



RIO DESERTO

SYNERGY WITH YOU

SUSTAIN ABILITY REPORT



ENVIRONMENT



GOVERNANCE



SOCIAL



SUSTAINABLE
RELATIONSHIPS



2025

This Sustainability Report presents the main achievements of Rio Deserto throughout the year 2025. The followingn pages include results and initiatives that reinforce the company's integrity, transparency, and commitment to ethical, environmental, social and economic principles. The material was produced in compliance with the General Data Protection Law (LGPD), in accordance with relevant guidelines.

SUMMARY

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MESSAGE FROM THE MANAGEMENT

The year 2025 marked another important chapter in Rio Deserto's history. In a scenario of constant transformation and new challenges, we remained steadfast in our commitment to promoting responsible development by balancing economic growth, environmental stewardship and the appreciation of people.

Throughout this report, we present initiatives that demonstrate how sustainability is embedded in our business strategy and reflected in our daily decisions. Among the year's key highlights are the maintenance of our ISO 9001, ISO 14001, and ISO 45001 certifications, the strengthening of our environmental management programs; investments in monitoring and control technologies; progress in environmental restoration initiatives; and the consolidation of projects that further enhance the safety and efficiency of our operations.

We also share significant achievements related to human development through initiatives focused on training, well-being, health and workplace safety. We believe that consistent results are built by committed people who find opportunities

within the company to grow, innovate and contribute to a shared purpose. For this reason, we continue to invest in creating a safe, inclusive, and inspiring workplace where every employee feels valued, respected, and recognized.

Our relationship with local communities remained one of the cornerstones of our operations. In 2025, we strengthened partnerships, expanded social initiatives, and supported actions capable of generating a positive impact in the communities where we operate. Likewise, we reaffirmed our commitment to education, innovation, and talent development, believing that dialogue and collective engagement are essential to driving lasting transformation.

This report also highlights the recognition received for several initiatives developed throughout the year. Every certification, award, and partnership confirms that we are on the right path conducting our business with ethics, transparency, responsibility and a long-term vision.

More than presenting indicators and results, this document reflects the culture that guides Rio Deserto. A culture built on continuous

improvement, innovation, social and environmental responsibility, and, above all, people. They are the ones who bring our values to life, strengthen our operations and make sustainability an integral part of every decision and every action.

We remain confident that sustainability is built every day through responsible choices, collaborative work, and decisions that consider not only the present but also future generations.

Our sincere thanks to everyone who is part of this journey.

HEITOR AGENOR ZANETTE
GIOVANNI PAGNAN ZANETTE
VALCIR JOSÉ ZANETTE
Rio Deserto Administrators

JOÃO GABRIEL PAGNAN ZANETTE
EDUARDO NETTO ZANETTE
Financial and Administrative Advisers

1. OUR CAMPAIGN

◆ Who we are

We are an organization driven by people. More than 500 employees across our production, administrative and research facilities in Santa Catarina share a common purpose: turning knowledge, dedication and hard work into development, innovation and sustainability.

Our history has been built over decades, combining **technical expertise, entrepreneurial vision, and responsibility.**

We operate in the **mining and processing of coal**, contributing directly to electricity generation and to the country's economic development.

Our journey began with the courage, dedication, and entrepreneurial

vision of brothers João and Gabriel Zanette. Today, under the leadership of the third generation of the Zanette family, **we continue to uphold our values while driving the continuous evolution of our business.**

Over the years, the expertise developed in mining has opened the door to new markets and opportunities.



We are **expertise**
in **mineral.**

Mining

Beyond **coal mining**, we extract and process essential minerals for the ceramic, glass and steel industries, serving a wide range of industrial supply chains.

Agribusiness

Through our **Ragro brand**, we operate in the agribusiness sector by developing mineral and biological fertilizers, delivering technology and productivity to the field.

Animal Nutrition

In the field of **animal nutrition**, we produce an exclusive line of mycotoxin adsorbent additives for Cargill, with products exported to markets around the world.

Innovation is part of our DNA. We continuously invest in research and development, delivering solutions that meet the evolving needs of the market.

People are at the heart of our growth. That is why we invest in creating a workplace where everyone feels safe, valued, and empowered to succeed.

We partner with educational institutions such as SATC and support initiatives that promote knowledge, professional development, and social transformation.

*We are the **first coal mining company** in southern Santa Catarina to achieve **ISO 9001, ISO 14001, and ISO 45001** certifications, reinforcing **our commitment to quality, environmental stewardship, and occupational health and safety.***

As a member of the National SDG Movement, we align our practices with the principles of sustainability and responsible development.

Our journey has been recognized through regional, state, and national awards.

With strong roots and a forward-looking vision, we continue to transform experience into innovation and challenges into new opportunities.



Business



Supply of mineral inputs.

Vision



To be a national reference in the supply of mineral inputs.

Mission



Contribute to national development through the extraction, industrialization and commercialization of mineral products, transforming mineral resources into solutions.

Rio Deserto's actions reflect its commitment to the country's socioeconomic development.

All decisions are made with a focus on growth benefiting, not only the company, but also its employees, customers, suppliers, communities and business partners.

◆ **INNOVATION:** Technological improvement, development and valorization of the employee's initiative, in search of continuous results for organization.

◆ **COMMITMENT:** With customers, employees, suppliers, inspection agents, communities and safety.

◆ **ETHIC:** Respect the principles, policies and practices defined by the company, regulated by law and by society, working with honesty, professionalism and transparency.

◆ **SOCIO-ENVIRONMENTAL RESPONSIBILITY:** Contribute to the conscious and sustainable development of society, favoring the full exercise of citizenship and respecting the environment.

◆ Management Policy

1.

Clients

Customer satisfaction, which are the reason for existence, identifying and meeting the applicable requirements.

2.

Employees and Suppliers

Development of employees and suppliers

3.

Health and Safety

Compliance with legal and other requirements, adoption of procedures to prevent and reduce injuries, incidents, accidents and occupational diseases, eliminating hazards and reducing risks.

4.

Environment

Respect for legal and other requirements, protecting the environment, adopting procedures to prevent pollution, especially related to water resources and solid waste.



Continuous improvement in the effectiveness of the Quality Management System, environmental performance, health and safety is guaranteed through compliance with the Management Policy, consultation and participation of employees who make up the company.

◆ Highlights

20 years of Ragro and Cargill alliance

Ragro, Rio Deserto's agribusiness unit, celebrated the 20th anniversary of its partnership with Cargill. The event brought together company leaders, employees and partners to celebrate two decades of collaboration built on trust, innovation and the joint development of solutions for animal nutrition.

The partnership began in 2005 with the goal of addressing the challenges posed by mycotoxins in animal nutrition. Since then, this collaboration has led to the development of innovative solutions, the achievement of important certifications, continuous investments in technology and the strengthening of technical excellence, consolidating a relationship built on creating value for customers and the industry.

During the ceremony, Cargill representatives emphasized that trust, mutual respect, open communication, a long-term vision and the ability to overcome challenges together have been the key factors behind the success and longevity of the alliance.

PARTNERSHIP STRENGTHENED BY KNOWLEDGE

In 2025, the alliance between Ragro and Cargill was strengthened through an extensive knowledge-sharing and technical development agenda. Among the year's highlights were the Notox Experience events, which included visits to Ragro's manufacturing facility and laboratory, giving participants the opportunity to gain first-hand insight into the company's production, research, development and quality control processes.

Another important milestone was the In Company visits, carried out by the Ragro team in different countries, fostering the exchange of expertise, strengthening technical alignment, and promoting the sharing of best practices.

These initiatives provided participants with an immersive experience in the field of mycotoxins, expanding their knowledge of prevention, monitoring and innovative solutions to one of the key challenges facing the animal production industry.



Train Ride

To preserve the heritage of the coal mining industry and strengthen connections among professionals in the sector, employees from coal mining companies took part in a train ride organized by the Santa Catarina Coal Mining Industry Association (Siecesc/Carvão+) in partnership with the Tubarão Railway Museum.

The journey between Criciúma and Urussanga offered participants the opportunity to reconnect with the region's history, highlighting the vital role of the railway in the economic and social development of southern Santa Catarina. Throughout the trip, cultural and musical performances created an atmosphere of celebration while honoring the region's mining heritage. The event concluded at the Urussanga railway station with a networking coffee gathering and a prize draw for participants.



Connections that **preserve history**, **strengthen partnerships** and contribute to more **sustainable mining**.

60 Years of Jorge Lacerda Thermoelectric Complex

Rio Deserto took part in the gala dinner celebrating the 60th anniversary of the Jorge Lacerda Thermoelectric Complex (CTJL) in Capivari de Baixo, Santa Catarina, in 2025. The event brought together government authorities, representatives of industry associations, partner companies and professionals who have contributed to the history of one of Brazil's most important power generation facilities.

Representing Rio Deserto were Mining Superintendent Ricardo Barbosa, Financial Advisor João Gabriel Pagnan Zanette and Administrative Advisor Eduardo Netto Zanette, reaffirming the company's commitment to strengthening institutional relationships and supporting the development of Brazil's energy and mining sectors.



The ceremony highlighted key milestones in the development and evolution of the Jorge Lacerda Thermoelectric Complex, emphasizing its significant contribution to the economic and social development of southern Santa Catarina and its strategic role in supplying energy to the country.

2. OUR SOLUTIONS

At Rio Deserto, **quality is the result of research, innovation, technical expertise and operational excellence applied throughout every stage of our operations.**

This commitment is reflected across all of the company's business segments, from **coal production**, essential for power generation, to the supply of **industrial minerals** for the ceramic, glass and steel industries, as well as **mineral and biological fertilizers and animal nutrition solutions** developed by Ragro.

Through the integration of mining expertise, **research and technology, Rio Deserto develops innovative solutions** that foster sustainable growth, strengthen strategic value chains and create long-term value for customers and partners.

In-House Laboratory: Research, Development and Innovation

Rio Deserto makes consistent investments in research, development, and technical expertise to create solutions that add value to its business and strengthen the trust of customers and partners. Within this context, RDLab Reference Laboratory serves as a strategic center for research, development and laboratory analysis, bringing together advanced infrastructure, cutting-edge technology and a highly qualified team.

Recognized for its technical excellence, RDLab serves as a center for research, development and laboratory analysis, supporting the company's operations and contributing directly to the continuous improvement of products, processes and methodologies. Every study conducted expands knowledge of raw materials, validates new applications, enhances formulations and reinforces the quality of the solutions delivered to the market.

The laboratory's expertise is built on the integration of scientific knowledge, practical experience and continuous investment in analytical technologies. This foundation enables highly reliable testing, ensuring precision, accuracy and full compliance with technical and regulatory requirements. More than meeting today's demands, RDLab anticipates future challenges and develops innovative solutions that keep pace with the evolving needs of the industries served by Rio Deserto.



*In 2025, RDLab made **significant progress** across its research and laboratory activities.*

Recognition by regulatory authorities.

Infrastructure enhancement.

Continuous professional development.

RDLab is where **knowledge, research and technology** come together. Here, **ideas become solutions**, processes continuously evolve, and science drives the development of increasingly safe, reliable, and efficient products.

Minerals with quality and origin

Rio Deserto's mineral resource base is one of its most valuable strategic assets. Located in areas with recognized geological potential, they ensure a secure supply of raw materials, operational stability and rigorous control throughout every stage of the production chain.

Direct management of these mineral deposits enables the company to implement long-term planning, ensuring the availability of mineral resources with consistent quality, reliability and full traceability. This approach also enhances Rio Deserto's ability to develop tailored solutions for a wide range of industries, meeting customers' needs with efficiency and reliability.

All operations are conducted in full compliance with applicable legislation and are guided by strict technical, environmental and safety standards.



Rio Deserto's mineral resource base reflects the company's commitment to responsible mining.

◆ Mineral Coal

Coal is a strategic resource for Brazil's energy matrix, playing a fundamental role in electricity generation and ensuring the reliability of the country's energy supply. After extraction, the mineral undergoes the ROM (Run of Mine) coal beneficiation process, during which key parameters such as particle size distribution, ash content, sulfur content, volatile matter and calorific value are carefully controlled. This process ensures a high-performance, reliable fuel that meets the quality standards required for efficient energy generation.



Pyrite (Iron Sulfide)

A source of sulfur used to adjust sulfur content in cast iron, pyrite is a raw material obtained through the selective beneficiation of coal. Its application is strategic in metallurgical processes, contributing to the quality and performance of the final product.

