

2025 DISCLOSURES SUPPLEMENT





Igor Carvalho
Operation

ABOUT THIS REPORT

Aiming at enhancing transparency regarding our ESG performance and practices, this report compiles indicators from the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), which complement our 2025 Sustainability Report for the period from January 1 to December 31, 2025.

The indicators presented are aligned with the topics identified in the most recent review of our materiality matrix. The data covers Companhia Brasileira de Metalurgia e Mineração, CBMM, in Brazil, as well as its regional and representative offices abroad¹, and the information highlighted in the GRI content index has been subject to limited assurance by PwC Brazil.



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If you have any questions or would like additional information, please contact us at e-mail: esg@cbmm.com

¹ The sustainability report covers entities under operational control during the reporting period. Mergers, acquisitions, and divestitures are assessed for their impact on the scope of the report; during the period, there were no changes in the treatment of material topics or in the information disclosed for these entities. The information is included in consolidated data, which are not published, and the report encompasses relevant information in accordance with current regulations. **GRI 2-22**

ENVIRONMENTAL PERFORMANCE

Energy consumption (GJ)^{1, 2} **GRI 302-1, SASB EM-MM-130a.1**

	2023	2024	2025
Fuel consumption from non-renewable sources			
LPG	387,094.18	400,970.33	445,801.59
Petroleum coke	67,775.90	91,792.12	90,827.28
Diesel oil	95,467.68	87,612.82	41,656.67
Aviation fuel	7,611.65	6,365.36	5,716.58
Gasoline	—	—	482.30
Subtotal	557,949.40	586,740.64	584,484.42
Fuel consumption from renewable sources			
Charcoal	394,469.79	279,554.44	372,096.01
Biodiesel	9,902.24	12,947.26	6,552.42
Bio-LPG	0	2,936.57	0
Anhydrous ethanol (GJ)	—	—	131.39
Hydrated ethanol (GJ)	—	—	551.66
Subtotal	404,372.04	295,438.27	379,331.48
Energy consumed			
Electricity	1,480,971.10	1,530,054.22	1,498,001.44
Subtotal	1,480,971.10	1,530,054.22	1,498,001.44
TOTAL	2,443,292.54	2,412,233.13	2,461,817.34

¹ There is no consumption of energy for heating, cooling, or steam, nor is there any sale of energy. The National Energy Balance (BEN) is adopted for unit conversions. All in-house energy consumption is considered.

² Anhydrous ethanol and biodiesel were calculated using the average compositions of gasoline and diesel—28.25% and 14.42%, respectively.

Energy consumption outside the organization (GJ)^{1, 2} **GRI 302-2**

	2023	2024	2025
Energy consumption outside the organization	274,721.68	217,066.77	372,334.82

¹ As from this cycle, the methodology for calculating energy consumption outside the organization has been improved. In addition to diesel, consumption of biodiesel, gasoline, and ethanol is now taken into account for the categories of Upstream Transportation and Distribution, Downstream Transportation and Distribution, and Home-Work Commuting, in accordance with the GHG Protocol methodology. The calculations were made by converting the amount of each fuel consumed into energy (GJ), using its respective Lower Calorific Value (LCV), according to the 2025 National Energy Balance (BEN), published by the Ministry of Mines and Energy. This change stems from improvements to the data collection process along with operational departments, making the reporting more comprehensive and aligned with the organization's total fuel consumption.

² Anhydrous ethanol and biodiesel were calculated using the average compositions of gasoline and diesel—28.25% and 14.42%, respectively.

Energy intensity (GJ)¹ **GRI 302-3**

	2023	2024	2025
	24.29	25.48	26.47

¹ The energy intensity rate was calculated based on the production of niobium products (in tonnes) and considers the organization's total energy consumption, including renewable fuels, non-renewable fuels, and electricity. The calculation takes into account both the energy consumed within the organization and the energy consumed outside it.

Greenhouse gas emissions (tCO₂e)¹ **GRI 305-1, 305-2, 305-3, SASB EM-MM-110a.1**

	2023	2024	2025
Scope 1			
Stationary combustion	33,687.81	36,146.73	39,541.91
Industrial activities	5,363.34	5,130.38	5,121.52
Mobile combustion	7,738.39	6,960.24	3,588.98
Fugitive emissions	3,024.75	2,215.24	2,846.40
Soil change and use	-	-	13,490.09
Effluents emissions	-	-	25.22
Total Scope 1 emissions	50,612.66	50,452.59	64,614.12
Scope 2			
Total Scope 2 emissions	15,662.19	23,147.30	19,175.80
Scope 3			
Purchased goods and services	96,042.02	144,853.16	141,962.01
Transportation and distribution (upstream)	11,976.54	8,507.24	18,881.18
Waste generated in operations	406.85	606.49	667.65
Business travels	63.74	2,153.66	3,293.00
Home-work	1,047.20	906.99	948.11
Transportation and distribution (downstream)	5,469.77	4,744.25	4,375.37
Total Scope 3 emissions	115,006.10	161,771.79	170,127.32
TOTAL EMISSIONS	165,618.76	212,224.38	253,916.24

