



4Q24 - ESG **PERFORMANCE**



LEADERSHIP IN ESG ISSUES

With great enthusiasm, I share the progress and achievements of Companhia Siderúrgica Nacional in the fourth quarter of 2024, as well as other highlights throughout the year. Each result reflects our ongoing commitment to sustainability, safety, and social development. I am very proud of the transformations our team made in 2024, contributing to increasingly responsible production.

In 2024, we achieved a historic record in environmental investments, totaling **R\$ 1.2 billion** in CAPEX and OPEX. This amount reflects our commitment to responsible environmental management, with projects focused on emission reduction, water efficiency, waste reuse, and the modernization of industrial processes. Notably, we highlight the completion of the works for the decommissioning of the Taboquinha 2 dam at ERSA (RO), which is now moving into the legal monitoring phase.

In our efforts to innovate the Company's decarbonization agenda, we completed the development of **CBRAIN** this quarter, a strategic climate management tool. The system provides an integrated view of indicators, projects, risks, and opportunities that contribute to decision-making by senior leadership.

As a result of the continuation of our decarbonization journey projects, in 2024, we achieved a **7% reduction in emissions intensity in the steelmaking sector, 10% in mining, and 3% in cement production**, compared to the baseline results of each target year.

In occupational safety, as a result of the AGIR Program for preventing high-potential accidents, we celebrated **a year without fatalities** and a significant **66% reduction in the accident severity rate**, compared to 2023, marking the best performance in the last 10 years.

Advancing in the social field, we invested over **R\$ 66 million in social projects** through the CSN Foundation and launched new initiatives aimed at strengthening female representation, such as the "Empodera" program, dedicated to increasing the number of

women in leadership positions, and the "Women Who Transform Industry" campaign, highlighting inspiring journeys to encourage the participation of a new generation of women in industrial sectors.

In line with the commitment made in 2020 to double the Company's gender representation by 2025, we reached the milestone of **25% women in our workforce**, bringing us closer to our target of 28% by 2025, representing a 75% increase compared to 2020 (the baseline year for the goal).

We maintained the excellent results achieved in 2023 in ESG ratings, solidifying our position among the industry's leading companies. CSN and CMIN remain ranked among **the top 10% by S&P Global**, and we hold the 13th and 8th positions, respectively, among 158 companies analyzed by Sustainalytics in the steel sector.

Additionally, we received the **"Industry Top Rated"** seal from Sustainalytics, recognizing our performance as one of the leading ESG companies in the sector in 2024, and we maintained CSN and CMIN in the FTSE4Good index.

It was, indeed, a year of many achievements!

I invite you to explore the following pages of this release for more details about our initiatives and results.

I wish everyone a great reading!

Do well, Do more, Do it Forever.

Helena Brennand Guerra

Member of the Board of Directors of CSN Mining
Director of Sustainability, Environment, Health and Safety, and Heritage at the CSN Group.



ABOUT THIS REPORT

Since the beginning of 2023, CSN has started to disclose its actions and performance, providing its ESG performance and indicators in a more individualized manner. This model allows stakeholders to access key results and indicators on a quarterly basis, enabling them to track progress in a more effective and timely manner.

The information included in this release has been selected based on its relevance and materiality for the Company. The quantitative indicators are presented in comparison with the period that best represents the metric for monitoring.

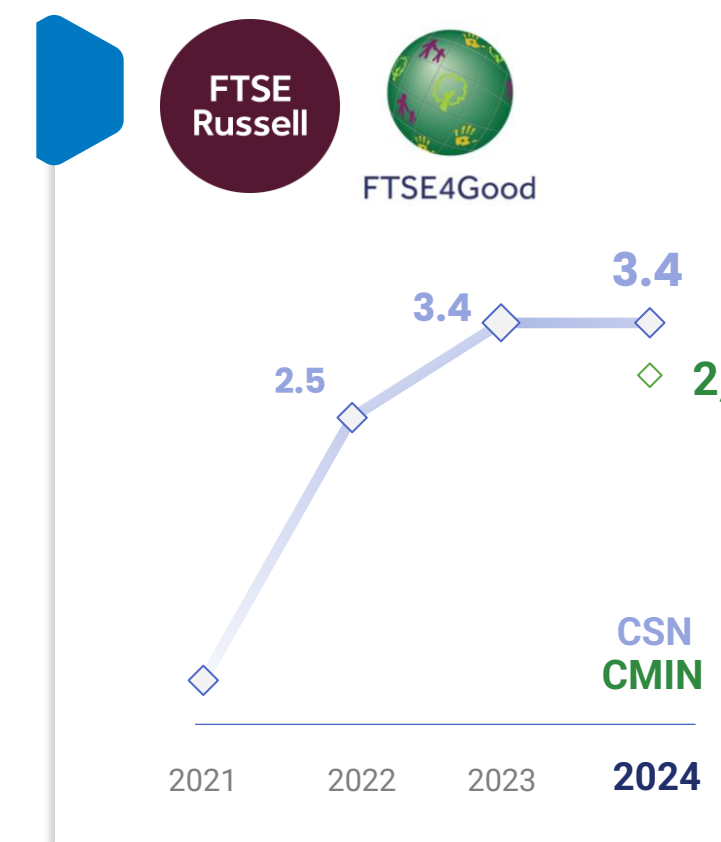
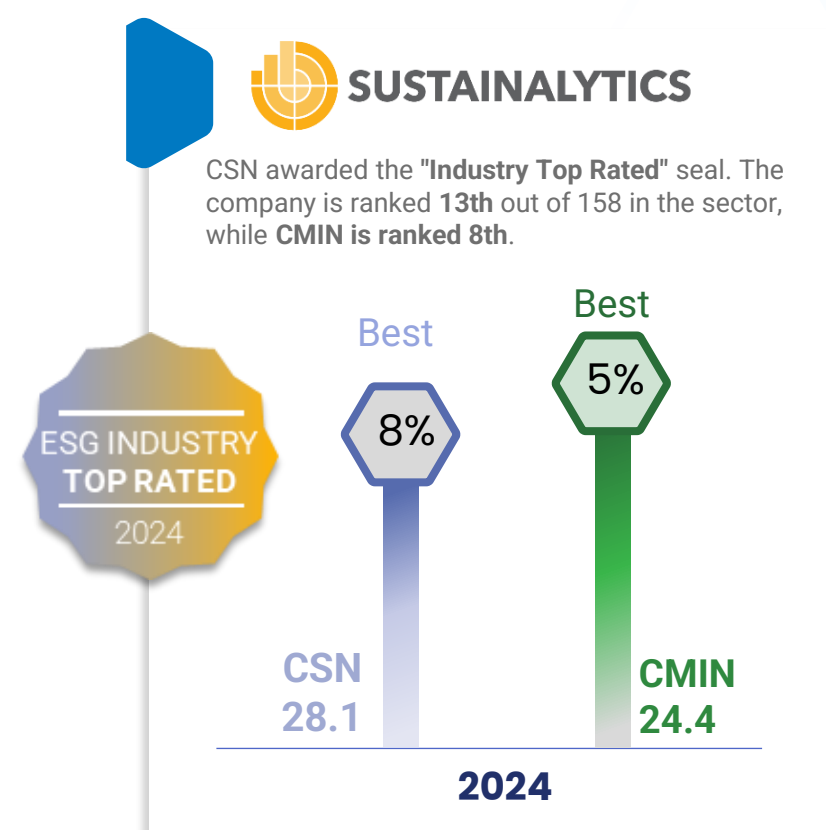
More detailed historical data on the performance and initiatives of the CSN Group, as well as performance on other ESG targets, can be found in the Company's Integrated Report, available at [Integrated Report - CSN](#). The assurance of ESG indicators is conducted annually for the closure of the Integrated Report, so the information in the quarterly releases may be subject to adjustments resulting from this process.

