

Sustainability

Report 2024



Employees' families visit, Germano (MG).

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About the report

GRI 2-3, 2-5, 2-14

In line with our commitment to engage in transparent dialogue with our stakeholders and to report on management, projects, investments and business prospects, we are releasing the 2024 edition of Samarco's Annual Sustainability Report.

The publication, validated by the Executive Board, covers Samarco's operations in the states of Minas Gerais and Espírito Santo, as well as its offices abroad, using the same basis as the company's Financial Statements, published on March 11th and disclosed on the [website](#).

In 2024, we revisited our materiality matrix in an in-depth process. The environmental, social and governance (ESG) indicators cover material topics related to the units of the Germano Complex, in Mariana and Ouro Preto (MG); the Ubu Complex, including the maritime terminal, in Anchieta (ES); the administrative office in Belo Horizonte (MG); and the pipelines. The information disclosed follows Samarco's Statement of Commitment to Sustainability

and Sustainability Program, structured in 2023. In addition, it details actions aligned with the Sustainable Development Goals (SDGs) and the Ten Principles of the United Nations Global Compact.

We use as a basis the standards of the Global Reporting Initiative (GRI) – an international reference for good practices for sustainability reporting –, in its most recent version (2021); of the Sustainability Accounting Standards Board (SASB); and items from the Task Force on Climate-Related Financial Disclosures (TCFD). The indications of these contents are highlighted throughout the text and make up the summary included at the end of the publication. We also made progress in meeting some requirements of the Integrated Reporting framework, as a voluntary exercise.

Samarco's legal entities are: Samarco Mineração S.A., in Judicial Recovery, Samarco Iron Ore Europe B.V., Samarco Asia Ltd., and Samarco Finance Ltd. The period covered by

the financial and socio-environmental indicators runs from January 1 to December 31, 2024, the same frequency as the organization's financial report, and may contain qualitative information on previous or subsequent events relevant to the business. The report, released on April 16, 2025, underwent external and independent verification. The scope of the verification consists of the application of limited assurance procedures on the sustainability information presented.

Reclaimer, Stockpile
Yards, Ubu Complex,
Anchieta (ES)

Learn
more

Questions and suggestions about the content of this report, the strategy or management of sustainability and ESG aspects of the organization should be sent by email to sustentabilidade@samarco.com or by phone 0800 033 8485.

Presentation

On the following pages, we report on the evolution of our sustainability journey and ESG (Environmental, Social and Governance) agenda at Samarco, and the growing importance of the topic in the Company's strategy during 2024.

We had a cycle of achievements, marked by the expansion of installed production capacity and the assumption of the remediation of the Rio Doce Basin as the Company's direct responsibility, which places us at the forefront of this process, ensuring a definitive, more integrated and transparent approach.

With the creation of the Sustainability Department, we strengthened our performance, expanding our view of generating and sharing value with our stakeholders. In addition, we have improved our Sustainability Program, with consistent initiatives on the decarbonization front, in the reuse

of waste and water recirculation, in the management of socioeconomic impacts, social investments and territorial development, among other relevant topics.

In 2025, we will continue on this journey believing that building a different mining industry is a noble joint task, and that its sustainable result is shown in the value shared with our stakeholders, the environment and society.

I invite you, together with us, to be part of this evolution!

Rosane Santos
Sustainability Officer

Rosane Santos
Sustainability Officer

Materiality

GRI 3-1, 3-2

In November 2024, Samarco updated its materiality matrix based on the business and stakeholder context, considering the impacts generated by the Company and topics capable of affecting its scenario, its performance and its perspectives. Conducted from the perspective of dual materiality, prioritizing impacts based on criteria of probability and severity (intensity, extent and reversibility), probability and magnitude, in addition to relevance to stakeholders, the process included definition and purpose, scope and tools to be used and four more stages of analysis. It also used various consultation methods, including individual interviews, online consultations, social media analysis, stakeholder mapping, analysis of internal and external documents, grievance mechanisms, and analysis of disputes with the application of themes, keywords and related ESG topic tags, aiming at mapping public news. Nine interviews were conducted with leaders, board members and shareholders, in addition to an online survey that received more than 1,100 responses from prioritized audiences, in addition to 12 meetings. In addition, there was an analysis

of sector-specific studies, standards, guidelines and the Company's Sustainability Program. At the end, the priority ESG topics were validated by the Executive Board.

In comparison to the previous report, the following topics were included: climate change; government relations and regulatory bodies; supply chain management; and air quality management; in addition to the topic of diversity, equity and inclusion, which, although not prioritized in the overall assessment, was highlighted by the Board. The topics of financial sustainability and human and organizational development were excluded. **GRI 2-4**

The changes reflect a new materiality process, which incorporated adjustments such as replacing waste with circularity in the waste management theme to emphasize innovation, in addition to unifying transparency and dialogue with the ethics theme, due to its classification as high risk in the analysis of disputes. The themes of emergency and crisis management and responsible closure and future of the territory

were absorbed, due to their critical impacts, by the management of safe disposal structures and community relations and local development, respectively.

Steps



Identification

mapping of stakeholders and refinement of the list of topics. The identification and classification of the main stakeholders was carried out based on the criteria of dependence, influence and degree of relationship. A broad list of 20 themes was established and made available to stakeholders for prioritization.



Analysis

evaluation of results, including weighting based on the perception of stakeholders, preparation of the materiality matrix and recommendations (report and strategy). A complementary dispute study was also carried out for validation of the topics.



Validation

at this stage, a new proposal for material topics was presented, which was approved, adjusted and recommended by senior leadership.

Our Material Topics GRI 3-2

Environmental

Waste management and circularity

DESCRIPTION

Robustness of waste management systems, with a focus on mitigating impacts, reducing waste generation, ensuring proper disposal and increasing ways of valuing waste with investment in innovation and encouraging the circular economy.

AUDIENCES

Specialist, executive, capital providers, employee, supplier, community and institutions

INDICATORS

GRI 306 Waste

SDGS



ICMM



PES PILLAR*

Environment

Climate change

DESCRIPTION

Management of greenhouse gas (GHG) emissions from activities directly and indirectly related to operations and atmospheric pollutants. Risk Management (physical and transition), and opportunities associated with climate changes.

AUDIENCES

Specialist, executive, capital providers, employee, supplier, community and institutions

INDICATORS

GRI 201 Economic performance; 302 Energy; 305 Emissions

SDGS



ICMM



PES PILLAR

Environment

References

Sustainable Development Goals (SDGS)

- | | | | |
|---|---------------------------------|----|--|
| 1 | No Poverty | 9 | Industry, Innovation, and Infrastructure |
| 2 | Zero Hunger | 10 | Reduced Inequalities |
| 3 | Good Health and Well-Being | 11 | Sustainable Cities and Communities |
| 4 | Quality Education | 12 | Responsible Consumption and Production |
| 5 | Gender Equality | 13 | Climate Action |
| 6 | Clean Water and Sanitation | 14 | Life Below Water |
| 7 | Affordable and Clean Energy | 15 | Life on Land |
| 8 | Decent Work and Economic Growth | 16 | Peace, Justice and Strong Institutions |
| | | 17 | Partnerships for the goals |

Princípios do Conselho Internacional de Mineração e Metais (ICMM)

- | | | | |
|---|-------------------|----|------------------------------|
| 1 | Ethical business | 6 | Environmental performance |
| 2 | Decision-making | 7 | Conservation of biodiversity |
| 3 | Human rights | 8 | Responsible production |
| 4 | Risk management | 9 | Social performance |
| 5 | Health and safety | 10 | Stakeholder engagement |

*PES = Sustainability Strategic Program

Management of safe disposal structures

DESCRIPTION

Robustness of management systems to ensure the reliability, safety and stability of dams and installed stacks, and the correct disposal of tailings and overburden from the operation. Decharacterization of dams altered by the upstream method. Management of tailings in locations impacted by the Fundão dam collapse. Identification, prevention, mitigation and management of risks of critical incidents, including emergency and contingency plans, and the engagement of public agents in responding to potential emergencies. Crisis management and response to unexpected and adverse events.

AUDIENCES

Specialist, executive, capital providers, employee, community and institutions

INDICATORS

GRI 306 Waste; 410 Safety practices

SDGS



ICMM



PES PILLAR

Environment

Water and effluents management

DESCRIPTION

Management of water resources, contributing to the preservation and availability of water in the regions of operation. Management of the impacts of operations related to hydroelectric power generation, water collection and consumption, and effluent disposal, prioritizing the efficient use of water, with recirculation and reduction of the volume required per ton produced. Monitoring of the water quality of Rio Doce, affected by the collapse of the Fundão dam.

AUDIENCES

Specialist, supplier, executive, capital providers, community and institutions

INDICATORS

GRI 303 Water and effluents

SDGS



ICMM



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Environment

Biodiversity and ecosystems

DESCRIPTION

Protection, conservation, restoration and regeneration of biodiversity and ecosystems, including the process of restoration of areas affected by the collapse of the Fundão dam, and the rehabilitation of mined areas.

AUDIENCES

Specialist, supplier, community and institutions

INDICATORS

GRI 304 Biodiversity

SDGS



ICMM



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Environment

Air quality management

DESCRIPTION

Management of atmospheric pollutant emissions (NOx and particulate matter), air quality and impact of projects, operations and works to remedy the damages caused by the collapse.

PÚBLICO

Executive

INDICATORS

GRI 305 Emissions

SDGS



ICMM



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Environment

Responsibility

Community relations and local development

DESCRIPTION

Management of impacts on communities surrounding operations and those affected by the Fundão dam collapse; encouragement of socioeconomic development of local territories through the generation of taxes, partnerships, volunteer program, and private social investment program to create a promising legacy for people and communities in the areas of influence. Promotion of conservation of resources of cultural value to local people. Commitment to planning and managing the closure of operations, with a focus on generating opportunities for future use, mitigation and remedy of local environmental and social liabilities.

AUDIENCES

Executive, supplier, institutions, specialist and community

INDICATORS

GRI 202 Market presence; 203 Indirect economic impacts; 402 Labor relations; 411 Indigenous peoples' rights; 413 Local communities

SDGS



ICMM



PES PILLAR

Social engagement

Health, well-being and safety

DESCRIPTION

Ensuring the safety, quality of life and health of workers and communities, with an emphasis on accident prevention measures in operations, in the surrounding area, and on the process of remedying the damages caused by the Fundão dam collapse. Management of the organizational environment, through the preservation of the integrity, mental and physical health of employees, third parties and their families, and engagement in promoting a culture of safety in the organization.

AUDIENCES

Executive, specialist, Customer, employee and supplier

INDICATORS

GRI 403 Occupational health and safety; 407 Freedom of association; 408 Child labor; 409 Forced labor; 410 Safety practices

SDGS



ICMM



PES PILLAR

Social engagement

Diversity, equity and inclusion

DESCRIPTION

Protection and promotion of diversity, equity and inclusion, to foster an integral, fair and healthy organizational environment, with a positive influence on the value chain and neighboring communities.

AUDIENCES

Executive and specialist

INDICATORS

GRI 405-1 Diversity in governance bodies and employees

SDGS



ICMM



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Social engagement

Governance

Government relations and regulatory agencies

DESCRIPTION

Relationship with governmental agencies and sector-specific institutions, based on the defense of collective interests and social well-being, through proactive actions that promote the advancement of causes supported by the Company.

AUDIENCES

Executive, specialist, community and institutions

INDICATORS

GRI 415 Public policies; 201 Economic performance; 207 Taxes

SDGS



ICMM



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Governance

Ethics, transparency and dialogue

DESCRIPTION

Promoting transparency in relationships, dialogue and communication with priority audiences, such as customers, the community, those affected, civil society, public bodies and the press. Strengthening channels for dialogue and inclusive decision-making.

AUDIENCES

Executive, specialist, customer, supplier, community and institutions

INDICATORS

GRI 205: Fight against corruption 2016; 206: Unfair competition 2016; 406: Non-discrimination

SDGS



ICMM



PES PILLAR

Governance

Supply chain management

DESCRIPTION

Requirement, control and monitoring of suppliers' quality standards, including the analysis of socio-environmental criteria when contracting inputs, services and the appreciation of local suppliers. Robust management in controlling human rights, equity and respect, as well as mitigating impacts on the community and surrounding area.

AUDIENCES

Executive, specialist, customer, supplier, community and institutions

INDICATORS

GRI 204: Procurement Practices; 308: Environmental Assessment of Suppliers; 407: Freedom of Association and Collective Bargaining; 408: Child labor; 409: Forced or slave-like labor; 414: Social evaluation of suppliers; 401: Employment

SDGS



ICMM



PES PILLAR

Governance

Message of the CEO

GRI 2-22

2024 was a year of achievements to strengthen our commitment to a more sustainable future. We consolidated operational advances and continued to evolve on our growth journey guided by safety, sustainability and efficiency drivers.

Despite the volatility of the global iron ore market, we maintained solid financial performance. With a production of 9.74 million tons of iron ore pellets and fines, we achieved gross revenue of USD 1.47 billion, with adjusted EBITDA of USD 834 million, reflecting efficient and strategic management. In addition, we allocated USD 311 million to innovation in initiatives focused on improving industrial processes to optimize resources, eco-efficiency and improve performance.

As a result of another step in the journey to reach 100% of our operations by 2028, we increased our installed capacity to 60% in the year, with the reactivation of Concentrator 2 and the implementation of a new filtration plant, in the Germano Complex (MG), and the

restart of the operation of Pelletizing Plant 3, in the Ubu Complex (ES), consolidating our repositioning among the largest producers in the international market. This progress prepares us to reach the target of 15 million tons of production in 2025, with operational excellence and socio-environmental responsibility, contributing to the company's recovery and the economic strengthening of the value chain and territories. We continue to execute essential works to reach full capacity, as well as strategic environmental licensing. To this end, we prioritize the stabilization and continuous improvement of processes, in addition to the efficient integration between operations and projects, with a focus on risk management, ethics and compliance.

We also achieved world-class levels in health and safety indicators, with a year without fatalities and a frequency rate of recorded accidents of 0.53. In terms of operational safety, the Germano Dam has already completed 87.3% of the interventions in the de-characterization process. To make these works viable,



Rodrigo Alvarenga Vilela
CEO



Samarco employees
- Germano Complex,
Mariana e Ouro Preto
(MG)

we reused more than 55% of the sandy tailings generated in our operations.

Given this scenario, our challenges are organized into three pillars: Business Sustainability, Growth and Future, and Performance Improvement. The path we have taken allows us to honor commitments and share value with society, taking important steps in integrating solutions to reduce and dispose of tailings, with the goal of operating a business plan without dams. At the same time, we have strengthened our financial health, increased cash generation and reduced the cost of capital, ensuring the future of our business.

Remediating the impacts resulting from the Fundão dam collapse is our priority. More than a commitment, it is a non-negotiable responsibility and a pillar of our strategic planning that enables the continuity of the business and its legacy. Among the main deliverables is the conclusion of the resettlements and the cash compensation process and the expansion of environmental recovery projects along the Doce River Watershed.

The approval of the Doce River Watershed Renegotiation Agreement, worth a total of BRL 170 billion, represents a milestone in this trajectory. By September 2024, we have allocated approximately BRL 38 billion

for remediation and compensation actions carried out by the Renova Foundation. The remaining funds will be allocated to future actions, either for transfers to governments and implementation of public policies (BRL 100 billion) or specific performance by Samarco for cash compensation, restitution of the right to housing and environmental rehabilitation (BRL 32 billion), reinforcing our commitment to fully compensate the impacts caused.

Our sustainable strategy has also evolved consistently, so that it is increasingly integrated into the company's business model, becoming a competitive differentiator. We have made progress in strengthening our internal processes, revisiting our materiality matrix and aligning our initiatives to better adhere to standards and good practices. We invested BRL 28 million in research and solutions for the circular economy and tailings management, with a vision of longevity and integration for our activities. We improved innovative technologies, such as dry stacking and the use of Alegria Sul Pit for controlled disposal. We have a structured Environmental Management System, which consolidates initiatives aimed at reducing greenhouse gas emissions, mapping and mitigating climate risks, energy efficiency, waste control and reuse of water resources. We also coordinate programs to restore natural habitats, with the planting of native species

and the rehabilitation of degraded areas.

In addition, we strengthened our socio-environmental governance, with the creation of the Sustainability Department, increasing our management and transparency. We believe that, based on environmental and socio-economic criteria and attentive to the expectations of our stakeholders, we can continually improve our operations and projects to generate mutual and lasting benefits for society and the environment.

Our priority is to maintain an ongoing dialogue with the communities where we operate. To this end, we are improving our environmental education, communication and relationship programs, in addition to fostering engagement, supporting economic diversification and strengthening local production chains, and closely monitoring the socio-economic indicators of these territories. In 2024, more than 600 people were affected by qualification and development programs and 160 companies were certified to meet demands beyond mining. The Força Local Program generated BRL 1 billion in procurement of material and services, benefiting more than 1,950 suppliers in Minas Gerais and Espírito Santo.

All of these achievements are the result of the work of our people. For this reason, human development was one of the focuses of our work during the year. To face the challenge of consolidating a new phase of growth, we created 600 new jobs. The selection programs aimed at attracting new talent from the communities where we have operational units prioritized minority groups in order to encourage inclusion and equity. Furthermore, we provided 140,000 hours of training for our professionals and reinforced an organizational culture based on safety, innovation and diversity. This dedication has led to Samarco being recognized as the best place to work in the mining sector this year.

The year 2024 was marked by great achievements, challenges and responsibilities, which makes us reaffirm our commitment to the path we have set.

We believe that the future is the result of what we build today, and it is with this vision that we plan our strategy for the coming years

The support of our teams, partners and neighboring communities is essential in this journey of sustainable growth, and that is why we improve our relationship with these stakeholders year after year. With dedication and resilience, we are prepared to face the challenges that arise, always with the purpose of building a more sustainable and promising future for society as a whole.

As part of this commitment, we share this Annual Sustainability Report, which brings together indicators, data and the main events of 2024. The document reflects our ongoing effort to ensure transparency and maintain an open dialogue with our stakeholders, paving the way for us to materialize a different and more sustainable mining.

Good reading!
Rodrigo Vilela
CEO

Highlights 2024



Concentrator, Germano
Complex (MG)

Remediation

USD 200 million
contributed by Samarco

USD 1.620 billion
invested by Shareholders, of which:

USD 721 million
contributed to Renova

USD 899 million
contributed to Samarco after
renegotiation, of which **USD 824** were
applied to cover Remediation Obligations
within the same year

BRL 250 million
allocated to the preservation of
terrestrial and marine fauna in the
Doce River Watershed

Production and sales

9.7 million
tons produced (pellets + fines)

9.4 million
tons sold (pellets + fines)

101 vessels embarked, with 99.8%
adherence to the specified quality

60% of installed production capacity

BRL 1.6 billion invested in
modernization and expansion
of operations

Financial

USD 1.474 billion
in gross revenue

USD 834 million
in adjusted EBITDA

- USD 2.572 billion in
income for the year (loss)

USD 311 million in
investments (CAPEX)

USD 88 million earmarked for the
decharacterization of the Germano
Dam – decharacterization of the
Germano Pit completed in 2023 (result
+ investments - fixed assets in progress)

USD 4.451 billion in debt with loans
and financing, of which **USD 0.286 billion**
with shareholders

Environment

89.01% compliance measured in the Environmental Performance Index (IPA)

100% of our electrical energy purchased comes from renewable and tracked sources

79.36% of waste sent for recycling

13,304.76 hectares of area covered by biodiversity preservation initiatives

Social engagement

BRL 8.8 million invested voluntarily, through socio-institutional investments, PIIS and requirements

+ 17 thousand people impacted by qualification and development programs

380 companies certified to meet demands beyond mining

BRL 1 billion in purchases of materials and services through the Força Local Program

1,950 suppliers benefited in Minas Gerais and Espírito Santo

Governance, people and culture

600 new ob positions

0.53 total rate of registered accidents

Zero leaves due to occupational illnesses or deaths of employees and third parties

140 thousand hours of training

100% of employees underwent training on Company's Code of Conduct and anti-corruption policies

Creation of the Sustainability Department

Climate Survey

96.5% adhesion

93.7% index of favorability

Safety and innovation

100% compliance in Samarco dam stability assurance reports

100% adherence to the Global Industry Standard for Tailings Management (GISTM)

87.3% of interventions completed in the decharacterization of the Germano Dam

Use of 55% of the sandy tailings generated in our operations

BRL 34 million in **54 incremental, transformational and disruptive Research, Development & Innovation projects**, of which BRL 28 million was for tailings and reserve initiatives

More than de 723 ideas implemented within the scope of the Ideas of Value Program



GRI 2-1, 2-6, 2-28

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Resumption of the
Third Pellet Plant
- Ubu Complex,
Anchieta (ES)

Profile

With 47 years of experience, Samarco Mineração S.A. is a privately held Brazilian mining company, controlled in equal parts by shareholders BHP and Vale. The Company stands out as one of the main suppliers of iron ore pellets and fines, including pellets for blast furnaces, pellets for direct reduction, pellet feed and sinter feed, operating in the global market to serve the steel industry with high-quality products. The headquarters are located in Belo Horizonte (MG) and its operational units are distributed between the Germano Complex, in Mariana and Ouro Preto (MG), and the Ubu Complex, in Anchieta (ES). The units are connected by pipelines measuring approximately 400 km each. In the international market, the Company maintains sales offices in the Netherlands and Singapore (until October 2024, operations in Asia were concentrated in Hong Kong).