¹ When calculating direct and indirect GHG emissions (Scopes 1 and 2), the following gases were taken into account: CO₂, CH₄, N₂O and HFCs. The source of the conversion factors used, as well as the standards, methodologies, assumptions, and/or tools adopted, was the GHG Protocol. The consolidation method selected for the emissions was operational control. The base year is 2013 (the year the GHG Inventory was first published in the GHG Protocol Brazil). More details are available in the public registry. The organization purchased Renewable Energy Certificates (RECs) to offset Scope 2 emissions, ensuring that 100% of the electricity consumed derives from renewable sources (hydroelectric power). Scope 2 emissions data consider only electricity consumption and do not include transmission and distribution losses.

Biogenic emissions (tCO₂e) **GRI 305-1, 305-2, 305-3**

	2023	2024	2025
Scope 1	42,815.89	51,796.63	40,210.13
Scope 2	0	0	0
Scope 3	3,665.74	2,088.30	3,583.07

GHG emissions intensity¹ **GRI 305-4**

	2023	2024	2025
Intensity denominator (t of Nb produced)	100,583.20	94,661.72	107,081.10
Total GHG Emissions (tCO ₂ e) (Scopes 1 and 2)	49,996.20	50,452.59	51,098.81
Net emissions intensity (tCO ₂ e/t of Nb produced)	0.57	0.53	0.48

¹ Emissions intensity is calculated as the sum of Scope 1 + Scope 2 emissions (where Scope 2 refers to the purchase-based scenario) in tonnes of CO₂ and the quantity of niobium produced in tonnes. Emissions from the land-use change category, associated with the implementation of EDR9, were not included in this calculation as they are not related to the production of niobium products and are temporary in nature, connected with the execution of construction works.

² In 2025, CBMM acquired IRECs, which guarantee that 100% of the electricity consumed by the organization derives from renewable sources (hydroelectric power).

GRI 305-5 Reduction of GHG emissions

In 2025, CBMM reported a 9.4% reduction in emissions intensity, which fell from 0.53 to 0.48 tCO₂e per tonne of niobium produced, versus 2024. This result was achieved primarily through a reduction in specific fossil fuel consumption, driven by operational efficiency advancements and industrial processes

optimization. This performance reinforces the organization's path toward decarbonization and evidences the effectiveness of the initiatives implemented to increase energy efficiency and reduce the carbon intensity of its operations.

Air emissions^{1, 2, 3} **SASB EM-MM-120a.1**

Pollutants	Emissions (t)	Methodology Rationale
Sulfur oxides (SOx)	551.88	US EPA Method 12:2017 (Titration with barium chloride)
Lead (Pb)	1.83	ABNT NBR 12021:2017 (ICP Spectrometry)
Particulate matter (PM)	107.85	ABNT NBR 12019:1990 (Gravimetry)
Mercury (Hg)	0	Pollutant not emitted during the industrial process
Volatile Organic Compounds (VOCs)	0	Pollutant not emitted during the industrial process

¹ CO and NOx: Data not available due to the lack of specific measurements or consolidated estimates based on emission factors.

² PM10: There are no measurements taken at the emission sources (chimneys). Environmental monitoring data from the surrounding area indicate compliance with legal thresholds, but do not allow for conversion to emissions attributable to the operation.

³ The monitoring program for 2026 calls for continuing semiannual sampling for SO₂ and lead, as well as maintaining the schedule of PM10 sampling every six days at three different locations to ensure compliance with legal requirements.

EM-MM-110a.2

Discussion of the short- and long-term strategy or plan for managing Scope 1 emissions, emission reduction targets, and performance analysis against those targets.

CBMM has a structured short-, medium-, and long-term strategy to manage and reduce its greenhouse gas emissions, with a primary focus on Scope 1 emissions, which represent its operational emissions. In 2022, the Company made a public commitment to achieve carbon neutrality (Net Zero) for Scopes 1 and 2 by 2040, and in 2025, it set an interim target to reduce the emissions intensity of these scopes by 30% until 2030, taking 2022 as the base year, with a reduction from 0.62 tCO₂e to 0.43 tCO₂e per tonne of niobium products.