It is also possible to track CSN's ESG performance on our website: <https://esg.csn.com.br/>

ESG RATINGS

External recognitions in indices and ratings highlight the continuous progress of the Company, showcasing our commitment to transparency regarding key practices and indicators aligned with sustainable development.

The year 2024 was marked by significant achievements, positively reflected in the evaluation of internationally recognized ESG ratings. We maintained the excellent results achieved in 2023, positioning **CSN and CMIN among the top 10% of companies in the sector in S&P Global**, with the companies ranking **13th and 8th**, respectively, among 158 companies assessed by Sustainalytics. CSN was awarded the **"Industry Top Rated"** seal by this agency in recognition of its performance as one of the leading ESG companies in the sector in 2024. Additionally, we maintained our BB rating with MSCI and were once again included in the **FTSE4Good index**.



ESG PERFORMANCE

GOVERNANCE

- ✓ CSN recognized as **Industry Top Rated** (Sustainalytics).
- ✓ Completion of **the Climate Vulnerability Study**.
- ✓ Definition of the **ESG Supply Chain Risk Matrix**.
- ✓ Launch of the climate management tool - **CBRAIN**.

SOCIAL AND DIVERSITY

- ✓ **+75% female representation** in the CSN Group, compared to 2020 (baseline year).
- ✓ **A 35% increase in training hours** compared to 2023.
- ✓ **CSN Foundation** receives the **Racial Equality Seal** from the São Paulo City Hall (PMSP).
- ✓ **100% of employees trained in Compliance**.
- ✓ **R\$ 66 million** invested in **social responsibility**.

ESG

HEALTH AND SAFETY

- ✓ **Zero fatalities in 2024**.
- ✓ **A 66.3% reduction in the accident severity rate** compared to 2023, the lowest rate in the last 10 years.
- ✓ **A 63% reduction in lost days** (both direct and third-party employees) compared to 2023, the lowest in the **last 5 years**.
- ✓ **Over 430,000 hours of training** in health and safety in 2024.

ENVIRONMENTAL MANAGE

- ✓ **A record in environmental investments: R\$ 1.2 billion** in 2024 (CAPEX + OPEX).
- ✓ **-7% reduction in tCO2e emissions per ton of steel**, compared to the baseline year of the target (2018).
- ✓ **- 10% reduction in kgCO2e emissions per ton of ore**, compared to the baseline year of the target (2020).
- ✓ **-3% reduction in kgCO2e emissions per ton of cementitious material**, compared to the baseline year of the target (2020).
- ✓ **- 23% reduction in water intake intensity per ton of ore produced**, compared to 2023.

DAM MANAGEMENT

- ✓ **DCEs renewed in September 2024**, with all dams considered stable.
- ✓ **Completion of the decommissioning works of the Taboquinha 2 dam** at ERSA.



CSN Cimentos wins 1st place in the Development category of the Ser Humano Award by ABRH-SP, with the Industrial Academy.



CSN Foundation receives the Racial Equality Seal and joins of the municipal network for racial diversity in the labor market.



CSN receives an award at InterZAC for reaching 5 million tons of Galvalume® produced



CSN Mineração ranked third in the "Steel, Mining, and Metallurgy" category at the 51st edition of the EXAME Melhores & Maiores award.



AWARDS AND RECOGNITIONS

2024

TLSA celebrates receiving the ANTT 2024 Highlights Award in the Environmental Sustainability category.



