0%

Note 1: The percentages of governance body members by race, Persons with Disabilities (PwD), and members of the LGBTQ|APN+ community began to be reported in 2025; therefore, historical data are not available.

Percentage of employees, by functional category and gender GRI 405-1

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
CEO and Vice Presidents	100%	0%	100%	0%	78%	22%
Directors	95%	5%	94%	6%	95%	5%
Executive Managers	76%	24%	67%	33%	71%	29%
Managers	69%	31%	69%	31%	68%	32%
Coordinators	75%	25%	69%	31%	65%	35%
Other Positions	85%	15%	84%	16%	83%	17%
Total	85%	15%	83%	17%	82%	18%

Percentage of employees, by functional category and age group

GRI 405-1

	2023			2024			2025		
	Under 30 years of age	From 30 to 50 years of age	Over 50 years of age	Under 30 years of age	From 30 to 50 years of age	Over 50 years of age	Under 30 years of age	From 30 to 50 years of age	Over 50 years of age
CEO and Vice Presidents	0%	71%	29%	0%	57%	43%	0%	67%	33%
Directors	0%	89%	11%	0%	89%	11%	0%	89%	11%
Executive Managers	0%	89%	11%	0%	86%	14%	0%	81%	19%
Managers	2%	94%	4%	1%	92%	7%	1%	91%	8%
Coordinators	11%	85%	4%	7%	87%	6%	7%	89%	4%
Other Positions	22%	69%	9%	22%	70%	8%	24%	68%	8%
Total	21%	71%	8%	21%	71%	8%	23%	69%	8%

Percentage of employees, by functional category and race

GRI 405-1

2025¹

	Asian	White	Indigenous	Brown	Black	Not Disclosed
	CEO and Vice Presidents	0.0%	88.9%	0.0%	11.1%	0.0%
Directors	5.3%	94.7%	0.0%	0.0%	0.0%	0.0%
Executive Managers	2.1%	89.6%	0.0%	4.1%	4.2%	0.0%
Managers	1.9%	80.9%	0.0%	15.9%	0.7%	0.6%
Coordinators	0.9%	70.3%	0.0%	22.8%	5.7%	0.3%
Other Positions	0.8%	56.6%	0.4%	32.9%	8.9%	0.4%
Total	0.9%	58.0%	0.3%	31.9%	8.5%	0.4%

Note 1: The percentages of employees by job category and race began to be reported in this format in 2025. Historical data are available by race and by gender on page 33 of this document.

Ratio of base salary and remuneration of women to men, by functional category

GR 405-2

	2023		2024		2025	
	Base salary	Remuneration	Base salary	Remuneration	Base salary	Remuneration
Executive Managers and Managers	0.91	0.85	1.02	1.02	1.01	0.95
Coordinators	1.27	1.17	1.00	1.01	1.02	0.97
Specialists	0.86	0.79	1.02	1.02	1.03	0.97
Professionals	1.21	1.13	0.97	0.86	0.93	0.90
Operational	1.33	1.24	0.90	0.90	0.93	0.78

Number and rate of new hires and turnovers, by gender

GRI 401-1

	2023				2024				2025			
	Hires		Turnovers		Hires		Turnovers		Hires		Turnovers	
	Number	Rate										
Men	1,294	19%	914	14%	880	13%	958	14%	1,167	17%	1,024	15%
Women	621	51%	296	24%	465	34%	287	21%	549	36%	413	27%
Total	1,915	24%	1,210	15%	1,345	17%	1,245	16%	1,716	21%	1,437	17%

Number and rate of new hires and turnovers, by age group
GRI 401-1

	2023				2024				2025			
	Hires		Turnovers		Hires		Turnovers		Hires		Turnovers	
	Number	Rate										
Under 30 years of age	847	50%	421	25%	638	39%	410	25%	901	48%	539	29%
From 30 to 50 years of age	1,020	18%	705	13%	661	12%	722	13%	782	14%	820	14%
Over 50 years of age	48	7%	84	13%	46	7%	113	17%	33	5%	78	12%
Total	1,915	24%	1,210	15%	1,345	17%	1,245	16%	1,716	21%	1,437	17%

Number and rate of new hires and turnovers, by region
GRI 401-1

	2023				2024				2025			
	Hires		Turnovers		Hires		Turnovers		Hires		Turnovers	
	Number	Rate										
North	1	20%	1	20%	2	22%	0	0%	4	31%	2	15%
Midwest	381	28%	254	18%	258	18%	235	17%	514	34%	373	25%
Southeast	841	28%	463	15%	663	21%	490	15%	799	23%	562	16%
South	692	20%	492	14%	422	13%	520	15%	399	12%	500	15%
Total	1,915	24%	1,210	15%	1,345	17%	1,245	16%	1,716	21%	1,437	17%

Parental leave by gender GRI 401-3		2023	2024	2025
Employees entitled to and who took parental leave	Men	251	206	189
	Women	58	45	71
Employees who returned to work after parental leave ended	Men	251	206	189
	Women	58	45	71
Employees who returned to work after parental leave ended and were still employed 12 months after their return to work	Men	226	206	189
	Women	58	45	71
Return-to-work rate of employees who took parental leave	Men	100%	100%	100%
	Women	100%	100%	100%
Retention rate of employees who took parental leave	Men	90%	100%	100%
	Women	100%	100%	100%

Ratio of annual total compensation and percentage increase GRI 2-21	2023	2024	2025
Ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all employees ¹	85.50%	77.89%	102.51%
Ratio of the percentage increase in the annual total compensation of the highest-paid individual to the median percentage increase in the annual total compensation of all employees ²	1.55%	4.11%	2.50%

Note 1: The indicator was calculated as the total annual compensation of the highest-paid individual divided by the average annual compensation of all employees. Compensation included base salary, additional payments, profit-sharing, bonuses, and long-term incentives.

Note 2: The indicator was calculated as the percentage increase in the compensation of the highest-paid individual divided by the percentage increase in the average total compensation of all employees.

Ratios of standard entry-level wage by gender compared to local minimum wage¹ GRI 202-1	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
	100%	100%	100%	100%	100%	100%

Note 1: The data are disclosed on a consolidated basis for the entire Company, as the guidelines regarding wages and local minimum wage are the same across all operations. The lowest wage for all genders corresponded to 100% of the local minimum wage: BRL 1,320 in 2023; BRL 1,412 in 2024; and BRL 1,518 in 2025.

Defined benefit plan obligations and other retirement plans GRI 201-3

Based on the Actuarial Valuation Report prepared in accordance with CPC 33 as of december 31, 2024, the Futura II Retirement Plan has its obligations fully covered by the Plan's Coverage Assets, which hold sufficient resources to meet all future obligations to beneficiaries. The calculation base date for this estimate is August 31, 2025, and the valuation was performed on September 30, 2025. Of Rumo's total workforce, 56% participate in the retirement plan.

Minimum notice period regarding operational changes GRI 402-1

In situations involving significant operational changes, the Company adopts communication processes to ensure that all employees are duly informed through the official communication channels available. This communication is carried out with adequate advance notice, although no specific minimum notice period is formally established, in order to enable the necessary adaptation and ensure transparency in the relationship with employees.

Worker Safety

Workers covered by an occupational health and safety management system¹ GRI 403-8

	2023		2024		2025	
	Number	Percentage	Number	Percentage	Number	Percentage
	15,717	100%	17,986	100%	17,909	100%

Note 1: All direct employees and third-party workers are covered by Rumo's occupational health and safety management system, which has undergone internal audit.