The Company is implementing a decarbonization roadmap aligned with market best practices, with a strategy that encompasses initiatives to enhance operational efficiency, upgrade equipment, optimize fossil fuel consumption, and expand the use of lower-carbon inputs. Key initiatives include the gradual replacement of LPG with renewable alternatives, such as

biomethane and bio-LPG; the replacement of petroleum coke with charcoal; the electrification of processes and equipment; and the assessment of low-carbon alternatives for the diesel-powered fleet. The plan estimates that approximately 80% of the reduction required to achieve carbon neutrality will be attained through operational efficiency and the adoption of available technologies, while residual emissions can be addressed through complementary offset mechanisms.

The strategy’s performance is monitored annually through the corporate emissions inventory, which has been prepared since 2013 in accordance with the Brazilian GHG Protocol Program and assured by an independent third party. As a result of the initiatives implemented, CBMM has reduced its Scopes 1 and 2 emissions by nearly 55% over the past ten years, despite increased production. In 2025, the emissions intensity for these scopes reached approximately 0.48 tCO₂e per tonne of product, evidencing consistent progress toward the 2030 target and the commitment to carbon neutrality by 2040.

Total water withdrawal from all areas, by source (ML)^{1, 2, 3, 4}

GRI 303-3, SASB EM-MM-140a.1

	2023	2024	2025
Source	All the areas	All the areas	All the areas
Surface water	n/a	n/a	3.23
Underground water	n/a	n/a	1.92
TOTAL	3.06	4.70	5.15

¹ Withdrawal data is collected using flow meters installed on the discharge line of each operating pump.

² No seawater, third-party water, or treated water was withdrawn; the entire volume was classified as freshwater.

³ There is no water withdrawal in water-stressed areas.

⁴ In this cycle, CBMM adjusted the reporting of this indicator to better comply with the standard’s requirements. However, it was not possible to fully collect the data for previous periods.

Total water discharge across all areas and water-stressed areas, broken down by following sources (ML)^{1, 2} **GRI 303-4**

	2023	2024	2025
Source	All the areas	All the areas	All the areas
Surface water (Total)	1.14	3.64	3.40

¹ No discharge into seawater or third-party water sources occurred, and the entire volume was classified as freshwater.

² No water is discharged in water-stressed areas.

Total water consumed from all areas (ML)¹

GRI 303-5, SASB EM-MM-140a.1

	2023	2024	2025
Water consumption	1.93	1.05	1.75

¹ No water consumption in water-stressed areas.



Total waste generated, disposed of, and diverted by category (t)¹

GRI 306-3, 306-4, 306-5, SASB EM-MM-150a.7, EM-MM-150a.8

	2023	2024	2025
Total waste generated, by category			
Hazardous waste	3,411.60	3,860.20	4,178.37
Non-hazardous waste	5,944,646.40	6,386,673.00	5,692,522.93
TOTAL	5,948,057.90	6,390,533.40	5,696,701.29
Total waste diverted from disposal, by category			
Hazardous waste			
Intended for reuse/recycling - within the organization	47.50	55.20	7.20
Storage - within the organization	-	-	3.72
Subtotal	47.50	55.20	10.92
Non-hazardous waste			
Reuse/Recycling/Composting/ Energy recovery - Outside the organization	11,574.52	14,520.55	11,859.41
Reuse/Recycling/Composting/ Energy recovery - Within the organization	9,398.03	17,759.00	16,995.51
Storage - within the organization	-	-	15,033.23
Subtotal	20,972.55	32,279.55	43,888.15
TOTAL	21,020.05	32,334.75	43,899.07
Total waste directed to disposal, by category			
Hazardous waste			
Incineration (without energy recovery) - outside the organization	4.80	0.26	0.17
Landfill containment - within the organization	3,359.70	3,803.80	4,171.00
Subtotal	3,364.50	3,804.06	4,171.17
Non-hazardous waste			
Landfill containment - outside and within the organization	123,961.23	132,373.50	146,823.06 ²
Intended for dams - within the organization	5,795,860.00	6,210,340.00	5,501,808.00
Subtotal	5,919,821.23	6,342,713.50	5,648,631.06
TOTAL	5,923,185.73	6,346,517.56	5,652,802.23
TOTAL WASTE DIVERTED FROM DISPOSAL + TOTAL WASTE DIRECTED TO DISPOSAL	5,944,205.78	6,378,852.31	5,696,701.29

¹ Increased hazardous waste generation is linked to a roughly 16% growth in the production of niobium products compared to the previous year. Notable examples of non-hazardous waste include wood scrap, metal scrap, graphite electrodes, and refractory bricks; recovered fines; foundry sand; refractory alumina; crushed iron-phosphorus; aluminate slag; construction waste; rubber; paper, plastics, and cardboard; and used PPE. Hazardous waste, on the other hand, includes recovered fines; alumina slag; oils and greases; automotive and industrial batteries; electronic devices; and healthcare waste (RSS). In this cycle, the mineral concentration tailings were not considered waste, unlike in previous years.