Our business model is integrated from the mine to the port and is a pioneer in Brazil. It encompasses everything from the extraction and processing of iron ore, to transformation

into pellets and export at our own port. It is recognized for its innovative processes, which optimize resources and reduce logistics costs. The use of pipelines minimizes environmental impacts, compared to conventional alternatives, such as road transport. This allows us to advance in our purpose of carrying out a different, safer and more sustainable mining operation. Samarco holds the concession for the Muniz Freire Hydropower Plant (ES) and has a stake in the Guilman-Amorim Plant consortium (MG), reinforcing its sustainable energy base to support its operations.

Since resuming operations in November 2020, after a five-year shutdown due to the collapse of the Fundão dam (MG) (read more in [Remediation](#)), we have invested in new technologies to improve processes in a model based on safety and sustainability. With this, we established a gradual resumption plan, starting from 26%, advancing to 30% in 2023, and to 60% in December 2024. The goal is to reach 100% capacity by 2028.

We closed the last period with a workforce of more than 15,000 professionals, including direct employees and third parties. In addition to our people, to achieve the 2024 results, the strategic relationships established with host communities and the broad network of 1,680 active suppliers (small, medium and large) from different categories: local, national and international were essential.

We achieved
60%
of operational capacity



Click [here](#) to learn more about Samarco's history.

Our operations

GRI 2-6

2 mines

Alegria and Germano, Mariana and Ouro Preto (MG) - Iron ore extraction

3 pipelines (1 active)

25 municipalities in Minas Gerais and Espírito Santo - Transportation of iron ore slurry

3 ore concentrators (2 active)

Mariana and Ouro Preto (MG) - Beneficiation of mined ore

Tail disposal system in the Alegria Sul pit, Mariana and Ouro Preto (MG)

Capacity of 10.4 million m3 for disposal of part of the ultrafine tailings in a confined pit

Overburden and tailings piles and dams

Mariana and Ouro Preto (MG), Matipó (MG) and Anchieta (ES) - Storage of overburden, tailings and water for collection

Minas Gerais (MG)

Germano Tailings Dam (undergoing de-characterization) and Germano's Pit, (with de-characterization completed), Nova Santarém Dam (sediments and water), Matipó Dam (sediments and water), and Alegria Sul tailings and overburden pile.

Espírito Santo (ES)

North Dam (water)

4 pelletizing plants (2 active),

Anchieta (ES) - Transformation of iron ore slurry into pellets

Maritime terminal

Anchieta (ES) - Production flow and shipment

Hydroelectric power plants

PCH Muniz Freire (ES) and Guilman-A-morim, in Antônio Dias and Nova Era (MG), with 49% share - Production of energy

Offices

Administrative headquarters in Belo Horizonte (MG) and offices abroad, in Singapore and the Netherlands

[To learn more about the production process, visit the website.](#)



Financial capital

- Main revenues: Export of iron ore pellets.
- Financing: Shareholders (BHP and Vale), debt securities, bank credit and financing lines.



Manufactured asset

- Two industrial complexes - Germano (MG) and Ubu (ES), with a processing and pelletizing plant, three mineral pipelines (400 km long) and maritime terminals (port of Ubu).
- Offices in Belo Horizonte (MG), Singapore and the Netherlands.
- Duas hydroelectric power plants for energy support.



Intellectual Capital

- BRL 19 million in investments in initiatives in the Continuous Improvement Program (risks, financial and ESG), with a return of approximately BRL 20 million.
- Partnerships with startups, universities, research and development centers, suppliers and other agents in the open innovation ecosystem.
- 723 ideas implemented in the Valuable Ideas Program.



Human capital

- Workforce trained to perform specialized activities in the best practices of the industry (+ 15 thousand professionals: approximately 2 thousand own and 13 thousand third parties).
- 100% of employees trained in the Code of Conduct.
- 538 women in the workforce, 14.29% of whom are in leadership positions.



Social and relationship capital

- Engagement and dialogue to obtain the social license in the area of direct influence with 30 municipalities and 16 priority neighboring communities.
- Cooperation with 1,950 suppliers.
- Participation in associations and industry entities.
- Interaction with shareholders, investors, governments and the media.
- Feedback management and strengthening of connections with customers.



Natural capital

- Limestone, marble, dolomite, charcoal and mineral additives.
- 12,283,026.60 GJ of energy consumed in the process (100% renewable and tracked since 2022).
- 2,603.23 ML of water used in operations with 85% recirculation rate.

Business model



PRODUCTS

Iron ore as blast furnace pellets and direct reduction, pellet feed and pellet screenings

Financial capital

- + Positive impact on EBITDA and financial stability through restructuring (JR).
- High costs with remediation and legal liabilities.

Manufactured asset

- + Improvement in infrastructure and safety (tailings and pipelines).
- + Reduction of environmental impacts with dry filtration technologies.
- + Offering high-quality products to the global steel industry.
- Risks associated with failures in dams and pipelines.

Intellectual capital

- + BRL 34 million invested in incremental and disruptive innovations in the areas (BRL 28 million in the "tailings" pillar).
- + Expansion of organizational knowledge and sustainable practices in mining.

Human capital

- + DE&I program, well-being actions, retention of local talent and hiring of people within the scope of diversity profiles.
- + Workforce development with the Saber Samarco platform and 140 thousand hours of training.
- Exposure of employees to operational risks and consequences of occupational accidents and 11 injuries recorded.

Social and relationship capital

- + BRL 8.8 million invested via the Institutional and Social Investment Policy and an average of 60 points in the Social Ambience Index.
- + 291 complaints received at the relationship center (92.44% handled).
- + Continuous progress in the remediation processes with social impact compensation actions.
- + Força Local Program for the development of local suppliers.
- Loss of stakeholder confidence due to environmental incidents or delays in mitigation commitments.

Natural capital

- + 211.56 thousand hectares of rehabilitated areas.
- + 89.01% compliance in the Environmental Performance Index.
- + 16,080.76 tons of non-mineral waste generated, 79.36% of which was recycled.
- + 21,116,921 tons of mineral waste (overburden, tailings and slimes), 55% of which was used in de-characterization works.
- Intensive extraction of resources, generation of tailings and potential environmental impacts in waste disposal.

Mission

To optimize the transformation of mineral resources into value for society in a safe, efficient and innovative manner, today and in the future.

Vision

To be recognized for overcoming obstacles and rebuilding social, environmental and economic relationships.

Purpose

To perform different and sustainable mining, capable of generating results and building value for society.



SUSTAINABILITY STRATEGIC 2023-2032

Learn more on [page 25](#)



CORPORATE GOVERNANCE

Learn more on [page 79](#)



RISKS AND OPPORTUNITIES

Learn more on [page 88](#)



PERFORMANCE

- Adjusted EBITDA of USD 834 million in 2024.
- Investments in innovation, sustainability and dam decommissioning infrastructure.

PERSPECTIVES

Gradual plan to reach installed production capacity, with targets of 60% by 2025 and 100% by 2028. Focus on innovation and solutions for the sustainable disposal of tailings and waste.

Samarco Aberta, the company's visit program for employees and their families, communities and other publics.

Resumption and Growth

In 2024, we reached another milestone in the gradual operational resumption plan, reaching 60% of our installed production capacity. The reactivation of Concentrator 2 and the inauguration of a new tailings filtration plant in the Germano Complex (MG), in addition to reactivating another pelletizing plant in the Ubu Complex (ES), consolidated this new stage.

This growth was driven by strategic investments. In all, we allocated BRL 1.6 billion to modernize and expand our operations, always guided by safety and sustainability. This move allowed the Company to reposition itself among the main players in the transoceanic iron ore pellet market. With this progress, the Company estimates that it will produce 15 million tons of pellets and ore fines in 2025. This volume represents double the production recorded at the beginning of the resumption, in 2020.

The resumption process has technology and innovation as pillars of expansion. Pelletizing Plant 3 (P3) received technological updates (in operation since December 2020). Concentrator 2 underwent structural and electromechanical improvements, meeting strict health, safety, and environmental standards. These changes, combined with the new tailings filtration plant for dry stacking, allowed for an increase in the ore filtration capacity and the reuse of a large portion of the water used in the production process.

The success of Samarco’s operational resumption is also due to the commitment of its teams and leaders. To sustain this growth, the Company implemented programs aimed at attracting new local talent, prioritizing minority groups, training people and developing communities in Minas Gerais and Espírito Santo, having mobilized around 3,000 people.

Another highlight of the plan are the initiatives aimed at the use of tailings and the commitment to the circular economy. Sandy tailings, for example, are already being used in the manufacture of concrete and ecological paving. In addition, in 2024, more than 3.6 million tons of this material were applied to the decharacterization works of the Germano dam. Another project under study on the decarbonization front is the gradual replacement of natural gas with bio-oil in pelletizing plants in Espírito Santo.

Samarco’s next major goal is to reach 100% of its installed production capacity by 2028. To this end, the growth plan includes the reactivation of Concentrator 1, in Germano, and Pelletizing Plants 1 and 2, in Ubu. In addition, another waste filtration plant will be built in Minas Gerais.

Stacking -
Germano
Complex



Reach
15 million
tons of pellets and ore fines is
the production goal in 2025

Stakeholder Engagement

GRI 2-12, 2-29

Samarco engages with various audiences, including business partners, civil society organizations, customers, employees, governments, local communities, NGOs, shareholders, suppliers, unions and others, through dialogue and communication through various channels integrated with the business to identify and mitigate impacts, among other purposes.

Strategic or critical issues arising from dialogue with stakeholders are discussed in the Sustainability Committees (internal and shareholders) and reported to the Board of Directors.

Dialogue and recognition

One of the ways to strengthen relationships with the mining sector and society is by participating in events. On this front, it is worth highlighting our presence at Exposibram 2024, one of the largest mining events in Latin America, held in Belo Horizonte (MG) in September. During the event, the Company presented innovations, highlighted the progress in the theme of diversity and sustainability, and received awards for good practices in mining.

Relationship with our audiences

GRI 2-29

Key audiences

- Board / Senior leadership
- Capital Providers
- Internal Experts
- External Experts
- Employees
- Customers
- Suppliers
- Government
- Renova Foundation
- Neighboring Communities
- Third Parties and Contractors

How we engage

We adopt open communication, active listening, consultations and collaboration, involvement in decisions and practices such as social responsibility, sustainability reports, training, awareness-raising, integrating these processes into the business through performance targets, social and environmental assessments, open innovation and continuous monitoring.

Why we engage

To identify and mitigate negative impacts, build lasting relationships, understand expectations, improve decision-making, manage risks, promote innovation, meet regulatory requirements, strengthen reputation and foster sustainability.

Means of communication

We have implemented third-party interaction channels that guarantee confidentiality and anonymity. The available channels include a direct line, email, social media and the Ethics Channel, which operates 24 hours a day, seven days a week, in Portuguese and English. In addition, external mechanisms, such as audits and investigations, are used to identify related complaints.

Presence in Associations

GRI 2-28

Samarco has relationships with several organizations within and outside the mining sector. Institutional contributions, such as Ibram (Brazilian Mining Institute), are made through the Institutional and Social Investment Policy (PIIS).

ABM - Brazilian Association of Metallurgy, Materials and Mining

Abrace - Association of Large Industrial Consumers of Energy and Free Consumers

Aceop - Commercial and Business Association of Ouro Preto

Aciam - Commercial, Industrial and Agricultural Association of Mariana

Adesb - Economic and Social Development Agency of Santa Bárbara

Adesiap - Economic and Social Development Agency of Inconfidentes and Alto Paraopeba

Adop - Economic Development Agency of Ouro Preto

AEA - Business Association of Anchieta

Amcham Brasil - American Chamber of Commerce

Anpei - Research and Development Association of Innovative Companies

Asug - Association of SAP Users of Brazil

ATP - Association of Private Port Terminals

Conim - Committee for International Standardization in Mining of IBRAM

CDL - Chamber of Shopkeepers of Guarapari

Cedmec - Capixaba Metalworking Development Center

Espírito Santo in Action

FDC / CRI - Dom Cabral Foundation / Innovation Reference Center

Findes - Federation of Industries of Espírito Santo

GEA - Guarapari in Action

Ibram - Brazilian Mining Institute

Sindiextra - Union of the Extractive Industries of Gold, Precious Metals, Diamonds and Precious Stones, Sand, Ornamental Stones, Firewood, Timber, Metallic and Non-Metallic Minerals in the State of Minas Gerais

Sindifer-ES - Union of the Metallurgical and Electrical Material Industries of the State of Espírito Santo

Sindicig - Civil Construction Industry Union of Guarapari

Samarco leaders at the Great
Place to Work Awards

Recognition of the year



Incredible Places to Work, from the Fundação Instituto de Administração (FIA) and the UOL Portal

Samarco was recognized as The Most Incredible Place to Work among large companies in the Mining, Metallurgy and Steel sector



Deal Of The Year Award – Latin Lawyer



Ser Humano Award

Promoted by the Brazilian Association of Human Resources (ABRH-MG and ES)



Exposibram - Good Practices in Mining Award

first and second place, respectively, in the Occupational Safety (in partnership with the startup Getter) and Energy Efficiency categories



ABM Week

DME Technical Recognition Award - Maintenance and Engineering 2024



Vittude Awards

Finalist in the Mental Health Reference Company category



Mine Award

Finalist in the Back Office category

Sustainability strategy

GRI 2-12, 2-13, 2-14, 2-24

We believe that sustainability is an opportunity to transform mining, generating value for society, and promoting respect for life and the environment. We seek a balance between business interests and society's needs, taking a conscious approach to the use of natural resources, respecting ecological limits and contributing to sustainable development.

Samarco's 2023-2032 Strategic Sustainability Program (PES), aligned with environmental, social and governance (ESG) principles, was developed with the participation and validation of senior leadership, consolidating a long-term plan connected to the Company's Strategic Map.

We use principles and guidelines as references, such as the Sustainable Development Goals (SDGs); United Nations Global Compact Principles; Principles of the International Council on Mining and Metals (ICMM), and Global Industry Standard for Tailings Management (GISTM); Letter of Commitment to Society - Mining ESG Agenda (Ibram) and Towards Sustainable

Mining (TSM), a commitment by the Mining Association of Canada (MAC).

The Board of Directors, together with the Executive Board, oversees and approves this strategy. Senior executive leadership implements plans that guide the organization's sustainable practices. Impacts are monitored through processes such as due diligence, risk assessment, supply chain analysis, costs and benefits, and environmental management. Engagement with stakeholders and the well-being of employees and third parties are also monitored. The results of these processes are integrated into the Company's management through the analysis of reports, monitoring of metrics and strategic discussions, contributing to decision-making and ongoing monitoring.

In 2024, we will deepen the implementation of the PES goals and indicators, consolidating our commitment to transparency and responsible management. The creation of the Sustainability Department represents a milestone, reinforcing the integration of the ESG agenda into the Company's strategic areas, such as finance, projects and operations, and improving

sustainability governance. In addition, the program is aligned with the new materiality matrix, improving risk analysis, and directing actions towards priority topics.

The Internal Sustainability Committee, linked to the Executive Board, monitors the program's progress, while the Strategic PMO coordination is responsible for compiling and reporting the results.

Cultivation of seedlings at CEDASF, Mariana (MG)



Learn
more

about [our sustainability strategies](#).

Strategic Sustainability Program 2023-2032

*The renegotiation of the Remediation agreement and the assumption of specific performances and obligations of pay by Samarco bring with them specific expectations from our stakeholders in relation to performance. It is important to note that Remediation is a business enabling process, and given its relevance and complexity, it is dealt with in a specific Strategic Program. Therefore, we believe that the "Remediation" pillar, previously present in the graphic representation of the Sustainability Program, will be better situated in its magnitude and importance within the company's business strategy. **GRI 2-4**



Advances made in 2024



Deepening of targets and indicators



Creation of the Sustainability Department



Construction of a new materiality matrix

Sustainable journey



2014

Samarco Sustainability Model



2016-2020

Discussions on the Company's resumption and continuity process; obtaining socio-environmental and operational licensing; preparation for the start of operations



2021

Launch of the Statement of Commitment to Sustainability; Preparation of the Company's Transformation Plan; Implementation of the materiality process



2022

Conducting an ESG maturity diagnosis



2023

Construction of the Strategic Sustainability Program; Development of the Strategic Sustainability Map and the ESG Performance Management System; Review of the ESG pillars and materiality; Definition of ambitions, goals and related KPIs



2024

Monitoring of targets and initiatives; Creation of the Sustainability Board; Preparation of the new materiality matrix. Update of the Sustainability Program after the pilot year

Signing ceremony for the Remediation Agreement, Brasília (DF)

Remediation

Reparação

— BACIA DO RIO DOCE —

In November 2024, the Remediation Agreement for the Doce River Watershed was approved by the Federal Supreme Court (STF). The agreement, signed by Samarco, Vale, BHP Brasil, the Federal Government, the governments of Minas Gerais and Espírito Santo, the Federal and State Public Prosecutors' Offices and the Federal and State Public Defenders' Offices (MG and ES), among other public bodies, and with the Renova Foundation (under liquidation) as intervening and consenting party, establishes guidelines for the definitive remediation and compensation of the impacts of the Fundão dam collapse (MG), which occurred in 2015.

The agreement provides for the allocation of BRL 170 billion for these actions. Of this total, BRL 38 billion had already been contributed by September 2024 through the Renova Foundation. Another BRL 100 billion will be transferred to the Federal, State (MG and ES) and Municipal governments to implement public policies focused on sanitation, health and education. Samarco will directly manage BRL 32 billion, comprising cash compensation, resettlement and environmental rehabilitation measures. The gradual transfer of rights and obligations from the Renova Foundation to Samarco will occur over 12 months after ratification.

The agreement establishes guidelines for the definitive remediation and compensation for the impacts of the Fundão dam collapse

Resettlements

the definitive delivery of resettlements in the districts of Novo Bento Rodrigues, Paracatu and other locations is scheduled for families who opted for family resettlement, under the supervision of the Public Prosecutor's Office of Minas Gerais and technical advisors. Through the Renegotiation Agreement, the last construction of homes and public facilities will be completed and delivered.

Cash Compensations

the Company will be responsible for implementing the Definitive Cash Compensation Program (PID) for eligible individuals or legal entities, in addition to definitive cash compensation for professional fishermen and family farmers who meet the criteria set forth in the agreement. The previous compensation systems will be terminated.



Resettlemen Novo
Bento Rodrigues (MG)

Environment

Samarco will continue with the recovery of the affected areas, including reforestation of 50 thousand hectares, recovery of 5 thousand springs, restoration of banks and the aquatic environment in the locations defined by the In addition, compensatory measures will be implemented along the Doce River Watershed. The government will develop initiatives aimed at improving the environmental quality of the region, such as expanding basic sanitation in the affected municipalities. In December 2024, Ibama, ICMBio, Funbio and Samarco signed a transfer agreement for the conservation of the watershed's biodiversity, under which BRL 250 million will be allocated to the preservation of terrestrial and marine fauna.

We regret the collapse of the Fundão dam, which will never be forgotten, and we reaffirm our commitment to the definitive remediation and compensation for the damages to people, communities and the environment.

Learn
more

about the
[Remediation](#)

Safety and Innovation

DIFFERENT AND SUSTAINABLE MINING 30

SAFETY OF ASSETS AND STRUCTURES 34





Different and Sustainable mining

A fundamental part of our strategy, investment in innovation ensures more efficient operations, reduced environmental impacts and greater safety for our stakeholders. This commitment reinforces our trajectory of growth and adjustment to the new demands of the industry, which is constantly changing.

Our structure operates in an integrated manner with areas such as operations, process engineering, automation, information technology and the environment, covering the entire production chain, from the mine to the port. Innovation is boosted through our own research and development and partnerships with startups, universities, science and technology institutions, suppliers, innovation hubs, in addition to the engagement of the entire team.

Three programs encourage a culture of innovation: the Continuous Improvement

Program, with 65 projects in 2024, the Ideias de Valor Program, which received more than 1,912 suggestions from employees and implemented 723 initiatives throughout the year, and the Research, Development & Innovation Program, with 54 projects.