At Rumo, workplace hazards and risks are identified through consolidated analyses of occupational accidents, incident investigations, operational risk assessments, observations of critical activities, and historical event records.

In 2025, the measures adopted to eliminate risks included the replacement of unsafe steps and conditions, implementation and strengthening of engineering controls, revision of procedures, training initiatives, continuous communication of risks, and enforcement of proper use of personal protective equipment (PPE). Additionally, actions are being developed to strengthen risk management, including improvements in risk assessments, reinforcement of third-party management, and enhancement of investigations and action plans.

Health and safety rates and numbers GRI 403-9		2023 ⁴			2024			2025		
		Employees	Third Parties	Total	Employees	Third Parties	Total	Employees	Third Parties	Total
Work-related fatalities	Number	2	0	2	0	0	0	0	0	0
	Rate	0.09	0	0.05	0	0	0	0	0	0
High-consequence work-related injuries ¹	Number	2	4	6	7	16	23	11	12	23
	Rate	0.09	0.26	0.16	0.34	0.69	0.52	0.50	0.29	0.37
Recordable work-related injuries ²	Number	8	4	12	20	35	55	25	16	41
	Rate	0.38	0.26	0.32	0.96	1.51	1.25	1.15	0.39	0.66 ³
Number of hours worked		21,106,580	15,272,180	36,378,760	20,846,760	23,147,281	43,994,041	21,814,760	40,813,565	62,628,325

Note 1: For work-related accidents with serious consequences, accidents resulting in time off work (CAF) are considered.

Note 2: For work-related accidents requiring mandatory reporting, accidents resulting in time off work (CAF) and accidents without time off work (SAF) are considered.

Note 3: The total mandatory reporting work-related accident rate of 0.66 was obtained from the sum of the rounded rates of accidents resulting in time off work (CAF - 0.37) and accidents without time off work (SAF - 0.29).

Note 4: The 2023 third-party rates were revised in this report due to adjustments in the total hours worked by third parties. GRI 2-4

Recordable incident rate, fatality rate and near-miss frequency rate¹ SASB TR-RA-320a.1

	2023	2024	2025
Total recordable incident rate (TRIR)	0.32	1.25	0.66 ²
Fatality rate	0.05	0.00	0.00
Near-miss frequency rate (NMFR)	3.68	1.11	1.33

Note 1: Rates are presented in a consolidated manner for employees and third-party workers.

Note 2: The Total Recordable Incident Rate (TRIR) of 0.66 was obtained from the sum of the rounded rates of Lost Time Injuries (CAF – 0.37) and Non-Lost Time Injuries (SAF – 0.29).

Occupational diseases GRI 403-10

In 2025, as in the previous two years, no occupational diseases were recorded among direct employees, according to the Risk Management Program (RMP) and the National Registry of Health Establishments (NRHE). The main hazards identified included ergonomic risks, mental health-related conditions, and exposure to chemical substances, dust, and noise in certain functions and locations.

We have structured processes for data management and monitoring through periodic, admission, and ergonomic medical examinations, audiology assessments, absenteeism indicators, and leave tracking. We maintain and continuously improve preventive and control actions related to occupational diseases through specialized committees, such as those focused on Ergonomics, Noise, and Absenteeism, the Hearing Conservation Program, mental health initiatives — including mental health first aid teams — financial wellness training, and the application of specific assessments for high-risk functions.

Monitoring of occupational diseases among third-party workers is the responsibility of the contracted companies. However, companies providing services must comply with the same care guidelines adopted by Rumo, and our internal team remains available to provide support whenever necessary.

Training

Average¹ training hours per employee, by gender and functional category GRI 404-1

	2023	2024	2025
Gender			
Men	34.00	32.40	29.04
Women	14.00	30.79	14.98
Total	32.08	32.12	26.29
Functional category			
Leadership	15.38	18.99	13.86
Administrative	10.50	17.67	7.07
Operational	38.70	38.65	33.47
Total	32.08	32.12	26.29

Note 1: The average training hours were calculated as the total number of training hours completed during the year divided by the total number of employees who participated in training activities throughout the year.

Percentage of employees receiving regular performance and career development reviews¹, by gender and functional category GRI 404-3

	2024	2025
Gender		
Men	13%	12%
Women	23%	26%
Total	15%	15%
Functional category		
Leadership	88%	46%
Administrative	41%	54%
Operational	2%	n/a
Total	15%	15%

Note 1: In 2023, due to the review of the People Cycle, performance and development assessments were postponed to the first half of 2024. In 2024 and 2025, performance and career development reviews for employees were focused on senior professionals.

Communities

Social Investment	2025
Investment through incentivized projects	BRL 32,138,110.00
Direct investment	BRL 20,455,608.49
Total	BRL 52,593,718.49

Infrastructure investments and services supported [GRI 203-1](#)

Through investments in social projects focused on primary care for children and the elderly, as well as in health and education, we contribute to the development of physical infrastructure such as the shelter center for child victims of violence in Paranaguá (PR), the autism care center in São José do Rio Preto (SP), and care centers for elderly people in municipalities in the State of Rio Grande do Sul affected by the 2024 climate disaster.

The development of these facilities generates employment opportunities for local organizations, construction professionals within the civil construction ecosystem, and service providers supplying building materials, food, uniforms, and transportation. The services are provided free of charge and are fully aligned with the implementation of public policies dedicated to supporting people in situations of social vulnerability.

Incidents of violations of the rights of indigenous peoples GRI 411-1	2023	2024	2025
	0	0	0

Percentage of operations implementing local community engagement, impact assessments, and development programs [GRI 413-1](#)

Type of initiative	2023	2024	2025
Social impact assessments based on participatory processes	5%	35%	68%
Environmental impact assessments and ongoing monitoring	100%	100%	100%
Public disclosure of environmental and social impact assessment results	100%	100%	100%
Local development programs based on the needs of local communities	5%	30%	68%
Stakeholder engagement plans based on stakeholder mapping	5%	35%	77%
Committees and broad consultation processes with local communities, including vulnerable groups	5%	26%	77%
Labour councils and occupational health and safety committees to discuss impacts	100%	100%	100%
Formal grievance and complaint mechanisms for local communities - Confidential channel	100%	100%	100%

To learn more about the programs, actions, and projects developed with the local community, access the "Communities" chapter in the [2025 Sustainability Report](#).

Proportion of senior management ¹ hired from the local community ² GRI 202-2	2023	2024	2025
	59%	77%	83%

Note 1: Positions considered members of senior management include Manager, Executive Manager, and Director, representing the highest level of the local governance structure within the operational units.

Note 2: "Local" hiring was defined as the recruitment of professionals from the Southeast region, where the Company's operations are most concentrated.

Suppliers

Percentage of spending on local suppliers¹ GRI 204-1

	2023	2024	2025
Percentage of procurement budget spent on local suppliers	82.4%	77.2%	99.8%

Note 1: For this indicator, all Rumo operations are considered on a consolidated basis. Local suppliers include all states where the Company operates: Goiás (GO), Mato Grosso (MT), Mato Grosso do Sul (MS), Paraná (PR), Rio Grande do Sul (RS), Santa Catarina (SC), and São Paulo (SP).