◆ RD Fundentes

RD Fundentes is a leading supplier of industrial minerals to the ceramic, glass and steel industries. The company provides high-quality raw materials that enhance manufacturing processes and contribute to the performance and quality of finished products.

Among its principal minerals are phonolite and nepheline, both recognized for their fluxing properties. Phonolite is widely used in the glass packaging and steel industries, where it helps optimize melting processes, reduce energy consumption and improve the quality of final products. Nepheline, in turn, is an essential raw material for the ceramic industry, providing greater mechanical strength, superior surface finish and a high standard of quality in manufactured ceramic products.

Every stage of the extraction and beneficiation processes is supported by rigorous physical and chemical analyses, ensuring consistently high standards of quality, reliability and process control.



◆ Ragro Fertilizers

Ragro **specializes in developing innovative solutions for agribusiness**, combining technology, research and technical expertise to promote more productive, efficient and sustainable agriculture.

With an in-depth understanding of the challenges faced in the field, the company **develops solutions** that enhance plant performance, strengthen natural defense mechanisms, improve nutritional balance and contribute to higher crop productivity.

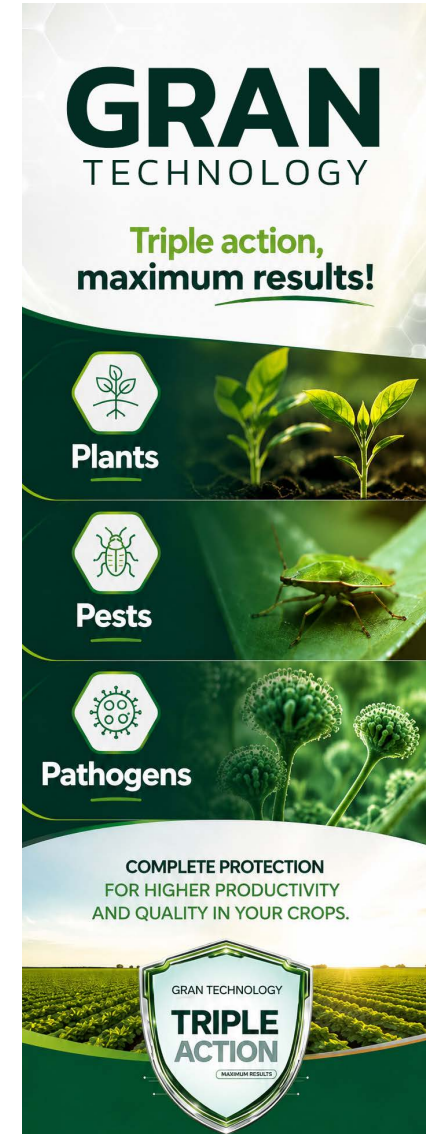
Ragro's portfolio includes solutions for every stage of the production cycle and serves a wide range of crops, offering technologies that add value for growers while supporting high-performance, sustainable agricultural production.



Gran Technology

Present in Ragro's exclusive formulations, Amorphous Silicon acts strategically by accumulating in plant cell walls, forming a protective barrier that reduces mechanical damage and hinders the action of pests and pathogens.

In addition to providing physical protection, Gran Technology activates key physiological pathways associated with induced resistance, strengthening the plant's natural defense mechanisms and promoting greater balance, health and performance in the field.



Ragro offers an exclusive line of **mycotoxin adsorbent additives for animal nutrition**, developed exclusively for the multinational Cargill.

This partnership reflects the **trust placed in Ragro's technical expertise, the quality of its processes and its commitment to innovation**, reinforcing the company's position as a trusted partner in the development of solutions that enhance safety, efficiency and performance across the production chain.

NOTOX

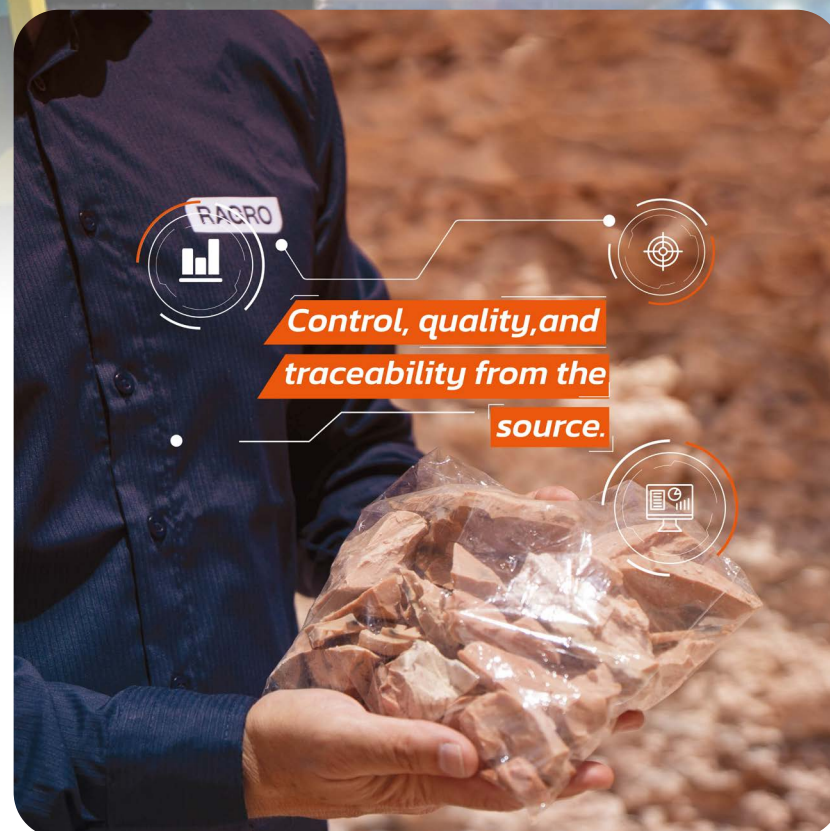
Developed by Ragro for Cargill Animal Nutrition, the Notox product line reflects a shared commitment to innovation, quality and safety in animal production. Created to address the challenges posed by mycotoxins, the solution combines scientific expertise with mineral technology to support animal health and improve the efficiency of production systems.

The Notox line incorporates high-performance mineral adsorbents, strategically selected for their exceptional mycotoxin-binding capacity while preserving the availability of essential vitamins and nutrients. Applied directly to animal feed, these additives provide effective and selective protection, delivering both safety and performance.

The result of continuous research, development and innovation, the effectiveness of the Notox line has been demonstrated through *in vitro* and *in vivo* research, confirming its efficiency in mycotoxin control. This positions Notox as a benchmark in the development of high-value mineral solutions for animal nutrition.



Exclusively distributed by Cargill, the **Notox product line** is available in Brazil over **50 countries** around the world.



3. ENVIRONMENT

◆ Environmental Management

Rio Deserto's **environmental management** is guided by a comprehensive set of **policies, programs and practices** designed to ensure the **responsible use of natural resources, prevent environmental impacts and continuously improve the company's environmental performance**. Its approach encompasses every stage of the operation from planning and execution to the **rehabilitation of mined areas** reinforcing Rio Deserto's commitment to environmental stewardship and responsible development.



Over the past ten years, Rio Deserto has rehabilitated more than **three million square meters** of land, much of which was not part of the company's environmental liabilities.

Environmental rehabilitation

Environmental rehabilitation is a permanent commitment at Rio Deserto and is integrated into every stage of its mining operations. Planned from the outset of each project, rehabilitation activities include landform restoration, slope stabilization, soil recovery, drainage management, revegetation with native species and continuous monitoring, promoting the restoration of ecological functions and the conservation of biodiversity.

Over the past ten years, the company has rehabilitated more than 3 million square meters of land, with a significant portion of these areas extending beyond its environmental liability obligations. In addition to rehabilitating mined areas, Rio Deserto protects important remnants of native vegetation, preserving approximately 8 million square meters of protected areas across the municipalities of Orleans and Siderópolis.



Waste management

Rio Deserto manages its waste through the Solid Waste Management Plan (SWMP), which establishes guidelines for the segregation, handling, storage, transportation, treatment and environmentally responsible disposal of waste generated throughout its operations.

All stages follow standardized procedures and comply with applicable legislation, supported by continuous monitoring and full waste traceability through the Waste Transport Manifest (WTM). Whenever technically feasible, the company prioritizes waste reduction, material reuse and recycling, contributing to a circular economy and minimizing the amount of waste sent for final disposal.

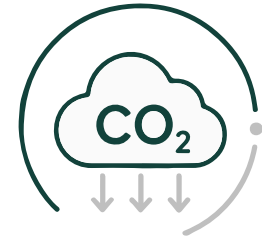


Sustainable water management

Water is a strategic resource for Rio Deserto's operations. For this reason, its water management strategy is based on efficient use, continuous monitoring and the protection of water quality.

The company continuously invests in water collection, treatment, recirculation and reuse systems to improve operational efficiency. Wastewater generated during operations is treated in Wastewater Treatment Plants (WWTPs) before being discharged, ensuring compliance with environmental regulations and protecting surrounding water bodies.

In addition, drainage systems, containment ponds and regular monitoring programs strengthen Rio Deserto's water management practices, ensuring environmental safety across all operational sites.



Greenhouse gas emissions management

Rio Deserto continuously monitors the greenhouse gas (GHG) emissions associated with its operations. Its GHG emissions inventory identifies the primary emission sources, enabling targeted actions to improve operational efficiency and reduce the company's carbon footprint.

Key initiatives include equipment modernization, process optimization, monitoring of fuel and energy consumption, and the implementation of practices that promote the more efficient use of natural resources.

◆ Technology

*Rio Deserto has implemented the use of **geomembranes** in its **coal tailings storage facilities** as an additional environmental protection measure.*

Manufactured from high-performance polymers, the geomembranes are installed over the tailings storage facilities, providing an additional barrier against infiltration.

TAILINGS STORAGE FACILITIES (TSFS)



The management of tailings storage facilities is one of the most strategic aspects of Rio Deserto's operations. The company continuously invests in advanced technologies and engineering controls to enhance operational safety, reduce environmental risks and ensure the protection of natural resources throughout the entire life cycle of these facilities.



From site preparation to environmental rehabilitation, every stage is conducted in accordance with rigorous engineering standards. The first stage involves geotechnical investigations and the careful selection of clay for the impermeable liner system, followed by the construction of the foundation and containment embankments under continuous quality control. This includes compaction monitoring, permeability testing and the installation of geotechnical monitoring instruments such as piezometers and settlement plates which continuously assess the performance of the facility.



Coal processing tailings are placed in successive layers, spread and compacted in accordance with established engineering criteria, ensuring structural stability and operational safety. Throughout the operational life of the facility, both in-house teams and independent specialists conduct regular inspections, topographic surveys, groundwater level monitoring and field testing to ensure that the tailings storage facility operates in compliance with the highest engineering and safety standards.

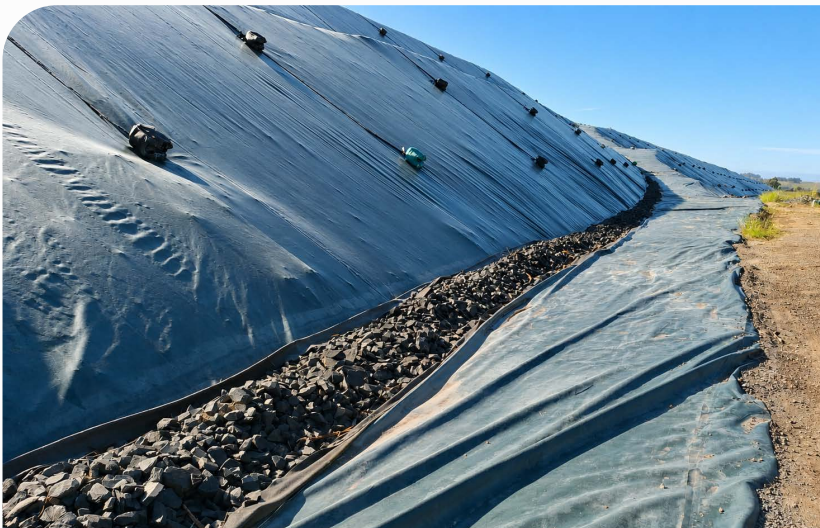


Once tailings deposition has been completed, the facilities undergo a comprehensive environmental rehabilitation process. This includes final capping with an impermeable cover system, installation of surface drainage systems, treatment of generated effluents and revegetation of the area, promoting long-term stability and integration with the surrounding landscape.