Our project portfolio is monitored by the Executive Board and leaders in charge of assessing its feasibility. In 2024, more than BRL 34 million was invested in incremental, transformational and disruptive innovations. The projects observe an agenda based on three strategic pillars: Efficiency and Competitiveness (9%), Sustainability (9%) and Tailings (82%). There have also been developments in the implementation of the Automation and Information Master Plan and in the growing use of artificial intelligence for process optimization and data analysis. Another research front includes new technologies for inclusion and accessibility of people.

Watercourse
inside the Serra
do Gandarela
National Park

Technology in Tailings Management

Iron ore tailings, formed mainly by silica (sand) and iron oxides, is the material that is not used in the beneficiation process. The use of technologies such as filtration with dry stacking of sandy tailings and the disposal of ultrafine tailings in a confined pit (Alegria Sul), with the recirculation of water used in the process, improved the efficiency and safety in its management and handling. Solutions for expanding dry stacking of tailings, currently at 80%, will allow us to reach 85% by the end of 2025. We are also currently taking initiatives to increase the useful life of disposal structures.

Tailings use

The application of sandy tailings in sustainable solutions reinforces Samarco's circular economy approach, while optimizing the use of natural resources reaffirms our commitment to environmental management. In 2024, we invested approximately BRL 28 million in research and development of solutions for reserves and tailings.

We also intensified research into the use of tailings as aggregates for engineering solutions used in de-characterization works, reducing dependence on natural resources.

Purificação Road, Ouro Preto (MG), with the use of mining tailings



BRL 28 million

invested in research and development of solutions for reserves and tailings in 2024

Learn more

on [Tailings, Overburden and Circularity.](#)



Experimental landfill, Germano Complex (MG)

Other projects

Dry Stacking

research and development project that aims at dewatering and stack all the tailings generated. Since 2021, we have invested more than USD 10 million in the development of technologies and solutions to reduce, reuse and safely dispose of 100% of ultrafine tailings. The moisture and grain size of ultrafine tailings are additional challenges for long-distance conveyor belts. The workability and geotechnical stability of ultrafine tailings must be evaluated in experimental piles.

Studies involving filtration of mixtures of sandy and ultrafine tailings are still active, as is the use of an experimental landfill for test development. Other ongoing project fronts: tests with mixtures made in the Germano industrial vacuum disc filtration; and transportability tests to simulate the behavior of tailings mixtures on long-distance conveyor belts between the filtration plant and the disposal area. Our R&D efforts have resulted in a solution for dry stacking approximately 30% of the ultrafine tailings generated in the production process. This solution has the potential to extend Samarco's mine life (LOM) by four years, adding more than 90 million tons of pellet

production. The initiative has led to technical articles being published in publications such as ABM Week.

Other research initiatives address equally important challenges, such as optimizing the desliming stage of the beneficiation process, reducing the generation of ultrafine tailings and increasing the recovery of useful material. In addition, a magnetic separation process is under development, which aims at using a significant portion of the ultrafine waste as a byproduct for the steel industry. Also noteworthy is a study to develop solutions to accelerate the densification of the ultrafine tailings currently disposed of at Alegria Sul Pit.

Open innovation

We work in cooperation with startups, universities, science and technology institutions, suppliers and other agents in the innovation ecosystem in Brazil and abroad. These initiatives have the potential to develop innovative solutions and create shared value for Samarco, host communities and other stakeholders. In addition to the partnerships established with the innovation hubs Mining Hub (MG) and Fin-deslab (ES), in 2024 we became the sponsor of Base27, a corporate hub in Espírito Santo, which houses 22 startups at the pre-acceleration phase, another 17 in the acceleration process and 14 connected educational institutions. It is also worth mentioning the Zero-Carbon Mining project, conceived and developed in partnership with Mining Hub, Ibram, Energy Systems Catapult (UK innovation network), which has the participation of ten other mining companies and aims at developing a technological roadmap for the decarbonization of the national mining industry.

Featured projects



Base27

We held two hackathons. The first challenge, “Sustainable use of Ponta Ubu Agropecuária”, was aimed at students, with the participation of 92 male and female students from 21 undergraduate courses at universities in the Greater Vitória Metropolitan Region, including five Samarco interns from the Ubu unit. The second challenge was on the theme “Management of spare parts inventory” and had the participation of 53 professionals from 23 companies associated with Base27, in addition to people from Samarco’s Information Technology, Maintenance and Supplies teams.



M-Impact (Mining Hub)

A program that uses innovation to generate a positive social impact, acting across the mining chain. Two outstanding projects emerged from this program, the first was the Sanitation project in Camargos, developed in partnership with the Mariana-based startup Lia Marinha. After the validation of the developed solution, part of the funds from the Institutional and Social Investment Policy (PIIS) were allocated to expand the solution to all residents, making the district of Camargos more sustainable, one of the first in the municipality of Mariana to have 100% of its homes with basic sanitation. Another notable project was the partnership with the startup Sincroniza, specialized in education, to encourage improvements in school management and teacher training in schools in the district of Santa Rita Durão (MG).

Asset and Structure Safety

GRI 3-3 [Material theme management - Management of safe disposal structures and Emergency and crisis management]

Our priority is to ensure safe operations aligned with the highest global standards. The theme is managed by senior leadership, including the Operations Boards, the Projects Boards, the CEO and the Board of Directors itself, via advisory committees. Samarco has a policy and a manual (available at website) that provide a comprehensive view of the management and governance of geotechnical structures, considering the entire life cycle of the structures. As part of the management of corporate risks associated with this topic and its mitigation, we have implemented processes that comply with Resolution 95 of the National Mining Agency, which provides for the Risk Management Process for Mining Dams (PGRBM).

In 2024, Samarco worked to consolidate and maintain 100% adherence to the Global Industry Standard for Tailings Management (GISTM), achieved the previous year, reinforcing its governance and strict control over its geotechnical structures. GISTM is structured by a panel of experts from the United Nations Environment Programme (UNEP), Principles for Responsible Investment (PRI) and the International Council on Mining and Metals (ICMM). The standard comprises requirements for managing tailings disposal throughout the entire life cycle of the structure, including the design, operation, closure and post-closure phases. It considers aspects such as community development, human rights, safety, engineering, governance, technical reviews, risk management, emergency preparedness and transparency. The technical audit was carried out by a expert consultancy in 100% of the tailings disposal operations.



Samarco employees - Port, Ubu Complex, Anchieta (ES)

We are experiencing a period of operational stability while recognizing the potential negative impacts related to the risks of managing safe disposal facilities. These include worsening financial, reputational and operational losses, significant environmental damage, degradation of social assets and economic dissatisfaction in the affected communities. If they materialize, they can cause damage to water bodies, risks to human health and impacts on biota resulting from instability or collapse of geotechnical structures, in addition to challenges associated with the lack or inefficiency of monitoring infrastructure and emergency plans. These are possible effects of operations that, once identified and mapped, are treated with robust management, monitoring and control. In this regard, and after the post-collapse lessons, we also highlight positive impacts generated by strengthening a culture of risk prevention and control, promoted through simulations, training and transparency in information, benefiting territories, employees and business partners.

Our commitment to transparency is evidenced by third-party auditing and the continuous maintenance of our Declarations of Stability Condition (DCE) of dams and Statement of Compliance and Operability (DCO) of Emergency Response Plans for Mining Dams (PAEBM).

We work in line with authorities, including governments and Civil Defense, to develop initiatives aimed at protecting the lives of host communities in emergency situations. In this context, throughout the year, we held seven internal and external emergency drills, involving more than 1,500 people, in Minas Gerais and Espírito Santo. This stage is essential for fostering a culture of safety among employees and other stakeholders in locations where we operate. In addition, our Emergency System, structured in pursuant to PAEBM guidelines, has sirens installed and tested monthly. Our integrated geotechnical structure safety system has more than 2,000 instruments, including cameras, drones for remote inspection, piezometers, sirens, radars, weather stations and accelerometers.



Integrated Operations Center (COI)

To optimize operations, Samarco implemented Integrated Operations Centers, inaugurated in 2022 and 2023, respectively in Germano (MG) and Ubu (ES). These centers monitor all stages of production in real time, from mining to environmental management, improving efficiency and preventing risks. In 2024, we made progress in delivering the COI, which, in addition to supervising the synchronization of the production chain, also innovated with the modernization of the mass balance and production accounting. The center has become a strategic platform for data integration and real-time decision-making, supporting the areas of production, quality, sustainability and costs.

Germano
Dam (MG)

Dam De-characterization

Samarco is implementing a broad dam de-characterization process, in which geotechnical safety is a priority. The initiative involved investments of BRL 474 million in 2024, independent external audits and reinforced governance to ensure compliance with the highest technical standards. During the year, 100% of the geotechnical structures remained stable, according to independent external audits and legal certification. The Monitoring and Inspection Center (CMI) monitors these structures in real time, operating 24 hours a day, seven days a week. The center has over 2 K state-of-the-art pieces equipment, which transmit data in real time to a specialized team of technicians and engineers. There are also periodic field inspections. Continuous monitoring of dams and dikes is essential to prevent risks and ensure structural stability.

This process is aligned with established regulatory requirements, especially Federal Law No. 14,066/2020, which determines the decharacterization of all dams raised using the upstream method. In 2022, we signed a Commitment Agreement with the Government of Minas Gerais, through the State Environmental Foundation (Feam), together with the Public Prosecutor's Office of Minas Gerais (MPMG) and the Federal Public Prosecutor's Office (MPF), with the National Mining Agency (ANM) as an intervening party. The agreement establishes guidelines for completing interventions within an appropriate time-frame, ensuring the stability of the structures throughout the execution of the work and reinforcing our commitment to the safety of people, communities and the environment. Since the beginning of the actions, approximately BRL 2.8 billion has been invested in the de-characterization, with BRL 473.9 million in 2024.

The company maintains two structural complexes undergoing the de-characterization process:



Germano Pit Complex

De-characterized and formally completed in 2023. In January 2024, we received an official letter from the State Environmental Foundation (Feam) formalizing that the Germano Pit Drained Stacking structure no longer has dam characteristics and does not fit the current dam concept and continued with active monitoring in 2024. This monitoring phase serves to ensure that the de-characterization work was effective and that no problems arose with the new configuration of the structures and ends in 2025. After this period, the request and removal of the structure from the ANM’s National Dam Registry takes place.



Germano Dam Complex

At the de-characterization phase, with 86.1% of the interventions completed and expected to be completed by 2026, ahead of the deadline set out in the terms of commitment with public agencies. The Complex comprises the Germano Dam – the central structure of the complex; the Selinha and Sela Tulipa dikes – natural formations that divided the areas of the Germano Dam and the former Fundão Dam reservoir; and Axis 1 – a structure built after the Fundão Dam collapse to contain remaining material. In 2024, the de-characterization of the Selinha, Sela Tulipa and Eixo 1 structures was completed. In 2025, formal protocols for the de-characterization of these structures will be submitted to environmental agencies.

In addition to the technical commitment, the Company maintains a transparent dialogue with its stakeholders, including local communities, environmental authorities and regulatory agencies. The target is to ensure that the entire process occurs safely and in line with society’s expectations.

BRL 3 billion
investment planned for the project

1.200
workers involved during peak construction in 2024

12 million
hours worked on the construction site by 2024

about [our structures and the de-characterization process](#)

Our people

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People and Culture

GRI 2-19, 2-20, 2-21, 202-2, 201-3, 401-1

Since 2020, we have been working on a cultural evolution program, aiming at strengthening an inclusive culture, focused on the safety and well-being of our people and on the continuous learning process. We have approximately 15,000 people involved in operations, with close to 2,000 direct employees and 13,000 contractors/third parties working in operations and projects. To reach the installed production capacity of 60%, approximately 3,000 people were mobilized and 600 were hired, with priority given to communities and affirmative action programs. In addition, 47% of employees were promoted internally, strengthening professional growth within the Company.

With significant advances in training, knowledge management and organizational culture, the Company is preparing for new challenges in 2025, including the transition of responsibility for remediation and the need to attract and engage qualified talent in an increasingly competitive market.

We consider our knowledge management model essential for the sustainability of the business, through initiatives to capture, organize and disseminate internal expertise. The creation of the Technical Library, integrated with artificial intelligence, allowed us to store and share critical information, including case studies, academic theses and technical articles. In addition, the program mapped and valued employees with critical expertise, ensuring the retention of essential knowledge for operations.

Our knowledge management model is essential for the sustainability of the business



Vanessa Vasconcellos e Mirele Bastos, Samarco employees, Ubu Complex (ES)

Climate Survey

FA tool for assessing employee engagement and satisfaction, the Organizational Climate Survey provides results that guide continuous improvements in people management practices. Conducted annually with the aim of assessing the level of satisfaction of people in relation to the work environment, it also seeks to identify the level of engagement, the main needs of the team and the positive aspects

and challenges from the perspective of the employees themselves. In 2024, we had 1,731 participants, with a participation rate of 96.5% and a favorability rate of 93.7% , and we were recognized as the best place to work in the mining sector, in addition to receiving other awards focused on the people area (see list on [page 24](#)).



93.7%
of favorability rate in
the Organizational
Climate Survey

	Employees	Adhesion	Index of favorability
2022	<div><div></div></div> 1,457	<div><div></div></div> 93%	<div><div></div></div> 91.3%
2023	<div><div></div></div> 1,577	<div><div></div></div> 96%	<div><div></div></div> 92.8%
2024	<div><div></div></div> 1,731	<div><div></div></div> 96,5%	<div><div></div></div> 93.7%



Deivisson Campos,
Samarco employee -
Ubu Complex (ES)

Compensation and future

Samarco’s compensation policy is based on market competitiveness to attract and retain qualified professionals. The fixed compensation follows the Consolidation of Labor Laws (CLT), while the variable compensation includes the Profit Sharing Program (PPR), linked to financial, production, quality and sustainability goals. The bonus amounts for senior executives consider criteria such as risk management, safety, reputation and diversity, aligned with international standards. The executive compensation is subject to approval by the Board of Directors. The market methodology used follows the complexity classification of the KF Hay Group model, ensuring competitiveness in the sector. The compensation structure is supervised by the Labor Relations Service Management (GRT) and approved by the General Management of Human and Organizational Development, and the Executive Board. The process includes market analysis, development of salary packages, performance evaluations, and periodic reviews, ensuring transparency and strategic alignment.



12 thousand
hours of training in technical
and professional courses

One of our concerns is the future of the workforce. In order to help you plan for a new stage in your life, we offer a defined contribution retirement plan, in which both the company and the employee contribute 9%. The plan is voluntary and has nationwide coverage.

People development

We believe that investing in people development is essential for Samarco’s growth and for building a sustainable future. Through our learning ecosystem, Saber Samarco, we offer educational solutions that prepare people for current and future business challenges, supporting the implementation of our strategy.

Training Programs

In 2024, we invested in several training programs that benefited both our employees and third parties, as well as the communities where we operate.

Porta de Entrada Programs

We invested in porta de entrada programs, aimed at professionals at the beginning of their careers. These programs seek to develop trainees, interns and apprentices for future positions. It is worth noting that we had around 40% of this audience taking advantage of opportunities at Samarco or third-party companies.

Technical and Professional Courses

We offer more than 12 thousand hours of training in technical and professional courses to boost the development of communities in Minas Gerais and Espírito Santo, prioritizing local hiring.

Leadership Development

We promote the development of current leaders and prepare future successors through a leadership development strategy. The “Leading People and Business” program, in partnership with FDC, included more than 2,600 hours of training.

Other highlighted training courses:

Specialization in Geotechnics applied to Mining

In partnership with Gorceix Foundation, we strengthened the technical skills of the Geotechnics, Risks, Projects and Infrastructure teams, with a 12-month course, six months of project and 21 graduates

Fundamentals Program

In partnership with Senai, we strengthened technical maintenance capabilities through 12 classes, 200 hours of training, 120 participants, and 92% satisfaction.

Safety Risk Management in Mining

In partnership with the University of São Paulo (USP), which developed the content, we trained more than 1,500 people, including employees and contractors, with more than 10,200 hours of training.

Development for gradual resumption (60% of installed capacity)

In 2024, a development program was created for new employees, focusing on behavioral, safety and technical topics. The program included more than 12,000 hours of training, contributing to the readiness of newly hired employees.

Health, Well-Being and Safety

GRI 3-3 [Material Topic Management - Health, Well-Being and Safety], 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8

The Company's collective agreements include benefits such as life insurance, medical assistance, reimbursements and vaccinations. All employees are covered by the Integrated Health management system, which encompasses a wide range of well-being programs, psychological support, and access to online health resources. The purpose of these initiatives is to promote health protection, prevent accidents and improve quality of life. To ensure workforce engagement, information is disseminated through various communication channels, such as email, intranet, online platforms, campaigns, workshops, and health and safety committees. The Integrated Health Management manages these actions. The management of the topic is also managed by the General Management of Human and Organizational Development (Health). In addition, disease prevention and health and well-being promotion campaigns are carried out, extending to the family members of workers.

The Company maintains formal health and safety committees, which meet monthly. Their responsibilities include accident prevention, implementation of corrective measures, investigation of incidents, promotion of training and monitoring of working conditions.

Samarco offers medical assistance, a medical clinic on the company's premises, a dental office, 24-hour ambulance service, occupational medical examinations, risk assessment, PPE management, incident investigation, health and well-being campaigns, support for rehabilitation programs, and partnerships with health institutions. For third parties, there is a participatory health plan and access to the medical clinic and ambulance service. Health services are provided by qualified professionals. The confidentiality of employees' personal information is guaranteed, in accordance with the law.

We map the hazards and risks associated with activities carried out by workers in operations or business partnerships over which we have no control. This mapping covers remote work, field work, business travel, and activities carried out by employees and third parties.

The main risks identified include falls, musculoskeletal injuries, vehicle accidents, exposure to chemical substances and biological agents, burns, electric shock, fire and explosion. Preventive measures include the use of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE) for Health, training and preventive maintenance, in addition to training, safety signage, occupational health monitoring and compliance monitoring.

Health training and qualifications, aimed at employees and third parties, as applicable to the position or function, include induction, fall prevention, firefighting, handling of chemical

products, ergonomics, use of PPE, and prevention of occupational diseases. In 2024, we provided mental health training for strategic employees within the Mental Health Program, promoting the assessment of organizational maturity in health. Finance Health Program actions were also carried out, with lectures and individualized support, and Daily Health and Safety Dialogues (DDSS), extended to third parties. Suppliers are required to comply with legal requirements and established health guidelines.

Health and Well-Being

With a strategic approach focused on health and well-being in the workplace, we implemented initiatives focused on mental health. We also reinforced ongoing support for employees, going beyond one-off services and including lectures and educational content.

To spread the word about mental health, we use some communication strategies, such as “Pílulas para a Liderança” (Pills for Leadership), an initiative that periodically provides tips and material for managers to discuss with their teams. In addition, we promote discussion groups and roadshows. We also expand actions to third parties and communities, reinforcing our commitment to collective well-being.

In addition, Samarco promotes other health and prevention programs for non-occupational diseases, including physical activities, vaccination campaigns, health screening, women’s health, control of alcohol and drug consumption, and cancer prevention campaigns. These services are available during working hours and are extended to workers’ families.

The Company promotes employee engagement in the development, implementation, and evaluation of the occupational health and safety management system through direct participation, formal committees, and periodic consultations, including meetings of the Internal Accident Prevention Committee (CIPA) and the Internal Mining Accident Prevention Committee (CIPAMIM).



We reinforce our ongoing support for our people on topics such as mental health, with lectures and educational content

Amélia Correa e Elisângela Martins, Samarco employees - Germano Complex (ES)



Safety

Our occupational safety management is structured around four fundamental pillars: Leadership, Behavior, Innovation and Systems. These pillars support our safety maturity and guide our actions to ensure an increasingly safe and sustainable work environment.



Leadership

Leadership plays an essential role in safety processes. We continually invest in training our leaders so that they can be positive examples in the field, in the application of preventive tools, such as behavioral approaches with employees, strengthening the relationship between leader and subordinate. In addition, practices such as field inspections, participation in daily forums (Daily Health and Safety Dialogue – DDSS, Safety Meetings and Committees) are part of the routine of these professionals, driving safety maturity and ensuring its incorporation into the company’s day-to-day activities.



Behavior

The evolution of organizational safety maturity is one of our main purposes. We seek to strengthen the safe behavior of employees, promoting actions that encourage risk prevention in the search for a resilient stage. This ongoing work reflects our commitment to anticipating and mitigating dangerous situations, ensuring the integrity of everyone.