Profile of suppliers

	2023	2024	2025
Percentage of direct suppliers	63%	41%	27%
Percentage of indirect suppliers	37%	59%	73%

Suppliers selected¹ based on environmental and social criteria GRI 308-1 | 414-1

	2023	2024	2025
Number of suppliers considered in the contracting process (new and approved)	1,650	1,708	1,744
Percentage of suppliers who responded to questionnaires with socio-environmental criteria	100%	100%	100%
Total number of new suppliers that the organization considered selecting or contracting	672	759	638
Number of new suppliers contracted based on socio-environmental criteria	11	389	356
Percentage of new suppliers hired based on socio-environmental criteria	2%	51%	56%

Note 1: In 2023, contracted suppliers were considered that, due to the nature of the service provided, they submitted specific environmental documentation. Starting in 2024, suppliers are considered if they were contracted after completing the social and environmental questionnaire as part of the homologation process.

All suppliers, whether approved or reapproved, are required to complete questionnaires containing social and environmental criteria with which they must demonstrate compliance in order to conduct transactions with Rumo.

Identified environmental impacts in the supply chain¹ GRI 308-2

	2023	2024	2025
Number of suppliers assessed for environmental impacts	366	143	118
Number of suppliers identified as having actual and potential negative environmental impacts	6	15	15
Number of suppliers identified as having significant actual and potential negative environmental impacts with agreed improvements as a result of the assessment	5	10	13
Percentage of suppliers with agreed improvements as a result of the assessment	83%	67%	87%
Number of suppliers with which the organization terminated business relationships as a result of the assessment	0	0	0
Percentage of suppliers with which the organization terminated business relationships as a result of the assessment	0%	0%	0%

Note 1: To measure suppliers causing environmental impacts, we considered Environmental non-conformity records (NCRs).

Identified social impacts in the supply chain¹ GRI 414-2

	2023	2024	2025
Number of suppliers assessed for social impacts	1,650	1,708	1,744
Number of suppliers identified as having significant actual and potential negative social impacts	37	48	34
Number of suppliers identified as having significant actual and potential negative social impacts with agreed improvements as a result of the assessment	29	38	17
Percentage of suppliers with agreed improvements as a result of the assessment	78%	79%	50%
Number of suppliers identified as having significant actual and potential negative social impacts with which business relationships were terminated as a result of the assessment	7	9	2
Percentage of suppliers identified as having significant actual and potential negative social impacts with which business relationships were terminated as a result of the assessment	19% ²	19% ²	6%

Note 1: To measure suppliers causing social impacts, we considered those formally notified through zero-tolerance non-conformity records (NCRs), which include items related to working conditions.

Note 2: The percentages of suppliers with whom business relationships were terminated in 2023 and 2024 have been restated in this Report. Previously, the calculation was based on the number of suppliers with agreed improvement actions. In this Report, the calculation is based on the number of suppliers identified as having impacts. **GRI 2-4**

Operations and suppliers with significant risk for incidents of child labor, forced labor, or contemporary forms of slavery GRI 408-1 | 409-1

We have not identified any operations or suppliers presenting significant risk of child labor, hazardous work for young workers, or forced labor and contemporary forms of slavery. All relevant operations and suppliers are located in Brazil. The topic is monitored through internal and external audits, as well as periodic assessments conducted by occupational safety professionals through ongoing inspections to verify working conditions, accommodation facilities, and transportation. These actions ensure compliance with Rumo's internal standards and with applicable regulations established by the Brazilian Ministry of Labor.

Emissions Management

Total Energy Consumption (GJ)

GRI 302-1 | SASB TR-RA-110a,3

	2023 ¹	2024	2025
Consumption of non-renewable fuels	13,656,461.17	13,654,847.25	13,817,746.52
Gasoline	27,576.17	25,706.88	27,236.60
Diesel	13,479,542.48	13,473,093.84	13,651,343.73
Liquefied petroleum gas (LPG)	26.48	13.81	13.81
Lubricant	149,316.04	156,032.72	139,152.38
Consumption of renewable fuels	1,783,360.57	2,135,828.58	2,302,232.05
Ethanol	2,467.77	2,419.65	2,017.32
Biodiesel	1,780,892.80	2,133,408.93	2,300,214.73
Percentage of fuel consumed from renewable sources¹	11.55%	13.53%	14.28%
Energy consumption	133,655.68	92,338.96	34,004.15
Electricity consumption	133,655.67	92,338.95	34,004.14
Cooling energy consumption	0.015	0.012	0.008
Total	15,573,477.42	15,883,014.79	16,153,982.72

Note 1: The percentage of renewable energy consumed in 2023 has been adjusted in the calculation in this report. [GRI 2-4](#)

Energy consumption outside the organization [GRI 302-2](#)

Energy consumption outside the organization represents less than 1% of our total greenhouse gas emissions across Scopes 1, 2, and 3 and is therefore not considered a material or significant impact factor. We account for and report emissions in accordance with the guidelines of the Greenhouse Gas (GHG) Protocol Program.

Energy intensity (GJ/TU)¹

[GRI 302-3](#)

	2023	2024	2025
	0.225560	0.226282	0.217167

Note 1: The denominator selected for calculating the energy intensity rate was metric tons transported (TU), totaling 74,385,101 TU in 2025. The indicator considers the total energy consumed within the organization, as reported under [GRI 302-1](#).

Reduction of energy consumption [GRI 302-4](#)

In 2025, we increased the total transported volume by 5.4%, compared to 2024. However, our total energy consumption increased by only 1.32%, as a result of energy efficiency actions implemented during the year, among other factors. The energy intensity indicator also reflected this improvement, showing a 4% reduction compared to the previous year.

Total consumption of renewable fuels increased by 7.8%, with a 17% reduction in ethanol consumption (402 GJ), while consumption of non-renewable fuels increased by only 1.2%, accompanied by an 11% reduction in lubricants consumption (16.9 thousand GJ). We also achieved significant reductions of 63% in electricity and cooling energy consumption, representing a decrease of 58.4 thousand GJ.

Reductions in energy requirements of products and services [GRI 302-5](#)

The actions and projects reported throughout this Report have contributed to reducing the energy requirements of our transportation services, demonstrating improvements in our energy efficiency in line with business growth. Although the total transported volume increased by 5.4%, diesel consumption did not increase at the same rate, rising by only 1.32% compared to 2024.

Direct greenhouse gas emissions¹ (Scope 1) (tCO₂e) [GRI 305-1](#) | [SASB TR-RA-110a,1](#)

	2023	2024	2025
Generation of electricity, heating, cooling, or steam	274.16	407.95	185.71
Physical-chemical processing	0.00	0.00	0.00
Transportation of materials, products, waste, employees, and passengers	1,005,957.52	1,004,960.68	1,027,113.54
Fugitive emissions	568.60	418.49	335.60
Process emissions	2,061.54	2,154.27	1,034.04
Land use change ²	n/a	n/a	2,913.30
Total direct emissions (Scope 1)	1,008,861.81	1,007,941.39	1,031,582.19
Biogenic Scope 1 emissions	124,648.36	166,494.57	176,370.76

Note 1: The following gases were considered in the calculations: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF₆), Nitrogen Trifluoride (NF₃), and Chlorodifluoromethane (R-22). The base year for accounting purposes was set as 2025 due to the increase in transported volume. The methodology and emission factors are based on the GHG Protocol and are audited annually by an independent third party. Emissions are consolidated using the operational control approach.