² In 2025, the total weight of non-hazardous waste directed to landfills was 146,823.062 tonnes, of which 146,405.16 tonnes were disposed of within the organization and 417.90 tonnes were disposed of outside the organization.

Waste and tailings generation by type (t)

SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6

	2023	2024	2025
Non-mineral waste generated	152,197.9	180,193.3	194,850.2
Tailings generated	5,795,860.0	6,210,340.0	5,820,240.0
Sterile material ¹	2,979,925.0	1,011,315.0	872,635.0

¹ This material refers only to the waste rock generated at the mine. Of the materials generated, 93.22% were directed to final disposal, while 6.78% CBMM directed to recycling and reuse. It is worth noting that the 2025 scenario contrasts with that of 2024, mainly due to the completion of construction works on B4.

Inventory of the tailings storage facility SASB EM-MM-540a.1

Name of the facility	Dam D	Dam 4	Dam 6	Dam 7	Dam 8
Location	Araxá – MG (Brazil)	Araxá – MG (Brazil)	Araxá – MG (Brazil)	Araxá – MG (Brazil)	Araxá – MG (Brazil)
Ownership status	Operator	Operator	Operator	Operator	Operator
Operational status	Enabled	Inactive	Enabled	Enabled	Enabled
Construction method	Downstream	Downstream	Downstream	Downstream	Downstream
Maximum permitted storage capacity (m ³)	30,101	4,000,000	34,000,000	3,456,876	36,000,000
Current amount of tailings stored (m ³)	2,681	2,800,000	32,982,285.48	1,950,000.00	18,688,546.23
Consequence classification (in accordance with GISTM Requirement 4.1)	Low	Low	High	High	High
Date of the most recent independent technical review (in accordance with GISTM Requirement 10.6)	08/20/2025	08/20/2025	08/20/2025	08/20/2025	08/20/2025
Material discoveries	No	No	No	No	No
Mitigation measures	No	No	No	No	No
A site-specific Emergency Preparedness and Response Plan (EPRP) is in effect (in accordance with GISTM Requirements 13.1 and 13.2)	Yes	Yes	Yes	Yes	Yes

SOCIAL PERFORMANCE

Employees, by type of contract and gender^{1, 2} GRI 2-7, SASB EM-MM-000.B

	2023			2024			2025		
	Indefinite duration	Definite duration	Subtotal	Indefinite duration	Definite duration	Subtotal	Indefinite duration	Definite duration	Subtotal
Male	1,656	4	1,660	1,693	3	1,696	1,830	41	1,871
Female	252	2	254	294	3	297	349	47	396
TOTAL	1,908	6	1,914	1,987	6	1,993	2,179	88	2,267

¹ The data was extracted from the SAP 4HANA system by directly counting the number of active records at the end of the period, covering employees under the CLT (Brazilian Labor Laws) and apprentices.

² Throughout 2025, the workforce remained stable, with no significant changes in its operational structure.

Employees, by type of contract and region^{1, 2} GRI 2-7, SASB EM-MM-000.B

	2023			2024			2025		
	Indefinite duration	Definite duration	Subtotal	Indefinite duration	Definite duration	Subtotal	Indefinite duration	Definite duration	Subtotal
Southeast	1,908	6	1,914	1,987	6	1,993	2,179	88	2,267
TOTAL	1,908	6	1,914	1,987	6	1,993	2,179	88	2,267

¹ The data was extracted from the SAP 4HANA system by directly counting the number of active records at the end of the period, covering employees under the CLT (Brazilian Labor Laws) and apprentices.

² Throughout 2025, the workforce remained stable, with no significant changes in its operational structure.

Employees, by type of employment and gender^{1, 2} GRI 2-7, SASB EM-MM-000.B

	2023			2024			2025		
	Full-time	Part-time	Subtotal	Full-time	Part-time	Subtotal	Full-time	Part-time	Subtotal
Male	1,658	2	1,660	1,696	0	1,696	1,870	1	1,871
Female	248	6	254	297	0	297	392	4	396
TOTAL	1,906	8	1,914	1,993	0	1,993	2,262	5	2,267

¹ The data was extracted from the SAP 4HANA system by directly counting the number of active records at the end of the period, covering employees under the CLT (Brazilian Labor Laws) and apprentices.