Innovation

Innovation is a strategic pillar for occupational safety, acting as an enabler of operational excellence. We constantly implement new technologies and methodologies, such as:

- Virtual reality training, providing realistic simulations for worker qualification;
- Artificial Intelligence (AI) for identifying and alerting about the use of Personal Protective Equipment (PPE) and predicting accidents;
- Applications for recording and managing safety information, optimizing risk analysis and preventive measures;
- Engagement tools, such as FCA (FALAA-D-Active Care), which encourages safe behavior;
- GRPM (Risk Management for Hand Protection), with active employee participation.



System

Our Safety Management System is composed of robust guidelines and processes to manage critical and non-critical risks. We have 18 Critical Risk Control Standards (PCRC), which include detailed assessment and strict management of critical controls. In addition, our system is aligned with legal and regulatory requirements, covering labor legislation, ILO conventions, sectoral regulations, regulatory standards of the Ministry of Labor and Employment, and collective agreements.

In 2024, we recorded 5,094 near misses and 29,910 unsafe conditions, demonstrating our commitment to identifying and mitigating risks. To ensure a safe environment, we provide specific channels for reporting dangerous situations, without the risk of punishment. All activities are carried out through Preliminary Risk Analysis (APR), and employees are assured, through our procedure, the Right and Duty to Refuse potentially dangerous activities.

Other corporate policies, such as Quality, Health, Safety and Environment (QSSMA) – which establishes control and prevention actions for employees, with periodic audits and inspections to ensure adherence to management requirements – and the Code of Conduct reinforce good practices. The management bodies are the Technical and Project Board (Safety), and the General Management of Safety and Environment. The guidelines are detailed in the Integrated Health Management Manual and in the OHS Management System Manual, documents available to employees.

The integration of the four pillars strengthens our Safety Management System, allowing us to reach world-class benchmarks in our indicators. In 2024, we recorded zero fatalities and an accident frequency rate of 0.53, a performance significantly higher than the best index of the International Council on Mining and Metals (ICMM), which was 0.97.

Our commitment to safety is non-negotiable. We continue to evolve our practices, investing in innovation and strengthening our organizational culture to avoid absence due to work-related physical and psychological illnesses. The implementation of good practices has increased the well-being and safety of employees, in addition to supporting the management of third parties in relation to these issues. Thus, we aim at ensuring that each employee returns home safely every day.

0.53

total accident frequency rate, international benchmark result

Health and Safety Technology

Another area of work was monitoring fatigue and ergonomics, using innovative technologies, such as smart cameras and heat monitors. Fatigue at work is a critical risk factor, especially in industrial and logistics operations. To mitigate this risk, in 2024, Samarco implemented monitoring systems in the most sensitive areas, such as mines and ports, where operators handle large equipment and need to be at full capacity to ensure safety. To this end, Samarco invested in the use of advanced technologies, including:



Smart cameras to detect signs of fatigue and drowsiness;



Heat and weight monitors, helping to identify physical conditions and prevent overload;



Exoskeletons for ergonomics, tested in Espírito Santo and at the port, with the aim of reducing physical impacts and mitigating repetitive effort in activities that require heavy lifting.



Sustainable
Fair with local
communities –
Ubu Complex
(ES)

Human Rights

For us, respect for people is a non-negotiable value and a principle that guides our actions. In 2024, we made significant progress in integrating human rights due diligence into our routine processes, implementing integrated human rights inspection in the Supply chain and Samarco Operations.

In addition, we have consistently invested in development actions for our employees and suppliers. Through the Saber Samarco platform, we promote development actions, such as the launch of the e-learning “What You Need to Know About Harassment” and the module “Introduction to Human Rights for Inspection and Channels”.

The governance of the topic at Samarco involves the Board of Directors, President, Executive Board, and Internal Committees, with the General Management of Human and Organizational Development being responsible for the supervision and strategic alignment of the topic.

In 2024, we consolidated governance strategies with greater participation of the Board of Directors in overseeing the Human Rights Policy, reinforcing the responsibility of senior leadership in implementing and monitoring the commitments made. In addition, we made progress in structuring risk and impact management, covering critical topics such as decent work, health and safety, diversity, equity and inclusion, harassment and impacts on communities.

We strengthened our controls and prevention actions for managing human rights risks, achieving consistent results in external audits. In addition, we created indicators to monitor risks and impacts, and structured management of the topic on the following fronts: Decent work; Health and safety; Sexual and moral harassment; Diversity, equity and inclusion; Use of force; and Impacts on communities. During the year, we began a pilot project focused on analyzing human rights risks, as part of our commitment to improving preventive management, with direct consultation with our own workers and third parties.

We also reinforced our position against any form of harassment, a crime that must be systematically combated. We intensified awareness campaigns, training and internal dialogues to strengthen the culture of respect and integrity. In addition, we maintained our commitment to ensuring rigor and transparency in the investigation of complaints (read more in [Transparency and Dialogue](#)).

During 2024, we also made progress in including human rights criteria for suppliers, requiring alignment with global best practices. (read more in [Supplier Management](#)).

Respect for
people in a non-
negotiable value
and a principle that
guides our actions

Diversity, Equity and Inclusion

GRI 3-3 [Material topic management – Diversity, Equity and Inclusion], 405-1

Our aspiration is to be a mining company that ensures and disseminates diversity, equity and inclusion and that, based on the importance of human relations, works with respect, empathy and transparency in favor of collective well-being. We also believe that a diverse and inclusive environment drives innovation, collaboration and organizational learning, generating results for the business.

In this journey, our Diversity, Equity and Inclusion (DE&I) Program contributes to the materialization of our value “respect for people”, as well as our cultural trait “partnership and trust”. Our guidelines and commitments are: ICM – Mining Exploration Principles: Performance Expectations; Commitment Letter from the Brazilian Mining Institute (IBRAM); Adherence to the Women in Mining Brazil Movement; and the UN Sustainable Development Goals (SDGs). The Code of Conduct also formalizes that no form of discrimination or intolerance

will be accepted, and provides a mechanism to prevent sexual and moral harassment.

Diversity goals were established in the performance evaluation and variable remuneration of managers. In 2024, Samarco reached 23.6% of women in the organization and 22.7% in leadership positions. In employees with special needs, it reached 5.9% representation, coming close to the number established by IBRAM (6%) for 2030. In representation of black/brown people, it reached 58.5% of self-declared employees, with 35.6% in leadership positions. And LGBTI+ in leadership positions reached 2.3% representation, the highest number since the implementation of self-declaration.

The challenges on this front are still significant, in society and in the sector, but we have evolved with initiatives to develop the diversification of our workforce and we consider the topic so relevant that, in addition to having been analyzed in the process of preparing the materiality, in 2024 we assumed the representation of women – in organization and leadership – as Company’s goals, reflected in variable compensation. The hiring of 600 employees in 2024, due to the gradual resumption of production capacity, was an opportunity to increase the diversity of our workforce. Samarco carried out development programs for minority groups. Furthermore, among other achievements, 40 professionals started in the Operational Trainee Program for people with special needs and we opened 140 exclusive vacancies for women and/or people with special needs in technical or qualification courses in areas of activity related to our operations. Some highlights:

40 professionals started in the Operational Trainee Program for people with special needs

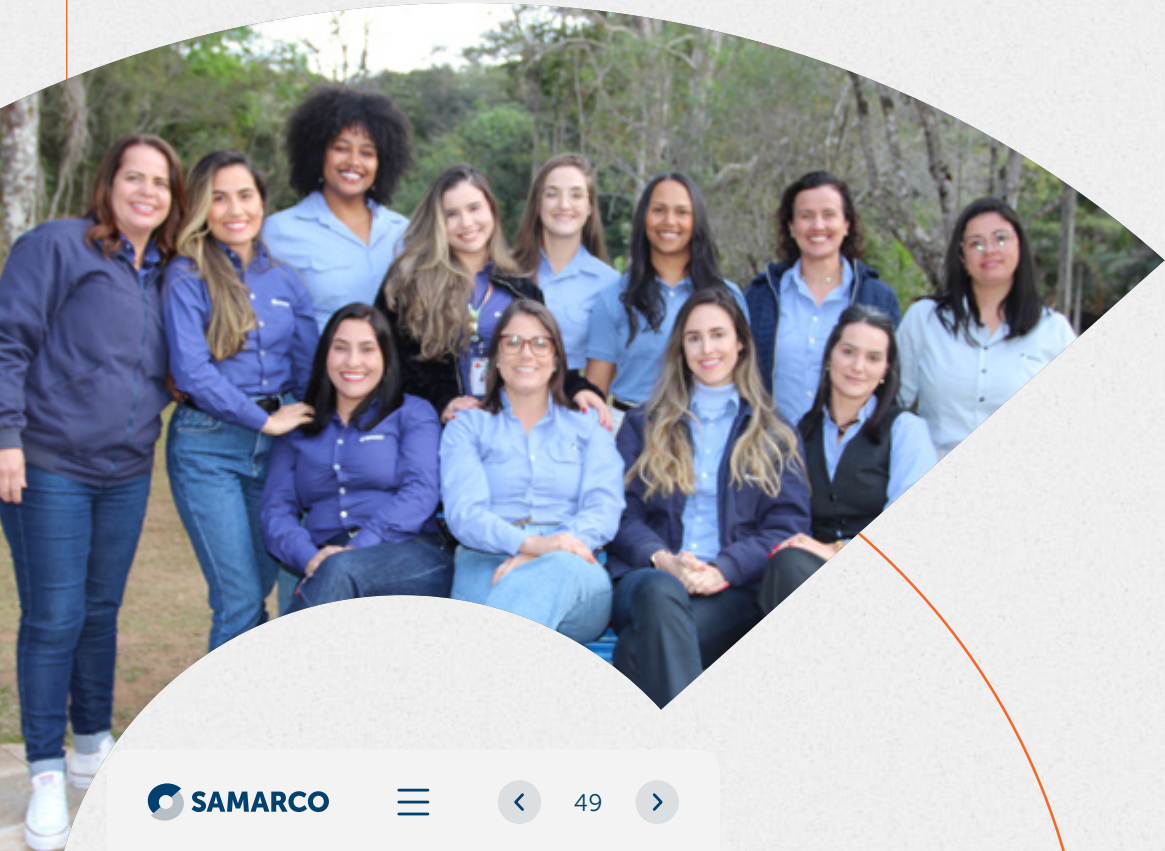
140 exclusive vacancies for women and/or people with special needs in technical or qualification courses

Operation Supervisor Program

In 2024, 16 women completed training for supervision at the Ubu (ES) and Germano (MG) complexes. There were more than 520 hours of training on more than 70 topics.

Developing and Including People

The Development Journey was held for new employees of the People with Special Needs Program.



Chat between Men

Conversations with 24 coordinators to engage male leaders in the discussion about diversity, equity and inclusion, especially on gender issues.

Women in Leadership

Through virtual meetings, assessments, mentoring, and book readings, it offers tools to develop skills and achieve leadership positions. In 2024, there were more than 24 hours in 10 months and more than 20 mentoring sessions.

Mining Equipment Operator Trainee

Program to increase gender and racial diversity in the mining area. Completed in 2024, with 100% of applicants accepted, with 25 vacancies open to the community.

Operational Trainee

Program covers knowledge related to standards and procedures, culture, operations and technical journey. Aimed at women and people with special needs, the class ended in January 2025, with 35 participants and a 97% success rate.

Some of our advances in Diversity, Equity and Inclusion

GENDER REPRESENTATION

Total representation of women:

23.6%

(+ 2.8 percentage points compared to 2023)

Women in leadership positions

22.7%

(+ 6.6 percentage points compared to 2023)

INCLUSION OF PEOPLE WITH SPECIAL NEEDS

Representation of people with special needs

5.8%

First leader with special needs hired

Actions implemented

training, adaptation of physical infrastructure, inclusive peripherals, ergonomic analyses, and technological initiatives

RACIAL ADVANCEMENT

Representation of black and brown people

58.5%

Black and brown people in leadership positions

35.6%

Increase in racial representation

+3.5 percentage points compared to 2023

Increase in racial leadership

+1.1 percentage points compared to 2023

LGBTI+ COMMUNITY

Representation of people who self-identify as LGBTI+:

1.8%

Representation of LGBTI+ in leadership positions

2.3%

(+1.2 percentage points compared to the previous year)



about our [DE&I Program](#), and [access materials on the topic](#)

Social Engagement

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Relationship with Communities

It is our priority to maintain continuous and transparent dialogue with the communities located in areas of direct reach where Samarco operates. Since the collapse of the Fundão dam in November 2015, we have worked to rebuild trust and strengthen relationships with communities, prioritizing a safe and sustainable operational resumption that generates benefits for the territories where we operate.

We seek to continually evolve our environmental education, communication and relationship programs, in addition to encouraging engagement, supporting economic diversification and monitoring socioeconomic indicators in our Area of Direct Influence (ADI). We actively listen through meetings with residents, entities and NGOs, respecting local customs and values. On another front, we promote Daily Health and Safety Dialogues (DDSS) to raise awareness among the workforce about living in these territories and preventing risks. The management

GRI 203-2, 3-3 [Material topic management - Relationship with the community and local development, and Responsible closure and future of the territory], 413-1, 413-2, SASB EM-MM-210b.1

of this topic is led by the General Management of Social Responsibility, with co-responsibility across all areas of the company, especially those related to activities that directly affect these social groups and institutions.

We promote engagement actions, impact assessments and community development programs, covering 100% of our operations. The results of these assessments are publicly disclosed and support local development plans aligned with the needs of the communities. In addition, we develop stakeholder engagement plans, with committees and public consultations for the purpose of increasing the participation of vulnerable groups. We also provide formal channels for dialogue, accessible via direct line, email, social media and partnerships with local organizations.

We promote engagement actions, impact assessments and community development programs, covering 100% of our operations

Theater in the Communities, in Espírito Santo



As part of managing impacts related to interaction with communities and local development, including building a legacy for the responsible closure of operations, we contribute to boosting the generation of jobs and income, and the circulation of wealth, developing local suppliers and increasing municipal revenue, as well as increasing voluntary investment in education, entrepreneurship and community development actions.

We also observed points of concern, such as the economic dependence of municipalities

on mining, impacts on traffic and infrastructure, environmental and noise pollution, pressure on public services and equipment, conflicts and disruptions in community dynamics and exploitation of natural resources. In addition, accidents, crises and adverse events may occur, as well as an increase in violence, affecting the local economy and quality of life. Through risk management work and ongoing relationships with communities, we seek to anticipate demands and monitor scenarios. These impacts are mitigated by adopting policies and practices that meet legal requirements, adhering to and supporting social initiatives, collaborating with governments and NGOs and conducting independent audits.

To manage risks and opportunities associated with the rights and interests of communities, Samarco maintains initiatives such as the Communication and Relationship Program, the Institutional and Social Investment Policy, the Relationship Center, Supplier Management, the Social Impact Management Committee, the Socioeconomic Indicator Monitoring Program (PMISE) (read more below), and the Economic Diversification Support Plan (PADE). PADE, developed in partnership with the government, the productive sector and civil society, seeks to reduce dependence on the mining economy through a governance

and support system structured around five strategic axes: agriculture, entrepreneurship, technology and innovation, tourism and the use of waste.

Social actions are planned based on strategic indicators, such as the Social Ambience Rate (IAS), which assesses the perception of communities considering active social groups, nearby businesses and local conflicts.

Through risk management work and ongoing relationships with communities, we seek to anticipate demands and monitor scenarios

Local development

In addition to these initiatives, Samarco carries out programs and projects aimed at socio-economic development, infrastructure, the environment and environmental education, strengthening the resilience and dynamizing local economies. These actions include the Força Local Program, the Programa de Educação Ambiental (Environmental Education Program), the Institutional and Social Investment Policy (PIIS), training and hiring of local workforce and research, development and innovation (RDI) projects carried out in partnership with universities, entities and startups. We also observed points of concern, such as the economic dependence of municipalities on mining, impacts on traffic and infrastructure, environmental and noise pollution, pressure on public services and equipment, conflicts and disruptions in community dynamics, and exploitation of natural resources.

The Sustainable Fair, held monthly at the Germano (MG) and Ubu (ES) units, is yet another initiative that fosters the local economy by allowing regional producers to exhibit and sell their products. Samarco closed 2024 with 18 editions of the event, mobilizing around 160 local producers. During the year, the fairs generated around BRL 80 thousand in sales.

In light of the challenges and with a focus on qualifying our processes, we restructured the Social Responsibility area in 2024, which began to focus directly on relationships with communities, NGOs and institutes, while the Institutional and Government Relations team focused on interacting with city halls, public agencies and regulators. The Social Responsibility area will focus on approaching, understanding and serving the population reached by Samarco's operations, influencing the good community experience of employees (direct and indirect internal teams), ensuring dialogue and establishing a friendly, transparent and ethical relationship. Carrying out activities in the territory in a harmonious and respectful manner, aiming, through strategic social projects, at promoting a positive impact on neighboring communities and sharing value.

The payment of taxes by Samarco, as well as those from goods, materials and services from suppliers, also contributes to the development of these regions. Taxes enable structural investments in infrastructure, education and health in the municipalities where we operate. Thus, our actions have positive repercussions on local well-being and development.

Sustainable Fair with local communities – Germano Complex (MG)



18
editions of the
Sustainable Fair in 2024

160
participating local
producers

BRL 80
thousand
in sales



Meeting with the community of Recanto do Sol, Anchieta (ES)

Samarco Aberta

The visit program is an important tool for transparency and dialogue with our stakeholders. In 2024, we received around 2,000 people in 140 visits to our Germano and Ubu units.

2 thousand people

participated in **140 visits** during the year to the **Germano and Ubu** units

Samarco Connection

The purpose of the communication channel via WhatsApp, a tool chosen by the groups after consultation is to strengthen relationships and communication with neighboring communities. There are seven channels, three in Minas Gerais and four in Espírito Santo, through which subscribers receive notifications about job openings, socio-environmental investments and local events, among other topics.

Socioeconomic Indicator Monitoring Program

The Socioeconomic Indicator Monitoring Program (PMISE) monitors the main socioeconomic markers in the municipalities in the area of influence of the industrial complexes, and the right-of-way of the mineral pipelines in Minas Gerais and Espírito Santo. The program has also been conducting annual consultations in host communities since 2020 to deepen understanding of the perception of the positive and negative impacts of the Company's activities and identify opportunities for improvement, support social dialogue and guide the planning of the company's actions and investments in the territory. The data collected is cross-referenced with primary and secondary information from the company to understand cumulative and synergistic impacts, as is the case in the Germano region, where there are other significantly impactful projects.

Presentation of the results of the PMISE consultations brought together more than

300 people

from communities in MG and ES

In August 2024, Samarco presented the results of the PMISE consultations in meetings held in the Minas Gerais districts of Camargos, Antônio Pereira and Santa Rita Durão, bringing together around 80 people. In Espírito Santo, feedback had taken place in March and April and brought together 226 residents in the communities of Mãe-Bá, Ubu, Recanto do Sol, Belo Horizonte, Meaípe, Benevente, Porto Grande and Parati. The discussions covered topics such as employment and income, public infrastructure, tourism, sports, leisure and the assessment of Samarco's performance.

The data collected helps to understand the challenges and opportunities for directing investments. In Camargos, for example, the implementation and expansion of sewage treatment from 33% to 100% of the community was prioritized based on the demands raised during the consultations, ensuring progress in sanitation and water security (read more in [Water Management](#)).

Expansion of sewage treatment in Camargos, from 33% to

100%

of the community

Institutional and Governmental Relations

Visit by the Minas Gerais State Secretariat for Economic Development (Sede-MG), the Secretariat for Economic Development and the Trade Associations of the municipalities of Mariana and Ouro Preto to Samarco's facilities in Germano (MG)

GRI 3-3 [Material topic management - Government relations and regulatory bodies]

Throughout the year, we intensified interaction with the Government, expanding institutional dialogue, the commitment to transparency and strengthening our performance in these forums. Samarco maintains an active position, participating in initiatives of society and complying with the regulations required by law, in addition to being present in sector-specific associations and organizations ([see list on page 23](#)). Furthermore, it contributes to technical discussions of regulatory frameworks and the transfer of knowledge to foster innovation and multisectoral coordination.

Governance of the issue is led by the General Management of Institutional and Governmental Relations, which is responsible for conducting strategic actions and maintaining alignment with relevant stakeholders, such as governments, regulatory bodies, investors and local institutions. The management

process is undergoing restructuring and strengthening.

In view of the responsibilities assumed towards society after the Fundão dam collapse, the Company has reinforced its presence in institutional forums to ensure transparency and good regulatory practices. Among the positive impacts generated, Samarco's actions go beyond fulfilling obligations and include intersectoral action and strengthening advocacy to contribute to the formulation and development of environmental and regulatory policies for the mining sector, as well as the defense of common interests with our stakeholders. In Minas Gerais, contact with the Public Authorities has become even closer due to the Long-Term Environmental Licensing Process, expanding alignment with governmental agencies.