Note 2: Scope 1 emissions related to land use change have been included in the reporting as of 2025.

Indirect greenhouse gas emissions¹ (Scope 2) from purchased energy (tCO₂e) [GRI 305-2](#)

	2023	2024	2025
Calculated on a location-based approach	2,665.63	3,870.09	2,471.35
Calculated on a market-based approach	1,429.37	1,436.71	434.92

Note 1: The following gases were considered in the calculations: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF₆), Nitrogen Trifluoride (NF₃), and Chlorodifluoromethane (R-22). The base year for accounting purposes was set as 2025 due to changes in emission factors in accordance with the Brazilian Ministry of Science, Technology and Innovation (MCTI), which resulted in significant reductions under both the location-based approach (36%) and the market-based approach (70%). The reduction under the market-based approach was also influenced by an increase in the acquisition of IRECs. Emissions are consolidated using the operational control approach.

Other indirect greenhouse gas emissions (Scope 3) (tCO₂e) by upstream category [GRI 305-3](#)

	2023	2024	2025
Purchased goods and services	42,787.66	58,430.78	64,441.30
Capital assets	316,555.26	33,140.10	103,524.80
Activities related to energy (not included in scope 1 or scope 2 emissions) and fuels	234,812.02	234,074.06	228,649.30
Upstream transportation and distribution	4,245.80	7,658.59	4,359.83
Waste generated in operations	57,540.99	23,596.48	35,871.17
Business travel	1,642.60	2,300.48	2,905.96
Home-to-work emissions	4,859.34	4,874.55	4,197.65
Total other indirect emissions (Scope 3)	662,443.67	364,075.04	443,950.01
Biogenic Scope 3 emissions	12,151.78	25,561.08	16,835.27

Greenhouse gas emissions intensity index (gCO₂e/RTK)¹ GRI 305-4

2023	2024	2025 ²
13.06	12.62	12.25

Note 1: The intensity calculation considers direct emissions in metric tons of CO₂ equivalent divided by transported ton-kilometers, which totaled 84,197.58 MMRTK in 2025. The result is presented in gCO₂e/RTK, after applying the necessary unit conversions. The following gases were included in the calculation: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF₆), Nitrogen Trifluoride (NF₃), and Chlorodifluoromethane (R-22).
 Note 2: When comparing the GHG emissions intensity of 2024 and 2025, a 3% reduction can be observed.

GHG emissions reductions (tCO₂e) GRI 305-5

	Variation 2022/2023	Variation 2023/2024	Variation 2024/2025 ¹
Reductions from direct emissions (Scope 1)	0.00	920.42	0.00
Reductions from indirect emissions from purchased energy (Scope 2)	1,202.80	0.00	1,398.74
Reductions from other indirect emissions (Scope 3)	0.00	298,368.63	0.00
Total GHG emissions reductions	1,202.80	299,289.05	1,398.74

Note 1: In 2025, the reductions were directly driven by changes in emission factors in accordance with the Brazilian Ministry of Science, Technology and Innovation (MCTI), with an average factor of 0.0545 in 2024 and 0.0461 in 2025.

Pollution¹ per terminal – Total suspended particulate (µg/m³) GRI 305-7 | SASB TR-RA-120a.1

	2023	2024	2025
Rio Verde (GO)	354.32	258.68	133.75
São Simão (GO)	221.62	224.00	388.50
Alto Araguaia (MT)	130.20	596.18	136.91
Rondonópolis (MT)	541.38	512.46	164.57
Itirapina (SP) ²	120.87	77.44	n/a
Sumaré (SP)	756.81	146.78	126.96
Average final value³	354.20	302.59	190.14⁴

Note 1: Only measurements of total suspended particles are conducted, in accordance with CONAMA Resolution No. 506/2024.
 Note 2: Measurements at the Itirapina terminal were not conducted in 2025 due to extreme weather events.
 Note 3: The quantification of particulate matter mass is performed in accordance with CONAMA Resolution No. 491/2018, using gravimetric analysis. Concentration is determined by the mass-to-volume ratio of sampled gas, calculated as an average per terminal.
 Note 4: In 2025, investments were made in improvements such as road wetting, implementation of particulate containment technologies, reconfiguration of monitoring points, and road paving. These measures resulted in an effective reduction in particulate matter emissions, reinforcing the Company's commitment to continuous environmental performance improvement.

At our terminals, air pollution results from the handling of grains and fertilizers, including receiving, transporting, storing, and shipping activities. We adopt advanced technologies such as bag filter systems, pulse-jet filtration, air curtains, automatic doors, and centrifugal fan-based suction systems, in addition to residual emissions controlled through stacks chimneys.

Water management

Total water withdrawal by source ¹ (ML) GRI 303-3	2023	2024	2025 ³
Surface water	58.68	504.41	963.40
Groundwater	477.20	921.96	1,288.00
Third-party water ²	108.84	247.40	205.02
Total water withdrawal	644.72	1,673.77	2,456.42

Note 1: All water withdrawn is freshwater (total dissolved solids ≤ 1,000 mg/L). The Company does not withdraw seawater or produced water. No water was withdrawn from water-stressed areas.

Note 2: Third-party water withdrawal includes volumes supplied by public water utilities to operational units and consumed at construction sites.

Note 3: In 2025, total water withdrawal increased by 47% compared to 2024 due to the expansion of construction activities in the Northern and Paulista rail networks and in the Mato Grosso Railway.

Water discharge by destination ¹ (ML) GRI 303-4	2023	2024	2025 ²
Surface water	49.24	48.28	51.60
Third-party water	466.54	98.67	133.67
Total water discharge	515.78	146.95	185.27

Note 1: All discharged water is freshwater (total dissolved solids ≤ 1,000 mg/L). The Company does not discharge water into groundwater or the sea. No discharge occurred in water-stressed areas.

Note 2: In 2025, total water discharge increased by 26% compared to 2024 due to maintenance activities carried out in locomotive and railway cars operational areas.

In 2025, there were seven non-compliance cases with discharge limits, three in the Northern Railway Network and four in the Southern Railway Network. We comply with CONAMA Resolution No. 430/2011, which establishes the conditions and standards for effluent discharge and complements and amends Resolution No. 357 of March 17, 2005, issued by the National Environmental Council (CONAMA). Potential water pollutants are identified through chemical analyses conducted to ensure legal compliance. The parameters analyzed include: Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), pH, temperature, color, oils and greases (animal, vegetable, and mineral), solids (settleable and suspended), surfactants, turbidity, cadmium, chromium, lead, barium, soluble iron, *E. coli*, and thermotolerant coliforms.

Total water consumption ¹ GRI 303-5	2023	2024	2025
Water consumption (megaliters – ML)	128.94	1,526.82	2,271.15
Water consumption (cubic meters – m ³)	128,940.00	1,526,820.00	2,271,149.44

Note 1: All water consumed is freshwater (total dissolved solids ≤ 1,000 mg/L). No water was consumed in water-stressed areas. Water consumption was calculated as total water withdrawn minus total water discharged.

Biodiversity

All our railway networks consist of rail segments located in different geographical regions. As they cross protected areas, we consider that they all have impacts on biodiversity.

