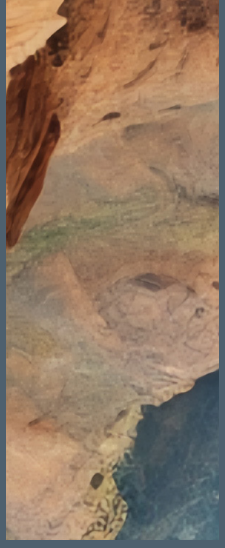
SUSTAINABILITY
REPORT
2024 | English

Roca Brasil | Cerámica
Roca | Incepa



SUMMARY

THE COMPANY

ABOUT US

Innovation, state-of-the-art technology, high quality standard, which translates into the total satisfaction of our customers, and vision of the future, combined with environmental responsability, guide the DNA of Roca Brasil Cerámica, a solid global company that is a reference among the largest manufacturers of ceramic coatings in the world, with its brands Roca Cerámica and Incepa.

To this end, it constantly invests in its factories through technologies that, together with the product development team, ensure to deliver to the market a robust portfolio of tiles that follow the trends of architecture and construction in full technical compliance – as is the case of the Supercompactator Continua+, acquired by Roca Brasil Cerámica in 2014, and with operation started in 2015. In addition, the production process has an oven of 180 m and a polishing system with 60 heads, capable of reducing energy use, making the process more sustainable when compared to traditional presses. Thus, sustainability and beauty go hand in hand, creating lines with solutions for all environments of the home, with small tiles and SuperSizes, able to meet the flooring and furniture.

Since the end of 2021 it belongs to The Lamosa Group, a Mexican company with a global focus on the manufacture and commercialization of ceramic coatings and adhesives. It has a history of more than 130 years in the construction materiais industry, with operations in 9 countries and 33 production centros in the Americas and Europe.

Today, The Lamosa Group occupies the position of leader in the markets in which it participates, being the second largest manufacturer of ceramic coatings with an annual installed capacity of more than 225 million m^2.

WHERE WE ARE

With its administrative headquarters in Campo Largo - Paraná, Roca Brasil Cerámica has three manufacturing units, two of which are adjacent units also located in Campo Largo and the other is located in São Mateus do Sul - Paraná. Roca Brasil Cerámica has a positive impact on these regions, creating jobs and boosting the local economy.

These three plants produce porcelain tiles that are distributed nationally and internationally, with Brazil and the United States being the main markets served by Roca Brasil Cerámica.

OUR MISSION

To maintain our leading position in the construction sector, offering products that preserve our customers' assets and the reputation of professionals and installers, generating growing and sustainable value for our distributors, employees and shareholders; always committed to the community and its environment.

OUR VISION

To be the leading industrial corporation that brings the best bathroom solutions to millions of people around the world.

OUR VALUES

- On-going Improvement
- Teamwork
- Spirit os Service
- Responsability
- Honesty

OUR PRODUCT

Roca Brasil Cerámica reinforces its commitment to sustainability and innovation by integrating responsible practices into the development of its products. The constant search for environmental efficiency and technical excellence results in solutions aligned with the needs of the contemporary market.

One example of this strategy is the brand's SuperSizes. The 100x200 cm format has been carefully dimensioned to allow transport by conventional elevators, eliminating the need for hoisting on vertical construction sites - a solution that optimizes logistics and reduces operational impacts.

The 120x250 cm format takes into account the usual ceiling height measurements in Brazilian buildings, promoting a more rational and functional application within national construction standards.

In the new 160x160 cm and 160x320 cm sizes, Roca Brasil Cerámica is moving forward to satisfy an increasingly diversified public, with a special focus on the carpentry and marble segment. These formats have been strategically developed to meet the growing demand for large surfaces in custom-made furniture and finishing projects.

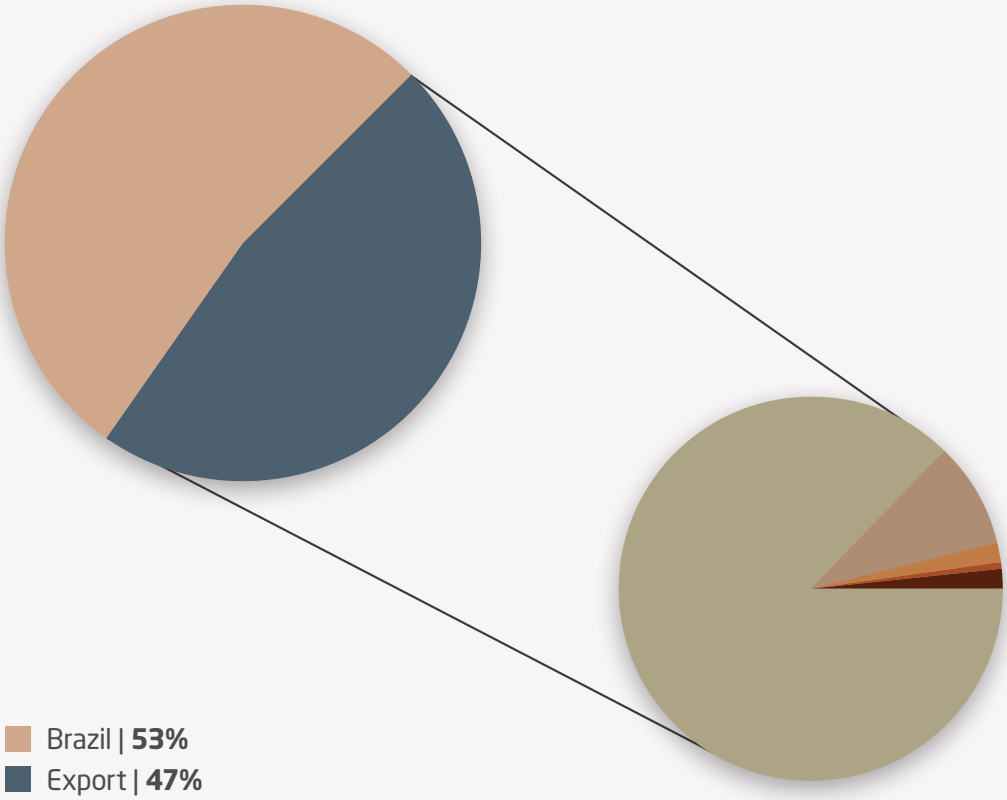
In 2022, another step was taken towards sustainability by completing the Life Cycle Assessment of the products manufactured at the São Mateus do Sul plant.

Attentive to changes in the sector and continually investing in cutting-edge technology, Roca Brasil Cerámica is consolidating its position as a benchmark for innovation in the high-performance ceramic tiles market.

OUR BRANDS

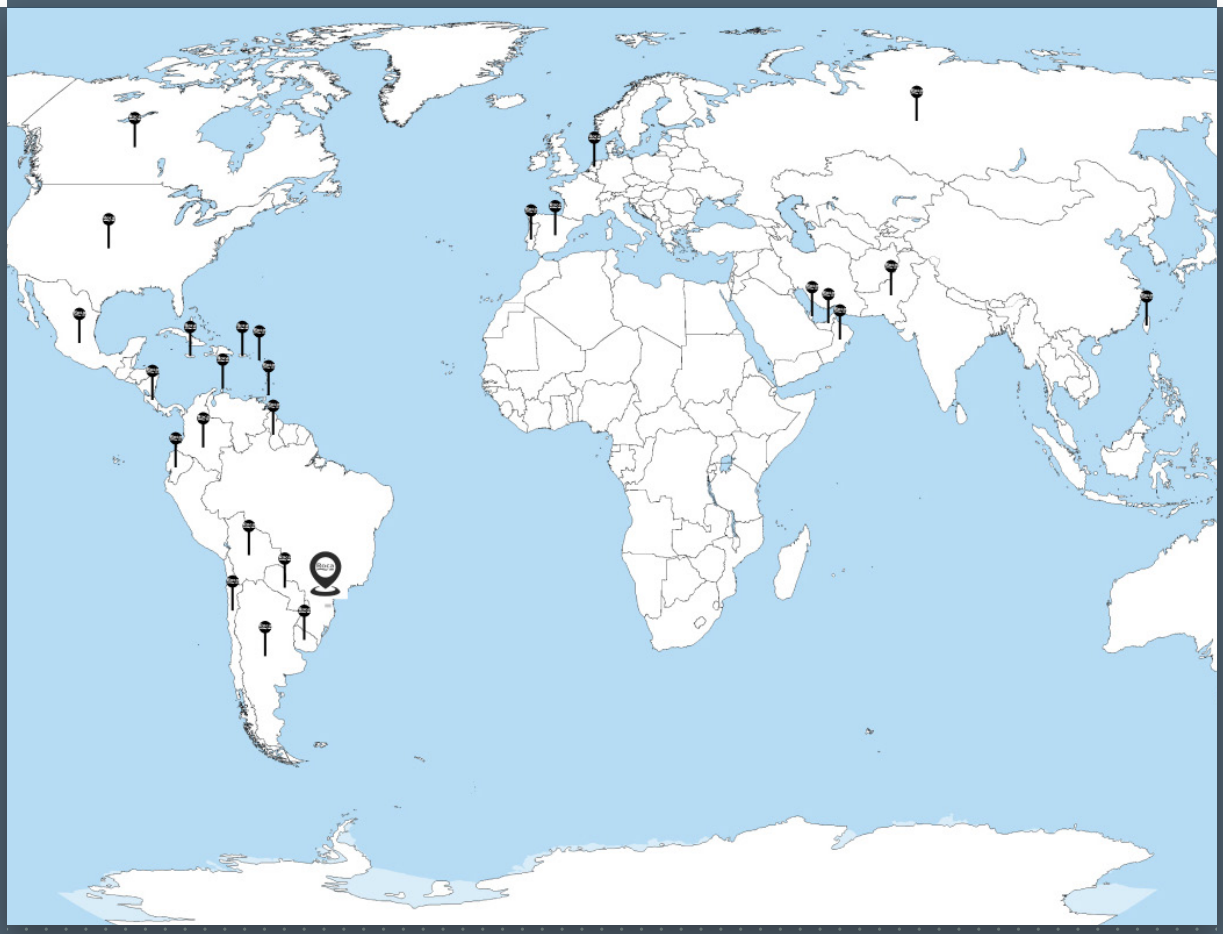
Grupo LAMOSA | Roca | Cerámica | Incepa

SALES IN BRAZIL X EXPORTS



- Brazil | **53%**
- Export | **47%**
- The US and Canada | **87,2%**
- Mercosul | **9%**
- Other countries in Latin America | **1,6%**
- Other countries in the America | **0,5%**
- Europe and Asia | **1,6%**

SALES IN BRAZIL X EXPORTS



SUSTAINABILITY

OVERVIEW

The 2024 Sustainability Report marks another chapter in Roca Brasil Cerámica's journey towards consolidating a sustainable, innovative performance in line with best market practices. Reinforcing its commitment to transparency, social and environmental responsibility and continuous improvement, the company continues to integrate environmental and social criteria into its strategic and operational decisions.

One of the main milestones of this journey was the application of the Life Cycle Assessment (LCA) to the products of Factory 1 - a unit equipped with Continua+ technology, which guarantees greater efficiency in the use of raw materials and a significant reduction in material losses. Roca Brasil Cerámica was a pioneer in the porcelain tile sector in Brazil when it developed a Life Cycle Assessment of its products, contributing relevant technical data for environmental certifications such as LEED, AQUA-HQE, among others.

The LCA was later extended to SuperFormato slabs and tiles, in sizes 100x200 cm and 120x250 cm, produced by the company since 2021, when Roca Brasil Cerámica became the first national brand to launch these formats on the market. The analysis was also applied to products from the São Mateus do Sul plant, the assessment of which was completed in 2022, already taking into account the use of biomass as a source of thermal energy in the ovens.

This initiative responded to the growing demand for products with a lower environmental impact and boosted the adoption of practices aimed at production efficiency and environmental responsibility.