In addition, Samarco has established partnerships with government agencies to strengthen initiatives for sustainable land use, sanitation and environmental conservation. In the area of transparency, there was a significant increase in the number of visits to the Investor Relations website, reflecting the increased demand for accountability and greater engagement from investors and creditors.

To guide dialogue and mitigate compliance risks, Samarco follows the Code of Conduct and revised two essential policies in 2023. The Corruption and Fraud Prevention Policy establishes strict guidelines to avoid situations of corruption and fraud. The Policy on the Offering and Receipt of Promotional Gifts, Presents and Hospitalities defines rules for granting and accepting items of value. Both are public and can be accessed on our [website](#).



Social Investment

GRI 203-1

Samarco strategically directs its resources to strengthen ties with stakeholders in the regions where it operates, promoting dialogue and transparency. In 2024, it voluntarily invested more than BRL 26 million in socio-institutional initiatives, of which BRL 8 million was through the Institutional and Social Investment Policy (PIIS) and BRL 18 million was invested in the construction of a gabion in the community of Antônio Pereira, in Ouro Preto, aiming at providing greater safety for residents during periods of heavy rainfall, in addition to BRL 4 million linked to the socioeconomic requirements of the operation. These amounts do not include the resources allocated to the remediation programs of the Renova Foundation (in liquidation).

Samarco’s investment policy is structured around areas such as sustainable development of territories, strengthening of social and institutional capital, encouraging social participation, local economic dynamism, innovation and knowledge sharing. Investments are guided by the demands of stakeholders. One of the emergency actions undertaken, with a focus on philanthropy, in 2024 was the purchase and donation of 740 essential items,

including mattresses, stoves, beds and refrigerators, offering support to families affected by the heavy rains that impacted the population of Espírito Santo.

In 2024, the Volunteer Program was launched. Six initiatives were carried out: a soccer tournament in the Condados community (Guarapari-ES), a leisure day in a nursing home (Belo Horizonte-MG), distribution of water and lunch boxes in partnership with the Quentinas do Bem project (Belo Horizonte-MG), a leisure day for children (Matipó-MG), the “Natal Solidário” campaign for donating toys and books, and the purchase of school supply kits for neighboring communities selected according to the action strategy. In 2025, the program will be restructured to make it more collaborative, with encouragement of engagement from the Company’s leadership.

Socio-institutional initiatives (PIIS)

+ BRL 26 million

Linked to socioeconomic conditions

+ BRL 4 million

Learn more

See the table with the main investments for 2024 in the [Indicators Notebook](#).

Basic sanitation in Camargos

Among the social investment initiatives, one of the highlights is the partnership with the start-up Lia Marinha, from Mariana, in accelerating an innovative phytoremediation solution for the treatment of domestic sewage in the district of Camargos, close to our operations.

In 2024, we delivered Natural Effluent Treatment Plants (ETNs) to homes in Camargos, in Mariana (MG). The initiative, which implements a shared management process with the local population, favoring communication, aims at bringing basic sanitation to 100% of the homes in the district, with support from the City of Mariana.

The project generated the case “Development of a sanitation solution for rural communities”, presented at the 2nd International Congress of Open Innovation Cases, held in May, in São Paulo, and at Exposibram 2024, held in Belo Horizonte.

Learn more about the initiative in the [video](#).

Supplier Management

GRI 3-3 [Material topic management - Supply Chain Management], 204-1, 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2, SASB EM-MM-210b.1

The mining industry has been improving its processes and using technologies to perform more sustainable and safe operations. Environmental, social and economic challenges demand constant innovation throughout the production chain, reinforcing the importance of responsible partnerships aligned with the sector's best practices. For this reason, we seek suppliers who share our values of ethics, transparency, sustainability and appreciation of human resources, ensuring that our practices in the supply chain promote the socioeconomic development of the regions influenced by our business. Moreover, our relationship with suppliers is guided by the principle of reciprocity, and we require that they are aligned with our guidelines and policies, especially the [Supplier Code of Conduct](#), meeting strict criteria for compliance, quality, cost, health, safety and the environment.

One of our goals is to promote a Sustainable Supply Chain with transparent criteria for selecting suppliers with responsible practices. To this end, in 2024, we established, in a pilot initiative, ESG criteria for selecting suppliers

and a Human Rights Matrix for relationships with this audience. In addition, we promoted an update to the Code of Conduct for Suppliers, including, among other changes, the inclusion of information on the Sustainability Program and the items "Human Rights"; "Diversity, Equity and Inclusion"; and "Harassment". Samarco recognizes negative social and environmental impacts in the supply chain, including risks of violation of human, labor (such as child labor and forced or slave labor) and environmental rights, covering operations in the states of Minas Gerais and Espírito Santo, in the cities of Anchieta, Ouro Preto, Mariana, Muniz Freire, Matipó, Rio Doce, and Santa Cruz do Escalvado. Risk management in the supply chain involves due diligence in the contracting processes, technical evaluation of proposals, training, monitoring of accommodations, and handling of complaints.

These issues are managed by the General Procurement Management, which is responsible

Supplier recognition event in Minas Gerais





Sustainable Fair with local communities – Ubu Complex (ES)

for implementing existing policies. The management process will be reviewed and strengthened in 2025.

Among the initiatives to encourage good practices, inspections and field visits were implemented to monitor compliance with commitments in the supply chain. We also took measures such as declaring no tolerance for practices, establishing specific policies, document verification, training for employees and third parties (including an operational procedure focused on human rights in the supply chain, which includes training for more than 400 employees), and providing reporting channels.

As part of this process, the Evoluir Juntos program was created to address critical and relevant issues for Samarco, such as human rights, health and safety, diversity, equity and inclusion, sustainability and innovation. The first module of the initiative focuses on diversity and inclusion, and trains suppliers to develop their own programs in this area. Another initiative of the year was the implementation of a diversity census in the supply chain.

In 2024, we adopted a new supplier assessment platform, including broader criteria on the ESG front. Contracts were also reviewed and updated to incorporate human rights clauses and sustainable practices; and an audit program was implemented for critical suppliers to ensure compliance with environmental, social and governance standards.

The company conducts environmental assessments on suppliers that operate in its industrial units. For suppliers in the category of materials from mineral extraction, an assessment of compliance with the company's environmental procedures and policies is carried out. Hazardous waste disposal suppliers are checked for compliance with specific legislation. The result of this assessment is communicated to the contractor and the responsible management.

Currently, Samarco does not use social criteria when selecting new suppliers. However, it maintains programs with its contractors that promote this issue, contributing to the generation of results and the creation of value for society. In addition, the Company submits all purchasing processes to a compliance analysis, which includes aspects such as corruption, labor analogous to slavery, child labor and legal actions.

In addition, we began to structure the Sustainable Purchasing Program, based on a diagnosis carried out by a consultancy in 2024, in which adherence to the ISO 26000 - Social Responsibility, ISO 20400 - Sustainable Purchasing and ABNT-PR2030 - ESG standards was analyzed. In 2025, we will launch the respective policy, which aims at formalizing the guidelines and criteria for integrating sustainability into purchasing processes, ensuring the necessary supply for the various areas of the company, and guiding commercial relations with our suppliers. The program's goals will be defined in 2026, after its implementation. Our intention is to check 50% of the suppliers mapped as critical in the ESG Criticality Matrix.

Samarco provides the Supplier Communication Channel to address questions and suggestions from participants in the Força Local program, via email programaforcalocal@samarco.com, and with information available on the website. To serve suppliers in general, we have the Contact Us channel available on the [website](#) in the dedicated area.

Força Local

Launched in October 2020, the Força Local program aims at boosting socioeconomic development in the regions where Samarco operates in Minas Gerais and Espírito Santo. In addition, it seeks to strengthen local companies, preparing them to meet demands beyond the mining sector, through workshops, lectures, seminars, roundtables and business meetings, in addition to development and qualification journeys, contributing to economic diversification, through five pillars: Policies; Training; Business; Development and Qualification; and Monitoring. In 2024, the initiative completed four years and underwent a repositioning process focusing on the sustainable development of communities.

Since its launch, BRL 3.3 billion in disbursements have been made by Samarco and its contractors to 3,300 local suppliers, benefiting more than 17,000 people in Minas Gerais and Espírito Santo through qualification and development. The initiative also certified 380 companies to meet demands beyond mining, offered more than 650 places on courses and benefited 4,000 people with free lectures and workshops.

In 2024, 24.5% of the company's purchases were made from local suppliers located in the Company's area of direct influence, which includes Ouro Preto, Mariana, Catas Altas and Santa Bárbara, in Minas Gerais; and Guarapari, Anchieta and Piúma, in Espírito Santo.

The program's anniversary marks the launch of the 4th edition of the Local Suppliers Catalog, with a record participation of 630 companies from the cities of Anchieta, Guarapari and Piúma (ES) and Catas Altas, Mariana, Ouro Preto and Santa Bárbara (MG). The publication seeks to enhance the promotion of products and services offered by companies from various segments in the region, increasing the chances of new business.



Força Local Program
certification event in
Espírito Santo

Sustainable Fair with local communities in Espírito Santo – Ubu Complex (MG).

Major numbers (2020-2024)



BRL 3.3 billion
in disbursements



380
companies certified
to meet demands
beyond mining



3.3 mil
thousand local suppliers



650
vacancies in courses



+ 17 thousand
people (MG and ES) impacted by
qualification and development
programs



4 thousand
people benefited from free
lectures and workshops

Environment

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Climate and Atmospheric Management

GRI 3-3 [Material topic management - Climate change],
201-2, TCFD 1.a, 1.b, 2.a, 2.b, 2.c, 3.a, 3.b, 3.c

We seek to contribute to sustainable development by making responsible use of environmental resources. Along this path, we have defined our vision, strategy and actions focused on sustainability, ensuring that the transformation of mineral resources generates value in a conscious and ethical manner, with respect for life and the environment. To this end, we have a structured Environmental Management System, under the responsibility of the General Operations Management. Samarco's climate governance is structured based on the Terms of Reference of the Advisory Committees and the Articles of Incorporation, ensuring annual planning of agendas.

The topic is also addressed in our policies and commitments, to minimize the impacts of our operations and improve water, waste, dam, emissions and energy efficiency management. In addition, we invest in awareness, engagement and training, participate in sector

initiatives and invest in research and innovation, reinforcing the importance of environmental preservation in all our activities.

Also for the management of the issue, the Environmental Management carries out inventories of greenhouse gas (GHG) emissions and atmospheric emissions, while the Engineering Management develops projects to reduce emissions. The Business Development and Innovation Management leads R&D initiatives for sustainable solutions, and the Business Risk Management conducts climate risk analyses.

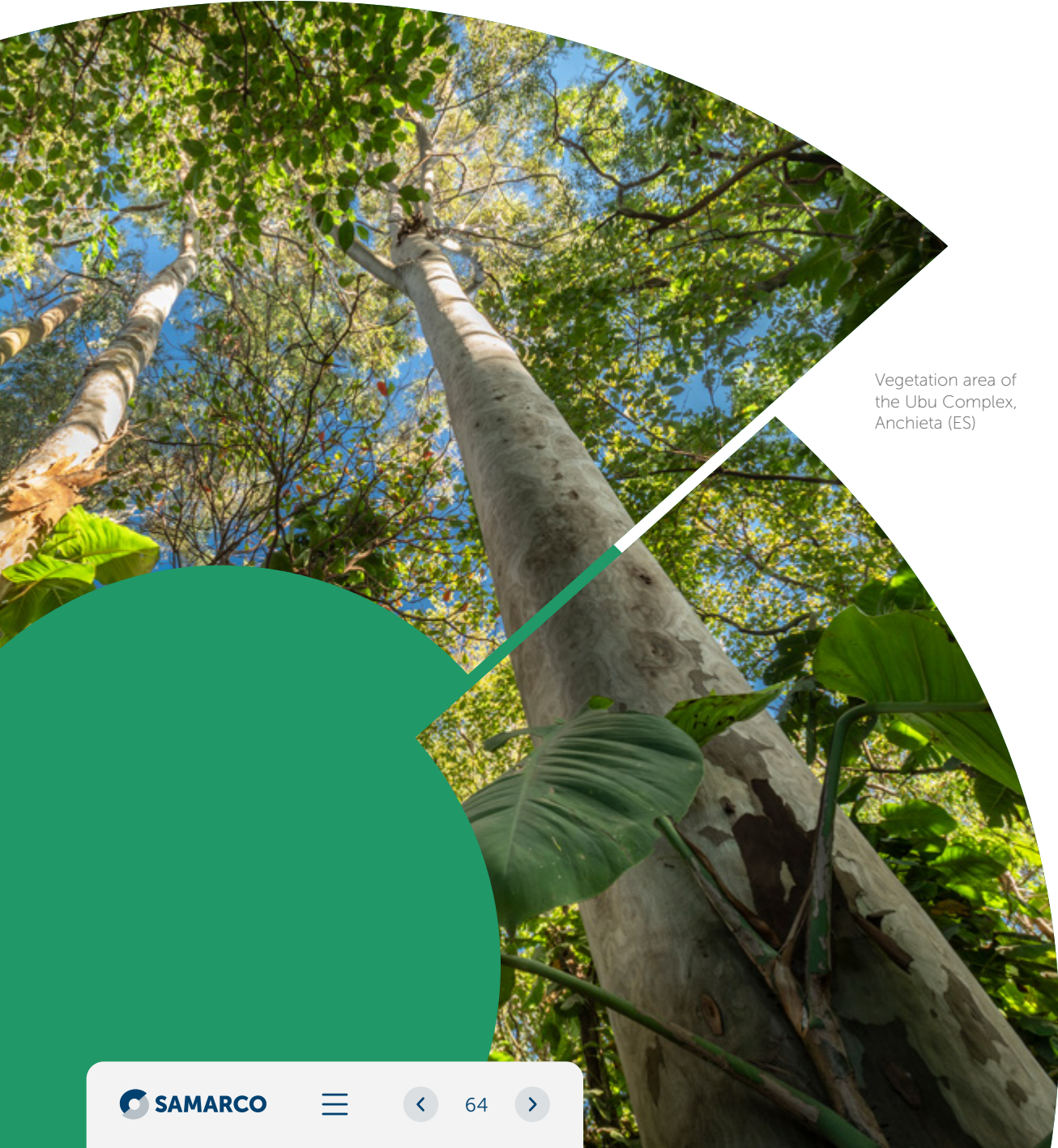
The Sustainability Committee, which advises the Board of Directors, discusses climate targets throughout the year and monitors environmental indicators on a monthly basis, in accordance with the Sustainability Program, in addition to analyzing innovation projects aimed at reducing emissions. Climate risks are part of the company's Integrated Risk Map,



Our actions aimed at sustainability seek to ensure that the transformation of mineral resources generates value in a conscious and ethical manner

Sustainable Fair with local communities – Germano Complex (MG)





Vegetation area of
the Ubu Complex,
Anchieta (ES)

monitored by the Internal Risk Committee with Samarco's Executive Board and General Managements and by the Risk, Audit and Compliance Committee (RAC), which also advises the Board of Directors. The Strategic PMO coordinates and reports to the Executive Board the performance of climate projects and targets, monitored by the Internal Safety and Environment Committee. The Board monitors strategic projects and investments in decarbonization, assessing their financial and environmental impacts to support decision-making. We have governance forums, in addition to a Multidisciplinary Working Group created in 2024 to coordinate decarbonization projects.

Our initiatives meet legal requirements and are subject to impact monitoring. Among the impacts we manage on the environmental front, the increase in GHG emissions stands out, due to the choice or unavailability of less polluting fuels, which may affect stakeholders.

In the economy, GHG emissions, associated with the energy consumption of suppliers, transportation and business partners, are a long-term impact that affects shareholders, customers, suppliers, business partners, and regulatory bodies.

In 2024, the Company consolidated initiatives aimed at reducing greenhouse gas emissions, mapping and mitigating climate risks, energy efficiency, waste control and reuse of water resources. In addition, it improved risk monitoring and management systems to adapt to extreme weather events.

For 2025, Samarco plans to increase investments in sustainability and decarbonization. The climate goals are focused on reducing GHG emissions in the company's processes and projects.

In 2024, the Company consolidated initiatives aimed at reducing greenhouse gas emissions, mapping and mitigating climate risks, energy efficiency, waste control and reuse of water resources

Climate Risks

Integrated into our corporate risk map, climate risk management mapped the assets that may be exposed to this type of risk, ranging from the mine in Germano (MG) to the port in Ubu (ES). Based on this mapping, the associated physical risk factors were identified, such as extreme weather events, changes in wind patterns, rainfall and rising sea levels, which may impact operations from the mine to the port. These factors may generate impacts on Samarco’s assets over time, and the severity of these impacts and their implications are being quantified.

The time horizons for climate change were defined for 2032 and 2050, in accordance with the Sustainability Program, which sets goals within the ESG pillars. Based on these horizons and risk factors, the process of modeling climate trends began in 2024 to assess potential impacts (or opportunities) per time horizon and asset.

Climate risk management follows ISO 14091 Standard and Samarco’s Corporate Risk

Management Manual, which is based on international references, such as ISO 31000 Risk Management and ERM (Enterprise Risk Management) from COSO (Committee of Sponsoring Organizations of the Treadway Commission).



Climate risk management follows
ISO 14091
Standard and Samarco’s Corporate Risk Management Manual



Cultivation of seedlings at CEDASF, Mariana (MG)



Samarco's employees -
Ubu Complex (ES)

In this process, to strengthen our adaptation to the scenario of rising global temperatures, we hired a company specialized in climate modeling to analyze trends and intensity of climate extremes in the regions where we have operations, considering temperature variations between 2.5°C and 4.3°C, according to scenarios from the IPCC (Intergovernmental Panel on Climate Change).

We are aware that our strategies may be impacted by climate risks and opportunities. For this reason, we have been working on quantifying these impacts, which will be detailed in the next reporting cycles.

In 2024, we advanced in joining the TSM (Towards Sustainable Mining), with the performance of an external audit, the results of which were discussed in the committees and the Board of Directors. We have reached Level B in the Climate Change protocol (adequate policies and practices, but still with room for improvement), setting a goal of evolve to the next levels by 2030. We are also compliant with GISTM, whose independent audit was carried out in 2023 and internally validated in 2024, with a new independent audit scheduled for 2026.

On this journey, we seek to avoid, reduce or monitor risks, as required. In 2025, we will continue to refine our assessment of risk attributes and opportunities related to climate change and seek greater adherence to international standards and frameworks.

We advanced in joining the TSM (Towards Sustainable Mining), with the performance of an external audit

Emissions, decarbonization and air quality

GRI 305-2, 3-3 [Material topic management - Air quality management], SASB EM-MM-110a.2, TCFD 4.b

One of the central themes of our Sustainability Program is the transition to a low-carbon economy. As part of this commitment, we have set a goal of reducing greenhouse gas (GHG) specific emissions by 30% in scopes 1 and 2 by 2032, and achieving carbon neutrality by 2050, taking 2015 as a reference year.

For Scope 2, the company already uses 100% of its electricity from traceable renewable sources. Projects are also under development to diversify the energy matrix, seeking to reduce dependence on fossil fuels.

Our decarbonization agenda prioritizes the use of clean and renewable energy sources, the development of technological solutions to reduce emissions in our operations, and the systematic monitoring of emissions data every two months. Among the initiatives to reduce emissions, especially in the vicinity of the Ubu

and Germano industrial areas, we have taken measures to minimize the release of particulates in the pelletizing process, in order to avoid scheduled interruptions at the plant, which contributes to improving air quality.

This progress is the result of sustainable strategies implemented throughout the entire production chain, from the mine to the port.

Air quality is considered a strategic issue for the organization, given its relevance to operations and people. In addition to controlling GHG emissions, we work to mitigate the impacts of other air pollutants. We have an automatic air quality monitoring network, consisting of six stations around the Ubu complex, distributed in Anchieta (ES) and Guarapari (ES), and one in the community of Santa Rita Durão, close to the Germano unit. The results of this monitoring are publicly

available to environmental agencies and communities, demonstrating that air quality remains at satisfactory levels most of the time. The negative impacts associated with this issue are managed through policies and commitments that comply with environmental regulations required by law, with actions aimed at avoiding legal sanctions, engaging stakeholders and mitigating reputational risks.

Our goal is reducing by

30%

the GHG specific emissions in
scopes 1 and 2 **by 2032**

Decarbonization initiatives

Charcoal

The gradual replacement of solid fuel with charcoal has the potential to reduce emissions, contributing to a more sustainable operation with a lower environmental impact.