Currently, the product in our supply chain with the most significant impact on biodiversity is the consumption of native wood used in the production of railway planks. To ensure the origin of this wood and enhance transparency in the process, suppliers are verified through annual or biennial audits, in addition to document review. Audits are also conducted at the source forests supplying the raw material. The main native wood species purchased in 2025 were: *Dialium guianense*, *Qualea albiflora*, *Ocotea neesiana*, *Hymenolobium petraeum*, and *Enterolobium schomburgkii*.

Operational sites with impacts on biodiversity, 2025 GRI 101-5

	Malha Paulista	Malha Central	Malha Oeste	Malha Norte	Malha Sul
Location	Far South -48,141407°W -24,730731°S	Far South -50,347885°W -20,343891°S	Far South -47,187957°W -23,499593°S	Far South -50,982562°W -20,111173°S	Far South -52,112805°W -32,111861°S; Far North
	Far North -48,681452°W -20,177114°S	Far North -48,576618°W -10,195045°S	Far North -57,625754°W -19,019640°S	Far North -54,697651°W -16,676114°S	Far North -52,108365°W -21,755991°S
Size (ha) ¹	3,577,332.18	2,793,156.03	3,483,160.30	1,479,627.57	5,704,018.80
Activities ²	Rail freight transport				
Located in or adjacent to an ecologically sensitive area ³	Yes	Yes	Yes	Yes	Yes

Note 1: For the size of our operational units, we adopt a conservative delimitation for each railway network, considering a 10 km buffer on each side of the railway axis.

Note 2: The main activity in each railway network consists of freight transportation by rail and transshipment and storage services for products such as grains, fertilizers, and sugar.

Note 3: Ecologically sensitive areas are defined as areas designated as protected areas (Conservation Units).

Rumo's activities are not directly associated with deforestation, land conversion, or the exploitation of natural resources and therefore do not significantly impact these areas.

In rail logistics operations, there is a risk of the spread of invasive alien species, mainly concentrated in the loading, unloading, and grain transportation stages. Spillage of grains along railway lines, yards, and terminals may attract animals that feed on these residues. Through their movement and excretion, these animals can disperse seeds to more distant areas, including forest fragments. This represents an indirect risk associated with the presence of residues along the railway network. The Company continuously seeks to minimize this risk through operational and management practices aimed at reducing grain spillage. These risks are associated with most of our railway networks — Paulista, Central, Norte, and Sul — with the exception of the Oeste Network, as it exclusively transports iron ore.

Factors contributing to biodiversity loss, 2025
GRI 101-6

	Malha Paulista	Malha Central	Malha Oeste	Malha Norte	Malha Sul
Land use change¹ – Conversion of natural ecosystems					
Size of ecosystem converted ² (ha)	20.00	0.00	0.00	6.00	0.00
Ecosystem type before conversion	Secondary field	Without conversion	Without conversion	Secondary field	Without conversion
Ecosystem type after conversion	Secondary forest	Without conversion	Without conversion	Secondary forest	Without conversion
Land use change² – Conversion of intensively used or modified ecosystems to another use					
Size of ecosystem converted (ha)	3.00	0.00	0.00	0.00	0.00
Ecosystem type before conversion	Agricultural area	Without conversion	Without conversion	Without conversion	Without conversion
Ecosystem type after conversion	Secondary forest	Without conversion	Without conversion	Without conversion	Without conversion
Natural resources – Wild species³					
Tapirus terrestris – Vulnerable (VU)	n/a	15	n/a	177	n/a
Euphractus sexcinctus – Least Concern (LC)	n/a	82	n/a	523	n/a
Natural Resources – Water⁴					
Water withdrawal (ML)	338.27	556.00	8.27	407.38	176.68
Water consumption (ML)	245.64	550.89	0.00	389.65	125.79
Pollution					
Total phosphorus (mg/L)	0.00	204.10	0.00	45.60	0.00
Nitrogen (mg/L)	0.00	1,334.80	0.00	232.70	0.00
Nitrite (mg/L)	0.00	9.01	0.00	12.36	0.00
Nitrate (mg/L)	0.00	116.37	0.00	14.70	0.00

Note 1: For changes in biodiversity status, we consider the total areas of biomes that fall within the 10 km buffers on each side of the railway axis, using the IBGE biome classification map as the reference base layer.

Note 2: The reference year used for the calculation is 2025, corresponding to the start of this reporting period. In the context of operational railway networks, it is not possible to establish a single earlier cut-off date, as each network has distinct histories regarding the commencement of operations, expansion, and reactivation of specific segments.

Note 3: Threatened species were classified according to the International Union for Conservation of Nature (IUCN). Some data are not available because monitoring was not conducted, as no individuals of those species were identified at the respective locations. We consider resource exploitation to include species that recorded the highest number of railway collisions within our networks, along with their respective quantities and extinction risk levels.

Note 4: Water withdrawal and consumption did not include the Mato Grosso Railway (FMT).

Description and area of railway networks by biome¹ (ha), 2025 GRI 101-7

	Malha Paulista	Malha Central	Malha Oeste	Malha Norte	Malha Sul
Cerrado	524,940.38	2,524,341.98	2,021,707.17	1,452,226.83	5,498.68
Mata Atlântica	2,998,863.03	268,814.06	1,073,535.83	27,400.74	3,563,331.07
Pampa	0.00	0.00	0.00	0.00	2,122,566.67
Pantanal	0.00	0.00	353,149.29	0.00	0.00

Note 1: Currently, we do not measure ecosystem condition across all areas we operate in; therefore, we consider that all areas of influence of our railway networks may affect the biomes they cross. The reported data refer to the total areas — not land use — of all biomes intersecting our railway networks, considering a 10 km buffer on each side of the railway axis, in accordance with the IBGE biome classification.

Ecosystem services GRI 101-8

Our operations interact with different ecosystem services; therefore, the Company recognizes both the risks and opportunities to contribute positively to their maintenance. Regarding provisioning ecosystem services, such as water availability and forest productivity, railway operations require careful management to avoid impacts on essential natural resources. In this context, environmental monitoring programs contribute to ensuring water quality and reducing vegetation suppression, while forest restoration and rehabilitation projects strengthen the provision of these resources for local communities and productive sectors.

Concerning regulating and mitigation ecosystem services, risks associated with landslides, wildfires, and extreme climate events are mitigated through preventive actions, including erosion control, drainage systems, fauna and flora monitoring, and innovative measures such as the Animal Deterrence System. These initiatives not only reduce negative impacts but also enhance the resilience of the railway network and surrounding communities in the face of climate change.

With respect to regulating and supporting ecosystem services, we work to minimize atmospheric emissions, restore degraded areas, and improve ecological connectivity, benefiting biodiversity and the quality of life of local populations. Even in the case of cultural ecosystem services, where no significant dependencies have been identified, the Company seeks to promote engagement with communities and value the territories where it operates through environmental education initiatives and social engagement actions.

Thus, although we recognize that our activities may exert pressure on ecosystem services, Rumo also plays an active role in their protection and strengthening. The combination of mitigation measures, restoration efforts, and innovation allows us not only to reduce risks but also to generate shared benefits for stakeholders and contribute to biodiversity conservation and community well-being.