² Throughout 2025, the workforce remained stable, with no significant changes in its operational structure.

Employees by type of employment and region^{1, 2} **GRI 2-7, SASB EM-MM-000.B**

	2023			2024			2025		
	Full-time	Part-time	Subtotal	Full-time	Part-time	Subtotal	Full-time	Part-time	Subtotal
Southeast	1,906	8	1,914	1,993	0	1,993	2,262	5	2,267
TOTAL	1,906	8	1,914	1,993	0	1,993	2,262	5	2,267

¹ The data was extracted from the SAP 4HANA system by directly counting the number of active records at the end of the period, covering employees under the CLT (Brazilian Labor Laws) and apprentices.

² Throughout 2025, the workforce remained stable, with no significant changes in its operational structure.

Workers who are not employees **GRI 2-8**

	2023	2024	2025
Contractors	n/a	3,126	5,351
TOTAL	31	3,179	5,351



Ricardo Oliveira
Laboratory

New employee hires and employee turnover **GRI 401-1**

	2023				2024				2025			
	Number of new employee hires	Rate of new employee hires	Number of layoffs	Turnover rate	Number of new employee hires	Rate of new employee hires	Number of layoffs	Turnover rate	Number of new employee hires	Rate of new employee hires	Number of layoffs	Turnover rate
Gender												
Male	130	61.90%	130	75.30%	156	53.80%	165	66.70%	155	8.28%	113	7.16%
Female	80	38.10%	48	24.70%	134	46.20%	54	33.30%	64	16.16%	48	14.14%
Age group												
Under 30 years old	104	49.50%	5	30.60%	170	58.60%	67	50.50%	71	26.59%	37	20.22%
31-50 years old	104	49.50%	73	56.60%	112	38.60%	124	43.10%	142	8.40%	101	7.19%
Over 51 years old	2	1.00%	12	12.80%	8	2.80%	28	6.50%	6	1.94%	23	4.68%
Region												
Southeast	210	11.00%	178	11.40%		14.60%	290	10.80%	219	9.66%	161	8.38%
TOTAL	210	11.00%	178	11.40%	290	14.60%	290	10.80%	219	9.66%	161	8.38%

Parental leave¹ GRI 401-3

		2023	2024	2025
Employees entitled to take leave from work	Male	n/a	n/a	1,871
	Female	n/a	n/a	396
Employees who took leave from work	Male	n/a	n/a	54
	Female	n/a	n/a	23
Employees who returned to work, during reporting period, after the end of leave	Male	68	44	54
	Female	17	9	23
Employees who returned to work after leave and remained employed 12 months after returning to work	Male	67	55	57
	Female	17	13	9
Rate of return	Male	99.00%	100.00%	100.00%
	Female	100.00%	100.00%	100.00%
Rate of retention	Male	99.00%	93.20%	96.61%
	Female	99.00%	93.20%	75.00%

¹ In this cycle, CBMM adjusted the reporting of the indicator to better comply with the standard's requirements. However, it was not possible to fully collect the data for previous periods.

Individuals within the organization's governance bodies, by gender¹ (%)

GRI 405-1

2025	Male	90.48
	Female	9.52
	TOTAL	100.00

¹ Data for 2023 and 2024 were not published; in this cycle, the reporting was adjusted.

Individuals within the organization's governance bodies, by age group¹ (%) GRI 405-1

2025	Under 30 years old	0
	30-50 years old	38.10
	Above 50 years old	61.90
	TOTAL	100.00

¹ The data for 2023 and 2024 were not published; in this cycle, the reporting was adjusted.

Employees by employee category and gender (%) GRI 405-1

	2023		2024		2025	
Employee category	Male	Female	Male	Female	Male	Female
Executive	83.30	16.70	84.60	15.40	86.67	13.33
Management	85.20	14.80	84.90	15.10	84.50	15.50
Engineers	78.00	22.00	80.00	20.00	75.31	24.69
Administrative	61.90	38.10	67.50	32.50	45.95	54.05
Operational	98.00	2.00	98.10	1.90	94.99	5.01
Specialist	63.60	36.40	66.70	33.30	82.14	17.86
High-Complexity/Standard Professional	86.20	13.80	86.70	13.30	48.77	51.23
Specialized/Standard Technician	92.30	7.70	92.50	7.50	89.78	10.22
TOTAL	86.70	13.30	85.10	14.90	83.68	16.32



Mauricio Massano
Marketing

Employees, by employee category and age group (%)¹ **GRI 405-1**

2025			
Employee category	Under 30years old	30-50years old	Over 50years old
Executive	0	86.67	13.33
Management	1.00	83.50	15.50
Engineers	9.88	88.89	1.23
Administrative	22.97	62.16	14.86
Operational	10.03	75.49	14.48
Specialist	0	71.43	28.57
High-Complexity/Standard Professional	10.12	86.20	3.68
Specialized/Standard Technician	8.76	81.02	10.22
TOTAL	9.22	78.89	11.89

¹In this cycle, CBMM adjusted the reporting of the indicator to better comply with the standard's requirements. However, it was not possible to fully collect the data for previous periods.