*Tailings storage facilities (TSFs)***GEOMEMBRANES: AN ADDITIONAL LAYER OF ENVIRONMENTAL PROTECTION**

As part of strategy of innovation and continuous improvement, Rio Deserto has incorporated the use of geomembranes in the cover systems of tailings storage facilities. These high-performance synthetic liners provide an additional protective barrier, reducing rainwater infiltration into the structures and enhancing the environmental performance of the facilities.

This technology complements the company's engineering solutions by increasing the durability of the structures, reducing environmental risks and strengthening operational safety. This implementation represents a significant advancement in Rio Deserto's environmental management practices, reinforcing the company's commitment to innovation, sustainability and the continuous improvement.



KEY BENEFITS OF THE TECHNOLOGY

- › *Enhanced environmental protection*, reducing water infiltration into the tailings storage facilities and contributing to the preservation of soil and water resources.

- › *Improved cover system performance*, providing an additional barrier for environmental protection.

- › *Greater durability and long-term performance* of the structures throughout their operational life.

- › *Enhanced operational safety*, contributing to the stability and integrity of the tailings storage facilities.

- › *Alignment with best engineering and environmental management practices*, reinforcing Rio Deserto's commitment to innovation and sustainability.

Water resources monitoring platform

To further enhance the efficiency, integration and data-driven management of water resources, Rio Deserto has implemented a digital environmental monitoring platform at Mina 101 Extraction Unit. The platform centralizes strategic environmental information within an interactive interface, enabling faster analysis of key indicators and supporting technical decision-making to protect natural resources.

The solution integrates all water monitoring points across the site into a single interactive map, providing a comprehensive view of environmental data and enabling faster, more accurate analysis of field measurements. Designed to support environmental monitoring, the platform strengthens the management of groundwater conditions and facilitates the continuous tracking of environmental indicators.

By selecting individual monitoring points on the map, the technical team can access historical records, water quality data and groundwater level information for each location. The platform also correlates these data with rainfall and mine flow records, providing a more comprehensive understanding of the site's hydrological behavior and the interactions between the monitored variables.

By integrating these datasets into a single platform, Rio Deserto enhances the accuracy of environmental assessments, strengthens environmental monitoring capabilities, while improving trend identification and technical decision-making. This initiative reinforces the company's proactive environmental monitoring strategy and supports operations in accordance with the highest standards of sustainability and environmental responsibility.



◆ Mine Closure Plan

The closure of a mining operation is as strategic development. At Rio Deserto, the Cruz de Malta Mine Closure Plan, located in the municipality of Treviso, demonstrates that environmental and social responsibility extends throughout the entire mining life cycle from mine planning and extraction to environmental rehabilitation in the reintegration of the area into the surrounding environment.

In 2025, the mine concluded its coal extraction activities, marking the beginning of a new phase focused on implementing mine closure measures and advancing environmental rehabilitation efforts.

This achievement establishes the operation as a **benchmark for best practices in the mining industry** and reinforces Rio Deserto's commitment to **responsible mining**.

Cruz de Malta Mine closure plan

Developed in accordance with rigorous technical, legal and environmental standards, the mine closure process included structural stabilization, rehabilitation of impacted areas, environmental monitoring and the implementation of measures to ensure the site's long-term safety, stability and sustainability.

As a result of these efforts, the Cruz de Malta Mine became the first mining operation in southern Santa Catarina to fully complete the mine closure process in compliance with all applicable legal, environmental, and technical requirements established by the relevant authorities. This achievement establishes the operation as a benchmark for best practices in the mining industry and demonstrates Rio Deserto's commitment to responsible mining, supported by careful planning, excellence in environmental management and the creation of long-term sustainable value.



◆ Sustainable Connections

Throughout 2025, Rio Deserto promoted initiatives that **brought employees, local communities, educational institutions, public agencies, partner organizations and society closer**, fostering dialogue and sharing knowledge on environmental management and responsible mining.

“Coloring Nature” Campaign

The children of Rio Deserto employees took part in the “Coloring Nature” campaign, creating more than 70 drawings inspired by the theme “Caring for the environment is everyone’s responsibility.” The initiative was organized by the company’s Environmental Department and carried out at the Mina 101, Cruz de Malta Mine, Metalúrgica and Novo Horizonte operating units.

The campaign was divided into three age categories: 4 to 6 years old, 7 to 9 years old and 10 to 12 years old. At each participating unit, one winner was selected from every category, and the winning children were presented with toys. All other participants were presented with a commemorative gift in recognition of their participation.

MEET THE WINNERS

CATEGORY 4 TO 6 YEARS OLD

Joaquim Cypriano de Oliveira – son of employee Claidson Cardoso de Oliveira (Cruz de Malta Mine)

Liz Elias Gabriel – daughter of employee Fabiano da Silva Gabriel (Mina 101 Extraction Unit)

Maria Alice Montagnoli – daughter of employee Rafael Levati Montagnoli (Metallurgical Unit)

Brayan Uggione Grassi – son of employee Ivan Justino Grassi (Novo Horizonte Unit)

CATEGORY 7 TO 9 YEARS OLD

Allana Tavares – daughter of employee Caiam Becker Tavares (Cruz de Malta Mine)

Daniel de Souza Figueredo – son of employee Diego Ramires Miguel Figueredo (Mina 101 Extraction Unit)

Helena Perito de Souza – daughter of employee Lucas Rousseno de Souza (Metallurgical Unit)

Breno Patel – son of employee Daniel Patel (Novo Horizonte Unit)



Explore the winning drawings



CATEGORY 10 TO 12 YEARS OLD

Alice Domingos Crescêncio – daughter of employee Everton Elias Crescêncio (Cruz de Malta Mine)

Heloísa Demetrio Nunes – daughter of employee Luciano Freitas Nunes (Mina 101 Extraction Unit)

Chrystofer Pereira – son of employee Chrystian Patrick Pereira (Metallurgical Unit)

Ana Vitória Grassi – daughter of employee Ivan Justino Grassi (Novo Horizonte Unit)

CAMPAIGN

“Turn Bottle Caps into Kindness”

In 2025, Rio Deserto launched the “Turn Bottle Caps into Kindness” campaign, an initiative that brings together environmental education, the principles of the circular economy and social responsibility by encouraging employees to collect plastic bottle caps at all company locations.

The campaign encourages employees to properly dispose of plastic bottle caps and other plastic packaging caps, which are then donated to charitable organizations. In addition to reducing the amount of waste sent for disposal, the initiative raises awareness of the importance of recycling and demonstrates how simple everyday actions can generate meaningful benefits for society.

The collected bottle caps were donated to the Association of Parents and Friends of People with Disabilities (APAE) in Balneário Rincão, where they were sold for recycling. The proceeds were used to purchase materials that support the institution’s educational and assistance activities, directly contributing to the well-being and development of its students.



*Small actions transform **waste into opportunities** and solidarity into **positive impact**.*

With permanent collection points established across all company operating units, the campaign strengthens Rio Deserto’s culture of sustainability and reinforces its commitment to initiatives that integrate environmental preservation, employee engagement and positive social impact.

By transforming a small everyday waste item into an opportunity for inclusion and care, Rio Deserto demonstrates that sustainability is built through collective actions capable of creating lasting value for both the community and the environment.

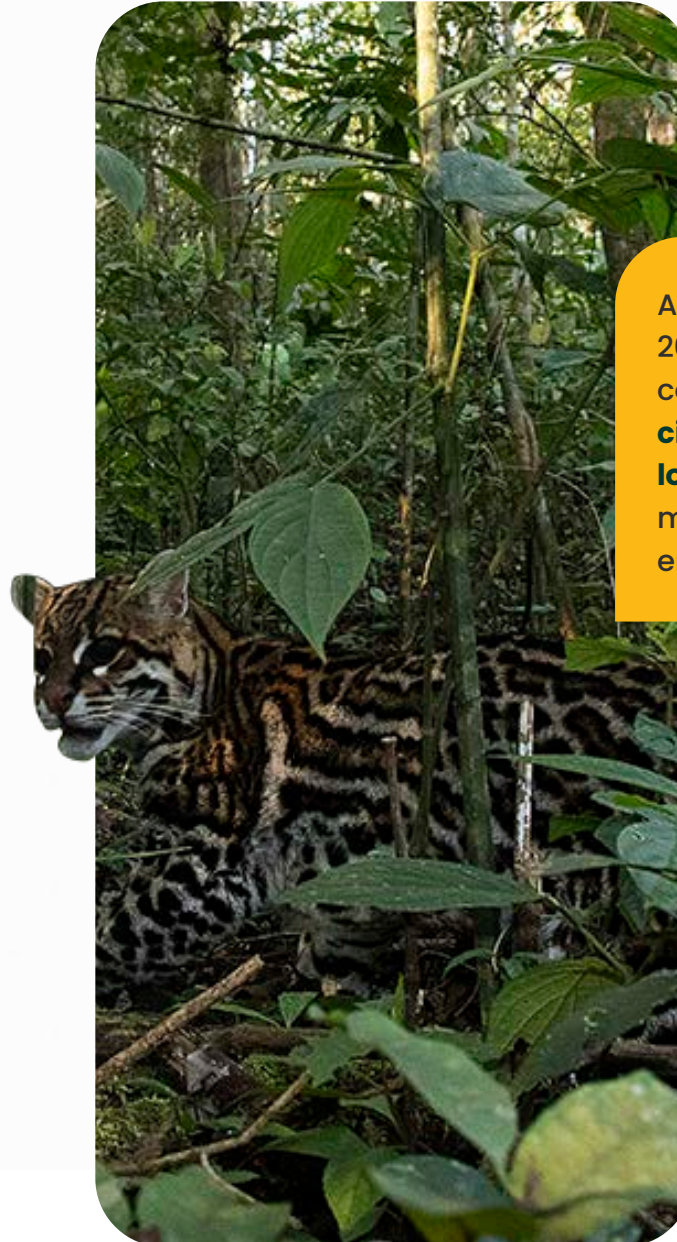
Felinos do Aguai Institute

Biodiversity conservation is a commitment that Rio Deserto strengthens through strategic partnerships focused on protecting ecosystems and wildlife. Among these initiatives is its support for the Felinos do Aguai Institute, a Public Interest Civil Society Organization (OSCIP) dedicated to the conservation of wild felines in the Aguai State Biological Reserve and its surrounding areas.

The Institute's achievements throughout 2025 demonstrated significant progress in scientific research, wildlife monitoring, environmental education, ecosystem health, and ecological restoration.

In the areas of research and monitoring, the Institute expanded knowledge of regional wildlife through important species records and the continuous monitoring of wild felines, generating valuable data to support conservation strategies. At the same time, its environmental education initiatives strengthened relationships with schools, local communities, and partner institutions, raising awareness of the importance of ecosystem conservation.

The Institute's Ecological Health and Renaturalization programs also achieved significant results through initiatives focused on environmental balance, the restoration of natural areas, and the rehabilitation and reintroduction of wild animals into their natural habitats. Recognition through national and international awards further reinforced the relevance of the Institute's work and its contribution to the conservation of Brazil's biodiversity.



A partner of the Institute since 2006, Rio Deserto believes that collaboration among **companies, civil society organizations and local communities** is essential to maximizing the positive impact of environmental conservation.

Over nearly two decades of collaboration, this partnership has contributed to the advancement of scientific knowledge, the protection of wildlife, and the strengthening of initiatives that promote a balance between development and the conservation of natural resources.



Environmental education

In 2025, more than 20 students from Marista School participated in a technical visit to one of Rio Deserto's environmental rehabilitation areas. The activity gave students the opportunity to observe, firsthand, the actions undertaken to rehabilitate mined land and understand how planning, engineering and environmental restoration work together to restore ecosystems.

In addition to expanding their understanding of environmental rehabilitation processes, the experience increased students' awareness of local biodiversity, particularly by demonstrating the return of various wildlife species to rehabilitated areas, highlighting the positive outcomes of the company's restoration initiatives.



Partnerships driving sustainable innovation

Rio Deserto strengthens innovation in the efficient use of natural resources through collaboration with leading research institutions. In 2025, researchers from the Federal University of Rio Grande do Sul (UFRGS) visited the company's laboratory and the Cruz de Malta and Mina 101 extraction units to learn about coal processing operations and advance studies on the beneficial use of coal processing tailings.