Waste

Composition of hazardous waste (class I) generated (t) GRI 306-3

	2023	2024	2025
Contaminated water	843.37	1,266.86	1,884.49
Construction waste	54.51	0.00	0.39
Effluent	0.00	49.00	20.00
Electronic waste (E-waste)	0.00	0.23	1.13
Grain contaminated with oil	8.08	0.00	76.76
Used oil	632.81	1,539.57	240.59
Batteries and accumulators	0.11	0.00	0.03
Healthcare Waste	0.13	2.06	0.02
Contaminated soil	43.85	539.41	631.47
Asbestos roofing tiles	7.18	0.00	0.00
Paint waste	0.10	0.00	0.00
Miscellaneous contaminated waste	1,050.99	2,034.91	3,437.76
Lamps	0.24	1.21	0.31
Total	2,641.37	5,433.25	6,292.95

Composition of non-hazardous waste (class II) generated (t) GRI 306-3

	2023	2024	2025
Rubber	5.00	0.00	0.00
Construction waste	107.84	565.22	345.97
Effluent	0.00	5,601.95	6,781.68
Septic tank sludge	3,460.87	0.00	0.00
Wood waste	795.17	772.10	646.46
Metal and scrap	28,836.38	0.00	0.00
Organic waste	9,626.79	43,999.71	47,139.80
Paper and cardboard	9.71	16.80	255.81
General waste	2,271.85	8,646.01	4,796.16
Electronic scrap	0.35	0.00	0.00
Ferrous metal scrap	0.00	21,177.54	27,564.40
Non-ferrous metal scrap	0.00	1,542.02	164.40
Glass	45.68	0.09	0.54
Plastic	22.34	19.12	15.69
Miscellaneous recyclable waste	0.00	6.45	2.56
Total	45,181.98	82,347.01	87,713.47

Waste sent for recovery by type of operation¹ (t) GRI 306-4

	2023	2024	2025
Hazardous waste (class I)	1,268.71	3,689.80	3,714.25
Preparation for reuse	0.00	1,799.46	1,694.01
Recycling	990.41	1,504.31	245.94
Co-processing ²	n/a	n/a	362.77
Other recovery operations	278.30	386.03	1,411.53
Non-hazardous waste (class II)	36,478.77	41,207.88	68,487.84
Preparation for reuse	2,657.11	11,646.59	3,036.64
Recycling	30,732.21	23,987.00	29,428.33
Co-processing ²	n/a	n/a	11,062.80
Other recovery operations	3,089.45	5,574.29	24,960.07
Total	37,747.48	44,897.68	72,202.09

Note 1: All waste is sent for recovery operations outside our facilities.

Note 2: Starting in 2025, waste sent for co-processing is reported separately from "other recovery operations"; therefore, it is not applicable to previous reporting years.

Waste sent for final disposal by type of operation¹ (t) GRI 306-5

	2023	2024	2025
Hazardous waste (class I)	1,372.65	1,743.45	2,578.69
Incineration (with energy recovery)	600.86	418.36	39.47
Landfilling	771.79	1,325.09	2,539.22
Non-hazardous waste (class II)	8,703.21	41,139.11	19,225.62
Incineration (with energy recovery)	7,318.89	18,221.80	851.77
Landfilling	1,384.32	22,917.31	18,373.85
Total	10,075.86	42,882.56	21,804.31

Note 1: All waste is sent for final disposal outside our facilities. No waste was sent for incineration without energy recovery.

Compliance

Significant non-compliance cases¹ with laws and regulations [GRI 2-27](#)

	2023	2024	2025
Total number of cases where fines were applied	45	176	168
Number of significant cases where fines were applied	2	5	0
Monetary value of fines applied	BRL 36,994,462	BRL 110,769,010	BRL 70,877,783
Cases where non-monetary sanctions were applied	0	0	0

Note 1: Starting in 2025, the criteria used to define significant cases include regulatory and environmental matters with values exceeding BRL 30 million, or cases that, in the absence of monetary values, present exposure and reputational impact. In previous years, the threshold considered was above BRL 5 million. The criterion was revised to align with the Reference Form.

Membership in associations [GRI 2-28](#)

We participate in the following associations and voluntary initiatives:

- ▶ Associação Nacional dos Transportadores Ferroviários (ANTF);
- ▶ Associação Brasileira da Infraestrutura and Indústrias de Base (Abdíd);
- ▶ Associação Brasileira das Companhias Abertas (Abrasca);
- ▶ Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável (CEBDS);
- ▶ Brazil Coalition;
- ▶ Group of Institutes, Foundations and Companies (GIFE);
- ▶ Moveinfra;
- ▶ Pacto empresarial pela Integridade and Contra Corrupção, do Instituto Ethos;
- ▶ UN Global Compact;
- ▶ UN Women's Women's Empowerment Principles;
- ▶ Na Mão Certa Program.

Operations with suppliers¹ assessed for risks related to corruption [GRI 205-1](#)

	2023	2024	2025
Total number of operations	525	1,708	1,744
Percentage of operations subject to corruption risk assessments	100%	100%	100%

Note 1: Operations assessed for risks related to corruption refer to Rumo's suppliers evaluated during the supplier qualification process for corruption-related risks. To mitigate integrity risks associated with reputation, legal compliance, and business ethics, all suppliers undergo a standard due diligence process. The criteria analyzed include tax compliance with the Federal Revenue Service, positive and negative certificates, verification against restrictive lists, national and international sanctions databases, judicial and administrative proceedings, negative media records, identification of Politically Exposed Persons (PEPs), and potential conflicts of interest.

Communication and training on anti-corruption policies and procedures [GRI 205-2](#)

In 2025, all nine full members and one alternate member of the Board of Directors, based in the Southeast region of Brazil, were informed about the Company's anti-corruption policies and practices through their "Letter of Appointment," in which they formally commit to complying with the Company's Code of Conduct.

Regarding employees, 81%, corresponding to 6,661 employees, were informed and trained on anti-corruption policies and procedures through the acknowledgment of the Code of Conduct and participation in the training program "On Track with Ethics" ("Nos Trilhos da Ética"). In 2024, 72% of employees were informed and trained.

In 2025, as in 2024, all suppliers approved through the Supplier Management process acknowledged Rumo's guidelines, which include the Company's Code of Conduct and Anti-Corruption Policy. Additionally, a live session was conducted for key business partners addressing anti-corruption topics. In 2025, 1,744 suppliers were covered, compared to 1,708 in 2024. In addition to suppliers, Rumo's customers were also informed about the Company's Code of Conduct and Anti-Corruption Policy.

	2023	2024	2025
Confirmed cases of corruption GRI 205-3	0	0	0

	2023	2024	2025 ¹
Legal actions related to anti-competitive behavior, anti-trust, and monopoly practices GRI 206-1 SASB TR-RA-520a.1	0	0	1

Note 1: In 2022, the Company was subject to legal proceedings related to a ruling concerning anti-competitive conduct; however, the case was subsequently annulled and returned to the competition authority for further review. In 2025, following the return of the case to the administrative authority, the authority accepted the settlement proposal submitted by the Company, and the case is therefore reported herein.

Political contributions [GRI 415-1](#)

Rumo and its subsidiaries, in compliance with applicable legislation and internal policies, do not make any type of political contributions.

Cases of discrimination GRI 406-1	2023	2024	2025 ¹
Total number of discrimination cases	13	26	22
Number of cases investigated and closed	8	22	22
Number of cases for which remediation plans are being implemented	8	22	7

Note 1: In 2025, the 15 cases in which remediation measures were not applied were not concluded as discrimination cases. Seven lacked sufficient information, five were deemed unfounded, and three were considered inconclusive. Additionally, for the three cases closed as inconclusive, preventive measures were adopted, such as guidance sessions, training, daily safety dialogue (DSD) at the respective locations, and dissemination of the Company's Diversity Groups.