Employees of underrepresented groups, by employee category ¹ (%)
GRI 405-1

2025		
Employee category	Black and mixed-race	PwD
Executive	0	0
Management	25.50	1.50
Engineers	27.16	0
Administrative	29.73	21.62
Operational	38.53	5.57
Specialist	17.86	0
High-Complexity/Standard Professional	12.58	3.07
Specialized/Standard Technician	26.28	4.38
TOTAL	30.02	4.84

¹In this cycle, CBMM adjusted the reporting of the indicator to better comply with the standard's requirements. However, it was not possible to fully collect the data for previous periods.



GRI 403-9 - Work-related injuries

SASB EMMM-320a.1 - Total incidence rate, fatality rate, near-miss rate (NMFR), and average number of training hours in health, safety, and emergency response for direct employees and contractors

Hazards that pose a risk of accidents with serious consequences are identified in the Company's risk matrix (Archer system) under the highest-criticality categories. During the reporting period, the incidents recorded were associated with critical risks described in the Niobium Rules, specifically in activities involving the hoisting of loads, work at heights, vehicle rollovers, and contact with molten metal. The injuries identified included bruises, cuts, chemical burns, and sprains in the limbs.

For each incident, the organization adopts investigative methodologies such as the Cause Tree and the 5 Whys to identify the root causes. The mitigation measures adopted follow the hierarchy of controls, prioritizing engineering solutions, such as the mechanization of activities and the replacement of equipment, as well as the review of operating procedures and enhanced training. All accident track records are updated in the Archer system to ensure ongoing monitoring and the effectiveness of the preventive measures implemented.

Work-related injuries¹ **GRI 403-9**

	2023		2024		2025	
	Employees	Workers	Employees	Workers	Employees	Workers
Number of hours worked	4,923,076.00	3,970,410.00	4,974,610.18	4,141,346.00	5,240,608.39	6,038,528.25
No. of fatalities resulting from work-related injuries	0	0	0	0	0	0
Rate of fatalities resulting from work-related injuries	0	0	0	0	0	0
No. of work-related injuries with serious outcome (except for fatalities)	3	2	3	4	10	7
Rate of work-related injuries with serious outcome (except for fatalities)	0.61	0.50	0.60	0.60	1.91	1.16
No. of work-related injuries of mandatory communication	n/a	n/a	6	14	20	26
Rate of work-related injuries of mandatory communication	n/a	n/a	1.21	3.39	3.82	4.31

¹Work-related injuries with serious outcome are those that result in the worker's absence from work (lost days). In 2025, the rates were calculated using a factor of 1,000,000, in accordance with the methodology established by ABNT NBR 14280.

Work-related injuries¹ **SASB EM-MM-320a.1**

	2023		2024		2025	
	Employees	Workers	Employees	Workers	Employees	Workers
Number of training hours provided on health, safety, and emergency management	32,491.00		36,402.39		47,256.00	
Fatality rate	0	0	0	0	0	0
Total incidence rate	n/a	n/a	1.21	3.39	0.73	0.89
Near-miss frequency rate	n/a	n/a	n/a	n/a	0.92	0.20

¹ Number of hours worked: 200,000.

408-1 Operations and suppliers at significant risk for incidents of child labor

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

CBMM neither has operations nor suppliers at risk for incidents of child labor, the employment of young people in hazardous activities, or forced, compulsory labor, but it does take

preventive measures. In 2024, the Company published its Human Rights Policy and launched its Responsible Supply Chain Program, which includes mapping suppliers' ESG maturity through questions on these topics. In 2025, the Company implemented an ESG questionnaire in its supplier registry to verify compliance with applicable laws, preventing the hiring of suppliers in cases of non-compliance. In addition, it includes contractual provisions that prohibit child labor and forced labor.

GRI 14.10.4 - Complaints from local communities

During the reporting period, 25% of the complaints were addressed and 52% were resolved. The complaints in question involve communities within CBMM's immediate area of influence and are primarily related to the EDR9 expansion project, including requests for clarification regarding construction work and requests such as donations of firewood and

road improvements. The Company addresses and resolves issues within its scope, while those of a public nature are referred to the Araxá municipal government. The indicator considers only reports submitted related to the EDR9 project, excluding complaints filed through the reporting channel.