During the visit, the researchers observed operational processes, laboratory activities and environmental monitoring practices, gaining a deeper understanding of the characteristics of the tailings generated during coal processing and their potential for reuse in new applications.

This initiative reinforces Rio Deserto's commitment to research and innovation by supporting the development of technologies that contribute to an increasingly sustainable mining industry.



Transparency and Institutional Dialogue

Rio Deserto maintains a transparent and collaborative relationship with public authorities and other institutions, strengthening confidence in its practices and promoting knowledge sharing on responsible mining.

In 2025, Federal Judge Dr. Camila Lapolli de Moraes, of the 4th Federal Court, visited the Mina 101 Extraction Unit to observe the company's tailings storage facility. During the technical visit, Rio Deserto presented its drainage systems, monitoring processes engineering and environmental control measures implemented to ensure the facility's safety and stability.

The visit provided practical insight into the management of tailings storage facilities, allowing participants to observe the technologies employed, operational procedures and environmental monitoring practices adopted by the company.

4. Social



People are the foundation
of Rio Deserto's **growth**.

◆ Employees

It is through the **knowledge, dedication and commitment of the employees** that Rio Deserto advances innovation and strengthens a culture founded on responsibility, safety and operational excellence.

In 2025, the company continued to invest in professional development, health and well-being, education, employee recognition, and the strengthening of an organizational culture based on **respect, ethics and valuing people**.

These commitments are supported by principles that promote **equal opportunities, respect for diversity, non-discrimination and working conditions aligned with human rights and decent work**. The company's actions are guided by its **Code of Ethics and Conduct**.

By continuously investing employees, Rio Deserto fosters an **environment of trust, collaboration and innovation**, creating lasting value for the company, its people and society.

Benefits

Providing conditions that contribute to employees' quality of life is an essential part of Rio Deserto's people-focused strategy. The company offers a comprehensive benefits package that reflects market practices, complies with applicable labor agreements and meets the needs of the employees, fostering a healthier, safer and more supportive work environment.

Partnerships with laboratories and medical clinics

Periodic exams

Internal medical assistance

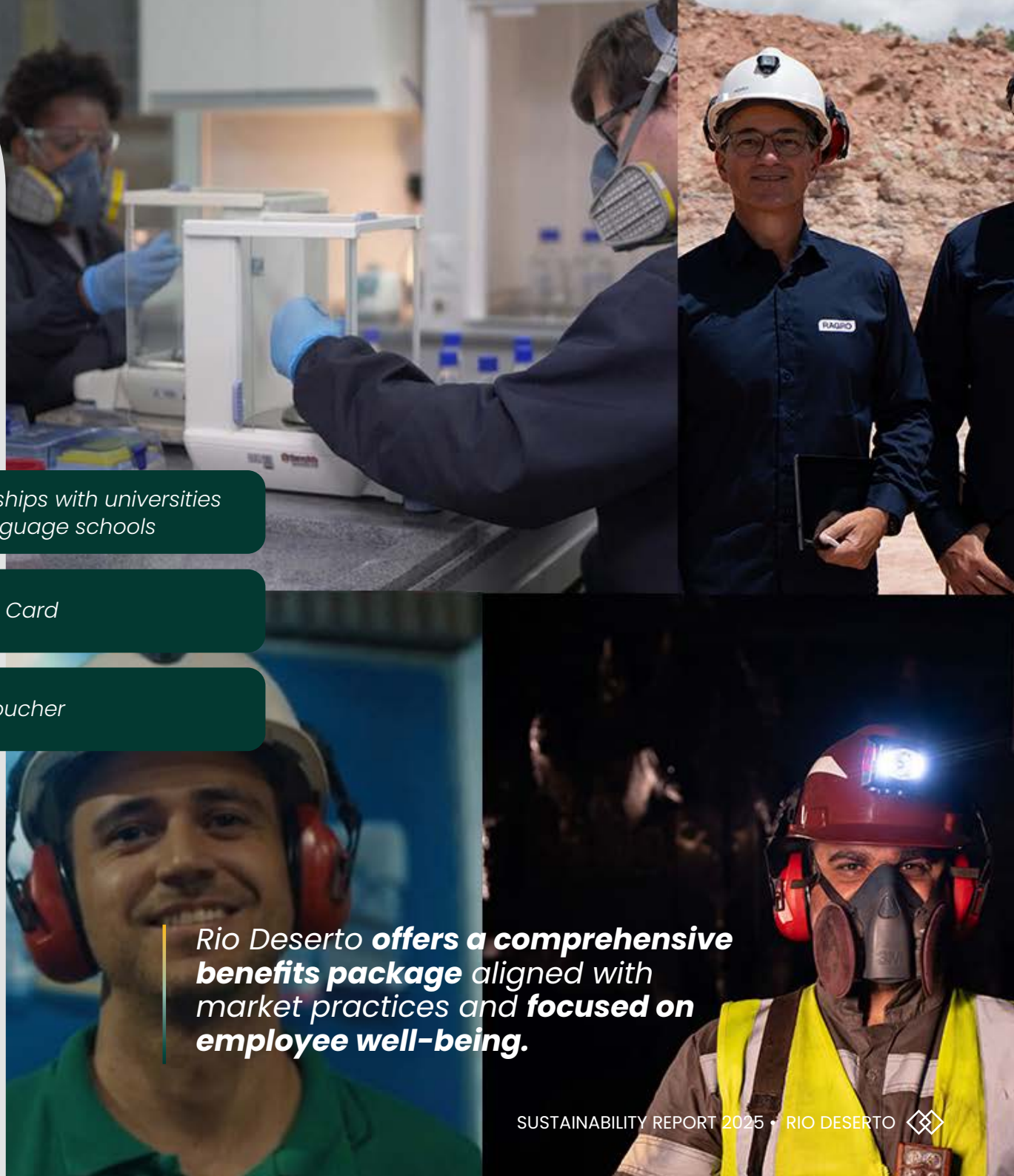
Health insurance

Life insurance

Partnerships with universities and language schools

Acicard Card

Food Voucher



Rio Deserto **offers a comprehensive benefits package** aligned with market practices and **focused on employee well-being.**





◆ Professional Development

Rio Deserto recognizes that **employee development is essential to the long-term sustainability of business.**

To support this commitment, the company fosters a culture of continuous learning by providing opportunities for **training, technical qualification, leadership development**, as well as the enhancement of professional and behavioral competencies.

Investments in **corporate education, training programs, professional development initiatives and educational support** reflect Rio Deserto's commitment to helping employees grow professionally while aligning their development with business needs and individual career aspirations.

Training and Education

Through a structured learning and development program, Rio Deserto provides training, technical qualification, and professional development initiatives that foster continuous learning and knowledge sharing, helping employees build the skills to new challenges. This culture of continuous learning strengthens innovation, drives operational excellence, enhances the workplace environment and reinforces the company's ability to attract, develop and retain talent.

INTERNAL TRAINING AND DEVELOPMENT INITIATIVES



Internal **training and development initiatives**

- › *Safer operations*, through continuous updates on procedures, standards, and best practices.

- › *Development of technical and behavioral competencies*, preparing employees for current and future challenges.

- › *Increased productivity and operational efficiency*, supported by more qualified teams that are better prepared for decision-making.

- › *Strengthening a culture of innovation and continuous improvement*, by encouraging the pursuit of new solutions and knowledge sharing.

- › *Raising quality standards*, ensuring greater reliability in processes and products.

- › *Preparing employees for new responsibilities and career growth opportunities*, strengthening succession planning and internal promotion.

- › *Greater employee engagement and recognition*, contributing to a more collaborative and motivating work environment.

- › *Talent retention and development*, building stronger teams aligned with the company's values.

SPECIALIZED TRAINING

With a focus on operational excellence and the development of technical competencies, Rio Deserto provides specialized training tailored to the specific requirements of each role. These training programs are delivered by qualified and experienced professionals, ensuring that employees acquire the knowledge, skills and practical expertise needed to perform their duties safely, efficiently and in accordance with the company's quality standards and operating procedures.

Specific training of each role: Training provided to employees newly assigned to a specific role. Conducted under the supervision and guidance of qualified and experienced professionals, it is designed to develop the technical knowledge, practical skills and competencies required to perform job responsibilities safely, efficiently and in accordance with Rio Deserto's quality standards.

Role Qualification: Training provided to meet legal requirements and the company's operational needs. The program prepares employees to perform new roles or responsibilities, increasing workforce versatility and supporting business continuity, including the temporary replacement of colleagues during vacations or other periods of absence. This initiative promotes professional development while expanding opportunities for career growth and internal advancement.

*Rio Deserto **invests in continuous training** that drives results.*

CONTINUOUS TRAINING		
Unity	Specific qualification for the job (total hours)	Training and development (total hours)
Extraction Unit Cruz de Malta Mine	15.579,84	6.727,28
Extraction Unit 101 Mine	48.363,10	24.740,17
Unit Novo Horizonte	1.208,00	596,48
RD Engineering	800,00	206,10
Metallurgical Unit	4.640,00	3.279,68
Laboratory Reference	1.608,00	4.024,09
Unit São Geraldo	--	85,60
Unit Boarding Box	--	16,30
Unit Correia Pinto	3.760,00	3.539,81
Central Office	--	1.075,70
Industrial Complex	Ragro	4.720,00
	Production Unit II	--
Ragro Nutrients	--	414,00
TOTAL	80.678,94	49.978,71

Hydraulics Training Strengthens Technical Skills of Mina 101 Employees

With the objective of strengthening the technical qualifications of teams and promoting the continuous improvement of operational processes, Rio Deserto held a hydraulics training program in 2025 focused on the specific requirements of underground mining operations. The program brought together 30 employees from the Mina 101 Extraction Unit, including underground mechanics and maintenance supervisors.

Developed in partnership with SENAI, the training was specifically designed to address the maintenance demands of underground mining. The program covered technical content aligned with the company's operational reality, with a strong emphasis on practical problem-solving, the enhancement of technical expertise, knowledge sharing among participants, and the development of more efficient solutions for day-to-day operations.

PROGRAM

Rio Deserto Talent

Rio Deserto continues to invest in the Rio Deserto Talent Program, an initiative designed to strengthen technical, behavioral and leadership competencies, preparing employees for the organization's current and future challenges while developing leaders aligned with the company's strategy and culture.

In 2025, the program included professionals from Ragro and RBM Mineral Processing through a structured development journey. The program began with individual behavioral assessments conducted using a specialized behavioral profiling tool. Based on the assessment results, each participant received personalized feedback, promoting self-awareness, identifying strengths and supporting the creation of an individual development plan.

Based on these insights, a schedule of monthly development sessions was established, covering topics such as personal development, leadership, communication, teamwork, and professional performance improvement. Delivered in partnership with a specialized consulting firm, the program encouraged reflection, knowledge sharing and the practical application of new skills in the workplace.



◆ Education

Rio Deserto continuously invests in initiatives that expand access to knowledge, encourage professional qualification, and strengthen the connection between academia and the workplace. Throughout 2025, the company reinforced **partnerships with educational** institutions while maintaining training and development initiatives. These efforts provided **practical learning experiences, fostered the development of technical and behavioral skills**, and contributed to preparing professionals to work ethically, innovatively, and sustainably.

SATC: Education, Innovation and Regional Development

The Beneficent Association of the Coal Industry of Santa Catarina (SATC) is one of the most significant social legacies of the coal mining industry in southern Santa Catarina. Founded by the regional coal sector and supported to this day through monthly contributions from mining companies, together with student tuition fees, the institution reflects the mining industry's long-standing commitment to human development, education and the region's future.

More than an educational institution, SATC is a catalyst for social transformation. The campus offers a comprehensive educational journey, from early childhood education to postgraduate programs, preparing professionals across a wide range of disciplines while strengthening the regional economy through workforce development and close collaboration between education and industry.



Throughout 2025, the company **strengthened partnerships with educational institutions** and continued to invest in training and development initiatives.

SATC is also home to the SATC Technology Center, a recognized hub for research, innovation, technological development and laboratory services. By integrating education, research and outreach, the center develops solutions that enhance business competitiveness, promote sustainability and contribute to the technological advancement of industry and society.

Rio Deserto is part of this shared commitment to education and innovation by supporting SATC and actively participating in initiatives developed in partnership with the institution. Internship and apprenticeship programs, technical visits, lectures, career fairs and student development projects strengthen the connection between academia and industry, helping prepare future professionals for the challenges of the job market.



SCHOLARSHIPS

Rio Deserto maintains initiatives that expand access to education and encourage the continuous development of employees and their families, recognizing knowledge as one of the most powerful drivers of personal, professional and social development.