In 2025, all cases reported as discrimination through the Ethics Channel were handled with due diligence. Of the 22 reports received, seven were concluded as discrimination cases, and in all of them proportionate measures were applied, focusing on prevention and strengthening a respectful work environment. The measures adopted included improvements to women's facilities, guidance and monitoring actions, corrective measures, and the removal of third parties from Rumo's operations when applicable.

The Company reaffirms its commitment to diversity, respect for people, and zero tolerance for discriminatory practices, continuously strengthening its mechanisms for reporting, accountability, and workplace improvement.

Economic

Direct economic value generated and distributed (BRL million) [GRI 201-1](#)

	2023	2024 ¹	2025
Direct economic value generated (revenue)	11,692	18,121	18,669
Economic value distributed	12,960	19,256	20,231
Operating costs	4,028	11,082	10,572
Depreciation/amortization and impairment	2,176	2,303	2,213
Personnel and related expenses	1,164	1,270	1,321
Capital providers – third-party remuneration	3,843	3,885	4,940
Capital providers – equity remuneration	722	-949	865
Taxes, fees, and contributions	1,029	1,665	320
Economic value retained (revenue minus economic value distributed)	-1,268	-1,135	-1,562

Note 1: Some line items relating to the economic value generated and distributed for the fiscal year ended December 31, 2024, have been restated to allow comparability with those for December 31, 2025. [GRI 2-4](#)

Economic value distributed (%)

	2023	2024	2025
Operating costs	31%	57%	52%
Depreciation/amortization and impairment	17%	12%	11%
Personnel and related expenses	9%	7%	7%
Capital providers – third-party remuneration	29%	20%	24%
Capital providers – equity remuneration	6%	-5%	4%
Taxes, fees, and contributions	8%	9%	2%

Monetary value of financial assistance received from government¹ (BRL million) [GRI 201-4](#)

	2024	2025
	446.25	375.47

Note 1: This indicator has been reported since 2024, therefore, data for 2023 are not available.

In 2025, the Company benefited from tax incentives and fiscal benefits, including the suspension of PIS and Cofins taxes under the Special Incentive Regime for Infrastructure Development (Reidi), the suspension of ICMS, IPI, PIS, and Cofins for companies eligible under the Special Tax Regime for the Modernization and Expansion of Port Infrastructure (Reporto), as well as income taxation on operating profit linked to the Superintendency for the Development of the Amazon (Sudam).

Operational Safety

Substantiated complaints concerning breaches of customer privacy and losses of customer data [GRI 418-1](#)

	2023	2024	2025
	0	0	0

Assessment of health and safety impacts of product and service categories [GRI 416-1](#)

We assess the safety impact on communities in 100% of our services. According to ANTT regulations, we classify railway accidents according to their nature as: collisions, run-overs, derailments, explosions, and fires.

We conduct comprehensive assessments of health and safety impacts on communities across 100% of Rumo's services, aiming to implement consistent improvements in each operation. Accidents are classified according to their nature, with collisions and run-overs identified as having the most significant and direct impacts on society.

Accidents in railway operations

	2023	2024	2025
Collisions	187	162	222
Cases of running over	100	113	110
Total	287	275	332

Cases of non-compliance¹ related to health and safety [GRI 416-2](#)

	2023	2024	2025 ²
	45	83	40

Note 1: The number of non-compliance cases refers to incidents involving safety risks caused by Rumo's services, including asset maintenance and conservation, drainage issues, speed restrictions, technical specifications, trespassing, among others.

Note 2: In 2025, there were no cases of non-compliance with laws resulting in warnings, nor were there cases related to voluntary codes.

Number of accidents and incidents [SASB TR-RA-540a.1](#)

	2023	2024	2025
	305	298	370

Operational Performance

Number of accidental and non-accidental¹ releases of hazardous materials SASB TR-RA-540a.2

	2023 ²	2024 ²	2025
Number of accidental releases	9	9	4
Number of non-accidental releases	10	10	5
Total	19	19	9

Note 1: Accidental releases include railway operation incidents such as collisions, force majeure events, derailments, impacts, leaks, and fires. Non-accidental releases include vandalism and natural disasters. Hazardous materials considered include oils, fertilizers, and fuels.
 Note 2: The data for the years 2023 and 2024 have been revised. Previously, all accidents were reported, but this report only includes accidents involving leaks of hazardous materials. [GRI 2-4](#)

Activity metrics SASB TR-RA-000.A, TR-RA-000.B, TR-RA-000.C, TR-RA-000.D

	2023	2024	2025
Number of cargo transported (thousand TU)	69,043	70,192	74,385
Number of intermodal units transported	109,256	117,071	119,486
Kilometers Traveled (km)	13,592	13,592	13,596
Revenue per ton-kilometer (BRL/MMRTK)	77,258	79,847	84,198

Inspection frequency rate¹ of railway integrity SASB TR-RA-540a.4

	2023	2024	2025
	1.646	1.018	0.769

Note 1: Internal railway integrity inspections include mechanized geometry inspections, ultrasonic testing inspections, and walking inspections across the entire railway network.

OTHER INDICATORS

Number of reported violations by topic	2025
Corruption or bribery	0
Discrimination or harassment	22
Customer privacy data	0
Conflicts of interest	130
Money laundering or insider trading	0

Percentage of operations that have Environmental Management System (EMS) certification/audit/verification by type	2025
EMS is verified through international standards	0%
Third party certification/audit/verification by specialized companies ¹	30%
Internal certification/audit/verification by company's own specialists from headquarters ²	70%
Total	100%

Note 1: For this line, external assurance audits of the Sustainability Report, verification of the Greenhouse Gas (GHG) emissions inventory, and Zero Waste certification are considered.

Note 2: For this line, the Environmental Performance Indicator (EPI) is considered, a management tool used to identify and correct non-conformities, based on quarterly audits with a structured checklist covering topics such as waste management, water resources, atmospheric emissions, among others.

Return on environmental investments ¹ (BRL)	2023	2024	2025
Capital investments (Capex)	219,331,689	104,828,563	54,892,600
Operating expenses (Opex)	12,730,106	10,638,591	14,050,929
Total expenses	232,061,795	115,467,154	68,943,529
Savings, cost avoidance, income and tax incentives	0	0	0

Note 1: The data covers 100% of Rumo's operations.

Environmental violations	2023	2024	2025
Number of violations of legal obligations/regulations	28	16	22
Amount of fines/penalties related to the above (BRL)	43,036,595.03	103,558,121.41	80,022,264.76
Environmental liability accrued at year end (BRL)	1,220,957,835.98	1,455,469,212.92	1,370,844,087.01

Climate-related management Incentives	Type of incentive	Description of targets in force in 2025
Operations Directors	Monetary	Reduction in specific emissions compared to the previous year, in gCO ₂ /RTK
Operations Managers	Monetary	Reduction in specific emissions compared to the previous year, in gCO ₂ /RTK

Percentage of operations with Human Rights assessment	2025		
	Percentage % of total assessed in last three years	Percentage of the total assessed (1st column) where risks were identified	Percentage of risks (2nd column) with implemented mitigation measures
Own operations	100%	2%	100%
Contractors and Tier I suppliers	100%	2%	50%

Training and development	2025
Average training and development hours ¹	26.29
Average amount spent (BRL)	BRL 1,059.96

Note 1: The average training hours and the average amount spent were calculated based on the number of full-time employees (FTEs) who participated in training during 2025.