Tugboat Efficiency

We achieved a reduction in fuel consumption on tugboats on the Vitória x Ubu x Vitória voyages.

Reduction of GHG Emissions on the high seas

The Samarco Vetting program rejected ships classified as the most polluting grade (G) on the Greenhouse Gas Rating scale, resulting in a reduction in greenhouse gas emissions on ship voyages to customers' ports.

Bio-oil

Samarco has entered into a partnership with Aperam Bioenergia, a subsidiary of Aperam South America, to use bio-oil in Pelletizing plants 3 and 4 at the Ubu Complex. The project is part of the initiatives for gradual replacement of the energy matrix in the production processes, aligned with Samarco's commitment to the circular economy and the reduction of the carbon footprint. The purpose is to approve a sustainable alternative to natural gas, with the potential to reduce the company's scope 1 emissions by 2 kgCO₂ per ton of dry ore (dry ore) in the short term. Considering that natural gas accounts for more than 20 kgCO₂/tms of the 80 kgCO₂/tms emitted, this change is an important milestone on the path to decarbonization. Throughout 2024, the tests consumed 220 tons of bio-oil at Plant 3, reducing CO₂ emissions by 300,000 kg. With the continuity of the project, this reduction could reach 18 thousand tons per year.



Tugboat, Port of Ubu - Anchieta (ES)

Energy Efficiency

GRI 302-4, 302-5

Our commitment to energy efficiency is expressed in initiatives on the origination and consumption reduction fronts. This work allows us to use 100% renewable electricity from traceable sources since 2022. In this regard, in 2024, our strategic planning for electricity and natural gas was revised to ensure cost predictability and long-term supply security. Part of the energy used in our production process comes from self-generation at two hydroelectric plants: one of our own, located in Muniz Freire (ES), and another in the municipalities of Antônio Dias and Nova Era (MG), where we have a stake. The rest of the energy is purchased on the free market and certified through the Renewable Energy Certificate (REC).

We are also evaluating energy investment projects, in self-production by equivalence. In addition, we have implemented a monitoring system to optimize energy consumption and are analyzing the feasibility of electrifying fleets and internal transport. Although this electrification is not financially viable in the short term, we continue to explore alternatives for the energy transition.

Among the initiatives to reduce energy consumption, the most notable is the anticipation of the resumption of operations at Plant 3, in Ubu, to August 2024, allowing for the optimization of production in the pelletizing plants and the improvement of process and equipment parameters, resulting in a reduction in thermal and electrical energy consumption of 192,465 GJ, compared to 2023. In addition, we changed the useful depth of the pelletizing discs, reducing the moisture content of the pellet feed and improving the quality of the raw pellet, which also contributed to energy efficiency. The calculations were performed based on SAP data and heat balance, using direct measurements and energy modeling.

In 2024, our total energy consumption reached 12,283,026.60 gigajoules, reflecting our ongoing efforts in efficient and sustainable energy management.



**In 2024, we have
reduced thermal and
electrical energy
consumption by**

192,465 GJ

General view of the Ubu
Complex, Anchieta (ES)

Water Management

GRI 303-1, 303-2, 303-3, 303-4, 303-5, 3-3
[Material topic management - Water and effluent
management], SASB EM-MM-140a.2

Within the scope of water management, Samarco uses resources rationally, constantly monitoring the quality of water in the areas of its activities, and the flow at the collection points. It has water and effluent treatment plants in the Germano (MG) and Ubu (ES) complexes, which operate with online monitoring and are subject to regular assessments.

Water is collected from artesian wells, deep wells and natural bodies of water, such as rivers and lakes, for human consumption, industrial processes, cooling, cleaning, laboratories and firefighting. After use, it is treated before being discharged into lakes and rivers or reused in production processes, ensuring a recirculation rate of approximately 86%. The investment in recirculation reduces the need to collect new water, as well as the impact generated by water storage.

The Company does not operate in areas of water stress. In 2024, Samarco’s total water withdrawal was 12,773.95 megaliters, with 10,170.72 megaliters discarded and a total

consumption of 2,603.23 megaliters. During the period, there was no discharge of ground-water, seawater or third-party water, nor were there any incidents of non-compliance associated with water quality licenses, standards and regulations.

Environmental impacts related to water are continuously monitored. These include consumption, the quality of water resources, possible damage to aquatic ecosystems, soil erosion and sedimentation processes. For mitigation purposes, environmental impact studies and control plans are prepared and qualitative and quantitative monitoring is carried out, in addition to the use of management software, hydrogeological modeling and performance indicators. Water quality is monitored by multiparameter probes and laboratory analyses accredited by NBR ISO 17025, with data monitored in real time by the Integrated Operations Center (COI) and the Environment.



Port of Ubu - Anchieta (ES)



We constantly monitor the quality of water in the areas of our activities and the flow at the collection points



Watercourse inside the Serra do Gandarela National Park

Minimum quality standards are adopted for disposal, including physical-chemical, biological and toxicity parameters. These standards are defined based on current legislation, including Conama Resolution No. 357/2005 and No. 430/2011, in addition to Copam-CERH/MG Normative Deliberation No. 8/2022 and limits defined by Environmental Requirements and Grants of Right of Use for Water Resources. In locations without specific requirements, the Company uses good practices and treatment technologies. In addition, it implements guidelines from the Brazilian Mining Institute (Ibram).

We monitor and comply with environmental goals defined by government agencies, encouraging the sector through forums and representative entities. We also act in river basin committees and conduct studies and modeling. In the coming years, we intend to increase the water recirculation rate, due to Moment 2 of the resumption of production, which will reduce the need for collection from the pipeline. Our goals, aligned with the Sustainability Program, include improving the Water Quality Index (WQI), reducing the specific consumption of new water per dry metric ton of production and increasing water recirculation.

The management of this topic is the responsibility of the General Management of Safety

and Environment. The Company currently complies with the environmental regulations required by law and participates in initiatives by society related to the topic.

Samarco adopts the EPA's List of Hazardous Chemical Substances and the List of Persistent Organic Pollutants (POPs) of the Stockholm Convention as a reference for priority substances. The analyses indicated the absence of substances that cause irreversible damage to the body of water, the ecosystem or human health. The data is consolidated annually and compared to the Maximum Permitted Values (VMP), historical series and meteorological variables. In 2024, no non-compliances were recorded in the quality limits of the discharged water.

With regard to pollution generation, both at the Germano Mine and in Ubu, all industrial, domestic, oily and rainwater waste and effluents are treated and disposed of in accordance with the legislation, and there is no generation of pollutants above the established limits.

Among the initiatives in this area, one of the highlights is the partnership with the startup Lia Marinha, for the implementation of Natural Effluent Treatment Plants (read more in [Social Investment](#)).

Biodiversity and Ecosystems

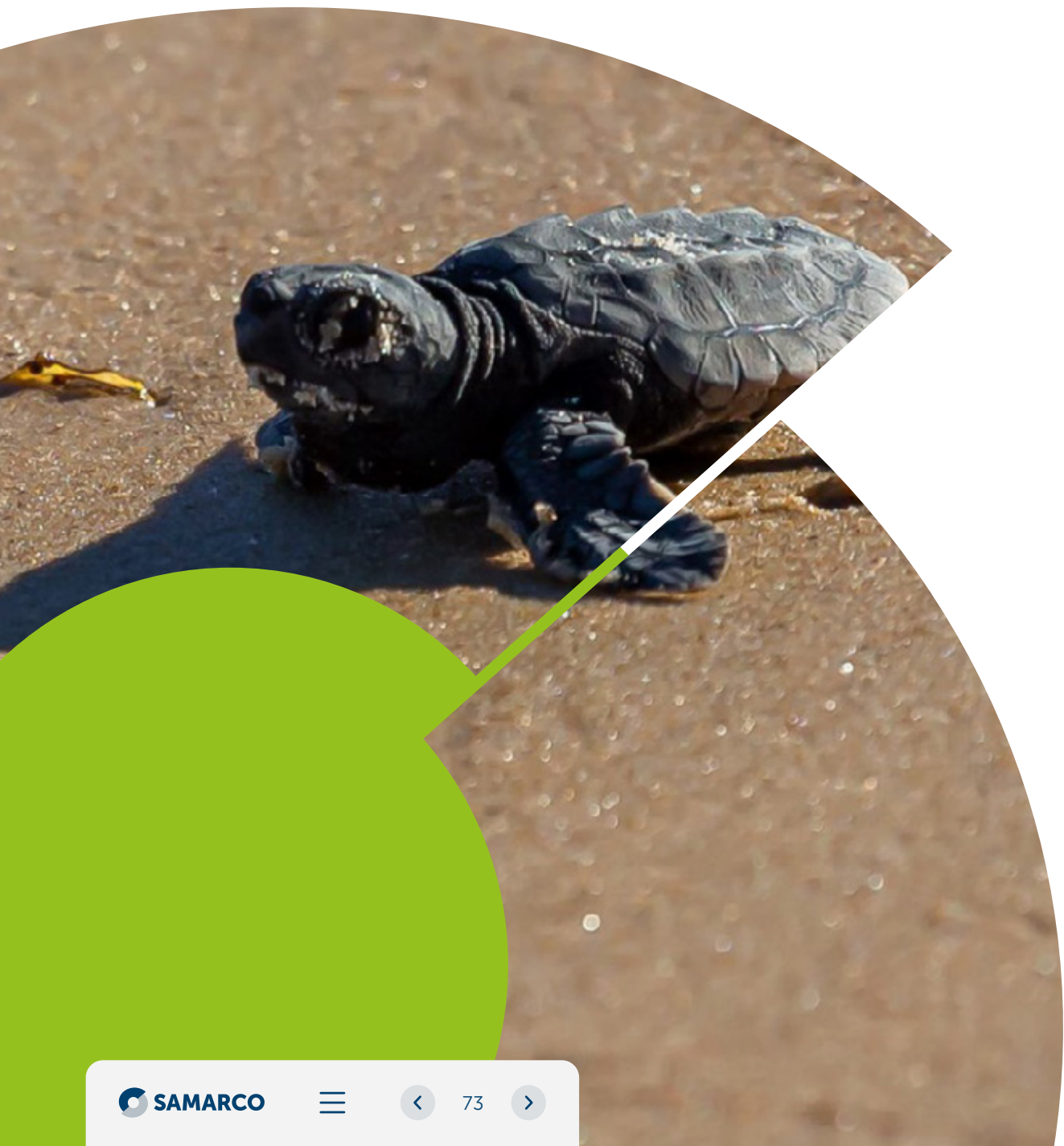
GRI 3-3 [Material topic management - Biodiversity and ecosystems], , 101-1, 101-2, 101-3, 101-4, 101-5, 101-6, 101-7, 101-8, 304-1, 304-2, 304-3, 304-4, MM2

We are aware of the value of biodiversity in the areas where we have operations and are committed to its conservation and protection. Therefore, we monitor terrestrial, aquatic and marine fauna, flora, cavities and forest compensation terms in the areas of influence in Minas Gerais and Espírito Santo. In addition, the Company contributes to technical and scientific knowledge by conducting research aimed at conserving endangered, rare and endemic species, restoring degraded ecosystems, promoting the reconstruction of biodiversity and the preservation of natural resources, with a current proportion of 4.2 times more preserved areas than operational areas. Biodiversity conservation actions are associated with mitigating climate impacts, since practices such as forest restoration contribute to carbon sequestration, protecting water sources and promoting essential ecosystem services.

The management of this topic is the responsibility of the General Management of Safety and Environment and the Management of Licensing and Environmental Studies, which are responsible for environmental licensing, studies and implementation and execution of compensatory and monitoring measures, such as those provided for in the Environmental Control Plan (PCA) and aligned with the Sustainability Program and the Environmental Master Plan. The effectiveness of these measures is assessed through impact studies and monthly and/or annual reports, filed and approved by regulatory bodies, as well as independent audits. We also integrate socio-environmental initiatives into our business strategy and adopt transparent practices, with independent audits and guidelines established in the Code of Conduct, sustainability reports, training and communication on the actions implemented for engagement.

Schistochlamys ruficapillus, bird species registered in fauna monitoring, Germano Complex (MG)





The environmental impacts of our operations include changes in water quality, generation of particulate matter and industrial emissions, changes in biodiversity and terrestrial and aquatic ecosystems, damage to flora due to traffic and operations, suppression of endangered species, changes in land use, generation of waste and contamination of soil and water bodies. These impacts are real, long-term and can affect several stakeholders. Among the measures to avoid them, we conduct environmental impact studies, implement preventive practices in operations and adopt sustainable technologies during the planning and execution phases. In cases of unavoidable impacts, environmental compensations are applied, such as habitat restoration, with the use of native seedlings produced at the Center for Environmental, Social and Forestry Development (Cedasf) – which has the capacity to produce up to 200 thousand seedlings/year.

In addition, the operational units have biodiversity management plans and use environmental control technologies, work to reduce the scale of operations in sensitive areas, create ecological corridors and continuously monitor impacted areas for real-time adjustments. We also promote the training of employees and partners and use alternative materials and processes that are less harmful to biodiversity. Impacted areas are rehabilitated during and after operations, using techniques such as direct planting and natural regeneration.

Samarco also performs qualitative diagnoses of impacts, dependencies, risks and opportunities on biodiversity, aligned with the LEAP/TNFD framework, evaluating and valuing the most material ecosystem services for the company’s production process. This analysis supports the management of risks, opportunities and the preparation of management plans. The mapping of activities includes everything from the extraction of ore at the Germano Complex to shipping at the Port of Ubu.

Turtle release - IPCMar
Project (ES)

Environmental Restoration

Samarco conducts programs to restore natural habitats, with the planting of native species and the rehabilitation of degraded areas. In 2024, 211.56 hectares were restored, of which 193.46 hectares were in Minas Gerais and 18.1 hectares in Ubu. This work includes partnerships, such as the Baccharis dracunculifolia recovery project, in collaboration with the Federal University of Ouro Preto (UFOP), which also promotes beekeeping and generates socioeconomic benefits for local communities. Compensation for residual impacts prioritizes endangered species and strategic areas in municipalities, such as Mariana, Alvinópolis and Araponga, in Minas Gerais.

Among the highlights of 2024 is the consolidation of forest restoration actions, associated with international reforestation commitments. In addition, there was work to strengthen seed and nursery networks to support the recovery of native vegetation and expand technical assistance and innovation programs for small producers.

The production of native seedlings takes into account the specific characteristics of the areas and is complemented by maintenance to ensure the formation of forest fragments. These offsets are certified by external auditors and environmental agencies. To monitor and measure the progress of these initiatives, we use indicators such as the number of hectares reforested in planting areas, the percentage of biodiversity monitoring carried out in relation to what was planned, and other technical indexes, such as observed and estimated richness, diversity indexes (Shannon-Wiener), equitability index (Pielou) and similarity index (Jaccard). Samarco also searches for and prospects new individuals of Agalinis marianae V.C.Souza within the Area of Direct Influence (AID) and Area of Indirect Influence (AII) of the Germano Complex, seeking to establish its distribution in the area as a whole and in the area affected by the project. The species was recently described and has a distribution restricted to the municipalities of Mariana and Ouro Preto. This activity is part of the Prospecting and Evaluation Program for the Distribution of Species of Interest.

Moreover, we conduct evaluations of the geographic distribution of endangered species, such as the puma (Puma concolor), and seek to expand the distribution of the tree frog Sphaenorhynchus canga, identifying new populations and generating detailed biological data. In order to contribute to improving scientific knowledge about the endangered species, the Serra do Espinhaço tortoise (Hydromedusa maximiliani), Samarco is conducting a study together with the technical coordination of the PAN (National Action Plan for the Conservation of the Herpetofauna of the Serra do Espinhaço), with an emphasis on increasing the number of records for the species and reviewing the taxonomy using morphological and genetic tools.

In relation to respecting the rights of the communities from which natural resources are obtained, Samarco complies with current environmental legislation and the conditions established in environmental licensing. In addition, it seeks to engage traditional communities to promote environmental recovery and income generation.



In 2024, were restored

193.46 hectares
in Minas Gerais

18.1 hectares
in Espírito Santo



Cultivation of seedlings at CEDASF, Mariana (MG)

Environmental Education Program (PEA)

Samarco’s Environmental Education Program (PEA) encourages sustainable practices inside and outside the company, reaching 25 municipalities in Minas Gerais and Espírito Santo. Through institutional partnerships, the program continually promotes actions aimed at environmental preservation. In 2024, within the company, we worked on 53 environmental topics in weekly environmental dialogues shared with our employees and contractors, in addition to carrying out five environmental campaigns in all units with more than 27 thousand participants. In the communities, actions were carried out aimed at promoting the practice of selective collection, raising awareness about the importance of water resources, and caring for fauna and flora, in addition to several partnerships with public agencies, associations and other local actors.

In 2024, the AID school visit program was launched, focusing on the company’s environmental management, where participants were introduced to the environmental controls on water resources, atmospheric resources, waste and biodiversity implemented at the Ubu and Germano units, totaling 14 visits with the participation of 372 students and teachers.

Combating Biodiversity Loss

In relation to the objectives to combat biodiversity loss, the company presented initiatives such as planting and acquiring areas for donation and land regularization within Conservation Units, carried out in compliance with Germano’s environmental compensations and systematic monitoring of biodiversity. Pilot projects aligned with the LEAP/ TNFD framework were also carried out to assess dependencies and impacts related to risks and opportunities associated with nature, based on an assessment of dependencies throughout the upstream, midstream and downstream value chain (scopes 1, 2 and 3). This assessment was essential for improving risk management linked to biodiversity.

The company has also adhered to the Towards Sustainable Mining (TSM) Biodiversity Conservation Management Protocols.

At the Germano Mine, activities related to the exploration of natural resources include plant removal, with 6 species classified as vulnerable (VU), 101 as least concern (LC), 1 with insufficient data (DD), and 1 near threatened (NT), totaling 109 trees extracted in 2024. For the Ubu Port and Plant, there were no changes in

the area related to the exploration of natural resources during the reporting period.

The introduction of invasive alien species is another relevant factor. In the recovery of degraded areas, grasses (*Urochloa*) and legumes (*Cajanus cajan* and *Crotalaria spectabilis*) are used to control erosion and protect the soil. At the Ubu Port, there is the possibility of using ballast water from ships. To avoid this impact, the Navy monitors the exchange of ballast water in international waters. If exotic species are detected, Samarco notifies Ibama and implements a removal and mitigation program.



Tailings and overburden disposal pile - Germano Complex (MG)

Tailings, Overburden and Circularity

GRI 3-3 [Material topic management - Tailings management and circularity]

We develop projects that reinforce the company's commitment to ensuring the proper disposal and ways of valuing waste by investing in innovation and encouraging the circular economy. The use of waste also represents a significant opportunity to meet the Sustainable Development Goals (SDGs), especially those related to industry, innovation and sustainable production. In managing this topic, the Company implements policies and practices that meet legal requirements and undergoes independent audits, to ensure compliance and continuous improvement. In addition to integrating circularity into its business strategy, it participates in society initiatives, invests in innovation, and collaborates with organizations and governments to promote systemic changes.

We recognize that this issue brings with it negative impacts, from environmental contamination to the risks associated with the disposal of waste, which can generate insecurity for employees, third parties and communities. On the other hand, the company works to promote positive impacts, investing in research and development to boost the circular economy, reuse of materials and development of more efficient and sustainable technologies. These initiatives involve shareholders, customers, partners, local communities, governments, regulators and academic institutions, contributing to sector innovation and new businesses.

Gains in Circularity

Application of sandy tailings

Samarco used approximately 3.6 million tons of sandy tailings generated at the Germano Complex, in Mariana (MG) in the de-characterization works of the Germano dam and Vale do Fundão in 2024, which represents more than 54% of the total material produced. This allocation helped make the dam deactivation process more sustainable, in addition to contributing to increasing the useful life of current disposal structures, such as the Overburden and Tailings Dump Pile (PDER) in Alegria Sul. In addition, the purchase and transportation of new inputs, such as sand and stone, were avoided, demonstrating gains in terms of circularity and sustainability. Another positive point is in the social sphere, as the reduction in the consumption of new resources optimizes logistics, minimizing the volume of large-scale traffic in the region, reducing the impact on communities. The Company is also developing new applications for sandy tailings, as an input in concrete production, and investing in ecological paving projects with ultrafine tailings.

Use of overburden marble

The material is used as an alternative to limestone in the production of pellets and is another highlight as a circular economy initiative in the industry, by reusing waste from the ornamental rock sector, minimizing environmental impacts. We were pioneers in the application of these byproducts, incorporating the material into our production process in 2024. This initiative generates benefits for Samarco and strengthens companies and communities, especially in Espírito Santo, the main producer of ornamental rocks in Brazil.