Among these initiatives are scholarship opportunities and partnerships with educational institutions, helping facilitate access to technical, vocational and higher education. These programs support skills development, encourage professional growth and strengthen a culture of continuous learning throughout the organization.

Scholarships are awarded based on clearly defined eligibility criteria, ensuring transparency and fairness throughout the selection process. For employees, in addition to meeting the program requirements, consideration is also given to how the chosen course contributes to the development of competencies aligned with the company's business needs and future challenges.

PROGRAM

APPRENTICESHIP PROGRAM

Investing in the development of young professionals is one of the ways Rio Deserto contributes to social development and the preparation of future talent. In 2025, 16 new apprentices joined the company's Apprenticeship Program, reinforcing Rio Deserto's commitment to education, employability, and workforce development.

The two-year program provides participants with formal employment, financial compensation, and technical education in partnership with SATC, in Criciúma. Under Rio Deserto's training model, learning activities are conducted at the educational institution, ensuring a structured educational experience aligned with the needs of the industrial sector. The program is intended for young people aged 15 to 21 who are currently enrolled in or have completed secondary education.

Throughout the program, apprentices have the opportunity to pursue technical education in Business Administration, Electromechanics, Electrical Engineering Technology, or Automotive Maintenance, while also earning nationally recognized vocational training certifications.





PROGRAM

Internship Program

Rio Deserto's Internship Program is one of the company's main professional development initiatives

dedicated to developing future professionals and connecting academic learning with real-world industry experience.

Developed in partnership with educational institutions, the program provides students with the opportunity to apply classroom knowledge in a professional environment while experiencing the daily operations of a company committed to innovation, sustainability and people development.

More than providing professional experience, the program is designed to promote continuous learning, technical development and the strengthening of behavioral skills. Throughout the program, interns receive guidance from experienced supervisors, participate in onboarding sessions development activities and benefit from ongoing support that contributes to both their personal and professional growth. In addition, they receive financial compensation and a range of benefits, including transportation assistance, meal benefits, health insurance and other employee benefits.

Recognized for the quality of the experience and the opportunities it provides, Rio Deserto's Internship Program has become an important gateway to career development. Many of the professionals currently working at the company began their careers as interns, reflecting Rio Deserto's long-standing commitment to attracting, developing and retaining talent.

Internship Program

INTERNSHIP PROGRAM

In 2025, Rio Deserto held meetings with internship supervisors from Metallurgical, Laboratory and R&D units. The initiative brought together the professionals responsible for mentoring interns, recognizing their strategic role in developing future talent.

During the meetings, participants discussed topics related to competency development, intern onboarding, expectation alignment and the sharing of supervision best practices. The sessions also provided an opportunity for participants to exchange experiences and strengthen collaboration.



Through investments in training, Rio Deserto reinforces the core pillars of its Internship Program:



Structured learning experience.



Development of technical skills.



Integration of theory and practice.



Preparation for the challenges of the job market.

INTERNSHIP MEETING

With the theme “The Future Is Now!”, Rio Deserto held the 13th Internship Meeting in 2025, an initiative designed to promote learning, strengthen relationships and develop the behavioral skills essential for professional success. Held outdoors, the event provided a unique setting that encouraged interaction, engagement and open dialogue.

Organized as a roundtable discussion, the meeting gave interns the opportunity to share experiences, expectations and challenges related to the beginning of their professional journeys, fostering knowledge sharing and strengthening connections among participants.

The event was led by psychologist Daniela Magalhães, who addressed topics such as career planning, mental health, anxiety management, expectation management, and decision-



making. The discussions encouraged interns to take an active role in shaping their careers by developing self-awareness, emotional resilience and the confidence needed to navigate the challenges of the professional world.

Internship Program

EMPLOYABILITY FAIR

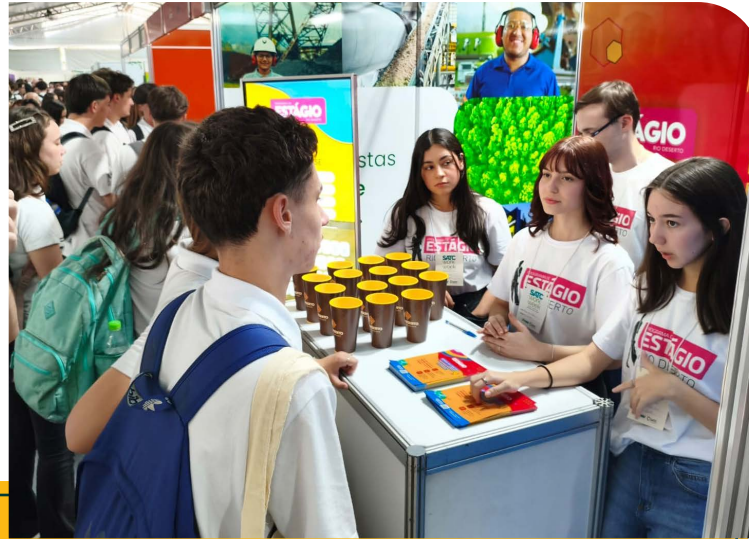
Strengthening relationships with educational institutions and creating opportunities for future talent were the highlights of Rio Deserto's participation in the 18th SATC Career Fair, held in October 2025 in Criciúma. The event brought together students, professionals and companies from a wide range of industries, reinforcing its role as an important platform for connecting academia and the job market.



251 applications received



+400 quiz interactions



Throughout the **two-day event**, the company showcased its **history, values, areas of expertise, and talent** development programs, with special emphasis on its Internship Program.

The Human Resources team, together with Rio Deserto interns, welcomed visitors, answered questions about the recruitment process and shared experiences related to career development within the company.

To make the experience more engaging, the company provided an interactive kiosk featuring a quiz about its Internship Program, offering participants an opportunity to learn more about the program while becoming familiar with Rio Deserto's organizational culture. Another highlight of the event was the active participation of the company's interns, who welcomed visitors and shared their personal experiences, demonstrating firsthand how the program contributes to the development of both technical and behavioral skills.

The strong public engagement, reflected in 251 résumés received and more than 400 quiz interactions, highlighted students' interest in the opportunities offered by Rio Deserto and reinforced the importance of initiatives that strengthen the connection between academia and industry.

Young Entrepreneurs Club Project

For the third consecutive year, Rio Deserto participated in the Young Entrepreneurs Club Project in 2025, an initiative promoted by the Municipality of Criciúma, through the Municipal Department of Education, in partnership with the Business Association of Criciúma (ACIC). During the year, the company partnered with Professora Iria Zandomênego de Luca Municipal School, located in the Napolini district, helping bring students closer to the business world while encouraging the development of entrepreneurship, innovation and citizenship skills.

The program began with a visit by Rio Deserto representatives to the school, where seventh and eighth grade students participated in an interactive session focused on sharing experiences and discussing the world of work. Topics included technology, innovation, artificial intelligence in business, leadership and professional development.

In the second phase of the project, students visited Rio Deserto's Metallurgical Unit, where they gained firsthand insight into the company's production processes, operational technologies, quality, safety standards and innovation initiatives. The visit also included discussions with professionals from different areas of the company, giving students a broader understanding of career opportunities, the importance of professional qualification, teamwork and lifelong learning.

The program concluded at the 3rd Young Entrepreneurs Fair, held at the Business Association of Criciúma (ACIC). During

the event, students presented the projects they had developed throughout the year, demonstrating creativity, planning skills, leadership and commitment to issues of social relevance. As their final project, the students from the school partnered with Rio Deserto developed an initiative focused on animal welfare, applying concepts of entrepreneurship, social responsibility and community engagement.

The Young Entrepreneurs Club Project strengthens the connection between schools and businesses, broadens students' understanding of the professional world, and promotes values such as innovation, ethics, responsibility, collaboration, and sustainability, preparing young people to become engaged, responsible and proactive members of society.



I9 Project – Integrating Theory and Practice in the Business Environment

In 2025, Rio Deserto participated in the I9 Project – Bridging Theory and Practice in the Business Environment, an initiative developed by CEDUP Abílio Paulo in partnership with the Business Association of Criciúma (ACIC). The project aims to connect students with the corporate environment while providing opportunities to apply classroom learning in real-world business settings.

Throughout the program, secondary school students and students enrolled in the Technical Program in Commerce visited Rio Deserto to learn about the company's organizational structure, business operations and corporate sustainability practices, with a particular focus on initiatives aligned with the Sustainable Development Goals (SDGs) and ESG (Environmental, Social, and Governance) principles. During the visit, participants also explored the company's approaches to management, communication, innovation and community engagement.

In addition to the technical visit, Rio Deserto professionals served as mentors to the student teams, supporting the development of their projects and strengthening the connection between academia and the business environment. This experience enabled students to better understand organizational challenges, develop critical thinking and propose solutions based on real-world situations while strengthening skills such as research, analysis, creativity and teamwork.

As the culmination of the learning process, students presented projects focused on Sustainability and Green Marketing, inspired by the practices they observed during their visit to Rio Deserto. The projects were showcased at events hosted by the Business Association of Criciúma (ACIC) and SATC, demonstrating the participants' ability to transform knowledge into practical solutions and meaningful contributions to sustainable development.

Life Project – SATC

As part of its commitment to developing future generations and strengthening the connection between education and the world of work, Rio Deserto participated in an activity organized by SATC for first-year secondary school students as part of the Life Project curriculum.

The session provided an opportunity for dialogue and reflection on topics essential to career development, including self-awareness, behavioral skills, communication, interpersonal relationships and career planning. The initiative encouraged students to recognize the importance of aligning their career choices with their personal interests, values, and aspirations.

The activity was especially meaningful because it took place at a key stage in the students' educational journey, as they were preparing to choose their technical specialization and begin their mandatory internship as a important milestone that provides practical experience in the professional environment.



Entrepreneurship Week – Cedup

Rio Deserto participated in Cedup Entrepreneurship Week, contributing to the preparation of students for the challenges of the job market. The initiative brought together more than 200 technical education students for a lecture delivered by the company's Human Resources team.

During the session, topics related to professional development were explored, including employability, career planning, workplace behavior, communication, ethics, responsibility and the importance of continuous learning. Students also received guidance on recruitment and selection processes, interview preparation and the development of skills that are increasingly valued by employers.

The program also featured a presentation of Rio Deserto's Internship Program, highlighting its practical learning approach, commitment to talent development and role in strengthening the connection between academia and industry.

◆ **Health, Safety and Well-being**

Throughout 2025, Rio Deserto continued to **strengthen culture of health and safety through preventive programs, awareness campaigns, health promotion initiatives, training, actions focused on physical and mental well-being, also, projects that encouraged healthier lifestyles.** These initiatives reinforce the company's commitment to prevention, holistic care and the continuous development of a safer, healthier, and more people-centered workplace.

Well-Being and Quality of Life Platform

In 2025, Rio Deserto expanded people care initiatives by providing employees and their families with free access to a platform dedicated to promoting health, well-being, and quality of life. This initiative strengthens the company's commitment to providing comprehensive support, recognizing that a healthy balance between personal and professional life is essential for both individual well-being and organizational success.

The platform offers access to specialized support across a range of areas, including psychological counseling, nutritional guidance, financial planning, legal assistance and social services. Support is provided confidentially through chat or video consultations, ensuring

convenience, privacy and easy access to qualified professionals, regardless of the user's location.

By extending this benefit to employees' families, Rio Deserto broadens the reach of its well-being initiatives, providing support through different stages of life and a variety of personal challenges. The platform helps prevent issues related to physical, emotional, social and financial well-being, contributing to a healthier, more balanced, and higher-quality life for employees and their families.



INFLUENZA VACCINATION CAMPAIGN

In 2025, Rio Deserto carried out its annual Influenza Vaccination Campaign. Conducted in partnership with the Social Service of Industry (SESI), the initiative vaccinated more than 400 employees, helping prevent seasonal influenza, reduce the risk of complications associated with the disease and promote healthier and safer workplaces.

In addition to the vaccination sessions held at the company's facilities, Rio Deserto offered an extended vaccination period, allowing employees who were unable to participate on-site to receive the vaccine at SESI locations. This initiative expanded access to immunization and reinforced the company's commitment to preventive healthcare.