Human capital return on investment	2023	2024	2025
Total revenue (BRL)	10,937,716,000	13,936,389,000	13,847,776,000
Operating expenses (BRL)	4,028,433,000	11,082,077,000	10,572,344,000
Employee Expenses (BRL)	1,163,821,000	1,269,579,000	1,321,057,000
Total Employees	7,905	7,993	8,255

Hiring ¹	2023	2024	2025
Total number of new employee hires	1,915	1,345	1,716
Percentage of open positions filled by internal candidates	33.13%	27.90%	3.32%
Average hiring cost per employee (BRL)	2,650	2,532.42	1,911.22

Note 1: The number of employees and the average hiring cost were calculated based on the number of full-time employees (FTEs).

Long-Term Incentives for Employees

6.92% of our employees below senior management level benefit from the incentives included in the Futura II Plan, with participation being voluntary, with part of the individual contribution subsidized by the employee and part subsidized by the Company.

Employee satisfaction	2023	2024	2025	Target for 2025
Percentage of employee satisfaction	88%	87%	89%	82%
Percentage of employees who responded to the satisfaction survey	93%	88%	92%	-

Customer Satisfaction – Net promoter score (NPS)	2023	2024	2025	Target for 2025
NPS Rumo	39	52	62	55
NPS Northern Operation	31	46	61	-
NPS Southern Operation	43	59	63	-
Percentage of customers who responded to the satisfaction survey	91%	96%	92%	-

OTHER TABLES

Racial diversity of employees	2025			
	Share in total workforce		Share in all management positions ¹	
	Total number	Proportion	Total number	Proportion
Asian	72	0.87%	8	1.38%
White	4,789	58.01%	440	75.86%
Indigenous	28	0.34%	0	0.00%
Brown	2,630	31.86%	107	18.45%
Black	705	8.54%	23	3.97%
Not Informed	31	0.38%	2	0.34%
Total	8,255	100%	580	100%

Note 1: Management positions include Coordination, Management, Executive Management, Directorship, Presidency, and Vice-Presidency.

Women in the workforce	2025	
	Total number	Proportion
Share of women in total workforce	1,515	18.35%
Women in all management positions, including junior, middle and top management	187	32.24%
Women in junior management positions	170	33.73%
Women in top management positions	15	22.39%
Women in management positions in revenue-generating functions	136	27.93%
Women in STEM-related positions (Science, Technology, Engineering and Mathematics)	541	50.75%

Number and percentage ¹ of employees, by gender and race		2023			2024			2025		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Asian	Number	50	13	63	52	13	65	54	18	72
	Percentage	79.4%	20.6%	0.8%	80.0%	20.0%	0.8%	75.0%	25.0%	0.9%
White	Number	4,013	807	4,820	3,899	863	4,762	3,871	918	4,789
	Percentage	83.3%	16.7%	61.0%	81.9%	18.1%	59.6%	80.8%	19.2%	58.0%
Indigenous	Number	28	1	29	36	1	37	28	0	28
	Percentage	96.6%	3.4%	0.4%	97.3%	2.7%	0.5%	100.0%	0.0%	0.3%
Brown	Number	2,018	311	2,329	2,053	393	2,446	2,177	453	2,630
	Percentage	86.6%	13.4%	29.5%	83.9%	16.1%	30.6%	82.8%	17.2%	31.9%
Black	Number	545	80	625	538	109	647	583	122	705
	Percentage	87.2%	12.8%	7.9%	83.2%	16.8%	8.1%	82.7%	17.3%	8.5%
Not Informed	Number	31	8	39	30	6	36	27	4	31
	Percentage	79.5%	20.5%	0.5%	83.3%	16.7%	0.5%	87.1%	12.9%	0.4%
Total	Number	6,685	1,220	7,905	6,608	1,385	7,993	6,740	1,515	8,255
	Percentage	84.6%	15.4%	100.0%	82.7%	17.3%	100.0%	81.6%	18.4%	100.0%

Note 1: Percentages by gender were calculated based on the total number of employees within each race category, while the overall percentages were calculated based on the total number of employees.

Employee turnover, by functional category	2023		2024		2025	
	Hires	Turnovers	Hires	Turnovers	Hires	Turnovers
CEO and Vice Presidents	0	0	0	1	0	0
Directors	3	2	0	4	4	0
Executive Managers	8	8	8	7	5	10
Managers	28	19	24	19	17	24
Coordinators	58	41	51	47	35	62
Other Positions	1,818	1,140	1,262	1,167	1,655	1,341
Total	1,915	1,210	1,345	1,245	1,716	1,437

Number and rate of new hires and turnovers, by race	2024				2025			
	Hires		Turnovers		Hires		Turnovers	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Asian	13	20%	14	22%	22	31%	14	19%
White	684	14%	741	16%	811	17%	766	16%
Indigenous	8	22%	0	0%	0	0%	10	36%
Brown	495	20%	376	15%	696	26%	506	19%
Black	135	21%	108	17%	187	27%	136	19%
Not Informed	10	28%	6	17%	0	0%	5	16%
Total	1,345	17%	1,245	16%	1,716	21%	1,437	17%

Voluntary employee turnover rate	2023	2024	2025
	367	351	431

Greenhouse Gas Emissions by Gas Type – GHG Protocol Brazil Reporting¹

Gas type	2023				2024				2025			
	In tons of gas (t)		In tons of CO ₂ equivalent (tCO ₂ e)		In tons of gas (t)		In tons of CO ₂ equivalent (tCO ₂ e)		In tons of gas (t)		In tons of CO ₂ equivalent (tCO ₂ e)	
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
CO ₂	992,093.69	Location: 2,665.63 Market: 1,429.37	992,093.69	Location: 2,665.63 Market: 1,429.37	991,193.08	Location: 3,870.09 Market: 1,436.71	991,193.08	Location: 3,870.09 Market: 1,436.71	1,016,824.09	Location: 2,471.35 Market: 434.92	1,016,824.09	Location: 2,471.35 Market: 434.92
CH ₄	69.84	0.00	1,955.41	0.00	73.11	0.00	2,046.99	0.00	72.25	0.00	2,023.07	0.00
N ₂ O	53.77	0.00	14,247.73	0.00	53.90	0.00	14,283.76	0.00	46.79	0.00	12,400.27	0.00
HFCs	0.30	0.00	564.98	0.00	0.22	0.00	417.55	0.00	0.19	0.00	334.75	0.00
PFCs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SF ₆	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NF ₃	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	992,217.60	Location: 2,665.63 Market: 1,429.37	1,008,861.81	Location: 2,665.63 Market: 1,429.37	991,320.31	Location: 3,870.09 Market: 1,436.71	1,007,941.38	Location: 3,870.09 Market: 1,436.71	1,016,943.33	Location: 2,471.35 Market: 434.92	1,03,582.19	Location: 2,471.35 Market: 434.92

Note 1: Access our annual publication, issued since 2017, of the complete inventory in the Public Registry of Emissions of the GHG Protocol Program, Gold category: <https://registropublicodeemissoes.fgv.br/participantes/2930>.

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