CSN Mineração wins four awards at the "O Grande Encontro 2024" event by the Brazilian Union of Quality (UBQ).



Prada Uberlândia wins an award from the P4E Program, where all strategic suppliers of Danone compete.



CSN Cimentos was ranked by the global consultancy Great Place to Work among the 20 best companies to work for in the state of Rio de Janeiro.



Main ESG Goals¹

ESG goals

Climate Change

- ✓ 20% reduction in CO₂e emissions per ton of crude steel by 2035, WSA² methodology compared to the base year 2018
- ✓ Reduce CO₂e emissions per ton of cement by 23% by 2030, reaching 392 kgCO₂e/t cement, GCCA³ methodology compared to the base year 2020
- ✓ 30% reduction in CO₂e emissions per ton of ore produced by 2035 (scopes 1 and 2), base year 2020.
- ✓ Carbon neutral by 2044 in scope 1 and 2 emissions by CSN Mineração.

Atmospheric Emissions

- ✓ Reduce 40% of particulate matter emissions per ton of crude steel produced at the UPV (steelworks) by 2030, base year 2019.

Water Use Efficiency and Effluent Management

- ✓ By 2025, systematize and transparently present the volumes of water permitted, captured and released from CSN Group units, relating them to the risks of water scarcity in the basins in which they are located.

Management and De-characterization of Dams

- ✓ Carry out the complete de-characterization of dams built upstream of CSN by 2030.

Biodiversity

- ✓ Seek to achieve no net loss in biodiversity and, whenever possible, net positive impact (net gain).

Natural Capital



ESG goals

Governance, Ethic and Compliance

- ✓ Maintain 100% of active employees trained in compliance, covering the code of conduct and anti-corruption policy.
- ✓ Continuously increase our Compliance Index with the best governance practices provided for in CVM Resolution No. 80/2022 (considered “Practice” and “Partially Practice”).

Occupational Health and Safety

- ✓ Continually achieve the zero-fatality rate across the CSN Group (own employees and third parties).
- ✓ Reduce the accident frequency rate (LTI+NoLTI – own and third parties) by 30% by 2030 in the CSN Group in relation to the base year 2020 (factor of 1 million hours worked).
- ✓ Reduce the number of days lost due to accidents with own employees by at least 30% by 2030, base year 2021

Diversity, Equity and Inclusion

- ✓ Achieve 28% female representation in the CSN Group by 2025 (base year 2020).

Human Rights

- ✓ Implement the Stakeholder Engagement Plan (SEP) at the Alhandra and Arcos units by 2025.

Intellectual Capital







Human and Social Capital



1. The Company has other ESG goals that are published in its Integrated Report. Monitoring the performance of all the Company's goals can be carried out annually through this document.
2. World Steel Association.
3. Global Cement and Concrete Association.

Performance on the main ESG Goals

	Indicators	Unidade	Indicador Ano-Base	2024	Δ%	Status	Goal	Year-Goal
Environmental 	Emission Intensity Steel ¹	tCO ₂ e / t crude steel	2,1 (2018)	1,95	-7		1,68	2035
	Emission Intensity Cement ²	kgCO ₂ e / t cementitious	509 (2020)	494	-3		392	2030
	Emission Intensity Mining (GHG) ³	kgCO ₂ e / t ore	7,10 (2020)	6,41	-10		4,97	2035
Social 	Accident Frequency Rate ⁴	LTI + NoLTI	2,46 (2020)	1,87	-24		1,72	2030
Governance 	Diversity (women on staff)	%	14,3 (2020)	25	75		28%	2025



1. Considers emissions according to the WSA methodology and production from the UPV and SWT units.
2. GCCA Indicator 62 - Specific gross CO₂ per ton of cementitious product (kgCO₂e/t cementitious). The target of a 23% reduction in emission intensity by 2030 compared to 2020 emission levels was approved by SBTi in the 2nd quarter of 2024. This target covers the Cement segment of CSN.
3. Considers emissions only from the mobile combustion category of Scope 1 emissions from CSN Mineração, which represent 95% of CSN Mineração's Scope 1 emissions, noting that Scope 2 emissions are zero due to 100% renewable energy consumption.
4. The rate considers accidents with and without lost time of own and third-party employees per 1 million hours worked from all Company units located in Brazil.



NAVIGATE THE DOCUMENT



ENVIRONMENTAL DIMENSION



SOCIAL DIMENSION



GOVERNANCE DIMENSION





ENVIRONMENTAL DIMENSION



CBRAIN

In 4Q24, CSN completed the development of a strategic management tool called CBRAIN, which includes eight areas of action directly connected to the three pillars of the climate strategy. CBRAIN is an innovative tool that consolidates Decarbonization and Climate Change information to provide the company with a systemic view of the topic. To achieve this, it will utilize process management tools, databases, systematized research, and artificial intelligence (AI).



Climate Resilience

In 4Q24, CSN completed the Climate Vulnerability Study, mapping projected physical risks and their impacts on 48 units across five sectors. The study strengthens the company's risk and opportunity management, guiding strategic decisions and adaptation plans. With a scientific and structured approach, CSN enhances its operational resilience and anticipates climate challenges with greater accuracy.



Immersion on Sustainability Guidelines

In October, CSN Cimentos participated in the first immersion on sustainability guidelines, organized by EGTC Infra, a client of the company. The event, held in a hybrid format, provided an opportunity to share best practices developed in the ESG journey by the event organizer and its key partners – CSN Cimentos and Tecnogeo.