PROJECT

Safety and People First

With the objective of strengthening safety culture and increasing employee participation in building healthier and safer workplaces, Rio Deserto launched the Safety and People First Project in 2025. The initiative was implemented at the Mina 101 Extraction Unit and RBM Mineral Processing and was coordinated by the Human Resources Department in partnership with the Specialized Service in Safety Engineering and Occupational Medicine (SESMT).

The project was based on individual interviews conducted with employees using a standardized questionnaire covering topics such as workplace safety, physical well-being, working conditions, mental health, interpersonal relationships, communication

and opportunities for improvement. This approach created a space for active listening and open dialogue, encouraging employees to contribute to identifying opportunities to strengthen the company's culture of care and prevention.

Following the assessment, the results were shared with employees during feedback sessions, promoting transparency and engagement throughout the process. Based on the insights gathered, tailored action plans were developed for each unit, focusing on improvements related to workplace safety, working conditions and employee well-being.



SIPAT and SIPAT/MIN

Rio Deserto's prevention culture is strengthened through awareness, training and employee engagement initiatives. In 2025, the company held the Internal Week for Accident Prevention (SIPAT) at the industrial units and the Internal Week for Accident Prevention in Mining (SIPAT-MIN) at the mining operations.

Throughout the program, employees participated in lectures, interactive activities and reflection sessions focused

on promoting health, safety, quality of life and well-being. These initiatives reinforced the importance of prevention as a shared responsibility, encouraging safe behaviors both in the workplace and in everyday life.

Among the topics addressed was the continuous improvement of occupational incident investigation processes, including the analysis of accidents and near misses, root cause identification, the definition of corrective and preventive actions, and the follow-up of occupational health and safety cases. This approach reinforced the importance of continuous improvement as a key element in reducing risks and strengthening the company's prevention culture.



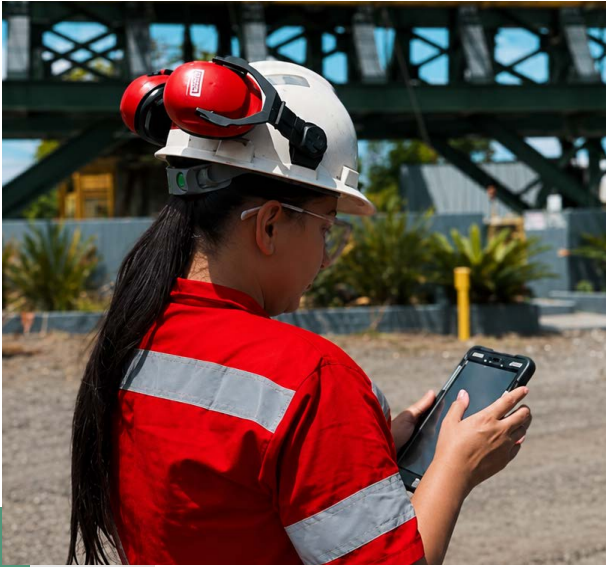
PROGRAM

Amigo Sangue Bom

Solidarity is an integral part of Rio Deserto's culture and is reflected in initiatives that promote care for life both within and beyond the workplace. One of these is the Amigo Sangue Bom Program, created to encourage voluntary blood donation among employees and their families, strengthening an ongoing network of support for the community's healthcare system. Today, more than 250 Rio Deserto employees are registered blood donors.

Throughout the year, the company carries out awareness initiatives highlighting the importance of regular blood donation, with intensified campaigns during key dates such as World Blood Donor Day in June and National Blood Donor Day in November.

Through awareness and educational campaigns, the initiative seeks to transform an act of solidarity into a lasting commitment.



Emergency Response Teams and Emergency Drills

To protect lives, safeguard assets, minimize operational and environmental impacts, Rio Deserto maintains trained emergency response teams prepared to respond quickly, efficiently and in a coordinated manner to a wide range of emergency situations.

Made up of volunteer employees, these teams receive regular training and continuous updates on fire prevention and firefighting, first aid, emergency evacuation, emergency response and other procedures established in the company's emergency response plans. This ongoing preparation strengthens the teams' response capabilities while reinforcing a culture of prevention across all company operations.

In addition to the continuous training of emergency response teams, Rio Deserto regularly conducts emergency drills that simulate real-life scenarios to evaluate the effectiveness of its emergency response plans, communication protocols, team performance and coordination among different departments. These exercises help identify opportunities for improvement, refine emergency procedures and ensure that employees are prepared to respond safely, efficiently and in a coordinated manner during emergency situations.

Throughout 2025, Rio Deserto carried out a year-round calendar of health awareness campaigns. These initiatives encouraged the adoption of healthier lifestyles and promoted self-care.

2025 HEALTH CAMPAIGNS

- **White January**, dedicated to promoting mental health and emotional well-being.
- **Green April**, focused on preventing workplace accidents and occupational illnesses while strengthening the company's safety culture.
- **Yellow September**, dedicated to raising awareness about suicide prevention and promoting the value of life.
- **Pink October**, encouraged awareness of breast cancer prevention and the importance of early detection.
- **Blue November**, focused on men's health and prostate cancer prevention.
- **Red December**, promoted awareness of the prevention of sexually transmitted infections (STIs).

◆ People Development

Valuing people means **recognizing that every employee and their family are an essential part of Rio Deserto's history and long-term success.** By fostering initiatives that bring people together and strengthen relationships, the company helps create a workplace where trust, collaboration, and a strong sense of belonging thrive.

CONTEST

Drawing Rio Deserto's Christmas

In 2025, Rio Deserto held the 12th edition of the "Drawing Rio Deserto's Christmas" Contest, an initiative that encourages the participation of employees' families while promoting creativity, togetherness, and solidarity. Under the theme "Christmas Is About Sharing Smiles," children were invited to express their vision of the Christmas spirit through art, transforming their feelings into drawings filled with imagination, warmth and hope.

The winning illustrations were featured on the company's Christmas cards, which were sent to employees, customers, suppliers and business partners, sharing a message of unity and generosity. As part of the celebration, the winning young artists took part in a special event where they recreated their drawings, enjoying a memorable moment of recognition, celebration and appreciation.



Helena Constantino Joaquim
daughter of employee Alice
Constantino Joaquim (Corporate
Office Unit)



Cecília Peters
daughter of employee Jones Marchioli
Peters (Ragro Unit)



Antonella Peters
daughter of employee Jones Marchioli
Peters (Ragro Unit)



Ana Clara Marcolino Rodrigues
daughter of employee Jefferson Junior
Rodrigues (Mina 101 Extraction Unit)



Alfredo Kesting Freitas
son of employee Maquiel Freitas Mateus
(Mina 101 Extraction Unit)



João Pedro dos Santos Dias
son of employee Chrystian Patrick
Pereira (Metallurgical Unit).



Chrystofer Medeiros Pereira
son of employee Chrystian Patrick Pereira
(Metallurgical Unit)



Heloisa Demetrio Nunes
daughter of employee Luciano Freitas
Nunes (Mina 101 Extraction Unit)



Maria Eduarda Martins Girard
daughter of employee Wellyngton da Cruz
Girardi (Mina 101 Extraction Unit)



Celebrating meaningful connections

Throughout 2025, Rio Deserto organized special initiatives to mark occasions such as International Women's Day, Mother's Day, Father's Day and Christmas, recognizing the importance of these moments in valuing people and strengthening the bonds between employees, their families and the company.

These celebrations were designed to provide meaningful experiences of recognition, connection and appreciation through tributes, institutional messages, commemorative gifts, and other initiatives that reinforce a sense of belonging and demonstrate the company's care for the people who are part of its organization.

5. Governance

◆ Whistleblower Channel

To strengthen culture of ethics, transparency and respect in the workplace, Rio Deserto launched a new Whistleblowing Channel. The platform provides employees with a safe and reliable way to report conduct that is inconsistent with the company's principles and values.

Reports may be submitted either anonymously or with the employee's identification, ensuring confidentiality and privacy throughout the entire process. Reports can be filed through an online platform or via a toll-free telephone service, making the channel more accessible and facilitating communication.

Ethics, Transparency and Integrity

Rio Deserto's Whistleblowing Channel is designed to receive reports of any form of harassment or conduct that violates applicable laws, internal regulations, the company's Code of Ethics and Conduct, or corporate policies.

All reports are received and managed by an independent company specialized in whistleblowing channel administration, ensuring impartiality throughout the process. Each report is carefully reviewed and forwarded for investigation, with every case handled responsibly, confidentially and with respect for everyone involved.



A culture of **trust** begins with the assurance that **every report will be handled responsibly.**

◆ New Enterprise Resource Planning (ERP) System

As part of its strategy to strengthen management practices and accelerate its digital transformation, Rio Deserto implemented a new Enterprise Resource Planning (ERP) system. The company adopted one of the market's leading enterprise management solutions to make its internal processes more efficient, integrated, and secure.

Strengthening corporate governance

The project involves all areas of the organization and represents an important milestone in the modernization of Rio Deserto's corporate management. The new platform enables greater integration across business processes, standardizes information, streamlines operational routines and enhances data analysis capabilities to support informed decision-making.

The implementation was carried out through a structured approach involving cross-functional teams, process mapping, system configuration, testing and employee training. This methodology ensured a smooth and secure transition while maintaining business continuity throughout every stage of the project.

In addition to improving operational efficiency, the new ERP enhances the reliability of business information, strengthens corporate governance, and provides greater agility in generating management reports and performance indicators. The initiative also establishes a more robust technological foundation to support Rio Deserto's continued growth and meet the evolving needs of the business.



◆ Certifications

Through established **management systems audited by independent certification bodies**, Rio Deserto ensures that its operations are aligned with internationally recognized best practices. The certifications achieved by the company reflect the company’s commitment to management excellence, continuous improvement and responsible business practices.

Integrated Management System

In 2025, Rio Deserto reaffirmed its commitment to operational excellence by successfully achieving recertification to the international standards ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management). Maintaining these certifications demonstrates the maturity of the company’s Integrated Management System (IMS) and the effectiveness of its practices in ensuring quality, safety, environmental responsibility, and continuous improvement across all operations.

The external audit evaluated the processes, controls, and management practices implemented at the Mina 101 Extraction Unit

Unit, Novo Horizonte Unit, RDLAB Reference Laboratory and Central Office. The results confirmed the organization’s compliance with the requirements of the international standards, reinforcing the consistency of management systems and the commitment of teams.

The Integrated Management System (IMS) supports decision making, promotes process standardization, encourages innovation and strengthens a culture of continuous improvement. Through this approach, Rio Deserto reinforces a management model aligned with the principles of sustainability, operational excellence, and people development, building trust among customers, employees, suppliers and other stakeholders.



ISO 9001

NBR ISO 9001:2015

Mina 101 Extraction Unit
Novo Horizonte Unit
RDLAB – Reference Laboratory
RBM Beneficiamento de Minerais Unit



ISO 14001

NBR ISO 14001:2015

Mina 101 Extraction Unit
Novo Horizonte Unit



ISO 45001

NBR ISO 45001:2018

Mina 101 Extraction Unit
Novo Horizonte Unit

Internal Auditor Training

In 2025, Rio Deserto expanded the internal audit team by training **20 additional employees**, increasing the total number of qualified internal auditors to **32 professionals authorized to conduct audits of Rio Deserto's Quality and Environmental Management Systems.**



The initiative is part of Rio Deserto's strategy to strengthen its Integrated Management System (IMS) by developing internal expertise and reinforcing a culture of continuous improvement.

Conducted between April and June, the training program covered the requirements of ISO 9001 (Quality Management System) and ISO 14001 (Environmental Management System), as well as auditing techniques, risk assessment, interpretation of standard requirements and audit report preparation.

By expanding the team of internal auditors, Rio Deserto has strengthened ability to monitor and improve processes, contributing to the effectiveness and compliance of its management systems, reducing risks, increasing operational efficiency, and promoting quality and sustainability best practices across the organization.

**MAPA**

◆ RDLAB Reference Laboratory is accredited by Brazil's Ministry of Agriculture and Livestock (MAPA) to perform analyses of fertilizers, inoculants, and soil amendments, reinforcing its role as a reference laboratory serving the Brazilian agribusiness sector.

The accreditation confirms that the laboratory's infrastructure, processes, and technical expertise meet the regulatory authority's requirements, ensuring reliable, traceable and compliant analytical results.

IMA

◆ RDLAB Reference Laboratory holds a Certificate of Recognition for Water and Effluent Analysis issued by the Santa Catarina Institute for the Environment (IMA), confirming that its processes comply with applicable technical and regulatory requirements.