CORPORATE GOVERNANCE

GRI 2-9 - Governance structure and composition

CBMM's governance structure consists of a Board of Directors, advisory committees, the CEO, the chairman, the executive officer, and executive boards. Responsibility for monitoring impacts is divided among the committees: The strategy and finance committees deal with economic issues, the people committee deals with social issues; and the audit and risk committee also deals with economic issues. There is no specific committee for environmental issues, which may be addressed by the Strategy Committee and the Board of Directors.

The Board of Directors consists of 12 members: Pedro Moreira Salles, Demosthenes Madureira de Pinho Neto, Mauro Agonilha, João Fernando Gomes de Oliveira, Fabio Colleti Barbosa, Tomoyuki Kawashima, Joon Youp Jung, Eduardo Augusto Ayroza Galvão Ribeiro, Weibao Hao, Jackson Medeiros de Farias Schneider, Zhang Yongshuai, and Guilherme Bottura; all are independent, have no ties to the organization, and hold no executive positions other than on the Board. The term of office is 12 months for everyone.

All board members are male; they do not belong to underrepresented groups, nor do they represent stakeholders, and, for the most part, do not hold any other reported positions.

The structure also includes the Strategy, People, Technology, Finance, Audit and Risk, and Legal Committees.

GRI 2-10 Nomination and selection for the highest governance body

The organization has a process for appointing and selecting members of its highest governance body and its committees, taking into account their skill profiles and criteria based on competencies and experience. The Board of Directors may include up to 17 members, elected by the shareholders at the Shareholders' Meeting. These members serve a one-year term and are eligible for re-election. The Chairman and Vice Chairman are also elected by the Shareholders' Meeting. The members of the Management Advisory Committees and the Executive Board are elected by the Board itself, which convenes regularly three times a year or, on an ad hoc basis, as required. The process is governed by CBMM's Bylaws and charter; there is no additional regulatory document detailing the qualitative criteria for selecting board members.

GRI 2-13 - Delegation of responsibility for managing impacts

The highest governance body delegates responsibility for managing impacts to a non-executive employee, with the Sustainability Department responsible for developing strategic activities related to this area and overseeing the management of the Company's key economic, environmental, and social impacts. Its responsibilities include developing and implementing sustainability strategies, assessing and monitoring sustainability performance, ensuring compliance with regulations and

standards, integrating sustainability into processes and operations, promoting stakeholder engagement, developing sustainable initiatives, publishing sustainability reports, carrying out education and awareness-raising activities, and conducting risk and opportunity assessments.

Information on impact management is reported to the highest governance body through the Executive Board, which translates strategic guidelines into operational plans, programs, and goals. Performance is reported as needed to the Sustainability Committee and the Executive Committee through the presentation of indicators, management reports, and risk assessments.

GRI 2-14 Role of the highest governance body in sustainability reporting

The highest governance body is responsible for evaluating and approving the information reported in the organization's reports through a review conducted by the sustainability reporting committee, followed by approval and commitments. It is also responsible for reviewing and approving the organization's material topics, with the review conducted by the body itself.

The Executive Committee, composed of the Company's officers, reviews and approves the report prior to its publication. The ESG and Compliance Legal Department reviews and approves the material topics.

GRI 2-17 Collective knowledge of the highest governance body

The collective knowledge of CBMM's highest governance body on sustainable development issues is ensured by the diversity of its members' experiences and skills, as well as by formal mechanisms for

accessing information and ongoing training. The board relies on members with expertise in corporate strategy, risk management, governance, the metallurgical industry, regulatory matters, and sustainability, which contributes to an integrated view of the business's economic, environmental, and social impacts.

The body receives periodic support from in-house technical departments, such as Sustainability, Legal, Compliance, and Risk, which provide analyses, reports, and technical input to aid in decision-making. When necessary, the Company turns to external experts and consulting firms to explore specific topics in greater depth. Ongoing development takes place through training sessions, workshops, and updates on ESG topics, climate change, transition risks, regulatory compliance, and industry trends, ensuring that staff are adequately qualified to oversee the organization's strategy and impacts.

GRI 2-23 Policy commitments

The organization has formal commitments to responsible business conduct, as set forth in its Code of Ethics and in specific corporate policies, which guide the behavior of executives, employees, and business partners. These commitments cover topics such as legal compliance, anti-corruption, respect for human rights, and social and environmental responsibility. These are approved by senior management and communicated on an ongoing basis through training, internal communications, and institutional channels.