BIO - Biodiversity Index

The CSN Group completed the implementation of the Biodiversity Index (BIO) at the ERSA-RO and Arcos-MG units, achieving, already in 2024, the target set for 2025 of "assessing the condition of biodiversity in all operational units with relevant ecosystems." The development of this indicator was based on the Biodiversity Indicator and Reporting System (BIRS) methodology from the International Union for Conservation of Nature (IUCN).



Recovery and Compensation

In 2024, the Casa de Pedra unit planted more than 72,000 seedlings of various native species, aiming to promote environmental recovery and preservation in areas under its management. Additionally, over 83 hectares were restored, significantly contributing to the restoration of local ecosystems and strengthening the region's biodiversity.



Open Doors Program

In 2024, CSN Cimentos' Open Doors Program welcomed 2,488 visitors, including elementary school students, technical course students, and undergraduates. During the program's activities, visitors got to know the production processes, the Sustainability Policy, the projects supported by the company, the daily operations of the units, and their actions focused on environmental management.





DAMS MANAGEMENT

In September 2024, the stability of all dams owned by the CSN Group was guaranteed by an independent external audit, as required by current national legislation.

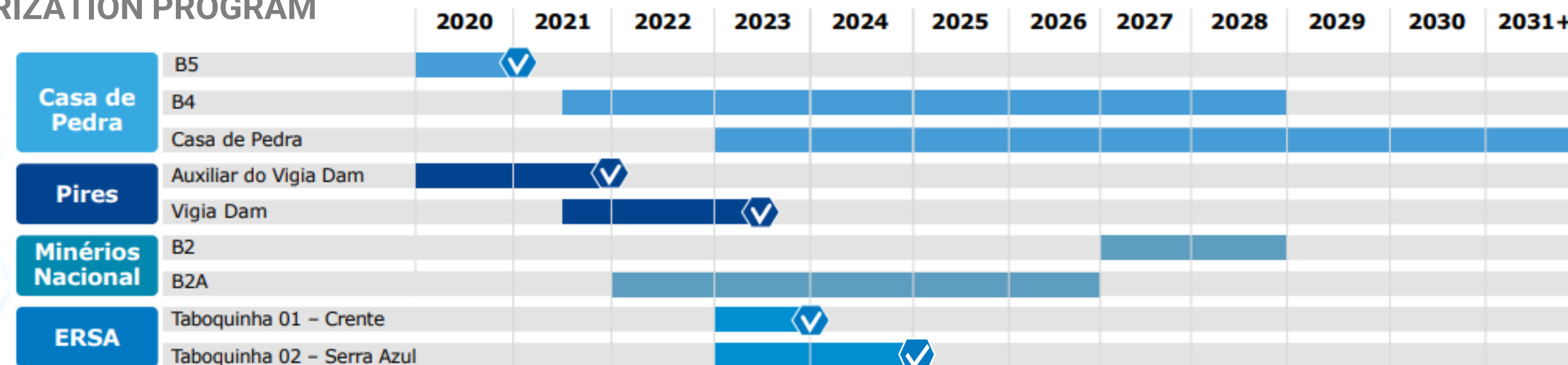
Continuing the company's dam decharacterization schedule, the decharacterization of the Vigia, Auxiliary Vigia, B5, Taboquinha 1, and Taboquinha 2 Dams has been completed. The Vigia Dam's decharacterization was recognized by FEAM, with only legal monitoring remaining before it is removed from the ANM registry as a dam.

The Taboquinha 2 Dam, whose decharacterization was recently completed, will continue to be monitored as required by applicable legislation.

The construction work on the B2A and B4 dams is ongoing, with completion scheduled according to the timeline below.

All Dams with
**stability
Certified**
(September.2024)

DECHARACTERIZATION PROGRAM



External audits carried out
twice a year



Cross-checking (peer review) of
audits and projects



New projects in progress for the reuse of
mining tailing



ENVIRONMENTAL PERFORMANCE

Atmospheric Emissions – Steel	Unit	2023	2024	Δ%
NOX Emission	t	2.002	2.185,8	9
SOX Emission	t	1.878	1.444,3	-23
PM Emission	t	2.713	2.066,6	-24

Air Quality – Steel ¹	Unit	2023	2024	Air Quality Index
UPV – Vila Santa Cecília – Automatic Station	µg/m³	20,8	18	Good
UPV – Retiro – Automatic Station	µg/m³	28,4	29,3	Good
UPV – Belmonte – Automatic Station	µg/m³	35,4	30,6	Good

Atmospheric Emissions - Cement ²	Unit	2023 ⁹	2024	Δ%
NOX Emission	t	6.344,8	7.815,6	23
SOX Emission	t	4.243,6	4.237,9	0
PM Emission	t	1.358,6	1.102,6	-19

Water Management ³	Unit	2023	2024	Δ%
Water withdrawal	Megaliters	99.106,6	94.209,0	-4
Water disposal	Megaliters	79.182,0	73.927,3	-6
Water consupcion	Megaliters	19.924,5	20.281,7	6

Water Intensity	Unit	2023	2024	Δ%
Intensity per steel production	M³/ t steel	18,0	15,6	-13
Intensity per cement production	L/ t cement	0,19	0,20	5
Intensity per ore production ⁴	M³/ t ore	0,26	0,20	-23

Waste Management ³	Unit	2023	2024	Δ%
Hazardous waste generated ⁵	T	53.766	96.212	79
Non-hazadous waste generated	t	3.613.159	3.409.656	-6
Percentage sent for sustainable treatment	%	96,3	96,3	0

Climate Change	Unit	2023	2024	Δ%
Emissions intensity per steel production ⁶	tCO ₂ /t	2,07	1,95	-6
Emissions intensity per cementitious production ⁷	kgCO ₂ /t	485	494	2
Emissions intensity per iron ore production ⁸	kgCO ₂ /t	7,0	6,49	-7

1. It considers monitoring carried out at the automatic stations and presents the annual average of the UPV monitoring. Air quality was classified as "good" in more than 90% of the measurements.