Learn
more

[in Safety and
Innovation](#)



Samarco Employee,
Ubu Complex (ES)

Waste

GRI 306-1, 306-2

Samarco’s waste management follows the Corporate Solid Waste Management Program (PCGRS), which defines guidelines for segregation, logistics, storage and sustainable disposal. In line with the National Solid Waste Policy, the Company invests in reduction, reuse and recycling, with 79.36% of these materials being disposed of sustainably.

There are impacts related to waste generation at different stages of the operation. When materials are received, hazardous waste is generated and properly managed for final disposal. During processing and production, this waste is temporarily stored before being sent to licensed companies. When materials are sent out, production waste and chemical products are also sent for proper disposal.

To minimize waste generation in its operations, Samarco takes several measures,

including recycling and reuse through selective collection, reuse and sale of materials. The Discarded Material Center (CMD) is responsible for the logistics and temporary storage of waste, while Environment Management supervises reports and inventories. Supplier approval ensures compliance with legal requirements for proper disposal.

Waste management is carried out by retained companies, in accordance with the PCGRS, in line with federal and state legislation. To ensure compliance, internal audits are carried out, documentation is collected and the inflow and outflow of waste is monitored, controlled by the Ámbion software, where weighing and disposal information is stored.

As part of sustainable innovation initiatives, we intend to install electric composters in Matipó

and Germano, starting in 2025, and develop studies for the construction of an energy recovery plant for waste production.

79.36%
of sustainable waste disposal

Corporate Governance

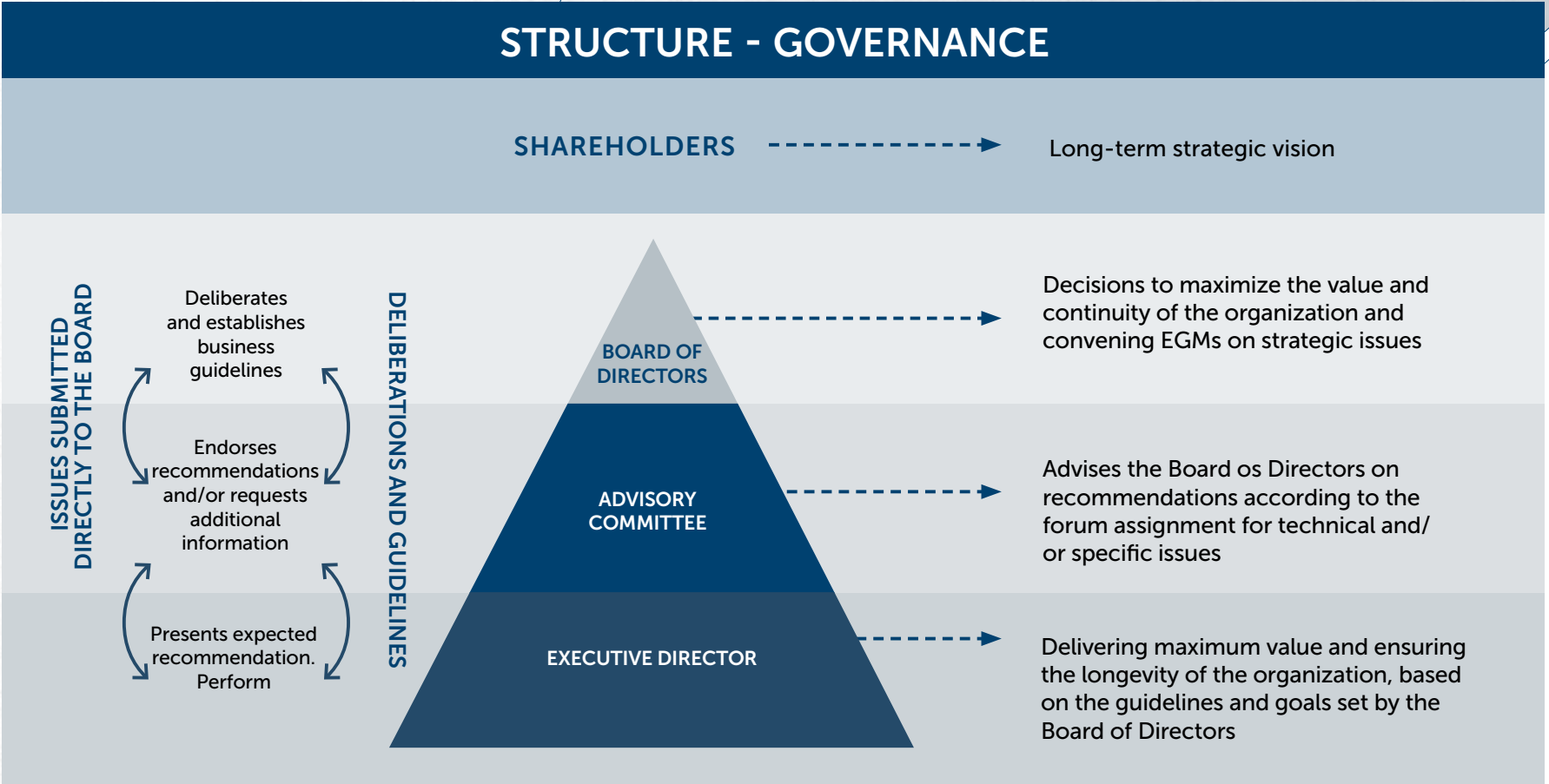
GOVERNANCE STRUCTURE	80
ETHICS AND COMPLIANCE	84
RISK MANAGEMENT	88



Governance Structure

Committed to best governance practices, we have worked in recent years to review our organizational structure and improve processes. Our governance system is based on the guidelines of the Brazilian Institute of Corporate Governance (IBGC), the Terms of Reference of the Committees, and the Company’s Code of Conduct, and guided by the principles of integrity, transparency, equity, accountability and sustainability. The system is structured in five interdependent instances, as established in the Bylaws and the Shareholders’ Agreement: the shareholders BHP Billiton Brasil and Vale S.A.; the Board of Directors; the Executive Board; the Independent Auditors; and the Board Advisory Committees. In 2024, as part of the evolution of our governance, we established two new departments: the Sustainability Board and the Commercial and Marketing Board. In addition, our Governance Policy was updated.

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17,
TCFD – GOVERNANCE (A) (B)



Shareholders' Meeting

The Company's highest decision-making body, it is responsible for defining strategic guidelines and deliberating on fundamental issues for the business. Its responsibilities include deciding on the company's capital increase, as well as taking action on critical issues, such as corporate changes, financial transactions and asset disposal.

Meetings in 2024: 31

Board of Directors

Samarco's Board of Directors, as provided for in the Articles of Incorporation, is composed of eight members, four of whom are full members and four are alternates. With three-year terms and the possibility of reelection, they are appointed by their respective shareholders, Vale S.A. and BHP Billiton Brasil Ltda., and approved at a Special General Meeting (EGM). None of the directors hold executive positions at Samarco. Their main responsibilities are established in the Company's Articles of Incorporation. None of them are considered independent and all of them hold other positions in the companies that make up the Company's corporate structure. However, in exercising this role, the directors have as a fundamental assumption to promote and protect the interests of Samarco, as well as those of its shareholders and stakeholders.

The Board of Directors is composed of: Carla Wilson (president, who holds the position of General Manager at BHP Billiton Brasil), Guilherme Tangari, Eduardo Adjuz, Vagner Loyola, Paulo Chung, Vitor Vieira and Marcelo Spinelli.¹

Among its responsibilities are defining the general direction of the business and establishing the attributions of Samarco's executive leadership. It is also responsible for approving essential issues, such as the business plan and its revisions, the annual budget and the mining plans. In addition, it supports the Company in analyzing strategic issues for the sustainability of the business, with the support of the Advisory Committees to support its decisions.

The organization's crucial concerns are communicated to the Board of Directors through meetings, reports, periodic presentations, governance committees, internal and external audits, written notifications, and updates from senior management. In the 2024 cycle, 26 crucial concerns were submitted for resolution by the Board of Directors. These include issues related to CAPEX, Renegotiation Agreement, Remediation Strategy, Risk Management, Integrated Health and Safety, Human Rights, Licensing for Continuity of Operations, Performance Indicators, Audit Results and Sustainability.

With the approval of the Renegotiation Agreement, in the 2025 cycle, Samarco will begin to communicate essential concerns related to, but not restricted to, the obligations to perform and pay, in accordance with the established clauses.

Meetings in 2024: 6

1 In the second half of 2024, director Marcelo Spinelli was dismissed, and the new appointment by Vale only occurred in December 2024, once again completing the composition of the Board of Directors. However, the position of alternate director appointed by BHP Billiton remained vacant throughout 2024.

Advisory Committees

The Committees that advise the Board of Directors on the analysis and recommendations of matters relevant and critical to the Company’s strategy are:

Sustainability Committee

assists the Board of Directors with issues related to the environmental, social and safety sustainability strategy, as well as recovering, protecting and generating value with a view to sustaining and perpetuating the business

7 members, 6 regular meetings

Finance Committee

assists the Board of Directors with Samarco’s financial issues, which includes advising on the development of the Business Plan; capital structure and financing strategies, as well as analysis of financial performance. Linked to it is the Tax Subcommittee.

8 members, 6 regular meetings

Risk, Audit and Compliance Committee

assists the Board of Directors with issues related to Risk Management, Audit and Compliance, acting through analyses and recommendations regarding Samarco’s corporate risk management process, including monitoring the management of impacts on the environment, people and other stakeholders

12 members, 6 regular meetings

Other committees:

Geotechnical Committee

Assists the Board of Directors with issues related to the management and governance of tailings, with a focus on the (non-operational) safety of geotechnical structures, as well as programs, projects and all infrastructure that supports the continuity of operations.

6 members, 6 regular meetings

Legal Committee

Assists the Board of Directors with legal issues submitted to them related to the various legal consequences arising from the Fundão dam collapse and extraordinary situations of legal and regulatory compliance for Samarco’s operations.

5 members, 11 regular meetings

Technical and Operations Committee

Assists the Board of Directors with the Company’s technical issues, as well as in directing its efforts to monitor operations and business continuity.

7 members, 6 regular meetings

People Committee

Assists the Board of Directors in making the necessary decisions regarding the development goals of the Executive Board, compensation policies and assessment of future scenarios, internal and external risks, and their possible impacts on the organizational structure.

2 members, 6 regular meetings

Selection process

Nominations for the Board of Directors follow criteria defined by the shareholders, Vale S.A. and BHP Billiton Brasil, who formalize their nominations to Samarco’s governance, based on skills and experience. For the Advisory Committees, shareholder nominations also follow previously defined internal criteria, being appointed at the Shareholders’ Meeting. In 2024, the competency matrix of the Board of Directors was established, which defines the skills, knowledge and abilities necessary to guide the nomination of directors by the shareholders. The document was approved as a reference for future nominations.

Vale S.A.

Follows the requirements set in the Group’s Corporate Policy for the Management of Companies and Entities. This process is coordinated by the Executive in Charge, with the support of the Human Resources Board, which is responsible for checking the professional background of the nominated candidates. In addition, Vale encourages the application of the competency matrix in Joint Ventures.

BHP Billiton Brasil

implements its Internal Appointment Policy for Non-Operated Joint Ventures, the principles of which guide the process of selecting directors.

New members appointed to the Board of Directors and Committees sign a commitment to Samarco’s Antitrust Policy and a non-disclosure agreement (NDA), committing to maintain confidentiality regarding matters of the Company and its shareholders. They also participate in onboarding training that addresses the processes, competencies, reference documentation and structure of Corporate Governance, in addition to specific training on the Antitrust Policy, carried out through the Saber Samarco platform.

Furthermore, the topic of sustainable development is addressed strategically through benchmarking sessions conducted among shareholders, with the aim of identifying and incorporating good practices, strengthening the organizational strategy. Participation in mining events focused on sustainable practices also provides an increase in knowledge on the topic, as well as access to projects developed in partnership with universities, focused on innovation aimed at sustainability.

Executive Board

The main functions of this Board are to implement the Strategic Planning and the business plan, make decisions on projects and investments, participate in the review and evaluation of strategic pillars, and monitor the management of the Company’s social, environmental and economic impacts. The Board has a three-year term, with the possibility of reelection. In 2024, Samarco will have six boards, due to the creation of the Sustainability Board and the Commercial and Marketing Board. Of these, five are statutory and one is non-statutory (Legal, Risks and Compliance).

The Board of Directors is responsible for defining the duties of the directors in a systemic manner, in accordance with their respective scopes of activity.

Learn
more

about [Samarco’s governance.](#)



Resumption of
the Third Pellet
Plant Event -
Ubu Complex,
Anchieta (ES)

Ethics and Compliance

GRI 2-15, 2-23, 2-24, 2-25, 2-26, 2-28, 3-3 [Material topic management - Ethics, transparency and dialogue], 14.10.4, 205-1, 205-2, 206-1, 406-1

Ethics and transparency are essential pillars of corporate governance, guiding the conduct of leaders, employees and partners. We are committed to acting in compliance with policies and legislation, respecting human rights, fighting corruption and ensuring fair competition in our operations. In this journey, we have implemented structured governance and control mechanisms that ensure compliance with standards and encourage a culture of integrity and dialogue. Management is led by the Legal, Risk and Compliance Board, with prevention measures (risk analysis, policies and training), mitigation (continuous monitoring and improvements), and ways to manage impacts (transparency and learning). Effectiveness is assessed by external audits, measurement systems and complaints mechanisms.

We have implemented policies that establish commitments to responsible business conduct, aligned with the UN Guiding Principles on Business and Human Rights, the United Nations Global Compact, and the Sustainable Development Goals (SDGs), including the Code of Conduct, the Quality, Health, Safety and Environment Policy, and the Anti-trust Policy. Other documents contemplate the precautionary principle and set criteria to prevent negative impacts, as well as strategies to mitigate environmental and social impacts, such as the Human Rights Policy and the Risk Management Policy. These commitments aim at making sure that all impacted audiences are included in the organization’s policies, including employees, third parties, customers, local communities and suppliers, as well as groups in vulnerable situations.

Approved and supervised by the Board of Directors, these commitments and policies are widely disseminated through internal communications, institutional website, social networks, corporate events and other official means. The implementation and integration of commitments into the business strategy occurs through the definition of clear goals, assignment of responsibilities and accountability, monitoring, training, impact assessment, and due diligence. In addition, effective communication, performance recognition, and periodic assessments strengthen this process. The adherence of our supply chain is guaranteed through the careful selection of partners, contractual clauses, audits, training and regular assessments, among other means.

We also provide training on the Code of Conduct, policies, procedures and practices, aimed at our own employees and third parties, when applicable. Despite the progress in employee training, the challenge remains in training suppliers, where the company achieved 86.6% adherence. Strategies to overcome this barrier are being developed for 2025.

In 2024, we published the Policy on Conflicts of Interest and Transactions with Related Parties. The document provides guidelines to avoid situations in which this type of conflict may arise, such as cross-participation in management bodies, shareholding with suppliers, and relationships with public agents.

The compliance front is anchored in our Compliance Program, which includes mechanisms to address possible misconduct, in addition to the periodic updating of Samarco’s management policies and the implementation of training and awareness-raising actions aimed at leaders, employees, third parties and business partners. We conducted a survey on the perception of the program. The result was positive, with opportunities for continuous improvement to be implemented in 2025. Another important initiative during the year was the implementation of all improvement actions identified in the audit carried out in the Program in 2023.

Samarco carried out risk assessments related to corruption in 100% of its operations in 2024. The process included the analysis of business processes, identification of high-risk areas, third-party assessment, review of policies and procedures, training, reporting

channels, continuous monitoring and performance reports.

The main risks identified were bribery and kickbacks, gifts and hospitality, suspicious political donations, high-risk suppliers and intermediary agents, conflicts of interest, corruption in contracting and bidding, lack of transparency in charitable donations and bribery in licensing and regulations. We also carried out simulations of corruption risk assessment and a seminar on the subject.

Throughout 2024, training sessions on the company’s Code of Conduct and anti-corruption policies were held, reaching 100% of its employees, 100% of trainees, and 60% of apprentices. In senior management, 100% of governance members received the necessary information. In addition, 100% of business partners, including third parties, with permanent contracts and access to Samarco’s industrial areas, were informed and 86.6% received training. The policies were also disclosed to investors, industry associations and financial institutions.

Throughout 2024, training sessions on the company’s Code of Conduct and anti-corruption policies were held, reaching



Documents and Policies

Code of Conduct

Antitrust Policy

Code of Conduct for Suppliers

Corporate Manual on Approval Authority Schedules

Policy on Conflicts of Interest and Related Party Transactions

Institutional and Social Investment Policy

Corruption and Fraud Prevention Policy

Travel and Corporate Card Procedure

Policy on the Offering and Receipt of Promotional Gifts, Presents and Hospitalities;

Corporate Risk Management Manual

Risk Management Policy

Human Rights Policy

Consequence Management Policy

Privacy and Data Protection Policy

Transparency and dialogue

GRI 2-25, 2-26

We are aware that active listening is one of the main ways to integrate people, companies and communities into our business. For this reason, we seek to strengthen dialogue with stakeholders in a transparent manner. Thus, we have established interaction channels for different audiences. Through these channels, it is possible to identify and establish means of managing the impacts of our operations, such as increased traffic, impact on fishing activities and involuntary displacement. Conflicts related to unethical behavior by employees, contractors and suppliers were also identified. Other impact management processes include stakeholder engagement, based on social listening and meetings with community leaders, communities and public authorities, in addition to evaluation and monitoring of contractors.

To meet the demands of these stakeholders, Samarco has implemented channels operated by third parties, which guarantee confidentiality and anonymity. In addition, external mechanisms are used, such as audits and investigations of demands. During the year, 4,654 complaints

were received, of which 4,582 were addressed and resolved with retraction.

Regarding the issue of discrimination, nine cases were recorded. For those confirmed, corrective measures were adopted, including awareness training, feedback, warnings and, when applicable, dismissal for cause.

The company implements action plans to promote diversity and develop an inclusive culture, regularly monitoring the results through internal management processes. All cases were addressed and resolved in accordance with organizational guidelines.

The effectiveness of these mechanisms is monitored through contact with communities, and feedback is provided through channels such as the website, social media, emails, newsletters, meetings and events.

We recognize the importance of grievance mechanisms to ensure that concerns, complaints and reports related to human rights and

socio-environmental impacts are addressed in a transparent, accessible and effective manner. To this end, the company has improved its channels based on international best practices, including the UN Guiding Principles on Business and Human Rights (GOPs), and the OECD Guidelines on Responsible Business Conduct.

Among the advances implemented, the following stand out: the restructuring of the Relationship Center and the Ethics Channel, consolidating these tools as distinct and complementary channels; the continuous monitoring of effectiveness indicators; and training and qualification for internal teams responsible for handling and handling complaints. These measures seek to strengthen the trust of stakeholders and ensure fair remediation of adverse impacts.



Active listening is one of the main ways to integrate people, companies and communities into our business

Dialog channels

Relationship Center

Strategic communication channel with suppliers and local communities. It acts as a point of contact to receive manifestations, which may be complaints, requests, reports or compliments. In 2024, the center was reformulated, with improved processes and definition of a new service flow. Improvements include: review of the topics and subtopics of the complaints, updating of the "Contact Us" page and reformulation of the FAQ and the URA (Audible Response Unit),

which now directs calls according to the topic to the areas responsible for resolving each demand. The Center registered 291 complaints in the Audire system. The complaints were forwarded to the parties in charge, with 269 resolved (92.44%) and 22 still under discussion. There was an increase in complaints compared to 2023, when 131 complaints were registered.

 relacionamento@samarco.com

 **0800 033 8485**

24/7 service
(English and Portuguese)

Ethics Channel

a tool of Samarco's Compliance Program, receives reports from internal and external audiences on matters related to the Code of Conduct and the Company's policies, such as discrimination, harassment, conflicts of interest, fraud and corruption. Reports are received with the support of a specialized and independent company to ensure confidentiality and impartiality in the handling of information. In addition, Samarco does not allow retaliation of any kind against reporters. The channel has a website with detailed information on how to make a report,

investigation flow, types of reports, frequently asked questions, etc. In 2024, according to the Climate Survey, more than 90% of respondents said they trusted the Ethics Channel. As a way of valuing transparency, Samarco publishes an annual report of the Ethics Channel, with information about the Compliance Program, its governance, guidelines and data on the reports received and investigated, which can be accessed through the website: <https://www.samarco.com/canal-de-etica/>

 canaldeetica@samarco.com

 www.canalconfidencial.com.br/samarco

 **0800 377 8002**

24-hour,
7-days a week service.

Samarco also has other relationship channels available to different audiences: such as Suppliers (**Contact Us**), Emergency Channel (0800 0300 030), Samarco Connection (seven WhatsApp channels with communities), Samarco Aberta Program (program of visits to our units).