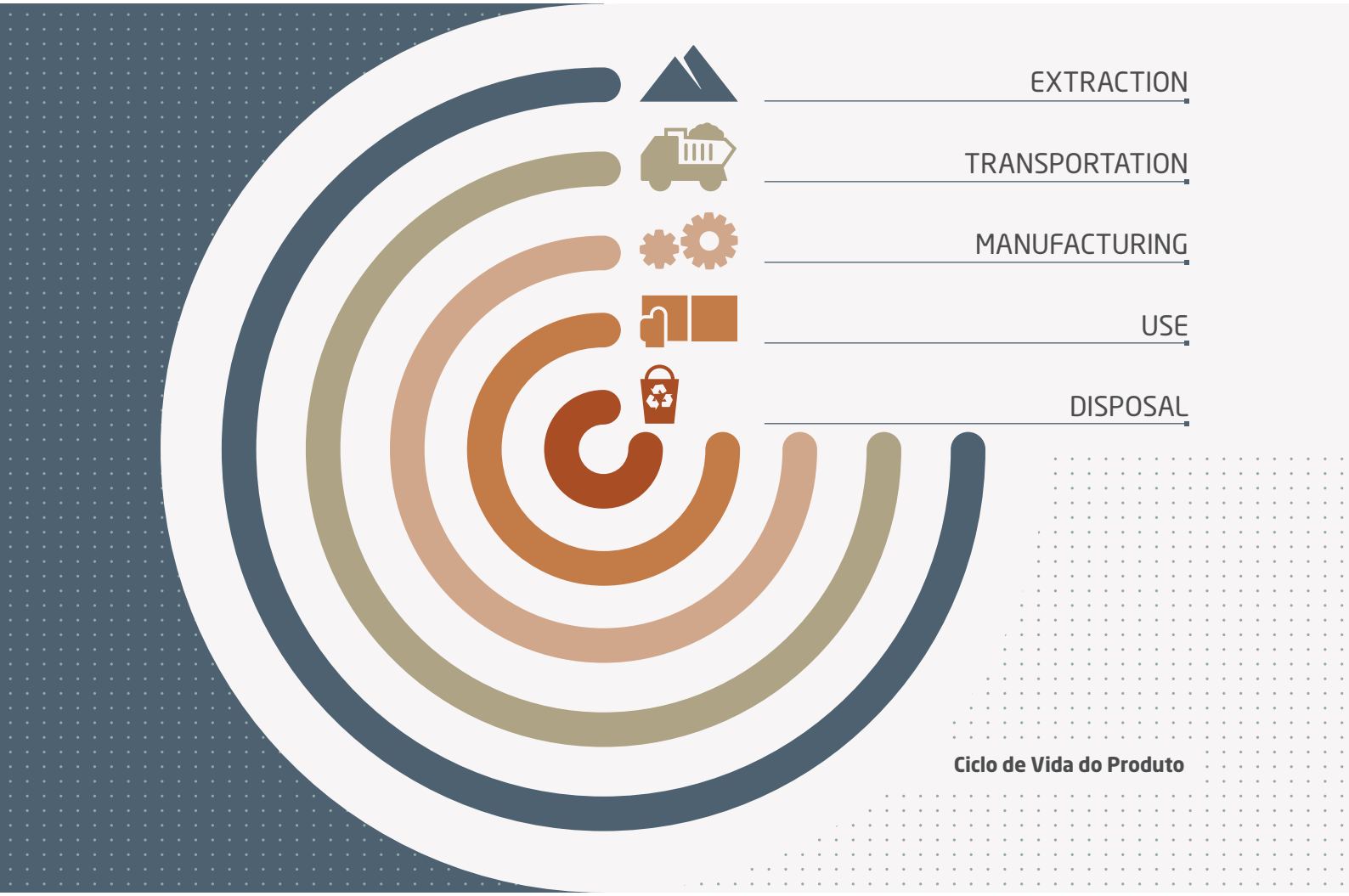
In 2023, the company adopted the methodology of the Brazilian GHG Protocol Program for quantifying and managing atmospheric emissions, carrying out its first Greenhouse Gas (GHG) Inventory, covering Scope 1 (direct emissions) and Scope 2 (indirect emissions related to energy consumption). In the 2024 report, Roca Brasil Cerámica takes another important step by also including Scope 3 categories, which encompass indirect emissions from the value chain. The Scope 3 figure for the base year 2023 has also been calculated retroactively, expanding the scope and precision of the company's climate management.

SUSTAINABILITY REPORT

Roca Brasil Cerámica published its first Sustainability Report in 2020, with data and information relating to the 2019 base year. Since then, the initiative has been consolidated as an essential tool to strengthen the company's commitment to transparency and share with its public the advances and challenges related to sustainability.

This is the sixth edition of the Sustainability Report, bringing together updated information for the year 2024. The document follows on from previous editions, incorporating new data, broadening the scope of analysis and reinforcing Roca Brasil Cerámica's role in building a more responsible industry aligned with the environmental and social demands of the present and the future.

LIFE CYCLE ASSESSMENT



Ciclo de Vida do Produto

Life Cycle Assessment (LCA) is an internationally recognized methodology for providing a comprehensive view of the environmental impacts associated with the production of a product. In the case of Roca Brasil Cerámica, the cradle-to-grave approach is adopted, which considers all stages from the extraction of raw materials to the final product leaving the factory. This scope allows for an in-depth analysis of the use of natural resources, air emissions, effluent generation and waste generated throughout the production process.

The main objective of LCA is to quantify the environmental footprint of products and identify critical points in the production process - such as the most energy-intensive stages or materials with the least favorable environmental performance. By mapping this information based on internationally recognized standards, such as ISO 14040 and 14044, the company strengthens its environmental transparency and provides a technical basis for its sustainability strategies. With this information, the company can develop effective strategies to mitigate impacts, promote efficiency in the use of resources and direct investments towards sustainable innovations.

The data obtained from LCA is used to generate Environmental Product Declarations (EPDs), which are documents verified by a third party and increasingly valued in environmental building certifications.

In the case of LEED (Leadership in Energy and Environmental Design), the presence of EPDs contributes to obtaining credits in the Materials & Resources categories, by promoting transparency and environmental responsibility in the supply chain.

As for AQUA-HQE, a French-Brazilian certification, life cycle assessment is encouraged as part of the environmental performance of the products used in the development, which is reflected in the choice of more sustainable materials.

In addition to these certifications, LCA is also recognized for other important environmental assessment tools.

In BREEAM (Building Research Establishment Environmental Assessment Method), one of the most widely adopted certifications in Europe, the environmental performance of materials based on their life cycle is considered in the Materials category.

The WELL Building Standard, which focuses on the health and well-being of occupants, includes material transparency criteria that value products with EPDs, recognizing efforts to minimize the environmental and toxicological impact of components used in buildings.

The EDGE (Excellence in Design for Greater Efficiencies) certification, developed by the International Finance Corporation (IFC), also benefits from LCA by recognizing products with superior environmental performance - especially with regard to efficiency in the use of materials, water and energy.

Finally, in the GBC Casa certification, a Brazilian certification aimed at residential buildings, LCA can be used to demonstrate the choice of materials with a lower environmental impact, in line with the sustainability criteria required in the certification process.

By investing in Life Cycle Assessments, Roca Brasil Cerámica supports its customers and partners in achieving sustainable certifications with high international recognition.

Roca Brasil Cerámica's first Life Cycle Assessment (LCA) was carried out in 2019, focusing on the products manufactured at Factory 1. The study was audited by an international reviewer with experience in the construction sector. In this initial stage, the environmental impacts associated with the production of porcelain tiles at one of its factories were analyzed in general, in addition to two specific formats evaluated individually: 60x120 cm and 120x120 cm.

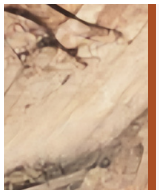
Since then, the LCA has been progressively expanded to include new product lines and other plants, consolidating itself as a strategic environmental management tool. In 2021, the newly launched formats - 100x200 cm and 120x250 cm - were evaluated. In 2022, the LCA of Factory 3's products was completed, covering both a general analysis of production and a specific assessment of the Pro and Pro Max lines.

With the expansion of the LCA to different lines and factories, Roca Brasil Cerámica is reaffirming its commitment to more responsible production in line with the demands of a market that is increasingly attentive to sustainability and environmental certifications recognized in the construction sector.

One of the significant results pointed out by the LCA was the high environmental impact of the petroleum coke used to generate heat. In 2021, the company took a big step towards sustainability by replacing petroleum coke with biomass to generate heat in the spray dryer kilns. This change not only reduced the environmental impact, but also made Roca Brasil Cerâmica a benchmark in the use of renewable fuels in the sector. Biomass, which includes, for example, briquettes - waste from the furniture industry - is a renewable fuel that, when reused, replaces non-renewable energy sources and contributes to the circular economy, minimizing the waste of materials.

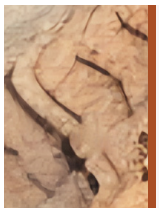
By implementing this innovative solution, the company has not only improved its energy matrix, but has also positioned itself as an example of good practice in the use of sustainable fuels in the construction sector. The use of biomass is just one of the many advances made by Roca Brasil Cerâmica, which continues to expand its LCA to new product lines and plants, always with a commitment to reducing its environmental impact and increasing the efficiency of its processes.

Impacts assessed in the LCAs of Roca Brasil Cerámica



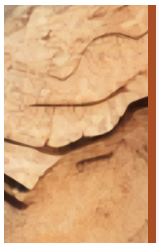
Climate change

Global warming potential that could result in the melting of glacial poles and rising ocean levels.



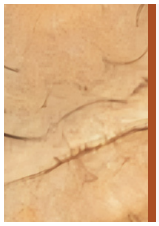
Fossil depletion

Consumption of non-renewable resources at a greater rate than they are formed in nature.



Stratospheric ozone depletion

Potential reduction of the ozone layer, which would increase the incidence of ultraviolet rays, possibly leading to an increase in cases of skin diseases.

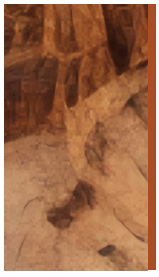


Photochemical oxidation

Potential atmospheric pollution due to the formation of ozone from anthropogenic emissions, which can lead to respiratory problems.

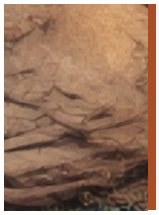
Acidification potential

Release of emissions into the atmosphere that enter the water cycle causing acid rain.



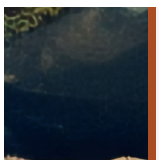
Eutrophication potential

The accumulation of nutrients (mainly phosphorus and nitrogen compounds) in ecosystems, which leads to an imbalance and increased reproduction of some species, occurs mainly in aquatic environments.



Depletion of minerals and metals

Consumption of minerals and metals at a greater rate than they are formed in nature.



Water depletion

Use of water from nature.

ENVIRONMENT

ENERGY

Energy consumption is one of the main environmental factors in the ceramics industry, especially in the firing process, which requires large amounts of heat. For this reason, monitoring, efficient management and the transition to renewable sources are fundamental actions to mitigate environmental impacts and move towards a low-carbon economy.

Roca Brasil Cerámica monitors its energy indicators based on the guidelines of the Global Reporting Initiative (GRI), using GRI standard 302: Energy as a reference. Although it does not yet fully comply with all the GRI's compliance requirements, the company adopts the standards as a basis for measuring and monitoring its performance.

In 2021, the company made a significant change to its energy matrix by replacing petroleum coke with biomass as the heat source for the spray dryer kilns - a critical stage in the porcelain tile production process. Biomass is a renewable fuel that can be obtained from industrial waste, such as briquettes from the furniture industry, which are now used as an energy source. As a result, waste that would previously have been discarded is put to a new use, contributing to the circular economy and reducing dependence on fossil fuels.

Since then, biomass has become an essential source of heat energy for the company's activities. In 2024, biomass accounted for 28 % of the heat needed for the production process, reinforcing Roca Brasil Cerámica's commitment to cleaner and more sustainable solutions

It is important to remember that the replacement of petroleum coke was motivated by analyses carried out in Life Cycle Assessments (LCA), which identified this fossil fuel as one of the main contributors to environmental impacts in the production phase. In economic terms, biomass can represent a more stable and, in certain contexts, more affordable source of energy, as well as fostering local production chains linked to the supply of organic waste. Replacing fossil fuels with biomass positions the company more in line with global energy transition trends and the sustainability criteria valued by the market.

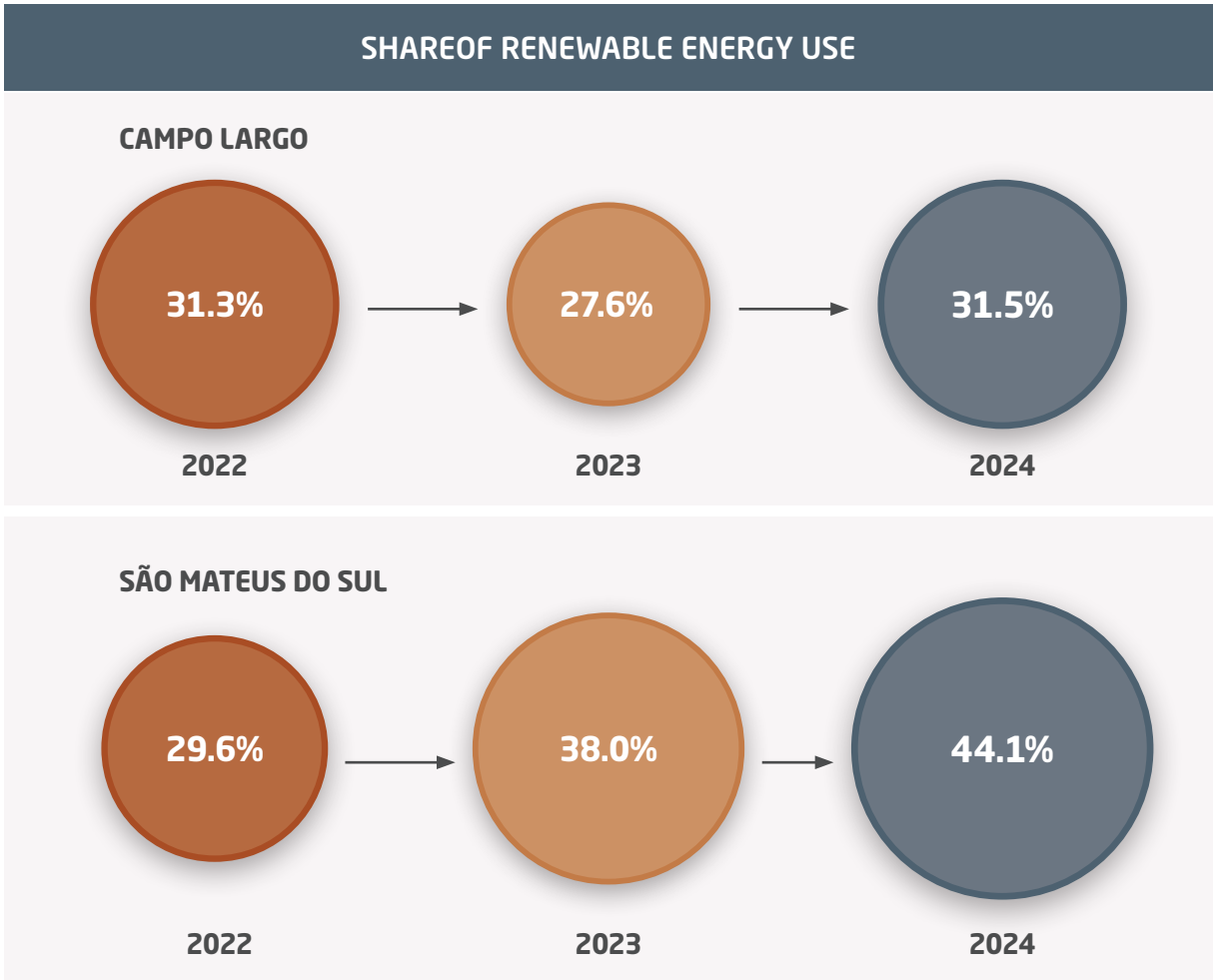
The energy data presented in this report has been revised in relation to previously published figures in order to improve the accuracy and consistency of the information. The heating values used to calculate energy consumption for the 2023 report, originally taken from the Brazilian GHG Protocol calculation tool, have been replaced by data internal to the company, which is considered to be more representative of operational reality. The same base of internal heating values was applied to the data for 2024. In addition, the diesel and gasoline consumption figures for 2022 and 2023 were adjusted to include the fraction of biofuels found in fuels sold in Brazil - biodiesel, in the case of diesel, and anhydrous ethanol, in the case of gasoline. This update allows for a more accurate reflection of the participation of renewable sources in the company's energy matrix and contributes to a better traceability of emissions related to the use of fuels.