This recognition ensures high analytical quality, reliable and traceable results, and compliance with the requirements of environmental authorities and applicable legislation.

GMP

◆ Ragro Minerais is certified under the GMP+ Feed Safety Assurance (GMP+ FSA) scheme, one of the world's leading certification standards for quality and safety in the animal feed industry.

Audited by SGS, the certification confirms that the company's processes comply with the requirements of the GMP+ program, which integrates Good Manufacturing Practices (GMP), Hazard Analysis and Critical Control Points (HACCP) principles, applicable national legislation, and international industry requirements.

ECOCERT

◆ Ragro Minerais holds an Ecocert Certificate for agricultural inputs approved for use in organic production in accordance with Brazilian and international standards.

The Ecocert Certificate reinforces the company's commitment to sustainable practices, environmental stewardship, and the development of solutions aligned with internationally recognized standards for organic agriculture.

6. Sustainable relationships

◆ Communities

Rio Deserto believes that **sustainable development** is built through **strong relationships based on dialogue, trust, and shared value creation**. The company maintains close engagement with the communities where it operates, seeking to understand local needs, strengthen partnerships, and contribute to **social development**. In 2025, this commitment was reflected in a wide range of initiatives, including social partnerships, donations, and support for community organizations.



SOCIAL PARTNERSHIPS

In 2025, Rio Deserto **renewed its long-standing partnerships** with organizations across Southern Santa Catarina, continuing its **monthly financial support** for institutions such as:

2025 COMMUNITY SUPPORT

- Physical Disabilities Association of Criciúma (JUDECRI);
- Show de Bola Institute;
- Cestinhas Criciúma Sports Association;
- Criciúma Futsal Association;
- Nossa Casa Charitable Association.



Coal mine cart replica donation

As a way of preserving the mining heritage and honoring the history that helped drive the development of Criciúma and the Southern Santa Catarina coal mining region, Rio Deserto donated a replica coal mine cart to Catarina Ghisi Serafim Municipal Park, which was inaugurated by the Municipal Government in October 2025.



Produced with **features faithful** to the equipment used in **coal mines in past decades.**

The replica has become part of the park's exhibition area, helping preserve the region's historical heritage and bringing visitors closer to the origins of coal mining in Santa Catarina.

Covering an area of approximately 32,000 square meters, the Municipal Park was created to provide a space for recreation, community engagement, and social interaction. The park honors Catarina Ghisi Serafim, a local resident who lived for many years in the Santa Luzia neighborhood and made significant contributions to the development of the community. The daughter of Italian immigrants, Catarina worked as a coal picker and played an active role in supporting local residents.



A symbol of the coal mining industry, the mine cart pays tribute to the men and women whose work contributed to the region's economic and social development.





SAER Friend

In 2025, Rio Deserto was honored with the “SAER Friend” recognition in acknowledgment of its partnership with the Aeropolice Service (SAER) of the Civil Police of Santa Catarina. The organization plays a vital role in emergency response, rescue operations, aeromedical transport and public safety missions.

More than an institutional recognition, the award reflects the importance of collaboration between the private and public sectors in initiatives that create lasting benefits for society while strengthening networks dedicated to protecting and caring for people.

“

These initiatives make a meaningful difference in our work to promote inclusion, student development and well-being.

”

- Teacher Sabrina de Oliveira Nunes

Donation of Gardening Boots and Flower Seedlings to APAE Içara

Rio Deserto donated gardening boots and flower seedlings to the Association of Parents and Friends of People with Disabilities (APAE) in Içara. The donated materials were used in the institution’s sensory garden, a space designed to support therapeutic activities and learning experiences for students. The initiative helped strengthen nature-based activities, promoting inclusion, well-being, and personal development through interaction with the natural environment.



Homage from HEMOSC

Rio Deserto's commitment to promoting health and encouraging voluntary blood donation was recognized by HEMOSC (Santa Catarina Blood Center) during the celebrations of National Blood Donor Day, observed on November 25. In recognition of the company's partnership through the Amigo Sangue Bom Program and the ongoing commitment of its employees to voluntary blood donation, HEMOSC presented Rio Deserto with commemorative campaign T-shirts.



Contributing to the **quality of life of the communities where it operates** is one of Rio Deserto's core commitments.

*Donation of a Water Storage Tank to the Içara Community*

In 2025, Rio Deserto donated a 10,000-liter water storage tank to the Santa Cruz community, located near the Mina 101 Extraction Unit in Içara.

The tank was installed at a strategic location within the community, increasing water availability for local residents. The delivery ceremony was attended by company representatives, municipal authorities, and community members, reinforcing dialogue, cooperation and joint efforts to benefit the local population.

**NATIONAL WEEK OF PERSONS WITH DISABILITIES**

As part of the National Week of Persons with Disabilities, held in August, Rio Deserto donated more than 200 liters of milk to the Association of Parents and Friends of People with Disabilities (APAE) in Balneário Rincão. The initiative reinforces the company's commitment to inclusion, solidarity, and support for organizations that play a vital role in the care, inclusion, and development of people with disabilities.

◆ Religious Celebration Honoring Miners

In April, Rio Deserto employees participated in a religious celebration honoring miners, held at the Sacred Heart of Merciful Jesus Basilica and Shrine in Içara as part of the 8th Feast of Mercy.

During the ceremony, employees entered the sanctuary carrying the statue of Saint Barbara, the patron saint of miners, along with the flags of municipalities with a long-standing mining tradition. The celebration was marked by faith, recognition of the mining profession, and appreciation for the historic contribution of mining to the region's development.

More than a tradition, the celebration strengthens the bonds between the community, mining professionals, and the region's mining heritage, reinforcing faith and pride in being part of this legacy.

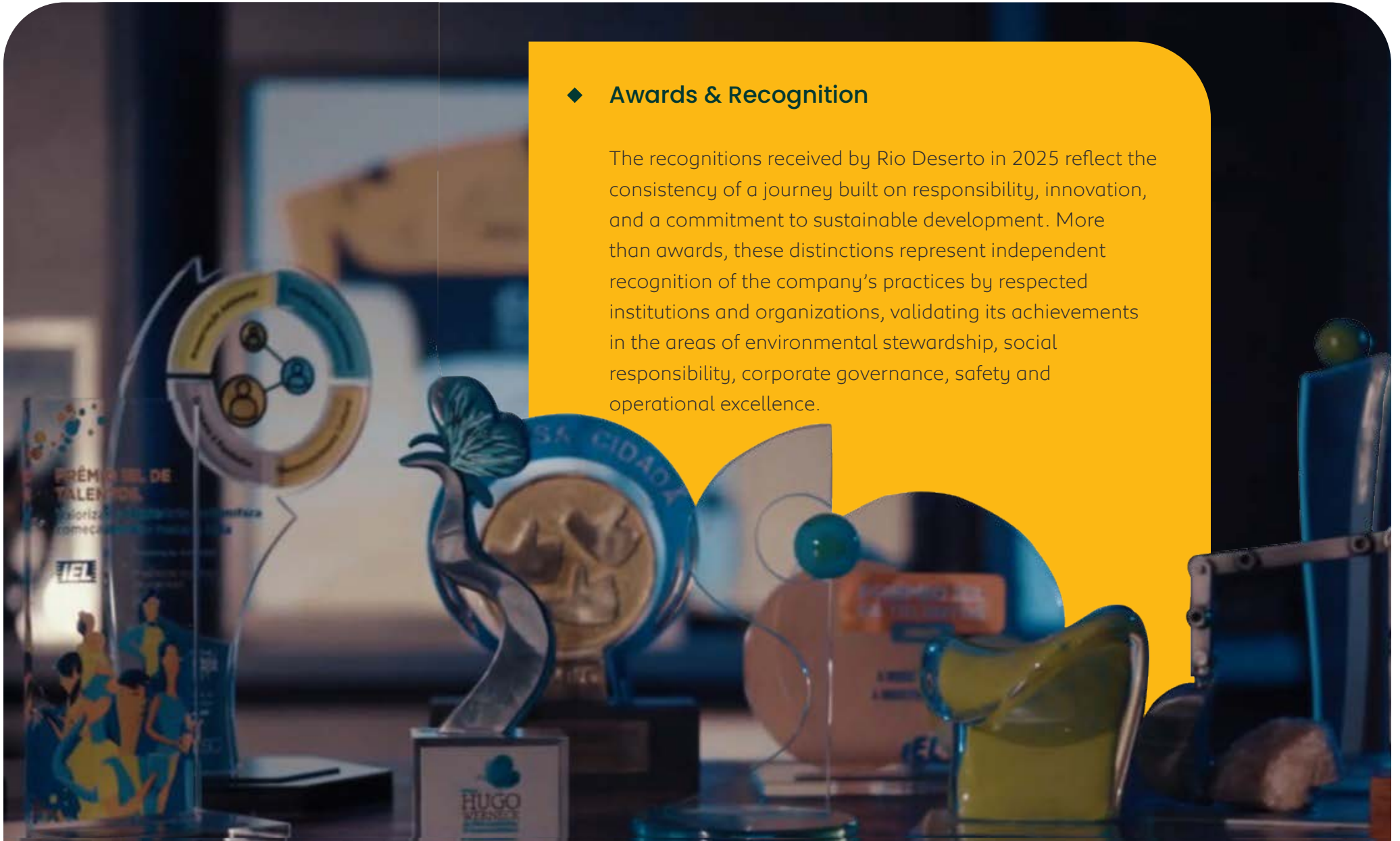


Miners Participate in Religious Celebration Honoring Saint Barbara

Preserving the traditions that are part of the history of mining is also an important aspect of Rio Deserto's engagement with its employees and the communities where it operates. In 2025, company employees participated in a religious celebration honoring Saint Barbara, the patron saint of miners, held in Criciúma. The ceremony brought together mining professionals and community members for a moment of faith, gratitude, and reflection.

◆ Awards & Recognition

The recognitions received by Rio Deserto in 2025 reflect the consistency of a journey built on responsibility, innovation, and a commitment to sustainable development. More than awards, these distinctions represent independent recognition of the company's practices by respected institutions and organizations, validating its achievements in the areas of environmental stewardship, social responsibility, corporate governance, safety and operational excellence.



2025 IEL Talent Award

Investing in the development of future professionals is one of the ways Rio Deserto helps build a more innovative and sustainable future. In 2025, this commitment was recognized through the IEL Talent Award, presented by the Euvaldo Lodi Institute (IEL) in partnership with the Federation of Industries of the State of Santa Catarina (FIESC).

Rio Deserto received first place in the Innovative Internship Program category, recognizing the excellence of its Internship Program, which is designed to provide meaningful learning experiences, professional development, and practical experience aligned with the demands of today's job market. The company also earned third place in the Innovative Intern category, highlighting the initiative, creativity, and innovative mindset of the young professionals participating in the program.



These achievements reflect an organizational culture that believes in the potential of new generations and creates opportunities for students to actively contribute to strategic projects, transforming knowledge into practical solutions and supporting the company's continued growth.

Rio Deserto's Internship Program is designed to develop professionals capable of creating a positive impact in their fields of work. To achieve this, the company provides continuous guidance, encourages lifelong learning, promotes collaboration across teams, and fosters an environment that values autonomy, knowledge sharing, and innovation.

27th Brazilian Mining and Metallurgical Industry Excellence Award – 2025

Innovation in operations, combined with a long-standing commitment to safety and sustainability, once again positioned Rio Deserto among Brazil's leading mining companies. In 2025, the company received the Brazilian Mining and Metallurgical Industry Excellence Award for the 14th time, one of the most prestigious technical recognitions in the country's mining sector.

The award recognized the project "Sealing Exploration Boreholes in an Underground Coal Mine," developed at the Mina 101 Extraction Unit.



The initiative was created to improve procedures related to exploration boreholes used in underground mining operations. The project team developed and implemented a sealing system capable of preventing unintended hydraulic connections between the mine and surrounding aquifers, significantly reducing the risk of water infiltration and flooding during operations.

Presented annually, the award recognizes initiatives that advance Brazil's mining and metallurgical industry through innovation, technical excellence, and the development of solutions that make operations safer, more efficient and more sustainable.

2025 Corporate Citizenship Award

Transforming environmental challenges into solutions that create value for society is one of the principles that guides Rio Deserto's operations. In 2025, this commitment was recognized at the Corporate Citizenship Award, presented by the Santa Catarina Association of Sales and Marketing Executives (ADVB/SC). The company was named a finalist in the Environmental category with the "Water for the Community" project, developed at the Mina 101 Extraction Unit. The project stood out for demonstrating how responsible water resource management can generate shared benefits for the environment, local communities, and regional development.