2. The difference in NOx values is due to variations in the composition of the fuels used in the clinker kilns at the Pedro Leopoldo, Alhandra, and Montes Claros units. The significant reduction in Particulate Matter resulted from maintenance on the bag filter at the Barroso and Arcos units.

3. The data includes both domestic and international units. 2023 data has been adjusted due to improvements in the methodology.

4. It considers the capture of water from the production process at the central Casa de Pedra plant, the Pires production process, and potable water..

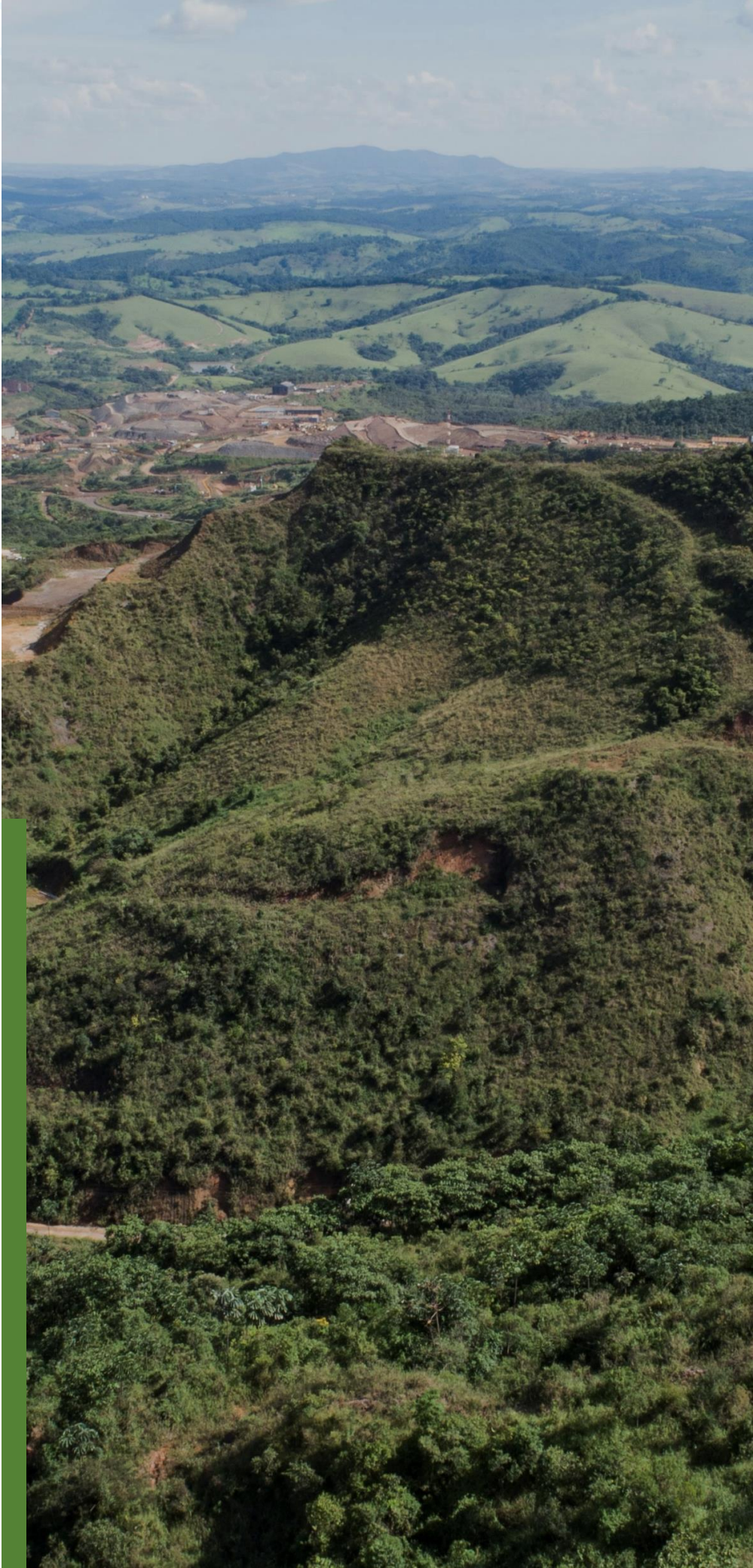
5. Increase in generation due to a specific change in the process of treating oily effluents at UPV, which were previously treated internally in the ETE and are now used as raw material for co-processing at CSN Cimentos.

6. Considers emissions according to the WSA methodology and production from the UPV and SWT units.

7. GCCA Indicator 62 - Specific gross CO2 per ton of cementitious product (kgCO2e/ton cementitious).

8. Considers emissions only from the mobile combustion category within Scope 1 of CSN Mining, which represents 95% of the company's emissions, noting that Scope 2 emissions are zero due to electricity consumption being 100% sourced from renewable sources.

9. 2023 data adjusted due to calculation improvements..