Between 2023 and 2024, the share of renewable energies in the company's energy mix increased by 5.7 percentage points. This share takes into account the use of biomass, the anhydrous ethanol found in gasoline sold in Brazil, the fraction of biodiesel in diesel sold in Brazil and the share of renewable sources in the national electricity mix. At the Campo Largo unit, the share of renewable sources rose from 27.6% in 2023 to 31.5% in 2024. At the São Mateus do Sul unit, the percentage rose from 38.0% to 44.1 % in the same period.

In 2024, the organization's total energy consumption increased by 1.2 % compared to 2023. At the Campo Largo unit, there was a reduction of 10.1%, while at the São Mateus do Sul unit there was an increase of 13.1%. The main highlight of the year was the reduction in energy intensity, which fell by 7.0% compared to 2023 - from 138.0 MJ/m^2 to 128.3 MJ/m^2. The company's energy intensity represents the amount of energy consumed per square meter of porcelain tile produced.

In 2024, Roca Brasil Cerámica used two measures to reduce fuel consumption in its processes: the first was to reuse the heat generated by the ovens in other equipment and the second was to preheat the combustion air in a specific machine. These two initiatives combined resulted in a reduction of almost 45,000 GJ of energy. This amount of energy would be enough to power more than 260,000 five-burner stoves, working 24 hours without interruption.

In 2024, LPG accounted for a smaller share of total energy compared to 2023, falling from 11 % to 6 %. There was also a reduction in the share of natural gas, which went from 36 % in 2023 to 30 % in 2024. The share of shale gas increased from 19 % in 2023 to 24 % in 2024. On the other hand, biomass increased its share from 22 % of total energy in 2023 to 28 % in 2024.



TOTAL ENERGY USE (GJ)			
Campo Largo			
Year	**2024**	**2023**	**2022**
Renewable fuels	179,972	160,102	211,243
Non-renewable fuels	589,227	705,569	695,682
Electricity	117,119	120,434	140,563
Total	**886,318**	**986,105**	**1,047,489**

São Mateus do Sul			
Year	**2024**	**2023**	**2022**
Renewable fuels	369,567	259,266	192,265
Non-renewable fuels	575,433	574,705	667,204
Electricity	116,086	104,375	115,814
Total	**1,060,986**	**938,347**	**975,284**

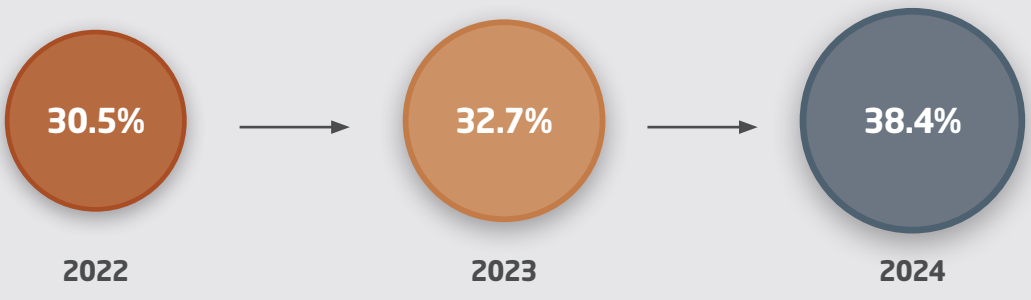
Total			
Year	**2024**	**2023**	**2022**
Renewable fuels	549,439	419,368	403,509
Non-renewable fuels	1,164,660	1,280,274	1,362,886
Electricity	233,205	224,809	256,377
Total	**1,947,304**	**1,924,451**	**2,022,773**

ENERGY INTENSITY (MJ/m²)			
Campo Largo			
Year	**2024**	**2023**	**2022**
Renewable fuels	22,1	20,8	21,7
Non-renewable fuels	72,5	91,6	71,4
Electricity	14,4	15,6	14,4
Total	**109,0**	**128,0**	**107,5**

São Mateus do Sul			
Year	**2024**	**2023**	**2022**
Renewable fuels	52,4	41,5	28,3
Non-renewable fuels	81,6	92,0	98,4
Electricity	16,5	16,7	17,1
Total	**150,4**	**150,2**	**143,8**

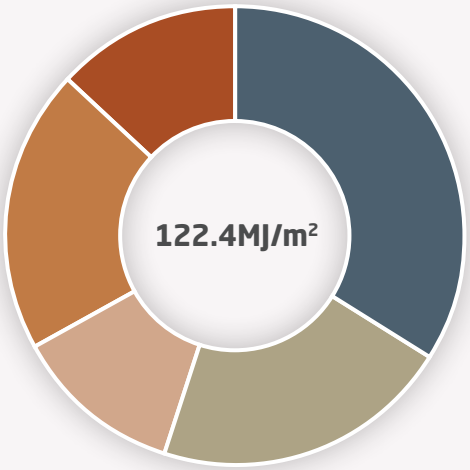
Total			
Year	**2024**	**2023**	**2022**
Renewable fuels	36,2	30,1	24,4
Non-renewable fuels	76,7	91,8	82,4
Electricity	15,4	16,1	15,5
Total	**128,3**	**138,0**	**122,4**

SHARE OF RENEWABLE ENERGY USE



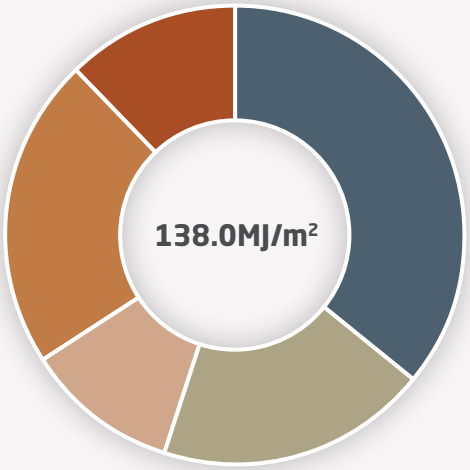
ENERGY INTENSITY

- natural gas | **34%**
- Shale gas | **21%**
- LPG | **12%**
- Biomass | **20%**
- Eletricity | **13%**
- Outher sources | **0%**



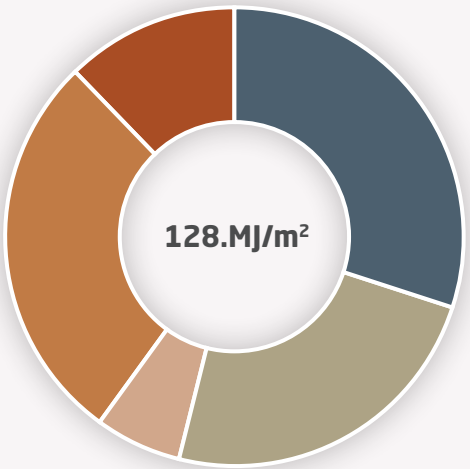
2022

- natural gas | **36%**
- Shale gas | **19%**
- LPG | **11%**
- Biomass | **22%**
- Eletricity | **12%**
- Outher sources | **0%**



2023

- natural gas | **30%**
- Shale gas | **24%**
- LPG | **6%**
- Biomass | **28%**
- Eletricity | **12%**
- Outher sources | **0%**



2024

The commitment to the energy transition has guided the actions of Roca Brasil Cerámica, which continues to invest in technologies and practices aimed at efficiency and the use of renewable sources. The progress made in 2024, such as increasing the share of biomass in the energy matrix and adopting measures that have resulted in energy savings, demonstrates the company's commitment to reducing its environmental impacts and contributing to a more sustainable ceramics sector. Continuing these efforts will be essential in facing the climate and energy challenges of the coming years, reinforcing the organization's role as a benchmark for sustainability in the industry.

With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) No. 07: Ensure access to affordable, reliable, sustainable and modern energy for all; and to Sustainable Development Goal No. 09: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

EMISSIONS

Roca Brasil Cerámica maintains responsible management of greenhouse gas (GHG) emissions as a priority, reaffirming its commitment to sustainability and the transition to a low-carbon economy. In 2024, the company continued to improve its emissions inventory, based on the GHG Protocol - an internationally recognized methodology that ensures consistency, comparability and transparency in data accounting.

This section presents the main emissions indicators for the Campo Largo (PR) and São Mateus do Sul (PR) units, as well as the actions implemented in 2024 to reduce the carbon footprint, increase process efficiency and promote more rational use of energy.

In 2023, the inventory only included direct emissions (Scope 1) and indirect emissions associated with the purchase of electricity (Scope 2). In 2024, Roca Brasil Cerámica made further progress and began to also account for indirect Scope 3 emissions, including those associated with the value chain, such as commuting and product transportation. In addition, Scope 3 was calculated retroactively for the year 2023, allowing for a more comprehensive and comparative view of the evolution of the company's emissions.

By following a consolidated methodology such as the GHG Protocol, Roca Brasil Cerámica reinforces its commitment to environmental governance, transparency and alignment with the best global practices in tackling climate change.

GEE EMISSIONS		
2024		
Scope	**Carbon footprint (ton CO2 eq)**	**Biogenic Carbon Footprint (ton CO2 eq)**
Scope 1	65,531	81,330
Scope 2	3,561	0
Scope 3	41,683	4,488
Total	**110,775**	**85,817**

2023		
Scope	**Carbon footprint (ton CO2 eq)**	**Biogenic Carbon Footprint (ton CO2 eq)**
Scope 1	71,976	62,990
Scope 2	2,399	0
Scope 3	36,056	2,338
Total	**110,430**	**65,328**

INTENSIDADE DE EMISSÕES DE GEE		
2024		
Scope	**Carbon footprint (ton CO2 eq)**	**Biogenic Carbon Footprint (ton CO2 eq)**
Scope 1	4.32	5.36
Scope 2	0.23	0
Scope 3	2.75	0.30
Total	**7.30**	**5.65**

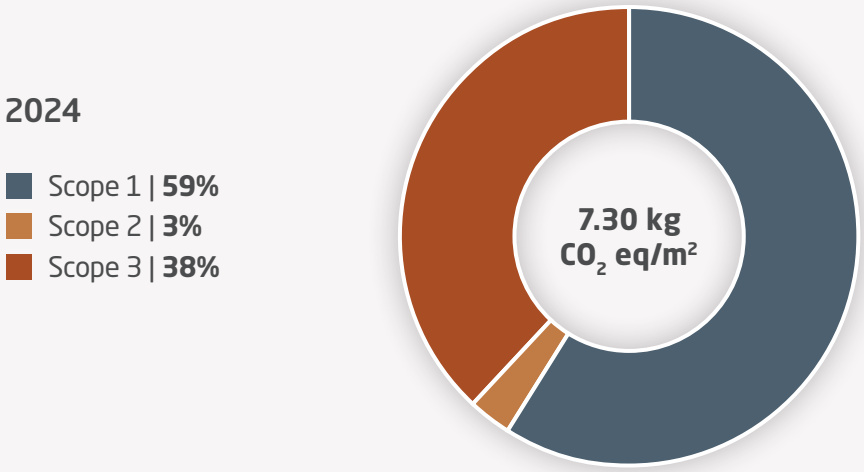
2023		
Scope	**Carbon footprint (ton CO2 eq)**	**Biogenic Carbon Footprint (ton CO2 eq)**
Scope 1	5.16	4.52
Scope 2	0.17	0
Scope 3	2.59	0.17
Total	**7.92**	**4.68**

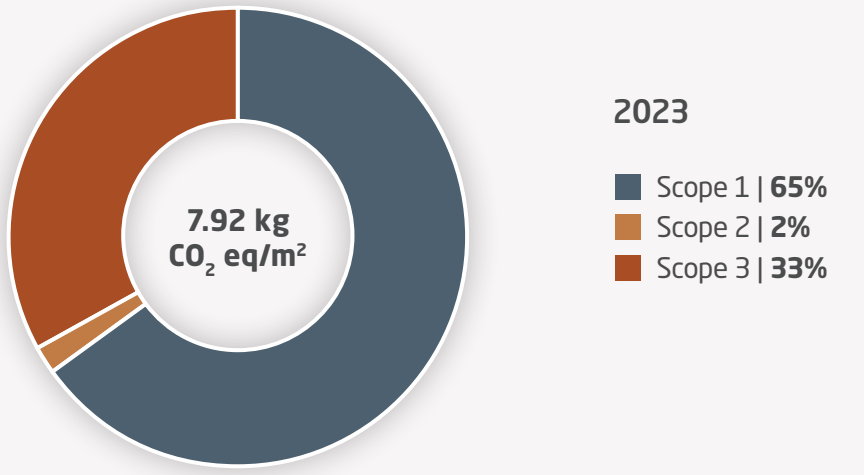
In Roca Brasil Cerámica's 2023 Sustainability Report, only the Scope 1 and 2 categories were considered in the calculation of the Greenhouse Gas (GHG) emissions inventory. For 2023, a retroactive recalculation was carried out, with the inclusion of fugitive emissions in Scope 1 and the incorporation of new categories under Scope 3: Upstream Transportation and Distribution, Solid Waste from Operations, Business Travel, Commuting Emissions and Downstream Transportation and Distribution.