Although it is not a formal signatory to all intergovernmental instruments, its commitments are aligned with internationally recognized frameworks, such as the Ten Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the

OECD Guidelines for Multinational Enterprises, and the ILO’s Core Conventions, which serve as the basis for the development of corporate policies and standards. The commitments call for due diligence, make no explicit reference to the precautionary principle, and include respect for human rights.

The organization has a specific human rights policy that covers rights such as: dignity and respectful treatment; equality and non-discrimination; freedom of expression; privacy; freedom of thought; protection against threats, intimidation, and physical or legal attacks; fair and favorable working conditions; fair compensation and adequate benefits; a safe, healthy, and dignified workplace; freedom of association and collective bargaining; prohibition of child labor, forced or compulsory labor; equal opportunities; an environment free from harassment and abusive practices; access to information on impacts and risks; water quality and availability; land use that respects local communities; preservation of local culture, customs, and values; sustainable social and economic development; a balanced and healthy environment; and mitigation of climate change-related risks.

These commitments apply to employees, managers, governance body members, suppliers, partners, and investees throughout the value chain, and guide the Company’s relationships with communities in the regions where it operates, setting expectations for the conduct of contractors and other stakeholders. These other stakeholders include at-risk or vulnerable groups, such as supply chain workers, communities in the areas where the Company operates, and groups subject to discrimination. Although these groups have not been formally identified, the policy provides for prevention, monitoring, and remediation measures targeting these populations.

The documents setting forth these commitments are public and can be viewed at [Our Human Rights Policy](#). The board of executive officers is responsible for approving corporate policies, such as the Human Rights Policy (2024) and the Sustainable Procurement Policy (2025), and for evaluating, validating, and ensuring the implementation of these commitments. These commitments apply to all of the organization’s activities and business relationships and are communicated through institutional channels, regular training sessions, and the sustainability report.

GRI 2-24 - Embedding policy commitments

The implementation of these commitments is overseen by the board of executive officers, and the Executive Committee consists of six officers, including the CEO, who is responsible for this process. Implementation involves establishing clear goals, assigning responsibilities based on competencies, defining authority and accountability, effective communication, ongoing monitoring, fostering collaboration, making adjustments as needed, recognizing performance, and conducting periodic evaluations.

These commitments are built into strategies, policies, and operations through aligned goals, embedding policies, operational procedures, training, impact assessments, due diligence, definition of responsibilities, in-house communication, monitoring, and continuous review, as well as feedback from employees and transparent reporting.

In business relationships, implementation takes place through the selection of partners, contractual provisions, audits, monitoring, training, seamless communication, ongoing improvement, the publication of sustainability reports, integration into the supply chain, and regular partner assessment.

The organization offers training on the Code of Ethics and Conduct, the Human Rights Policy, compliance, and integrity, as well as specific training for suppliers and ongoing awareness-raising activities. These training sessions are designed for employees and, where applicable, contractors, aiming at ensuring that these commitments are fully understood and effectively implemented.

GRI 2-25 Processes to remediate negative impacts

The organization is committed to addressing negative impacts, particularly those related to human rights violations, by investigating violations, implementing corrective action plans, monitoring remediation efforts, and imposing disciplinary or contractual measures, where applicable.

It provides formal complaint mechanisms accessible to employees, suppliers, partners, investees, and other stakeholders through the Reporting Channel and by reporting to management. Reports are handled confidentially, including investigations, corrective actions, and follow-up, with zero tolerance for retaliation.

There are no other formal remediation processes. The information received contributes to corrective measures and improvements, although there is no formal process for involving stakeholders in the design and review of these mechanisms.

The organization does not formally report on effectiveness tracking, but it conducts internal monitoring of cases and provides feedback based on its findings and the measures taken. The services are available 24 hours a day, in Portuguese and English.

Communication and training on anti-corruption policies and procedures¹ (number and rate) GRI 205-2

	2023		2024		2025	
	Notified	Trained	Notified	Trained	Notified	Trained
Members of the governance body	3	1	10	10	13	13
	33.30%	33.30%	100%	100%	100%	100%
Employees	1,902	1,732	2,101	1,605	2,089	540
	99.40%	90.50%	100%	76.40%	92.15%	23.82%
Business partners	632	0	1,310	0	n/a ²	0
	48.20%	0	100.00%	0	100.00%	0

¹ All members of the governance body and employees are concentrated in the southeast region.
² It was not possible to determine the number of business partners; however, we consider 100% to have been notified due to the mandatory acknowledgment and signature of the document “Declaration of Commitment to CBMM’s Anti-Bribery Management System” made available upon hiring.



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