The "Water for the Community" project reflects Rio Deserto's strategy to promote the sustainable use of water throughout its operations. Effluents generated by coal mining undergo rigorous physical and chemical treatment at the company's Effluent Treatment Plants (ETPs), ensuring that the treated water meets all applicable environmental regulations.

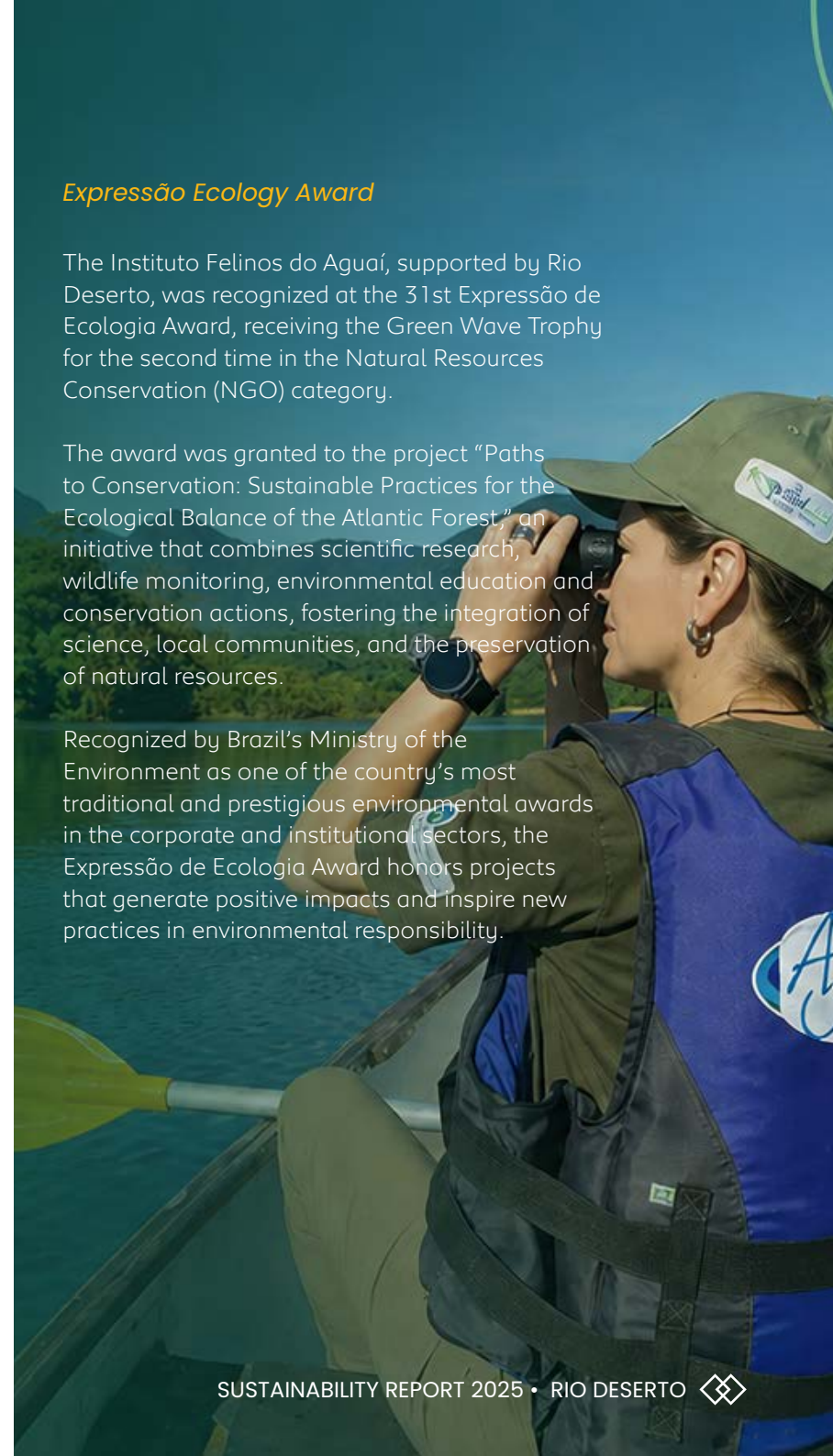
After treatment, part of the water is reused in operational activities such as underground mining, mineral processing, equipment cleaning, and supporting infrastructure, improving water efficiency across the company's operations. Another portion is supplied for the irrigation of nearby rice fields, supporting agricultural production and increasing water availability for local farmers. In addition, a regional company uses the treated water in its industrial processes, demonstrating that water can safely and responsibly return to the economic cycle after appropriate treatment.

*Expressão Ecology Award*

The Instituto Felinos do Aguai, supported by Rio Deserto, was recognized at the 31st Expressão de Ecologia Award, receiving the Green Wave Trophy for the second time in the Natural Resources Conservation (NGO) category.

The award was granted to the project "Paths to Conservation: Sustainable Practices for the Ecological Balance of the Atlantic Forest," an initiative that combines scientific research, wildlife monitoring, environmental education and conservation actions, fostering the integration of science, local communities, and the preservation of natural resources.

Recognized by Brazil's Ministry of the Environment as one of the country's most traditional and prestigious environmental awards in the corporate and institutional sectors, the Expressão de Ecologia Award honors projects that generate positive impacts and inspire new practices in environmental responsibility.



ALESC Social Responsibility Certification

Socio-environmental responsibility is an integral part of Rio Deserto's strategy, guiding decisions that create value for both the business and society. In 2025, this commitment was once again recognized by the Legislative Assembly of the State of Santa Catarina (ALESC), which awarded the company its Social Responsibility Certificate for the 13th time—one of the state's most prestigious recognitions for organizations that integrate sustainability into their management practices.

Granted annually to companies and civil society organizations, the certification recognizes institutions that demonstrate transparency, ethical conduct, and consistent performance across the Environmental, Social, and Governance (ESG) dimensions. The evaluation process is based on documented evidence of the organization's practices, presented through its Sustainability Report and performance indicators that demonstrate the impact of its initiatives.



Bruno Collaço/Agência AL



BRB Sustainable Impact Award

Protecting biodiversity is a commitment that extends beyond Rio Deserto's operations.

Protecting biodiversity is a commitment that extends beyond Rio Deserto's operations and is reflected in partnerships that generate positive environmental and social impacts. In 2025, this commitment received national recognition through the BRB Sustainable Impact Award, earned by the Instituto Felinos do Aguai, an organization sponsored by Rio Deserto since 2006.

The Institute received first place in the Sustainable Impact category, an award recognizing initiatives that deliver outstanding results in environmental conservation and contribute to the United Nations Sustainable Development Goals (SDGs). The recognition highlights the importance of the Institute's work in protecting wild cats and conserving the biodiversity of the Aguai State Biological Reserve and its surrounding area.

◆ SDG Seal

Rio Deserto and Ragro were recognized with the 2025 SDG Seal (Sustainable Development Goals), demonstrating the alignment of their corporate practices with the United Nations 2030 Agenda for Sustainable Development. The recognition is awarded to organizations that translate the Sustainable Development Goals (SDGs) into concrete, measurable actions integrated into their business strategy.

The initiatives developed by both companies contribute directly to several **Sustainable Development Goals**, with **particular emphasis on:**



2025–2027 Sustainability Best Practices Seal

Rio Deserto's commitment to sustainability-driven management, innovation, and creating value for society was recognized with the 2025–2027 Sustainability Best Practices Seal, awarded by the Criciúma Business Association (ACIC) through its Sustainability and Compliance Committee.

The certification recognized several of the company's business units for initiatives that integrate sustainability principles into their operations and relationships with stakeholders. The recognition highlights the consistency of Rio Deserto's sustainability practices and their contribution to advancing the United Nations Sustainable Development Goals (SDGs), reinforcing an organizational culture founded on environmental responsibility, sound governance, and the development of the communities where the company operates.

Abadeus – Social Innovation Seal

In 2025, Rio Deserto received the Social Innovation Seal, awarded by the Abadeus Charitable Association, in recognition of the company's partnership and support for the institution's initiatives, particularly the 4th International Social Innovation Forum.

Held in March at the Criciúma Business Association (ACIC), the 4th International Social Innovation Forum established itself as one of the leading events in the field in Southern Brazil. The event brought together approximately 650 participants, including business leaders, researchers, public sector representatives, and civil society organizations, fostering discussions on impact investing, sustainability, and innovative solutions for social development.



Friends of Bairro da Juventude Social Seal

In 2025, Rio Deserto received the Friends of Bairro da Juventude Social Seal, a recognition awarded to organizations that maintain long-term partnerships and actively contribute to the institution's social mission. The recognition reflects years of support for the organization and reinforces the company's commitment to initiatives focused on education, social inclusion, and the development of children, adolescents and young people in the region.



Environmental Stewardship Seal

Rio Deserto was awarded the Environmental Stewardship Seal, presented by the Criciúma Environmental and Basic Sanitation Committee and the Criciúma Environmental Directorate (DMACRI). Established under Municipal Law No. 7,050/2017 and updated by Law No. 8,551/2024, the recognition honors companies that implement initiatives in strategic environmental areas, contributing to environmental protection and promoting environmental best practices.



A leading institution in education and social development in Southern Santa Catarina, Bairro da Juventude serves more than 1,600 children, adolescents, and young people by providing education, vocational training, and programs that promote personal development.



Catarina Improvement Ideas Award (PCIM)

Rio Deserto participated in the 27th Santa Catarina State Congress of Improvement Teams (CEEM), organized by the Catarina Quality Control Circle (CCQ) Center. During the event, the Santa Catarina Improvement Ideas Award (PCIM) recognized projects that deliver improvements in quality, productivity, sustainability, health, and safety, while encouraging creativity and team-driven innovation in the pursuit of continuous improvement.

In 2025, Rio Deserto presented projects developed by the Mina 101 Extraction Unit and Ragro in the categories of Quality and Productivity, Environment, and Health and Safety. Although the projects did not receive awards, the company's participation reaffirmed its commitment to innovation, continuous process improvement, and the development of solutions aligned with the principles of sustainability and operational excellence.

2025 Içara Outstanding Achievement Award

Rio Deserto's presence in Içara extends far beyond its mining operations. Over the years, the company has built a strong relationship with the community through job creation, economic development, and long-term support for local initiatives. In 2025, this commitment was recognized once again as Rio Deserto received the Içara Outstanding Achievement Award for the 14th time, honoring organizations that make significant contributions to the municipality's development.

Since the opening of the Mina 101 Extraction Unit in 2011, Rio Deserto has become an important partner in Içara's development, contributing to employment generation, economic growth, and increased municipal tax revenue. Alongside investments in technology, operational safety, and production efficiency, the company maintains close relationships with local communities by supporting social, educational, cultural, and environmental initiatives that promote quality of life and sustainable development.

7. Operational and financial performance

From January 1, 2025, to December 31, 2025

<i>ECONOMIC AND FINANCIAL DATA</i>	<i>R\$</i>
Sales Revenue	464.467.380,95
Payroll	64.347.214,89
<i>INTERNAL SOCIAL INDICATORS</i>	<i>R\$</i>
Food Allowance	2.656.703,70
Social Charges	30.192.576,55
Health	1.681.173,22
Occupational Health and Safety	959.797,90
Education	2.270.902,82
Training and Professional Development	470.230,73
<i>EXTERNAL SOCIAL INDICATORS</i>	<i>R\$</i>
Federal Taxes	22.336.473,16
State Taxes	8.422.213,26
Municipal Taxes	5.800.035,02
<i>ENVIRONMENTAL INDICATORS</i>	<i>R\$</i>
Business Operations	4.096.082,42
Environmental Remediation	1.869.012,06

<i>MINERAL RESERVES</i>	<i>TONNES</i>
Coal	32.389.168
Other Minerals	23.126.551
<i>INVESTMENTS</i>	<i>R\$</i>
Machinery and Equipment	4.754.899,43
Industrial Facilities	4.505.383,17
Buildings	778.728,77
Furniture and Tools	21.958.650,00
Equipamentos e Softwares	375.450,63
Vehicles	177.203,95
Mineral Reserves	653.854,71
Product Developments	3.169.829,40
<i>CALCULATION BASIS</i>	<i>R\$</i>
Gross Revenue	464.467.380,95
Net Revenue	438.068.155,34
Operating Revenue	426.358.098,08

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