Due to the inclusion of fugitive emissions, the total value of Scope 1 has changed compared to the previous report.

Between 2023 and 2024, the company's total carbon footprint was reduced by 0.3 %. On the other hand, there was a 31.4% increase in the biogenic carbon footprint. The reduction in the total carbon footprint corresponds to an emissions saving equivalent to more than 1,500 car trips between the cities of Rio de Janeiro and São Paulo.

EMISSIONS INTENSITY - CARBON FOOTPRINT





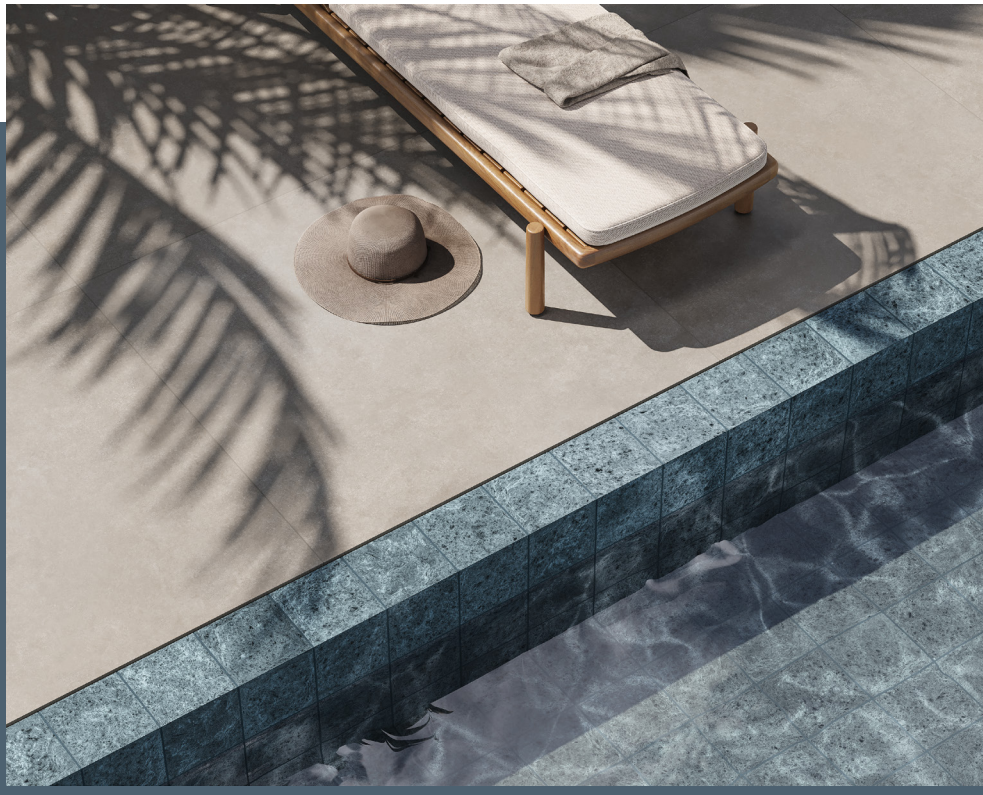
The growth in the biogenic carbon footprint is related to the greater participation of renewable sources in the company's energy mix, since the burning of renewable fuels, such as biomass, generates emissions classified as biogenic.

The biogenic carbon footprint refers to GHG emissions resulting from the combustion, decomposition or fermentation of materials of biological origin, such as organic and plant waste. These emissions are considered part of the natural carbon cycle. During growth, plants absorb CO_2 from the atmosphere through photosynthesis and store it in their biomass.

At Roca Brasil Cerámica, the main source of biogenic emissions is the biomass used in the kilns to generate heat.

When this biomass is burned or decomposes, the CO_2 previously absorbed returns to the atmosphere. For this reason, these emissions are often considered carbon neutral, as long as the balance between absorption and emission remains balanced.

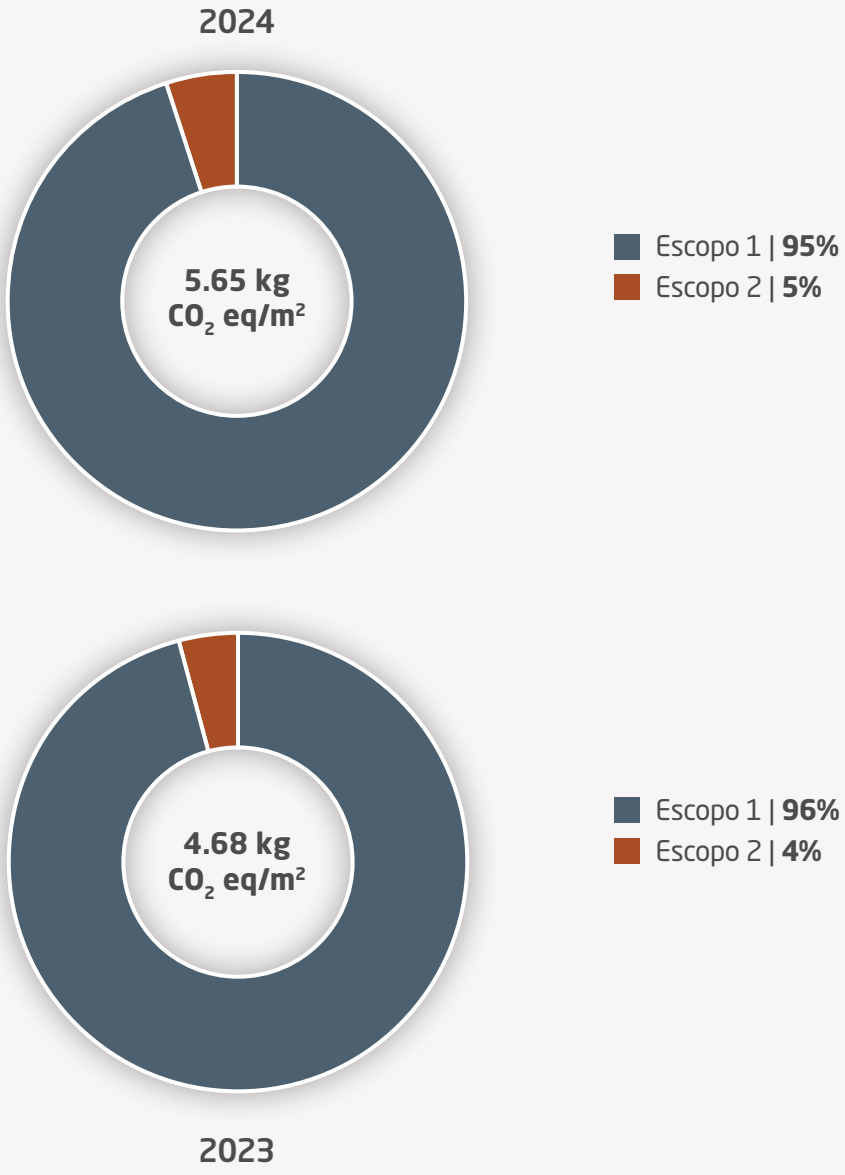
In 2024, there was a 7.9% reduction in carbon intensity, that is, in GHG emissions per square meter of porcelain tile produced. On the other hand, the intensity of biogenic carbon increased by 20.7 %, which reinforces the trend towards replacing fossil fuels with renewable sources. This change is also evidenced by the 16.4 % reduction in Scope 1 carbon intensity, at the same time as the biogenic carbon intensity of the same scope grew by 18.6 %.



In the energy section, two measures adopted to reduce energy consumption were highlighted, which resulted in savings of more than 45,000 GJ. These energy savings prevented the emission of more than 660 tons of CO_2e into the atmosphere. For comparison purposes, this volume of emissions corresponds to more than 3,000 round trips by car between the cities of São Paulo and Rio de Janeiro.

The progress made in 2024 reflects Roca Brasil Cerámica's ongoing commitment to decarbonizing its operations. The first step in this process is to accurately measure its emissions, which makes it possible to identify the main sources of impact and direct actions strategically. The expansion of the scope of the GHG inventory and the reduction of the carbon footprint are evidence of the company's efforts to move towards a cleaner and more efficient energy mix. Roca Brasil Cerámica remains committed to actively contributing to tackling climate change through conscious and informed decisions.

EMISSIONS INTENSITY - BIOGENIC CARBON FOOTPRINT



With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) 12: Ensure sustainable consumption and production patterns; and to Sustainable Development Goal 13: Take urgent action to combat climate change and its impacts.

WASTE

Waste management is one of Roca Brasil Cerámica's strategic fronts in its commitment to sustainability. In a natural resource-intensive industry like the ceramics industry, minimizing the generation of waste and promoting its proper treatment are fundamental practices for reducing environmental impacts. The waste chapter presents the organization's main indicators regarding the generation, reuse, recycling and final disposal of solid waste generated at its production units, based on the principles of the circular economy and the waste management hierarchy. The information follows technical parameters inspired by the GRI guidelines. This continuous monitoring enables not only the improvement of internal processes, but also compliance with legal requirements and the strengthening of the company's social and environmental responsibility.

In 2024, Roca Brasil Cerámica maintained its commitment to waste management based on the principles of the circular economy, prioritizing the reduction, reuse and recycling of materials. The company continues to invest in more efficient production processes and waste recovery, with a focus on minimizing its environmental impact and preserving natural resources. The implementation of modern technologies continues to be an important ally in this process. One example is the Continua+ line, which continues to play a key role in reducing losses in the process of compacting and cutting the ceramic dough, contributing to a cleaner and more precise process.

The company is also carrying out environmental awareness actions with its employees, reinforcing the importance of co-responsibility throughout the production chain. These efforts reflect Roca Brasil Cerámica's commitment to more sustainable production in line with good environmental practices.

The waste generated is managed by Roca Brasil Cerámica's Environmental team, with the support of specialized external service providers, such as transport and specific waste treatment. This team works to identify solutions and seek out strategic partnerships to guarantee the most appropriate destination for each type of waste. The priority is always to reinsert these materials into the production cycle or other value chains, promoting the circular economy and reducing environmental impacts.

The waste generated includes grinding dust, sludge from the Wastewater Treatment Plant (WWTP), ceramic waste (such as raw or burnt breaks), packaging and materials from industrial maintenance. This waste originates mainly in the production process, which is considered one of the critical activities because it concentrates material losses and generates waste. The inputs that contribute to this scenario include ceramic raw materials (such as clays, feldspar, kaolin and chemical additives), process water, packaging and maintenance inputs.

The waste is stored at the Waste Center, in various bins depending on the demand, which are transported to the disposal site when needed.

The Environmental sector issues the Waste Transport Manifest (Manifesto de Transporte de Resíduos, in free translation) and releases the journey to the destination, with registration on the SINIR platform, which guarantees traceability, the legality of the process and compliance with the conditions established in the company's environmental licenses. Roca Brasil Cerámica keeps its operating licenses up to date with state environmental agencies, including specific authorizations for temporary storage, internal transport and disposal of hazardous and non-hazardous waste, fully complying with the National Solid Waste Policy (Política Nacional de Resíduos Sólidos, infree translation) and other related legislation.

Although most of the impacts associated with waste generation are concentrated in internal industrial operations, Roca Brasil Cerámica takes a comprehensive approach to waste management. This includes considering impacts throughout the entire value chain, from upstream stages, such as suppliers of raw materials and packaging, to downstream stages, such as the disposal of products and packaging by end consumers.

Based on this scenario, Roca Brasil Cerámica is reinforcing its commitment to integrated waste management, promoting actions for recovery, internal reuse and environmentally appropriate disposal. Management is based on the principles of the circular economy and best environmental practices, ensuring that waste is treated according to its legal classification and on the basis of commercial agreements signed with licensed companies.

The internal reuse of waste continues as a consolidated practice. One example is raw breaks - ceramic fragments that are lost before the glazing stage - which continue to be reintroduced into the composition of the ceramic dough, avoiding disposal and promoting the circularity of materials.

At the Campo Largo and São Mateus do Sul units, raw breaks are reused in the production process, which contributes to a reduction in waste generation. In 2024, the Campo Largo unit also implemented the reuse of grinding dust and sludge generated in wastewater treatment, a practice that had already been adopted in São Mateus do Sul. In addition, in 2024, the Campo Largo unit began to reuse burnt breaks, further expanding its circular economy initiatives.

As of 2024, Roca Brasil Cerámica began reporting all the waste generated in its operations in its Sustainability Report, including that which is recycled or reused internally. Previously, only waste sent for external treatment was considered in the total reported, which resulted in an underestimation of the actual volume of waste produced. This change in accounting criteria aims to align the company's data with best practices in transparency and environmental management, allowing for a more comprehensive and accurate view of the organization's performance in the area of waste. This makes it possible to more clearly monitor the effectiveness of reduction, reuse and recycling actions over time.