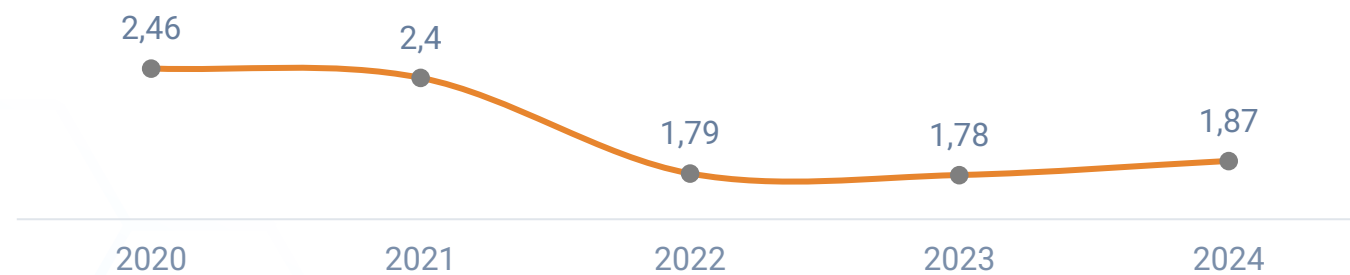
SOCIAL DIMENSION

OCUPATIONAL HEALTH AND SAFETY

2024 Overview

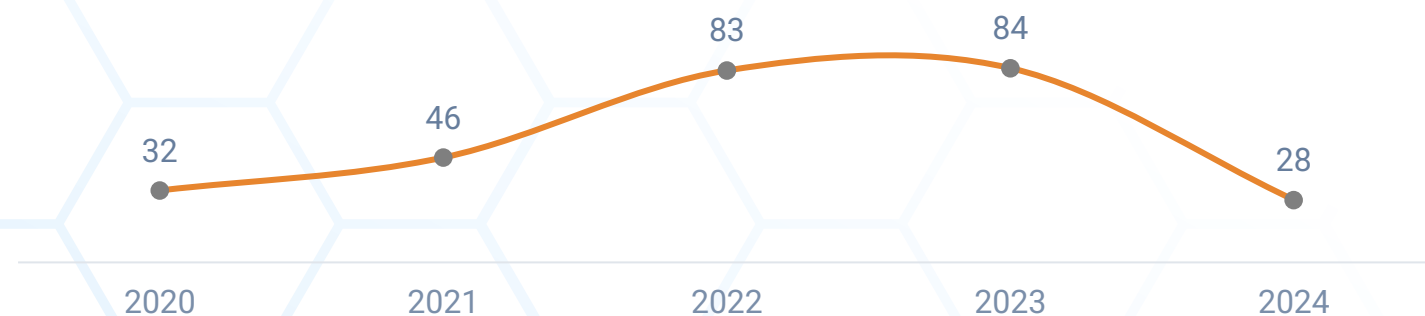
Safety: the health, safety, and well-being of employees is a non-negotiable value for the company. In 2024, the frequency rate was 1.87 accidents/million man-hours (CAF+SAF: accidents with or without leave for both employees and third parties), remaining practically stable over the last 3 years, but with a 24% reduction compared to 2020, our base year for the target.

Accident Frequency Rate – CSN Group



However, as a result of the implementation of the AGIR program, the Severity Rate of accidents decreased by 66.3% compared to the previous year.

Accident Severity Rate – CSN Group



AGIR Program

Always striving for continuous improvement, the CSN Group implemented the AGIR PROGRAM to mitigate the occurrence of serious accidents in its units. With the active participation of its leadership, the program reinforces workplace safety as a non-negotiable value.

The program is based on three pillars: 1. **Occupational Health and Safety Culture**; 2. **Critical Risk Management**; 3. **Process Safety**.

The results achieved so far are very positive:

- **No fatal accidents were recorded in the company in 2024.**
- **Lowest severity rate in the last ten years.**
- **A 63% reduction in lost days (own employees and third parties) compared to 2023, and the lowest in the last five years.**
- **A 55.3% reduction in high potential incidents (PSIF) compared to 2023.**

Here are the actions already implemented:

- Revision of the Health and Safety Consequence Management Program, focusing on education about Occupational Health and Safety for both own employees and third parties;
- "Leadership in the Field" initiative to increase the presence of managers in operational areas;
- Implementation of the Critical Risk Management Program, addressing hazardous energy lockout, electrical services, and mobile vehicles and equipment;
- Process safety management to ensure safe industrial operations.

Trainings

In 2024, CSN conducted over 430,000 hours of training in health and safety for its employees.



SOCIAL DIMENSION

HUMAN DEVELOPMENT

DIVERSITY, EQUITY AND INCLUSION (DE&I)

MOVER Program

As a founding company of MOVER, in 2024, CSN continued to expand educational and career development opportunities for Black individuals, who represent 55% of its workforce. In partnership with other institutions linked to MOVER, the company has offered short-duration free courses, scholarships for English language courses, leadership programs for Black professionals in management positions, and MBA scholarships in strategic areas such as Business Intelligence, Project Management, Agile Methodologies, Leadership, and People Management. These initiatives aim to drive professional advancement and increase the representation of Black leadership within the company.

Gender Representation



In December, we celebrated the milestone achieved by CSN Mineração, which reached its diversity goal set in 2020, achieving 26% women in its operations!]

Additionally, in 2024, CSN structured the EMPODERA program to boost the growth of 55 women who stand out in their fields, strengthening their self-confidence and management skills. Furthermore, recognizing the importance of female representation in the industry, the company launched, in the last quarter of 2024, the "Mulheres que Transformam a Indústria" (Women Who Transform the Industry) campaign, highlighting inspiring journeys to motivate the participation of a new generation of women in industrial sectors.

CORPORATE UNIVERSITY

Em 2024, a Universidade Corporativa foi – por mais um ano – o alicerce das iniciativas de desenvolvimento de pessoas do Grupo CSN. **Mais de 166 mil horas de treinamento**, contando com mais de **151 conteúdos virtuais** em modalidade on-demand foram disponibilizados por meio da plataforma, para que os colaboradores construam suas próprias jornadas de aprendizagem. O destaque do ano foi o lançamento oficial da **Escola ESG** juntamente do treinamento de **fundamentos ESG**.