On the other hand, the new data makes a direct comparison with previous years inappropriate, since the data only took into account waste sent to external tratment.

In 2024, 99.0 % of the waste generated at the Campo Largo and São Mateus do Sul units was sent to noble destinations, such as recycling and reuse, avoiding final disposal. The remainder was destined for purposes such as landfill disposal.

It is worth noting that the waste mentioned here is only waste from the manufacturing process, up to the factory gate. Waste generated beyond that point is not included in this accounting.

WASTE GENERATION (TONS) - MANUFACTURING PROCESS		
Campo Largo*		
Year	**2024****	**2023**
Directed to disposal	307.2	424.4
Averted from disposal	19,535.3	5,296.0
Total	**19,842.5**	**5,720.4**
São Mateus do Sul*		
Year	**2024****	**2023**
Directed to disposal	27.0	37.3
Averted from disposal	12,473.7	368.7
Total	**12,500.7**	**406.0**

Total			
Year	**2024****	**2023**	**2022**
Directed to disposal	334.2	461.7	259.3
Averted from disposal	32,009.0	5,664.7	4,988.4
Total	**32,343.2**	**6,126.4**	**5,247.7**

* Data unavailable for 2022
** In 2024, materials reused internally in the manufacturing process began to be counted in the waste total

Extended Producer Responsibility (Responsabilidade Estendida do produtor, in free translation) is a fundamental principle of the National Solid Waste Policy (Política Nacional de Resíduos Sólidos, in free translation - Brazilian Law No. 12.305/2010), which gives manufacturers responsibility for the complete life cycle of the products they place on the market, including their collection, treatment and final post-consumer disposal. This approach promotes a systemic view of waste management, extending companies' activities beyond the confines of the manufacturing process.

Reverse logistics is directly linked to Extended Producer Responsibility and is one of the most important instruments for making this responsibility possible. By implementing structured programs, companies make a commitment to reduce the environmental impact of their products throughout their life cycle, encouraging the collection and recycling of waste and contributing to the preservation of natural resources and the improvement of the recycling chain in Brazil.

In this context, Roca Brasil Cerámica has a Reverse Logistics Plan (Plano de Logística Reversa, in free translation) specifically for the packaging used in the distribution of its products. The plan covers the Brazilian states that have specific decrees on reverse logistics, with compensation of 32 % of the amount of packaging waste in the respective states - as required locally. This compensation is carried out through the acquisition of recycling credits, after surveying the amount of packaging invoiced by state.

It is important to note that compensation is always carried out in the year following the reference year. For this reason, the data relating to waste compensation for 2024 has not yet been carried out and will be included in the next reporting cycle. On the other hand, the data for 2022 and 2023 has been offset and will be kept in this report, offering a consolidated view of the company's performance in this respect.

The evolution of compensation is also noteworthy: previously, the compensation rates were 22.5% in the state of São Paulo and 22% in the other states. With the strengthening of its environmental commitment, the company raised this rate to 30% in 2023 and, more recently, to 32% in 2024, in line with regulatory requirements and reinforcing its performance in the downstream pillar of the value chain.

Since 2022, it has maintained a strategic partnership for the collection of organic waste. This initiative allows the waste to be transformed into organic compost, returning to the company in the form of fertilizer and seedlings for planting, closing the cycle in a sustainable way.

In 2024, 38.64 tons of organic waste were collected and composted. If that same amount had been sent to landfill, potential emissions of 12,791 tons of CO_2 equivalent are estimated for the first year alone, and around 61,533 tons over the next 30 years. In the composting process, on the other hand, 6.79 tons of CO_2 equivalent were emitted in 2024, with the emissions cycle ending in a period of 2 to 6 months, demonstrating a significant gain in terms of mitigating climate impacts.

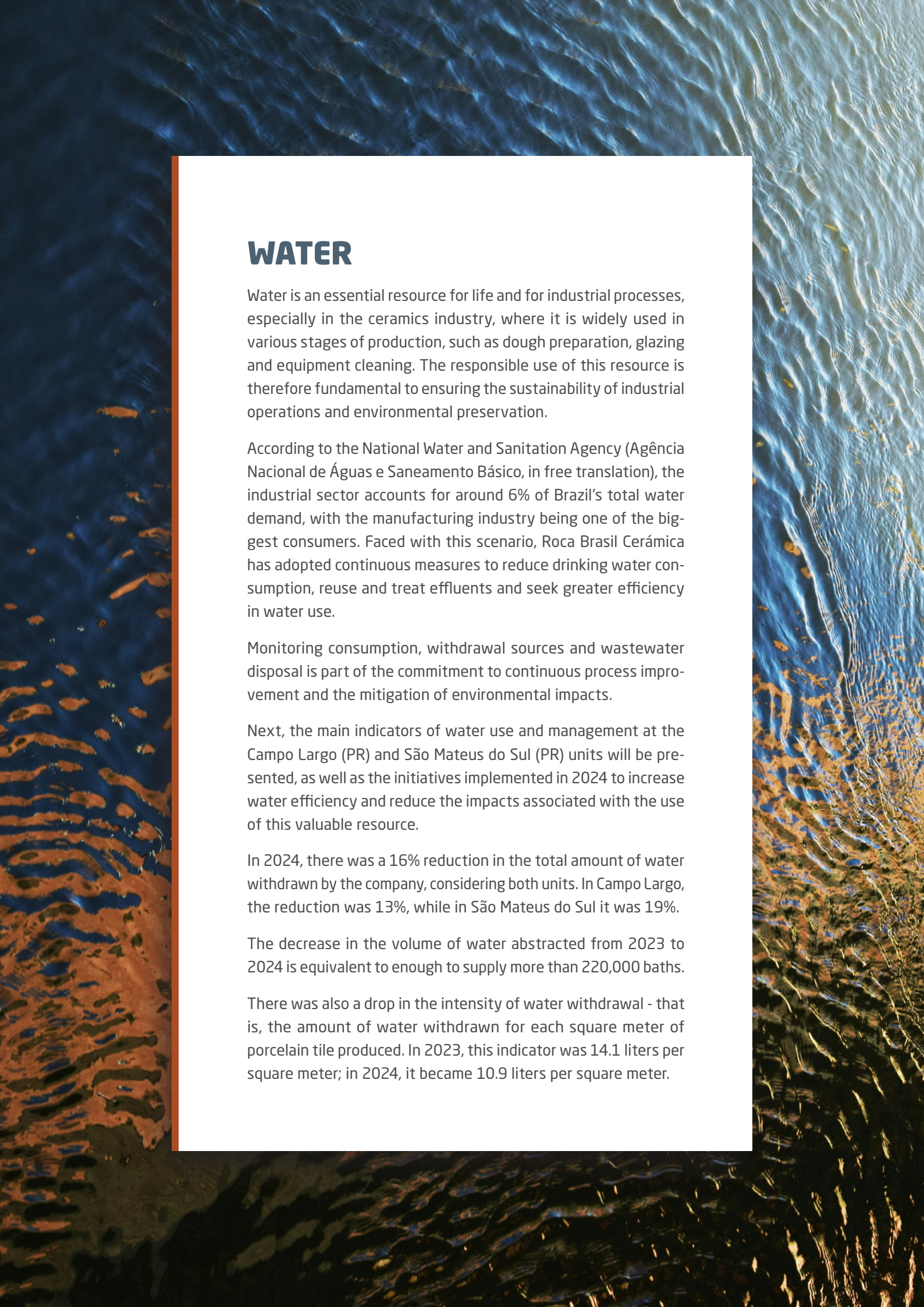
Waste Compensation (ton)			
Total			
Year	**2023**	**2022**	**2021**
Campo Largo	389.9	203.2	220.2
São Mateus do Sul	27.5	119.9	163.5
Total	**417.4**	**323.1**	**383.7**

This amount of emissions avoided is equivalent to more than 300 round trips between São Paulo and Rio de Janeiro.

This partnership reinforces Roca Brasil Cerámica's commitment to innovative and environmentally responsible solutions for waste management, contributing to the reduction of greenhouse gas emissions and the promotion of the circular economy.

Roca Brasil Cerámica's waste management reflects the company's ongoing commitment to sustainability and to reducing the environmental impact of its operations. Through initiatives ranging from internal reuse to packaging waste compensation and partnerships for the proper treatment of different types of waste, the company seeks to promote the circular economy and actively contribute to a more responsible production chain. The evolution of the processes and the expansion of the scope of the data demonstrate a transparent stance in line with the best environmental practices, reinforcing Roca Brasil Cerámica's role as an agent of transformation towards a more sustainable development model.

With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) No. 09: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation; and to Sustainable Development Goal No. 12: Ensure sustainable consumption and production patterns.



WATER

Water is an essential resource for life and for industrial processes, especially in the ceramics industry, where it is widely used in various stages of production, such as dough preparation, glazing and equipment cleaning. The responsible use of this resource is therefore fundamental to ensuring the sustainability of industrial operations and environmental preservation.

According to the National Water and Sanitation Agency (Agência Nacional de Águas e Saneamento Básico, in free translation), the industrial sector accounts for around 6% of Brazil's total water demand, with the manufacturing industry being one of the biggest consumers. Faced with this scenario, Roca Brasil Cerámica has adopted continuous measures to reduce drinking water consumption, reuse and treat effluents and seek greater efficiency in water use.

Monitoring consumption, withdrawal sources and wastewater disposal is part of the commitment to continuous process improvement and the mitigation of environmental impacts.

Next, the main indicators of water use and management at the Campo Largo (PR) and São Mateus do Sul (PR) units will be presented, as well as the initiatives implemented in 2024 to increase water efficiency and reduce the impacts associated with the use of this valuable resource.

In 2024, there was a 16% reduction in the total amount of water withdrawn by the company, considering both units. In Campo Largo, the reduction was 13%, while in São Mateus do Sul it was 19%.

The decrease in the volume of water abstracted from 2023 to 2024 is equivalent to enough to supply more than 220,000 baths.

There was also a drop in the intensity of water withdrawal - that is, the amount of water withdrawn for each square meter of porcelain tile produced. In 2023, this indicator was 14.1 liters per square meter; in 2024, it became 10.9 liters per square meter.

Campo Largo

2024	2023	2022
12.1 L/m²	14.8 L/m²	11.2 L/m²

São Mateus do Sul

2020	2021	2022
9.5 L/m²	13.2 L/m²	9.8 L/m²

Total

2020	2021	2022
10.9 L/m²	14.1 L/m²	10.6 L/m²

For comparison, the savings resulting from the reduction in water intensity are equivalent to the volume needed for more than 1.5 million baths or to fill more than 100 Olympic swimming pools.

This reduction was only possible thanks to the efficient management of water use carried out by the Roca Brasil Cerámica team. Water treatment is carried out both before and after the manufacturing process. The water withdrawn undergoes treatment to guarantee the quality standards required in production, while the wastewater generated is treated in such a way as to allow the water to be returned to the environment at a high level of quality. It is worth noting that the amount of water discharged is significantly less than the amount captured.

Water withdrawal (ML - megaliters)			
Campo Largo			
Source...	**2024**	**2023**	**2022**
surface water	97.9	108.5	0
Groundwater	0	0	108.7
Third-party water	0.8	5.3	0.7
Total	**98.7**	**113.7**	**109.4**
São Mateus do Sul			
Source...	**2024**	**2023**	**2022**
surface water	65.8	8.,5	0
Groundwater	0	0	65.8
Third-party water	1.0	1.1	0.6
Total	**66.8**	**82.5**	**66.4**
Total			
Source...	**2024**	**2023**	**2022**
surface water	163.7	190.0	0
Groundwater	0	0	174.5
Third-party water	1.7	6.3	1.3
Total	**165.4**	**196.3**	**175.8**

Water withdrawal, consumption and disposal (ML)			
Campo Largo			
Water...	**2024**	**2023**	**2022**
Withdrawal	98.7	113.7	109.4
Consumption	91.8	98.1	91.1
Disposal	6.9	15.6	18.4
São Mateus do Sul			
Water...	**2024**	**2023**	**2022**
Withdrawal	66.8	82.5	66.4
Consumption	66.8	82.5	66.4
Disposal	0	0	0
Total			
Water...	**2024**	**2023**	**2022**
Withdrawal	165.4	196.3	175.8
Consumption	158.5	180.6	157.5
Disposal	6.9	15.6	18.4

At the Campo Largo unit, much of the treated water is reused in processes not directly linked to production. In São Mateus do Sul, 100% of the water treated at the wastewater treatment plant is reused. This is made possible by the use of a retention pond, which contributes to the balance of the water cycle in the industrial process.

In 2024, the Campo Largo unit recorded a 56% reduction in the volume of water discharged into the environment, a direct result of Roca Brasil Cerámica's commitment to the continuous improvement of its water processes.

All wastewater treated by Roca Brasil Cerámica is disposed of in strict compliance with the Brazilian standards established by CONAMA Resolutions 357 and 430, which define the quality standards required for discharge into bodies of water. This discharge is regulated by means of an environmental grant, as provided for in current legislation, which establishes flow limits and quality parameters such as BOD (Biochemical Oxygen Demand) and COD (Chemical Oxygen Demand). The definition of the type of treatment to be adopted takes into account both the characteristics of the wastewater and those of the receiving water body, ensuring full compliance with legal requirements.

Furthermore, the definition of the substances to be analyzed takes into account, in addition to the CONAMA guidelines, the Safety Data Sheets (SDSs) of the inputs used, whenever they present information related to toxicity to water bodies.

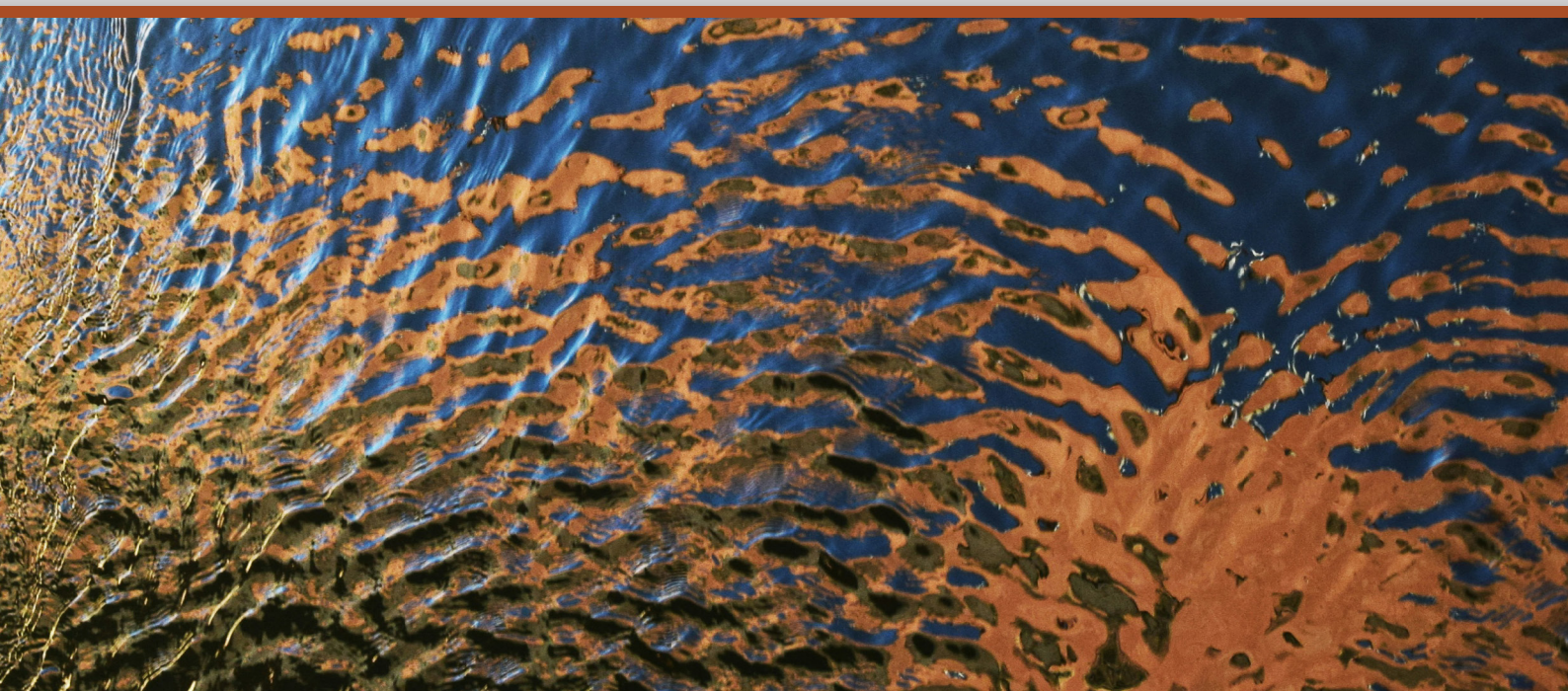
The grant, issued by the Water and Land Institute (Instituto Água e Terra, in free translation), establishes the limits that must be met and provides for a comparative analysis of water quality upstream and downstream of the discharge point, with the goal of assessing potential impacts on the environment. To ensure this control, the company carries out monthly monitoring of parameters such as pH, temperature, BOD, COD, total suspended solids (TSS), acute toxicity, settleable solids, dissolved oxygen and flow. It also maintains an internal control system for continuous monitoring of water quality indicators.

In 2024, the company also began analyzing the wastewater both before and after treatment, with the aim of improving the data used to calculate the atmospheric emissions generated by the wastewater treatment process. This initiative strengthens the integration between water management and the greenhouse gas (GHG) emissions inventory, promoting greater precision in environmental reporting and alignment with best corporate sustainability practices.

Water management at Roca Brasil Cerámica units reflects the company's commitment to preserving natural resources and to social and environmental responsibility. In 2024, in addition to the reduction in abstraction, there was also a significant reduction in the volume of water discharged, a direct result of the efficiency of internal reuse systems and continuous improvement in production processes. This reduction in waste water contributes to reducing the pressure on receiving water bodies and demonstrates the company's progress towards a more circular and sustainable operating model.

More than just complying with current legislation, Roca Brasil Cerámica continually invests in innovative solutions and technologies aimed at water efficiency, promoting a more conscious and responsible use cycle. These results reinforce the company's role as an active agent in the preservation of water - a fundamental resource for life, ecosystems and the continuity of its operations.

With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) 06: Ensure availability and sustainable management of water and sanitation for all; and to Sustainable Development Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



OTHER

Mining Sites

Roca Brasil Cerámica continuously monitors its quarries through a technical team made up of engineers and specialized professionals. This monitoring involves both extraction practices and aspects related to environmental control of the areas explored.

The recovery of the quarries strictly follows the legal requirements established in the environmental licenses and the respective Environmental Control Plans (Planos de Controle Ambiental, in free translation), ensuring compliance with current regulations. The company operates with its own quarries and also with outsourced areas, all supervised by qualified professionals who draw up periodic reports - the Environmental Supervision Reports (Comunicados de Supervisão Ambiental, in free translation) - on a quarterly or six-monthly basis, as appropriate.

Every year, a specific amount of money is allocated to environmental recovery actions and the improvement of mining practices. This responsible action reinforces Roca Brasil Cerámica's commitment to environmental and social sustainability, reflecting the values that guide its organizational culture.

Outdoor Air Quality

Roca Brasil Cerámica is responsible for the conservation of approximately 820 hectares of rural areas located in the states of Paraná and Santa Catarina, in Brazil. Of this total, 168 hectares correspond to Permanent Preservation Areas (APPs), 153 hectares are destined for the Legal Reserve and another 262 hectares represent surplus native forests that the company keeps preserved on its properties.

Maintaining these natural areas plays an important role in protecting biodiversity and regulating regional microclimates, as well as contributing to carbon sequestration and improving the environmental quality of the regions in which the company operates.

Internally, attention to environmental quality also extends to the plants. Every six months, the company analyzes the emissions coming from the spray dryer chimneys, complying with the limits established by Brazilian regulations SEMA Resolution 016/14 and Ordinance 001/2008/IAP/GP. In addition, dust filters are installed at strategic points in production, with the aim of controlling particle emissions and protecting employees' health.

As a form of environmental compensation for the expansion of the plant area in 2023, planting was carried out in the same year, totaling 100 new native trees: 60 units of pink cedar and 40 units of araucaria. Throughout 2024, the planted trees received ongoing care, reinforcing Roca Brasil Cerámica's commitment to ecological restoration and environmental balance.

Packaging

The packaging used by Roca Brasil Cerámica was developed with a focus on sustainability: it is 100% recyclable and designed to use the least amount of materials without compromising the protection and integrity of the products during transportation and storage.

The company has also adopted post-consumer responsibility measures, promoting the compensation of part of the packaging waste generated. In 2024, 32 % of the packaging waste produced in the country was offset by purchasing recycling credits - a strategy that reinforces the company's commitment to reverse logistics and the circular economy.

Another highlight is the use of pallets made from reforested wood, ensuring that the materials used to support distribution are of sustainable origin. The SuperSize products (in sizes 100x200 cm, 120x250 cm, 160x160 cm and 160x320 cm) are packaged without the use of cardboard boxes, further reducing the consumption of inputs and the volume of waste generated.

Resource Savings

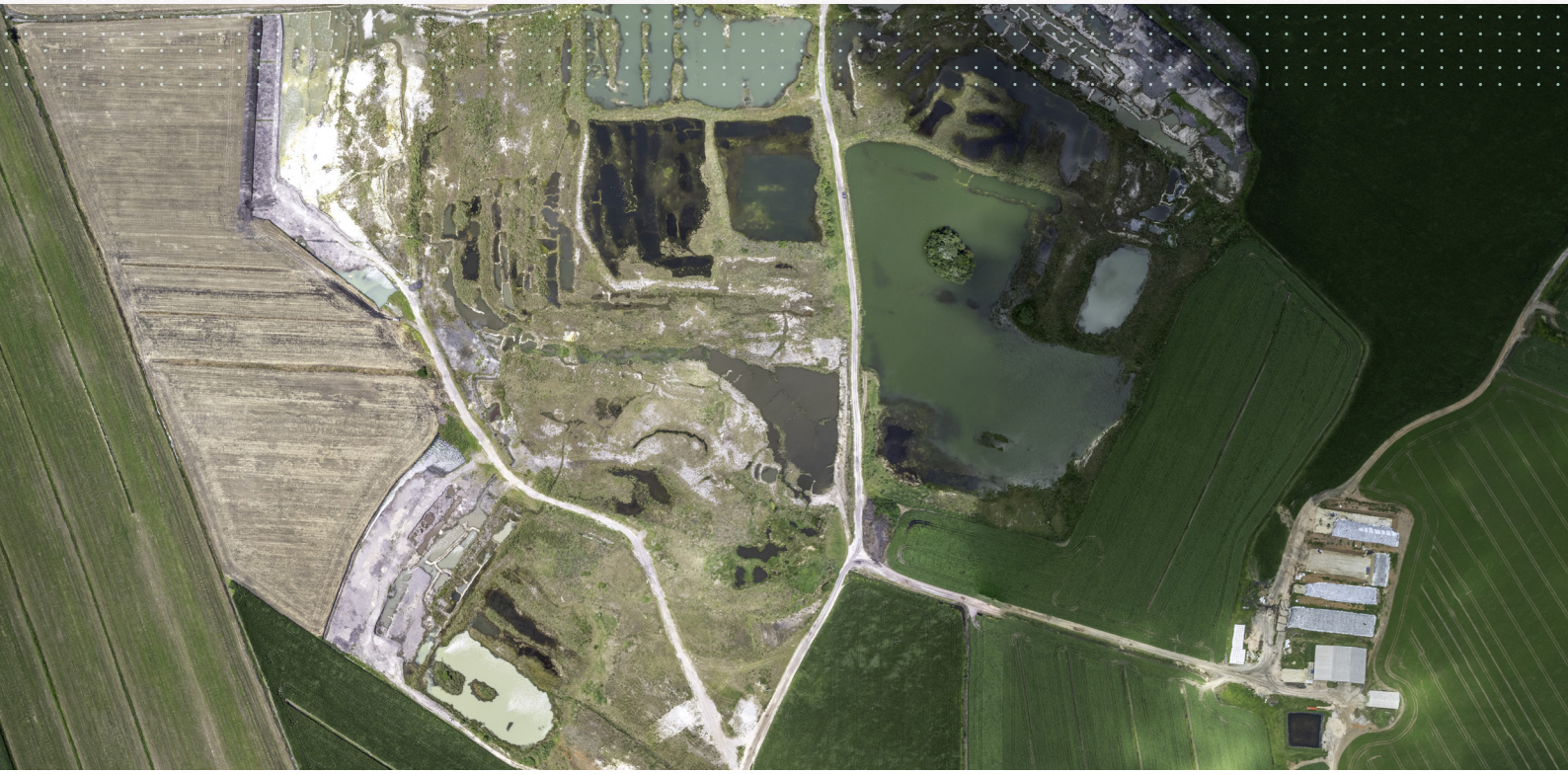
The search for efficiency in the use of materials and energy continues to be a priority in Roca Brasil Cerámica's operations. One of the initiatives in this direction was the continuation of the process of reducing the thickness of certain ceramic formats, with the aim of optimizing the use of resources without compromising the quality of the products.

After the tests carried out in 2022 with the 3x6 and 20x20 cm formats - which resulted in the thickness being reduced from 7 mm to 6 mm and from 8 mm to 7 mm for each format, respectively - in 2023 the initiative was also extended to the 20x23 cm format, whose thickness was reduced from 8 mm to 7 mm. With these changes, customers now have access to products with the same technical performance, but with lower raw material consumption and less environmental impact.

Another important point in the production process is the internal reuse of waste. The so-called raw and burnt breaks - fragments of parts that are lost during the manufacturing process - are reintegrated into the production line, reducing the volume of waste and increasing efficiency in the use of supplies. This reuse contributes to the circular economy and strengthens the company's commitment to industrial sustainability.

In addition to saving on the materials used in the porcelain tiles it produces, Roca Brasil Cerámica has also adopted a number of energy efficiency measures, which directly contribute to reducing the consumption of natural gas in its industrial processes.

The initiatives described throughout this chapter reflect Roca Brasil Cerámica's ongoing commitment to environmental sustainability. Through integrated actions to conserve natural resources, reduce emissions and reuse waste, the company seeks not only to meet legal requirements, but also to generate positive impacts on the environment and society. The constant search for innovation and process improvement reinforces Roca Brasil Cerámica's role as an active agent in building a more sustainable future.



SOCIAL

Roca Brasil Cerámica understands that sustainability goes beyond environmental aspects, and also involves caring for people and developing the communities where it operates. For this reason, social indicators are a fundamental part of the company's strategy, reflecting its commitment to valuing employees, promoting fairness, respecting human rights and building a safe, inclusive and healthy working environment.

This section presents the main data related to the workforce, including gender distribution, age groups, job structure, current actions in occupational health and safety, as well as actions aimed at professional training and employee well-being. These indicators help to measure the social impact of the company's activities and guide fairer, more responsible management policies in line with the Sustainable Development Goals (SDGs).