CONCLUSION OF THE 4TH CYCLE OF MENTORIA CIDADÃ

In 2024, the 4th cycle of the Mentoria Cidadã Program was held, with the participation of 52 young individuals mentored by managers from various areas and business units of the CSN Group. The program consists of four in-person training sessions, led by specialists from the Corporate University, covering topics such as self-awareness, communication, career development, and recruitment and selection processes.

In 2024, the program cycle included units in Alhandra, Araucária, Arcos, Barroso, Congonhas, Itaguaí, Volta Redonda, and São Paulo. The graduation ceremonies were held in the last quarter at the CSN Foundation units and CSN business units, with the presence of family members and local leaders.

COMPLIANCE TRAINING

In 2024, with the support of the Corporate University, the CSN Group trained 100% of its elected employees, reaching a historic milestone of 28,383 employees trained in Compliance. The company also made a significant step in expanding its compliance initiatives, including training at its international locations, such as Germany, Portugal, Luxembourg, Spain, and Switzerland.

In 2024, CSN Cimentos was once again ranked by the global consultancy Great Place to Work among the top 20 best companies to work for in the state of Rio de Janeiro.





SOCIAL DIMENSION

SOCIAL RESPONSABILITY



CSN FOUNDATION – 2024 OVERVIEW

Reaffirming its commitment to strengthening local communities, the CSN Group, through the CSN Foundation, invested R\$ 66 million in 116 projects selected by the CSN Foundation's curatorship, benefiting 46 cities across 10 states. As recognition for its social impact, in 2024, the CSN Foundation received the Racial Equality Seal from the Municipal Secretariat of Human Rights and Citizenship of São Paulo.

Additionally, the Garoto Cidadão project and the Bolsa de Teatro program were awarded the Human Rights and Diversity Seal by the Municipal Secretariat of Human Rights and Citizenship of São Paulo. The Environmental Education Program (PEA) was honored with the SESI SDGs Seal 2024 for the second consecutive year.

CULTURE

In the cultural area, the CSN Foundation continued the 4th edition of the "Histórias que Ficam" program, in which four documentaries ("Aqui Não Entra Luz," "Boy," "Corpo e Alma," and "Encontrando Norma") received specialized mentorship from professionals in the audiovisual sector. Additionally, a masterclass open to the public was held with Waldir Xavier, a filmmaker and sound design expert, expanding participants' access to technical knowledge in the field of cinema.

DIVERSITY

In the fourth quarter, the CSN Group participated in the 10th Brazil Diverso Forum, represented by the CSN Foundation and Tambores de Aço. The group kicked off the event with a traditional samba performance at the Memorial da América Latina in São Paulo, during a ceremony attended by the Minister of Human Rights, Macaé Evaristo, and the Minister of Science, Technology, and Innovation, Luciana Santos.

ENVIRONMENTAL EDUCATION

Reinforcing CSN's commitment to sustainability and environmental education, the award ceremony for the Environmental Education Contest "Repensar, Cada Resíduo no Seu Lugar" was held in October. The contest was promoted by CSN Mineração in partnership with the Municipal Secretariat of Education of Congonhas. As part of the Environmental Education Program (PEA), carried out by the CSN Foundation, the contest aimed to encourage eighth-grade students from nine municipal schools to reflect on solid waste management and the importance of selective collection.

	2024
Young people benefited ¹	6.033
Young employed ²	1.612
Public served ³	58.441

¹ Young people benefited by the Garoto Cidadão, Capacitar, Young Apprentice, Internship, Steel Drums and Soccer projects.
² Young employees from the Foundation's programs: Young Apprentice, Internship Integration, Citizen Mentoring, Theater Scholarship, Capacitar Hotelaria e Serviços.
³ Public present at the public presentations, carried out by the projects: Garoto Cidadão, Caminhão, Tambores de Aço, Centro Cultural and Histórias que Ficam.



Access the
2023 Impact
Report of FCSN



Relatório de Impacto
Fundação CSN



SOCIAL PERFORMANCE

Occupational Health and Safety	Unit	2023	2024	Δ%
Number of accidents with and without lost time (own employees)	Number	105	90	-14%
Number of accidents with and without lost time (contractors)	Number	68	109	60%
Number of lost and debited days (own employees)	Number	20.085	7.230	-64%
Number of lost and debited days (contractors)	Number	20.731	7.891	-62%
Fatalities (own employees)	Number	3	0	-100%
Fatalities (contractors)	Number	3	0	-100%
Accident frequency rate for mandatory reporting (200k hours factor)	Rate	0,35	0,37	5%
Accident frequency rate for mandatory reporting (1M hours factor)	Rate	1,78	1,87	5%
Accident severity rate (200k hours factor)	Rate	84	28	-66%
Accident severity rate (1M hours factor)	Rate	421	142	-66%

Sustainable Value Chain	Unit	2023	2024	Δ%
Purchases from local suppliers	%	34,5	41,1	19
Purchases from local suppliers (Services)	%	33,7	51,0	51
Purchases from local suppliers (Materials)	%	35,3	32,0	-9

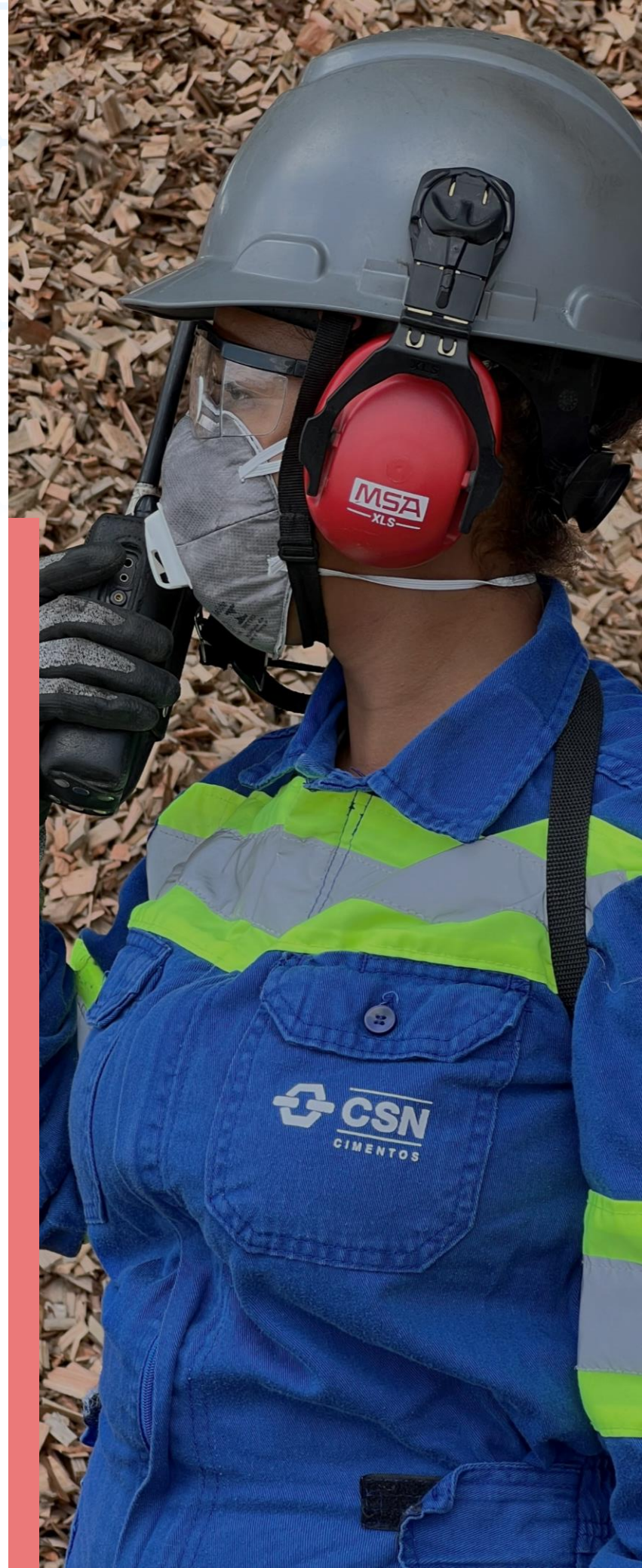
Training	Unit	2023	2024	Δ%
Training hours ¹	Hour	613.083	824.896	35%
Trained employees	Number	29.397	29.573	1%
Investment in training	R\$	8.845.110	9.057.268	2%

Employment ²	Unit	2023	2024	Δ%
Women in the workforce	%	23,0	25,0	9
Women in leadership positions	%	15,2	15,5	2
People with disabilities	%	1,7	1,7	-
Racial Diversity				
• Yellow	%	1,4	1,3	-7
• White	%	41,0	41,0	-
• Indigenous	%	0,3	0,3	-
• Black	%	15,0	15,2	1
• Brown	%	39,3	39,9	2
• Not informed	%	3,0	2,4	-20
Turnover ³	%	15,6	16,9	8

¹ The increase in training hours is due to the growth of the Corporate University within the CSN Group.

² Diversity data excludes Board members and non-full-time employees.

³ Turnover data only considers CLT and non-CLT programs and excludes non-full-time staff.





GOVERNANCE DIMENSION



CSN.Conecta 2024

CSN Conecta is a program that promotes innovation and internal engagement through challenges related to ESG. Employees submit project proposals, which are evaluated and selected based on their impact and feasibility. Approved initiatives receive investment for implementation, strengthening the culture of innovation and employee leadership. The themes addressed in this cycle were: water and effluents, energy efficiency, waste management, air emissions, diversity and inclusion, biodiversity and forests, and health and safety.

Participation in the third cycle:

- Projects submitted: 136
- Projects qualified: 81
- Projects selected (considering investment value and evaluation scores by specialists): 12

RANKING	PROPOSED SOLUTION	BUSINESS	CATEGORY
1°	Reduction of Dead Load Transported	Mining	Water and effluents, energy efficiency, waste management, air emissions
2°	Automated Pipe Cleaning	Cimentos	Water and effluents
3°	Large-Scale Restoration of Native Forest Ecosystems	Mining	Biodiversity and forests





GOVERNANCE DIMENSION

ESG Week

In 4Q24, the 5th edition of the ESG Week took place, featuring various activities aimed at engaging our employees in ESG topics. This edition included a mix of online lectures and in-person activities across 19 units.

The event kicked off with a panel on sustainable products and solutions, with participation from the Executive Director of Mining, the Director of Cement, the Director of Sustainability, the Director of Energy, and the Commercial Director of CSN's operations in Germany.

The discussion covered innovative strategies and sustainable practices in the sector, reinforcing the company's commitment to sustainability. Throughout the week, one day was dedicated to Compliance Day, which in 2024 focused on the importance of integrity in relationships with suppliers.

ESG Week at the
ERSA Unit in
Rondônia



ESG Week at
TECAR - RJ



ESG Week at Casa
de Pedra - MG





Companhia Siderúrgica Nacional