By strengthening its social pillars, Roca Brasil Cerámica reaffirms its belief that human capital is one of the main drivers for innovation, operational excellence and the construction of a more sustainable society.

EMPLOYEES

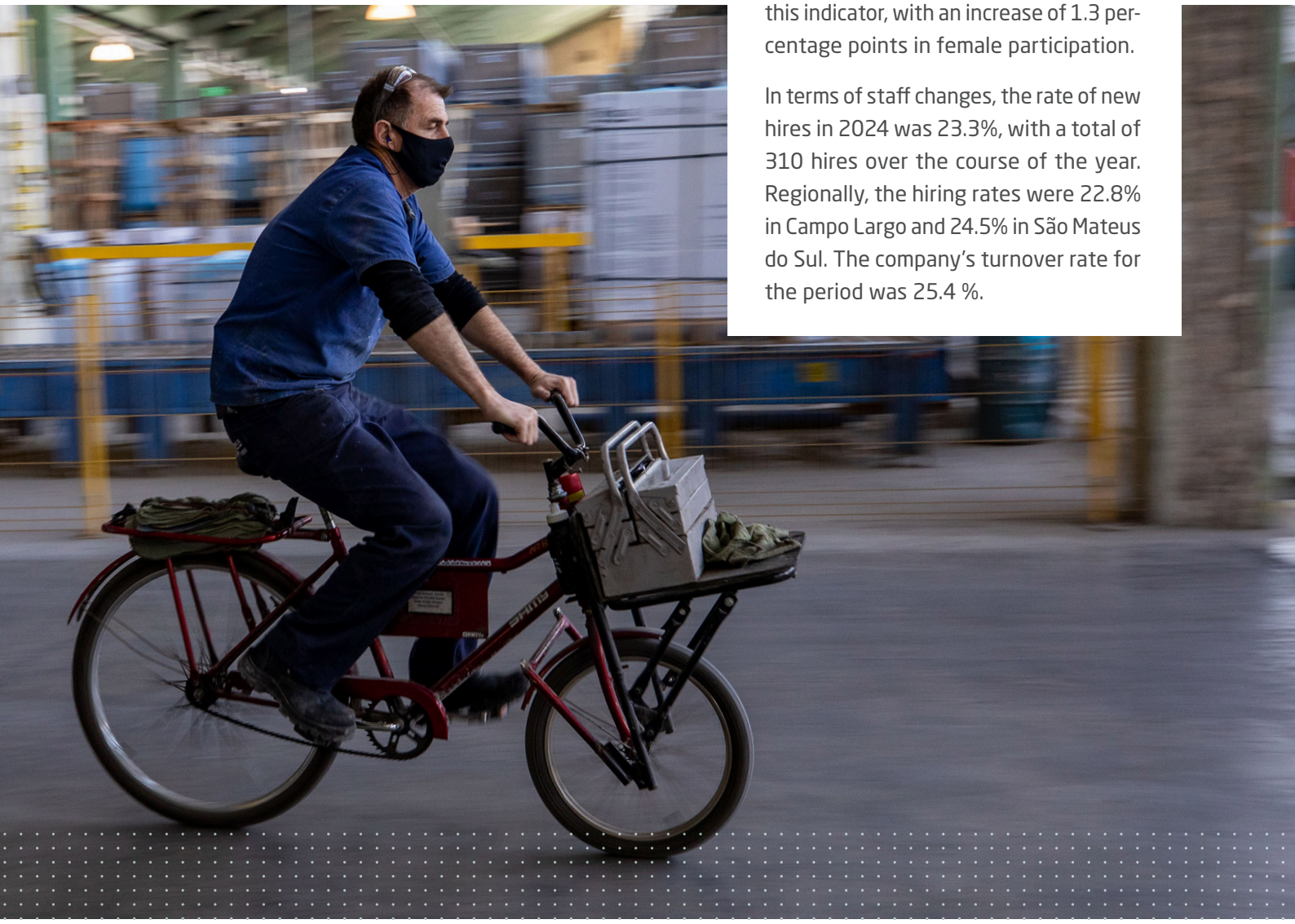
The workforce is one of Roca Brasil Cerámica's most valuable assets and is essential to the company's performance and continuous evolution. Understanding the profile of employees allows not only for more efficient management, but also for the development of policies aimed at inclusion, retaining talent and improving the organizational environment.

This section presents the main data on the company's workforce, highlighting the distribution of employees by age group, gender and job category. Also detailed are the indicators for new hires, turnover and maternity and paternity leave, which help to monitor team dynamics and the effectiveness of internal human resources policies.

This data provides a comprehensive view of the composition and transformations of the team over time, supporting more strategic and sustainable decisions in people management.

Roca Brasil Cerámica ended 2024 with a total of 1,329 employees, representing a reduction of 1.9% compared to the previous year. Of the total, 24.4% are women, with the Campo Largo unit standing out, which had 32.9% women in its workforce - an increase of 2.1 percentage points compared to 2023. In São Mateus do Sul, there was also progress in this indicator, with an increase of 1.3 percentage points in female participation.

In terms of staff changes, the rate of new hires in 2024 was 23.3%, with a total of 310 hires over the course of the year. Regionally, the hiring rates were 22.8% in Campo Largo and 24.5% in São Mateus do Sul. The company's turnover rate for the period was 25.4 %.



EMPLOYEES

Gender	2024	2023	2022
	1,005	1,043	1,146
	324	312	352
Campo Largo	916	958	1.065
São Mateus do Sul	413	397	433
Total	1,329	1,355	1,498

Age group	2024	2023	2022
Under 30	444	443	505
Between 30 and 50 years old	678	722	789
Over 50 years old	207	190	204

NOVAS CONTRATAÇÕES

Gender	2024	2023	2022
	184	205	202
	126	69	88
Campo Largo	209	222	201
São Mateus do Sul	101	52	89
Total	310	274	290

Age group	2024	2023	2022
Under 30	201	168	154
Between 30 and 50 years old	100	102	130
Over 50 years old	9	4	6

TURNOVER

Gender	2024	2023	2022
	224	299	178
	113	106	90
Campo Largo	251	329	228
São Mateus do Sul	86	76	40
Total	337	405	268

Age group	2024	2023	2022
Under 30	171	195	113
Between 30 and 50 years old	149	175	140
Over 50 years old	17	35	15

MATERNITY / PATERNITY LEAVE						
Year	**2024**		**2023**		**2022**	
Gender	**Male**	**Fem.**	**Male**	**Fem.**	**Male**	**Fem.**
Total number of employees entitled to take maternity/ paternity leave	1,005	324	1,043	312	1,146	352
Total number of employees who took maternity/paternity leave	22	6	41	8	30	5
Total number of employees who returned to work after ending maternity/paternity leave	22	6	41	8	30	5
Total number of employees who returned to work after their leave ended and remained employed for at least 12 months afterwards	21	6	35	8	23	4

EMPLOYEES BY EMPLOYEE CATEGORY						
2024						
Age grouo	**Under 30**		**Between 30 and 50 years old**		**Over 50 years old**	
Gender	**Male**	**Fem.**	**Male**	**Fem.**	**Male**	**Fem.**
Executive	0	0	2	0	2	0
Management	0	1	14	3	5	1
Administration	125	79	199	111	48	23
Operation	214	25	290	59	106	22
Total by gender	339	105	505	173	161	46
Total	**444**		**678**		**207**	

EMPLOYEES BY EMPLOYEE CATEGORY						
2023						
Age group	**Under 30**		**Between 30 and 50 years old**		**Over 50 years old**	
Gender	**Male**	**Fem.**	**Male**	**Fem.**	**Male**	**Fem.**
Executive	0	0	2	0	2	0
Management	0	1	13	2	5	1
Administration	119	68	195	116	42	19
Operation	239	16	323	71	103	18
Total by gender	358	85	533	189	152	38
Total	**443**		**722**		**190**	

EMPLOYEES BY EMPLOYEE CATEGORY						
2022						
Age group	**Under 30**		**Between 30 and 50 years old**		**Over 50 years old**	
Gender	**Male**	**Fem.**	**Male**	**Fem.**	**Male**	**Fem.**
Executive	0	0	2	0	2	0
Management	0	0	12	2	5	1
Administration	128	87	213	112	44	19
Operation	267	23	362	86	111	22
Total by gender	395	110	589	200	162	42
Total	**505**		**789**		**204**	

From 2023 to 2024, the number of employees taking maternity or paternity leave fell by 42 %. Despite the reduction in the number of leaves, all employees who took time off returned to their activities after the end of their leave, maintaining the 100% return rate. This result reflects Roca Brasil Cerámica's commitment to the well-being of its employees and the effectiveness of the parenting support policies implemented by the company.

TRAINING

The continuous development of employees is one of the pillars for sustainable growth at Roca Brasil Cerámica. Investing in training not only strengthens the technical skills of the professionals, but also promotes a more innovative, collaborative organizational environment, prepared for the challenges of the sector. Faced with a market in constant transformation, with technological changes and new social and environmental demands, the company recognizes the importance of keeping its teams up to date.

Training thus becomes a strategic tool for ensuring adaptability, operational excellence and long-term competitiveness.

To support this process, Roca Brasil Cerámica maintains the Roca Academy Program, a digital platform that offers access to more than 23 hours of recorded content. The materials cover a wide range of topics related to the ceramics sector and also to sustainability, with the aim of broadening the technical and socio-environmental knowledge of employees.

Among the content offered are classes on Life Cycle Assessment (LCA), a fundamental tool for understanding and reducing the environmental impacts of products. These classes support not only the technical and production areas, but also the sales department, which now has more robust arguments to communicate the brand's sustainable differentials to customers.

Employees also have access to the MEGA platform, which belongs to the Lamosa Group and offers training, courses and professional development resources. After logging in, users have access to the catalog of available courses, can sign up for the training offered and monitor their progress throughout the activities.

The company also extends its training to external teams, including safety training, and runs educational incentive programs for its employees, covering undergraduate, postgraduate and language courses.

As of 2024, Roca Brasil Cerámica also began to count training hours by gender, in addition to the traditional analysis by functional category. This new form of monitoring provides a more detailed view of access to training among different groups, strengthening the company's commitment to equity and the development of all employees.

In this first year, only the total figures will be analyzed. However, from the next cycles onwards, it will be possible to compare the indicators by gender, further improving the management and transparency of training data.

Demonstrating the commitment of employees to the company's joint growth, the total number of training hours in 2024 exceeded 31,000 hours - the equivalent of 3,954 full work days of training. This volume represents an increase of 4.2% on the previous year. In Campo Largo, the growth was 4.4%, while in São Mateus do Sul the increase came to 3.1% in total training hours.

TRAINING - BY EMPLOYEE CATEGORY AND GENDER						
	Hours of training			Average hours per employee		
2024	Male	Female	Total	Male	Female	Total
Executive	0	0	0	0,0	0.0	0.0
Management	66	12	78	3.5	2.4	3.3
Administration	1,100	1,359	2,459	3.0	6.4	4.2
Operation	23,800	5,300	29,100	39.0	50.0	40.6
Total	**24,966**	**6,671**	**31,637**	**24.8**	**20.6**	**23.8**

TRAINING - BY EMPLOYEE CATEGORY		
2023	Hours of training	Average hours per employee
Executive	72	18.0
Management	56	2.6
Administration	2,997	5.4
Operation	27,246	35.4
Total	**30,371**	**22.4**

TRAINING - BY EMPLOYEE CATEGORY		
2022	Hours of training	Average hours per employee
Executive	56	14.1
Management	362	18.1
Administration	1,644	2.7
Operation	21,218	24.4
Total	**23,280**	**15.5**

The average number of training hours per employee also grew, from 22.4 in 2023 to 23.8 hours/employee in 2024 - an increase of 6.2 %. In Campo Largo, this progress was even more significant, with an increase of 9.2% in the average number of hours per employee. In São Mateus do Sul, there was a slight reduction of 0.9% in this indicator.

In 2024, the main training highlights were management and operations positions. For management positions, the average number of training hours per employee rose by 26.8% compared to 2023. Among employees in operational positions, the increase was 14.9%.

By dedicating itself to improving the skills and knowledge of its employees, Roca Brasil Cerámica strengthens its competitive position in the market and encourages a stimulating and engaged working environment. In this way, the company reaffirms its commitment to continuous development, recognizing that employee growth is essential to achieving sustainable and innovative results.

With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) No. 04: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; and to Sustainable Development Goal No. 08: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

HEALTH AND SAFETY

Occupational Health and Safety

Roca Brasil Cerámica maintains its commitment to the health and physical well-being of its employees through the continuous implementation of the Occupational Health Medical Control Program (OHMCP, Programa de Controle Médico de Saúde Ocupacional, in free translation), in accordance with the guidelines established by the Brazilian Ministry of Labor and Employment. The program is a fundamental part of the company's occupational health strategy and its main objective is to anticipate, monitor and mitigate risks to workers' health, with special attention to occupational diseases.

Integrated into the Risk Management Program (RMP, Programa de Gerenciamento de Riscos, in free translation), the PCMSO directs clinical and complementary examinations according to the levels of exposure to the risks identified. These risks are mapped considering the physical, chemical, biological, ergonomic and accident agents present in the workplace, and classified according to their severity and likelihood of occurrence. Based on this information, preventive action plans are defined.

In addition, the company adopts a participatory approach to health and safety management, involving employees directly through Basic Management Units (BGU's, Unidades Gerenciais Básicas, in free translation). Each employee is part of a BGU in their sector, depending on their shift and schedule. The BGU's work daily on preventive control, carrying out safety checklists, conducting Daily Safety Dialogues (Diálogos Diários de Segurança, in free translation) and reporting any risk situations to the immediate leadership.

The work of the BGU's is complemented by the Internal Accident Prevention Commission (IAPC), which is responsible for promoting monthly educational campaigns aimed at raising awareness about safety in the workplace. At the same time, the company relies on the support of specialized professionals for ergonomic and occupational health assessments of workstations.

Lamosa Group Security Model

The Lamosa Group's Safety Model is still in force. This model establishes a set of good practices in 12 steps, organized into three stages. The model defines specific responsibilities, promotes training focused on safe behaviour, standardizes procedures and carries out annual audits to monitor progress and adherence to the system.

Operational Risk Management

The operation's routine activities are assessed annually by means of a risk inventory, while non-routine activities with potential hazards undergo prior analysis by the Occupational Safety team in conjunction with those responsible for the areas and the performers themselves. In these cases, Work Permits (WP, Permissões de Trabalho, in free translation) are issued, taking into account risks related to heights, confined spaces, electricity, working with heat and lifting loads. At this stage, it is checked that those involved have the training required by the regulatory standards, as well as medical fitness proven by an Occupational Health Certificate (ASO, Atestado de Saúde Ocupacional, in free translation).

The company promotes an ongoing risk reassessment process, which is reviewed every two years or whenever there is a significant change in the manufacturing process. Voluntary reports of dangerous situations or unsafe behavior are also encouraged. Employees can make these reports directly to the leadership or via the "Safety Alert" tool, available via WhatsApp, email, telephone or physical form, which can be filled in identifiably or anonymously.

Accident and Incident Investigation

In the event of accidents or incidents, an Investigation Committee is formed made up of representatives from the areas involved, the safety team and the employee affected. The investigation follows methodologies such as the Fishbone and the "5 Whys" methods and results in the drawing up of an action plan which is monitored by the Plant Safety Committee.

All events are analyzed with a focus on three objectives: assessing the accident rate of operations, identifying systemic causes and defining controls to prevent recurrences throughout the organization. The A3 methodology is also applied to map causes and develop corrective solutions.

Transparency and Complaints Hotline

The Lamosa Group has a transparency hotline, which allows complaints or reports about safety to be sent anonymously or identified. This hotline can be accessed via the institutional website, telephone or e-mail.

Medical Care and Health Advocacy

The company's units have a medical infrastructure to support employees. In Campo Largo, there is an ambulatory providing services during business hours. In São Mateus do Sul, an occupational doctor provides regular medical care. There is also a corporate hotline for support with questions outside of working hours.

The company promotes health campaigns throughout the year, such as flu vaccinations, preventive examinations (skin, breast, prostate and cervical cancer), oral health actions, blood pressure checks and blood glucose tests. There are also actions focused on mental health. Clinical and laboratory tests are carried out regularly as part of occupational health monitoring. In the event of changes in the results, the company's medical team monitors the situation. The medical records comply with the requirements of the General Data Protection Act (GDPA) and are stored in a safe place, with copies of the exams and certificates given to the workers.

Security training

To ensure continuous training, various training courses are organized for employees and service providers, such as:

- Security integration (with a work order on risks and responsibilities);
- Correct use of Personal Protective Equipment (PPE);
- Work at Height (NR35);
- Activities involving electricity (NR10);
- Operating a forklift and pallet truck;
- Emergency Brigade;
- Training for IAPC members;
- Safety Procedures when working with Machinery (NR12);
- Training on the Lamosa Group Safety Model;
- Safe Behavior;
- Methodology for analyzing accidents;
- 5S training.

Governance in Safety

UGB meetings are held daily and monthly meetings are held with CIPA and the Workplace Safety Committee, made up of Specialized Service in Safety Engineering and Occupational Health (Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho, in free translation) representatives, leaders and management. These meetings reinforce alignment between the various levels of the organization, strengthening the safety culture as an essential value of the company.

Roca Brasil Cerámica reaffirms its ongoing commitment to ensuring a safe and healthy working environment for all its employees. Through the rigorous implementation of policies, training and efficient communication hotlines, the company promotes accident prevention and the appreciation of well-being, strengthening an organizational culture based on protecting the physical and psychological integrity of its team.

ANTI-CORRUPTION AND NON-DISCRIMINATION

Roca Brasil Cerámica ensures that all its employees are duly informed about the guidelines and internal policies aimed at combating corruption.

The organization maintains an ongoing commitment to integrity and, during the reporting period, no cases of corruption were recorded. There were also no contract terminations or interruptions to business partnerships caused by violations related to this issue.

In the period to 2024, the company and its employees were not the targets of legal proceedings involving corruption.

With regard to preventing and dealing with cases of discrimination, all employees have access to the Transparency Line reporting hotline, through which they can report any situations in a safe and confidential manner.

Transparency, ethics and respect are core values at Roca Brasil Cerámica, reflected in the rigorous fight against corruption and the promotion of an inclusive working environment free from discrimination. The company maintains clear mechanisms for prevention and reporting, ensuring that all practices are aligned with the highest standards of integrity and respect for human rights, consolidating a culture of trust and corporate responsibility.

BENEFITS

The benefits made available to employees represent a fundamental component of Roca Brasil Cerámica's commitment to the well-being and appreciation of its staff.

- Life insurance;
- Health insurance;
- Private pension fund;
- Dental plan;
- Payroll loans;
- Maternity/paternity leave;
- On-site meals for all employees;
- Food vouchers;
- Transport vouchers;
- Charter transportation for permanent staff, trainees, apprentices and third parties in the administrative area who live in Curitiba;
- Profit sharing program for permanent staff;
- Annual distribution of school supplies to staff with children aged between 6 and 14 at the end of January;
- Purchase of company products for employees after three months in the company;
- Childcare assistance for permanent employees - employees can leave children up to 6 months old at daycare; and
- 24-hour remote medicine.

With these actions, Roca Brasil Cerámica contributes to Sustainable Development Goal (SDG) No. 03: Ensure healthy lives and promote well-being for all at all ages; and to Sustainable Development Goal No. 08: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

IN-HOUSE COMMUNICATION

Communication with employees is a constant priority at Roca Brasil Cerámica. Through the internal program Out of the Oven (Saindo do Forno, in free translation), the company maintains an active channel of dialogue with its teams, promoting awareness campaigns, sharing institutional updates, audit results, internal events and recognizing employee achievements. In 2024, the program continued with the monthly distribution of information folders to all employees, bringing together the main events and highlights of the period. Below are some of the main communication initiatives carried out throughout the year.

In January, the highlight was mental health, with the placement of boxes in the cafeteria where employees could write down their feelings anonymously and remove motivational phrases, encouraging self-care and emotional listening in the workplace.

In 2024, a significant milestone was reached by Factory 1, which completed 200 days without an accident at work. This result reinforces the collective commitment to the safety culture, built with daily dedication by all the teams.

In March, in celebration of International Women's Day, activities were held at the Campo Largo and São Mateus do Sul units. The activities included self-defense classes, self-care consultancies and a talk on successful women, recognizing the strength, resilience and contributions of the company's female employees.

In April, Roca Brasil Cerámica reinforced its commitment to occupational safety and employee health through various integrated actions at its Campo Largo and São Mateus do Sul units, as part of the Green April campaign.

At the Campo Largo unit, the Occupational Safety department held a lecture and interactive dynamics focused on the perception of risks in the workplace, with the aim of reinforcing safe practices on a daily basis. The central message of the actions was clear: life is only one, and prevention is always the best choice. The goal of zero accidents remains one of the pillars of the company's safety culture.

In São Mateus do Sul, the Internal Accident Prevention Committee (IAPC) organized a special event to mark World Day for Health and Safety at Work, encouraging employees to reflect on their habits and think of safety as a constant priority. An interactive questionnaire allowed participants to share suggestions and contribute directly to improving the unit's preventive practices.

There were actions aimed at collective health. On April 30, the flu vaccination campaign took place at the Campo Largo unit, with free vaccinations at the medical clinic. The initiative, promoted in partnership between the Health sector and IAPC, aimed to reduce the spread of the flu virus among employees.

At the São Mateus do Sul unit, in the face of a significant increase in dengue fever cases in Paraná in 2024, employees organized a joint effort to combat the transmitting mosquito. The mobilization involved various sectors and resulted in the elimination of points of standing water, the removal of waste and the restructuring of open-air storage areas, demonstrating collective commitment to preventing the disease.

The first half of 2024 was marked by moments of celebration, achievements and reinforcement of the values that underpin Roca Brasil Cerámica's culture. In May, Incepa celebrated its 72nd anniversary, a history built on dedication, innovation and commitment to sustainable development. The date was celebrated with a series of activities aimed at integrating and valuing employees. Games, the distribution of popcorn and cotton candy, as well as the delivery of a special souvenir - a ceramic piece - reinforced the feeling of belonging and the impact of Incepa's work on the growth of the communities in which it operates.

Integration between employees was also present through the soccer and truco sports tournaments held at the São Mateus do Sul unit throughout 2024, strengthening the bonds between employees through coexistence and sportsmanship.

Another important milestone was the ISO 9001 re-certification achieved in August. This achievement reflects the collective commitment to maintaining a robust Quality Management System in line with international standards. The renewal of certification reinforces the company's commitment to excellence in its processes and products.

In addition to institutional achievements, actions aimed at individual well-being have also been highlighted. One example is Ger.am - the Pregnant Employee Support Program, which seeks to ensure adequate working conditions and ongoing support for mothers-to-be. The program offers medical care, ergonomic adaptations and guidance on pregnancy care, promoting a welcoming and safe environment.

There were also family visits to the plants, which strengthened the link between the company and the community, allowing employees' families to get to know the workplace and get closer to day-to-day production, contributing to greater transparency and engagement.

In 2024, new initiatives also demonstrated Roca Brasil Cerámica's commitment to environmental education and caring for the workplace. One of the highlights was the launch of the pilot project "Junior Environmental Inspectors" (Fiscais Mirins do Meio Ambiente, in free translation), conceived by the Environmental department. The action was implemented at the Reino da Loucinha Municipal School in Campo Largo, with the goal of encouraging environmental awareness from an early age. Through dynamics such as waste roulette, memory games and gardening, the children learned about selective collection and sustainability. At the end, they received sweets and a symbolic "Junior Inspector" badge, reinforcing their learning in a light and fun way.

Internally, the common areas of the Campo Largo unit underwent a revitalization process, with improvements that made the environment more pleasant and functional for everyone. Painting, tiling, the installation of new benches and the inclusion of garbage cans have been carried out, promoting greater comfort and reinforcing care for the collective space.

These actions reaffirm the company's commitment to creating healthier, more educational and welcoming environments - both inside and outside its industrial units.

Roca Brasil Cerámica believes that recognizing and celebrating employees' special moments is fundamental to promoting a more welcoming, humane and motivating work environment. That's why, in 2024, the COMEMORE! program was maintained, reinforcing this culture of appreciation. Every two or three months, the period's birthday celebrants are honored in lovingly prepared celebrations. Employees are released from work to take part in the celebrations, at times organized by their managers. Those who are off duty or work night shifts are also invited to take part, ensuring that everyone feels included.

The internal communication actions in 2024 demonstrate Roca Brasil Cerámica's ongoing commitment to the well-being of its employees. This active and transparent communication contributes to an organizational environment that is more participative, collaborative and aligned with the company's values.

Throughout 2024, Roca Brasil Cerámica has reaffirmed its commitment to people, putting employees at the center of its decisions. Whether through health, safety, inclusion or recognition programs, the company continues to invest in a fairer, safer and more inspiring work environment. The social actions developed also extend to the community, promoting environmental education and strengthening links with the surrounding area. These efforts reflect the conviction that sustainable development begins with genuine care for people.

GOALS 2024

- **Implementation of the "SUSTENTA+" environmental education project -** selective collection in the administrative sectors - In progress, not yet implemented in all sectors

- **Improvement of the water reuse system for 2024 -** Completed

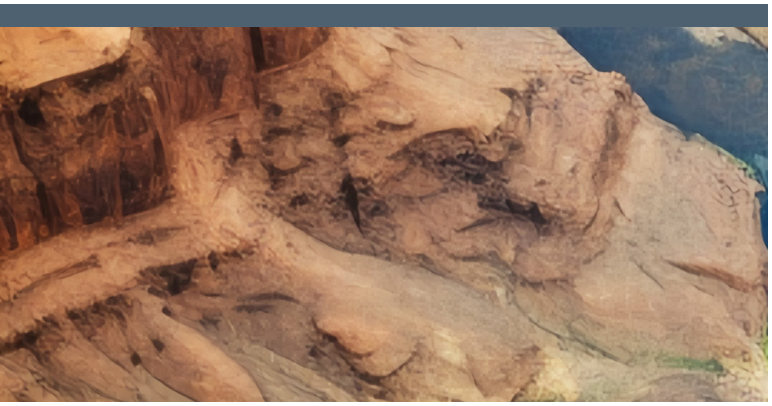
- **Acquisition of a sustainability-related label -** Completed, the EuReciclo 32 % and UGREEN Transparency Program - Level 3 seals were obtained.

- **Decrease in the amount of waste sent to landfills -** In progress

- **Continuation of employee health campaigns (e.g. vaccinations, yellow September and others) -** Completed. in addition to the previous campaigns, which were continued, new campaigns were implemented

NEXT STEPS GOALS 2025

- **Achieving the Selo Clima seal**
- **Continuation of employee health campaigns** (e.g. vaccinations, yellow September, mental health, safety and others)
- **Continuation of the Junior Environmental Inspectors Program**
- **Continuation of the Sustenta+ program**
- **Environment Week event**



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