Risk Management

Our risk management is structured in an integrated and strategic manner, connecting operational, environmental and social risks with our sustainability goals. In 2024, the Company strengthened its methodologies and expanded its risk portfolio, consisting of 74 corporate risks and 46 critical risks with potential environmental and human impact.

We adopted the three-line model proposed by the Institute of Internal Auditors, ensuring transversality in risk management and process safety. Areas such as Occupational Safety, Environment, Legal, Sustainability, Geotechnics, Communication and Compliance are directly involved, with monitoring by senior leadership, advised by the Risk, Audit and Compliance Committee.

We continuously improve processes to identify, analyze and manage risks in several areas, including: Corporate Risks, Environmental Risks, Safety Risks, Protection of Workers and Communities, and Remediation Risks. Our Corporate Risk Manual, updated in 2024, and the Corporate Risk and Crisis Management Policy, revised and approved by the Board of Directors in 2024, are documents used as references for monitoring and monitoring actions and risk exposures.

In 2024, Samarco evolved in the connection between the risk portfolio and the sustainability strategy, ensuring that risks are analyzed in line with ESG objectives and indicators. This process identified gaps and allowed the inclusion of new risks and critical controls to strengthen governance. We began managing the risks of the remediation, previously conducted by the Renova Foundation (in liquidation). This new approach includes risks associated with compensation, resettlement, and socioeconomic and socioenvironmental impacts of the remediation.



Samarco employee
- Filtration, Germano
Complex (MG)



Third Pellet Plant - Ubu
Complex, Anchieta (ES)

Another development of the year was the adoption of the Process Safety discipline. The reference point is a manual launched by Ibram, in partnership with companies in the sector, with the guidelines for developing this discipline in the mining sector, for the management of catastrophic risks, with material scenarios in the environmental and people spheres. The 46 catastrophic scenarios from the Mine (MG) to the Port (ES) were recorded and the controls and actions to mitigate them are being monitored.

We have established a strict program of audits and internal controls, aligned with global standards. We have adhered to TSM Brazil, carrying out a diagnosis of protocols and obtaining a minimum grade of B (adequate policies and practices, but still with room for improvement), three protocols achieving grade A (compliance with all best practices

recommended by the protocol), including Crisis Management. In 2025, we will implement 55 strategic actions for the purpose of raising all assessments to level A. In addition, adherence to GISTM was consolidated and maintained at 100%, using the SOGI tool, which centralizes monitoring of compliance with global and regulatory standards. Samarco also recognizes the social license to operate as a strategic risk, being reassessed in the context of the resumption of operations. PMISE assesses community perceptions and socioeconomic indicators, anticipating risks and identifying opportunities for ongoing dialogue with society (read more in [Social Engagement](#)).

In 2024, risk management training was held, with over 500 participants.

about climate-related risk and opportunity management in [Climate and Atmospheric Management](#).

+ 500
participation in risk
management training
during the year

Crisis Management

We have a Crisis Management Process structured in five phases: prevention, preparation, response, recovery and sustainment, with specific roles, responsibilities and tools to deal with critical events. The Crisis Matrix defines the magnitude of events and facilitates decision-making. This process was audited by an independent company in 2024 based on the TSM Crisis Management and Communication Planning Protocol, achieving 100% compliance with the established guidelines.

Samarco has Business Continuity Plans (BCP) implemented for several areas and critical processes. These plans were developed by the respective business areas and provide detailed guidance on how to respond to disruptions and ensure rapid recovery and restoration of product and service delivery. Each plan was designed to meet the specificities of the area/process, ensuring that, even in the face of unexpected events, the continuity of operations is effectively maintained.

With a view to further improving business continuity management for 2025, Samarco aims at integrating business continuity processes into the organization's Crisis, Risk and Insurance Management System.



Germano Complex, Mariana e Ouro Preto (MG)

Financial Performance



Financial Performance

GRI 201-1

Our performance in 2024 reflected the consolidation of operational performance, driven by efficiency initiatives and discipline in cost management. The pellet cost (C1) ended the year at USD 51.16/t, 11.7% below budget, as a result of actions implemented to control and reduce costs.

Despite price volatility in the global market, Samarco maintained disciplined capital management, ensuring financial indicators that demonstrate its ability to generate sustainable value. CAPEX totaled USD 311 million, reflecting Samarco’s commitment to operational efficiency and sustainable growth. Investments (CAPEX) totaled USD 311 million, reinforcing the commitment to operational efficiency and sustainable growth.

The net result showed a loss of USD 2.572 billion, impacted mainly by the effect of the payment obligation related to the Renegotiation Agreement, signed in 2024, the present value of which was calculated at USD 9.3 billion.

Since the approval of the PRJ, in 2023, the Company has fully complied with its obligations, reestablishing financial balance. Payment of the debt to bondholders is scheduled for 2031, while shareholders will begin to receive payments from 2036, with the possibility of advance payment, depending on cash generation.

In 2024, we exceeded projections in operating cash generation and in the execution of strategic projects, demonstrating the solidity of our recovery plan.

Pellets - Ubu Complex (ES)



Learn more [in the Management Report \(RAD\)](#)

Indicator notebook

On the following pages, you will find a compilation of indicators reported by Samarco, covering aspects of its strategy, management and associated with its material topics.



Samarco Aberta, visita-
tion program welcomes
employees' families at the
Germano Complex (MG)

Our people

Employees per type of employment agreement and gender ^{1, 2, 3} GRI 2-7, SASB EM-MM-000.B

Type of agreement	2022			2023			2024		
	Men	Women	Subtotal	Men	Women	Subtotal	Men	Women	Subtotal
Permanente e jornada integral	1,289	256	1,545	1,370	360	1,730	1,738	538	2,276
Total	1,289	256	1,545	1,370	360	1,730	1,738	538	2,276

1 Samarco has only employees with full-time contracts for an indefinite period, and its main activities are carried out by its own employees.

2 The data reported was extracted from the SAP system database (ZHR076) and Business Intelligence (BI), using a direct counting methodology to count the total number of employees. This includes all registered employees, both full-time and part-time, with data being consolidated at the end of the reporting period. The report excludes apprentices and interns when calculating headcount.

3 No significant fluctuations in the number of employees were reported during the reporting period.

Employees per type of employment contract and region ^{1, 2, 3}
GRI 2-7, SASB EM-MM-000.B

	2022	2023	2024
Anchieta (ES)	506	544	724
Mariana (MG)	888	962	1,283
Belo Horizonte (MG)	151	178	222
Matipó (MG)	-	46	47
Total	1,545	1,730	2,276

1 Samarco has employees only in the Southeast region.

2Samarco has only employees with full-time contracts for an indefinite period, and its main activities are carried out by its own employees. **GRI 2-4**

Workers who are not employees ^{1, 2, 3, 4}
GRI 2-8, SASB EM-MM-000.B

	2022	2023	2024
Apprentices	17	59	55
Trainees	53	112	128
Outsourced workers	-	-	13,319
Total	70	171	13,502

1 The data reported was extracted from the SAP system database (ZHR076) and Business Intelligence (BI).

2 No significant fluctuations in the number of workers were reported during the reporting period.

3 The ratio of employees to employees is 85.41%.

4 The 2023 total has been corrected. **GRI 2-4**

Individuals within governance bodies, per gender (%) GRI 405-1

	2023	2024
Men	75.00%	85.71%
Women	25.00%	14.29%
Total	100.00%	100.00%

Employees, per job category and gender (%) GRI 405-1

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Board	0.20%	0.10%	0.30%	0.18%	0.04%	0.22%	0.22%	0.09%	0.31%
Management	2.60%	0.50%	3.10%	2.24%	0.40%	2.65%	2.20%	0.53%	2.72%
Head/coordination	2.30%	0.40%	2.70%	1.70%	0.40%	2.11%	1.93%	0.62%	2.55%
Technical/Supervision	4.00%	0.10%	4.20%	2.47%	0.40%	2.87%	3.03%	0.92%	3.95%
Administrative	17.50%	12.30%	29.80%	36.59%	9.96%	46.55%	15.07%	10.85%	25.92%
Operational	57.40%	2.50%	59.90%	40.67%	4.93%	45.61%	53.91%	10.63%	64.54%
Total	84.10%	15.90%	100.00%	79.19%	20.81%	100.00%	76.36%	23.64%	100.00%

Employees, per job category and age group (%) GRI 405-1

	2022			2023			2024		
	Below 30 years	Between 30 and 50 years	Above 50 years	Below 30 years	Between 30 and 50 years	Above 50 years	Below 30 years	Between 30 and 50 years	Above 50 years
Executive Board	0%	0.10%	0.20%	0%	0.06%	0.23%	0%	0.09%	0.22%
Management	0%	2.20%	0.90%	0%	2.14%	1.27%	0%	1.71%	1.01%
Head/coordination	0%	2.00%	0.70%	0%	2.37%	0.35%	0%	2.33%	0.22%
Technical/Supervision	0%	3.40%	0.70%	0.23%	2.72%	0.75%	0.44%	3.03%	0.48%
Administrative	1.20%	23.90%	4.70%	2.49%	22.43%	6.18%	2.15%	19.24%	4.53%
Operational	2.30%	50.20%	7.50%	4.62%	45.90%	8.27%	8.39%	49.03%	7.12%
Total	3.50%	81.80%	14.70%	7.34%	75.61%	17.05%	10.98%	75.44%	13.58%

Employees from underrepresented groups, per employee category (%) GRI 405-1

	2022			2023			2024		
	Black and dark-skinned	LGBT+	PCDs	Black and dark-skinned	LGBT+	PCDs	Black and dark-skinned	LGBT+	PCDs
Board	0.00%	N/A	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%
Management	0.50%	N/A	0.00%	20.34%	1,69%	0.00%	0.62%	0.04%	0.00%
Head/coordination	0.50%	N/A	0.00%	29.79%	2,13%	0.00%	0.75%	0.13%	0.00%
Technical/Supervision	2.00%	N/A	0.00%	53.12%	0.00%	0.00%	1.98%	0.04%	0.04%
Administrative	9.10%	N/A	2.80%	40.33%	3.90%	7.62%	10.41%	0.88%	2.42%
Operational	31.90%	N/A	2.40%	66.27%	1.08%	4.23%	44.77%	0.66%	3.34%
Total	44.00%	N/A	5.20%	54.97%	1.97%	4.86%	58.57%	1,76%	5.80%

Employees hired, per age group GRI 401-1

Faixa etária	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Below 30 years	21	0.27	74	0.58	142	56.8
Between 30 and 50 years	62	0.05	149	0.11	465	27.08
Above 50 years	5	0.02	13	0.04	17	5.5
Total	88	0.06	236	0.14	624	27.42

Employees hired, per gender GRI 401-1

	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Men	62	0.05	125	0.09	428	24.63
Women	26	0.1	111	0.31	196	36.43
Total	88	0.06	236	0.14	624	27.42

Employees hired, per region GRI 401-1

	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Anchieta (ES)	27	0.05	45	0.08	213	29.42
Mariana (MG)	45	0.05	158	0.16	369	28.76
Belo Horizonte (MG)	16	0.11	33	0.72	41	18.47
Matipó and region (MG)	-	-	-	-	1	2.13
Total	88	0.06	236	0.14	624	27.42

Employees who left the company, per age group
GRI 401-1

	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Below 30 years	8	0.1	1	0.79	5	2
Between 30 and 50 years	64	0.05	39	2.98	59	3.44
Above 50 years	8	0.04	10	3.39	13	4.21
Total	80	0.05	50	2.89	77	3.38

Employees who left the company, per gender GRI 401-1

	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Men	63	0.05	44	0.44	59	3.39
Women	17	0.07	6	0.06	18	3.35
Total	80	0.05	50	0.50	77	3.38

Employees who left the company, per region GRI 401-1

	2022		2023		2024	
	Nº	Rate	Nº	Rate	Nº	Rate
Anchieta (ES)	27	0.05	9.00	0.02	27	3.73
Mariana (MG)	42	0.05	31.00	0.03	38	2.96
Belo Horizonte (MG)	11	0.07	7.00	0.15	12	5.41
Matipó and region (MG)	-	-	-	-	0	0
Total	80	0.05	47.00	0.03	77	3.38

Workers hired from the local community at the mine site¹ 14.9.6 - Sector 14

	2022			2023			2024		
	Men	Women	Subtotal	Men	Women	Subtotal	Men	Women	Subtotal
Workers hired from local community	32.95%	11.36%	44.32%	35.32%	21.28%	56.60%	50.96%	20.19%	71.15%

¹ The reported data were extracted from the SAP system database (ZHR188).

Work accidents^{1, 2, 3, 4} GRI 403-9, SASB EM-MM-320a.1

	2022 ⁴	2023 ^{2,4}	2024
	Employees	Employees	Employees
Number of worked hours	16,820,714	17,226,713	20,583,250
Number of deaths resulting from work-related injuries	0	0	0
Rate of fatalities resulting from work-related injuries	0	0	0
Number of lost-time occupational injuries	0	2	3
Frequency rate of lost-time occupational injuries	0	0.12	0.15
Number of recordable occupational injuries	10	9	11
Frequency rate of recordable occupational injuries	0.59	0.52	0.53

¹ The value used for the calculation basis was 1,000,000.

² The company recorded occupational accidents, including falls, trauma injuries, burns, sprains, and cuts to upper limbs, all previously identified as dangers and risks. To prevent such incidents, a comprehensive hazard identification process was adopted, which includes task analysis, regulatory review, control development, training and awareness, and periodic reviews. Specifically, trauma injuries stood out as a cause of serious accidents, leading the company to implement mitigation measures, such as hazard elimination, equipment replacement, engineering and administrative controls, and the use of PPE.

³ All categories of workers are included in health and safety statistics, following MTE regulatory standards and risk analysis and management methodologies, with a collective commitment to safety.

⁴There was an error in the composition of the data reported in 2022 and 2023. In 2022, the figures considered only registered accidents. In 2023, the reported amount included, in addition to registered accidents, accidents with outpatient care, resulting in an inconsistency in the values. In light of the foregoing, the data was adjusted to ensure compliance with the correct methodology. GRI 2-4

Workers covered by the occupational health and safety management system ¹ GRI 403-8

Samarco has implemented an Occupational Health and Safety (OHS) management system pursuant to the Regulatory Standards of the Ministry of Labor, comprising all workers, including employees (permanent, temporary and part-time) and third parties. The system’s coverage applies to the Integrated Health and Safety Management Departments.

Data is compiled through inspections, assessments, accident and incident reports, occupational health data, and training, in addition to the use of tools such as Riskex, SAP, and Check List Fácil. Management also includes the use of software, forms, and mobile applications for continuous monitoring. The system is internally audited, ensuring full coverage for all workers.

¹The reported data considers only employees and third parties who access the industrial plants. While the Labor Relations (RT) team’s statement, when taken on the last day of the month, considers all active employees at that time, the Security team statement considers all active employees during the month, for the purpose of monitoring the HHT accident rate.

Social Engagement

Investments in infrastructure and support for services¹ GRI 203-1

Project	Nature of the Project	Amount Invested (BRL)	Duration (months)	Positive Impacts Caused or Expected	Project Phase
Antônio Pereira Gabion Project	Infrastructure services	18,000,000.00	12	Improvement of quality of life and local partnerships	In progress
Wastewater Treatment and Water Security in Camargos	Infrastructure services	1,300,000.00	12	Environmental preservation, improvement of quality of life and	In progress
Renovation of Mãe Bá sports court	Infrastructure services	544,600.00	12	Social development, promotion of education, improvement of quality of life and local partnerships	In progress
Renovation of the Crafts Room of the Mãe-Bá Community	Social and community spaces	500,000.00	12	Improvement of quality of life and local partnerships	In progress
Padre Ângelo Promocional Center – Antônio Pereira	Schools and institutions in education	350,000.00	12	Social development, promotion of education and local partnerships	In progress
Emergency Support for Rainfall – Ore Pipeline and Municipalities of ES (Donation of Items for the Homeless)	Other public services	299,955.00	3	Local partnerships	Completed
Adopt a Daycare Project – Mariana City Hall	Schools and educational institutions	200,000.00	12	Social development, promotion of education and local partnerships	In progress
Renovation of the Military Police Headquarters in Padre Fialho	Other public services	150,699.16	12	Improvement of quality and local partnerships	In progress
Sports activities in Mariana (Santa Rita Durão)	Social and community spaces	150,000.00	12	Social development and local partnerships	In progress
Equipment Purchase for Escola EMEIEF – Ubu	Schools and educational institutions	129,420.91	12	Social development, promotion of education and local partnerships	In progress

¹ The projects were predominantly financed by donations or in-kind investments.

Environment

Direct greenhouse gas emissions (t CO₂ equivalent)¹

GRI 305-1, SASB EM-MM-110a.1 and TCFD 4.b

	2022	2023	2024
Stationary Combustion	144,209.36	204,223.35	219,270.43
Industrial processes	470,668.19	489,227.62	469,192.09
Mobile combustion	43,522.82	37,064.87	41,072.97
Fugitive Emissions	1,917.68	562.19	2,345.05
Changes in the use of soil ³	13,848.84	16,622.62	259.66
Waste and effluent	1,116.47	196.61	317.78
Total gross CO₂ emissions	675,283.35	747,897.26	732,457.98

¹ The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Segue o GHG Protocol como ferramenta de cálculo e referências do IPCC.

² The base year considered for the reduction target is 2015, with a total of 2,299,525.98 tCO₂e in emissions. No changes were re-corded that would justify re-evaluating or recalculating the inventory for that year. However, as there has been variation in produc-tion over the years, Samarco chooses to monitor progress towards the target through emissions intensity.

³ In 2022 and 2023, emissions associated with changes in the use of soil were higher due to the removal of vegetation needed to carry out Moment 2 works at the Germano unit. This activity resulted in a higher volume of emissions in these periods compared to 2024.

Biogenic CO₂ emissions (t CO₂ equivalent)^{1, 2} GRI 305-1

	2022	2023	2024
	4.440,88	28.371,57	29,535.92

¹ The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Follows the GHG Protocol as a calculation toole referências do IPCC.

² An the last two years, Samarco had biogenic CO₂ removed in Scope 1. In 2023 the number was 1.390,19 tCO₂e, while in 2024 it was 131.431 tCO₂e.

Other greenhouse gas emissions (t CO₂ equivalent) ^{1,2,3} GRI 305-3 e TCFD 4.b

	2022	2023 ²	2024
Upstream			
Goods and services purchased	96,073.62	150,652.38	155,546.44
Capital goods	0	0	16,022.23
Activities related to energy and fuels	16,145.53	74,221.41	71,897.49
Upstream transportation and distribution	15,597.07	10,260.99	1,936.34
Waste generated in operations	3,051.67	2,944.85	3,218.82
Business trips	226.71	389.06	1,184.39
Employee transportation	7,465.89	4,426.9	4,141.62
Downstream			
Downstream transportation and distribution	209,271.67	205,609.73	186,890.53
Other activities	2,539.48	2,647.51	2,516.63
Total	350,371.64	451,152.83	443,354.49

¹ The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Follows the GHG Protocol as a calculation tool.

² The base year considered for the reduction target is 2015, with a total of 32.703.607 tCO₂e. No changes were recorded that would justify re-evaluating or recalculating the inventory for that year. However, as there has been variation in production over the years, Samarco chooses to monitor progress towards the target through emissions intensity.

³ Samarco calculates its emissions up to the customer's port, in this context the categories "processing of products sold"; "use of products sold" and "treatment of products sold at the end of their useful life" are not accounted for. This concept is based on the fact that the company's products are used in many types of products and, as such, current accounting would generate a high possibility of double counting. Samarco has been working with its clients to improve the information and, thus, improve the way of counting. The categories Leased Assets (upstream); franchises; and investments were assessed as irrelevant and not considered.

Biogenic CO₂ emissions (t CO₂ equivalent)¹ GRI 305-3

2022	2023	2024
16,557.13	15,791.10	26,471.78

¹ The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Segue o GHG Protocol como ferramenta de calculo e referencias do IPCC.

Intensity of greenhouse gas emissions (Scope 1) ^{1, 2, 3} GRI 305-4

	2022	2023	2024
Total GHG emissions - Scope 1 (tCO ₂ equivalent)	675,283.35	747,897.29	732,457.98
Intensity of greenhouse gas emissions (kgCO ₂ e/t product)	80.38	81.10	75.2

Intensity of greenhouse gas emissions (Scope 3) ^{1, 2, 3, 4} GRI 305-4

	2022	2023	2024
Total GHG emissions - Scope 3 (tCO ₂ equivalent)	350,371,64	451,152.83	443,354.49
Intensity of greenhouse gas emissions (kgCO ₂ e/t product)	41.70	48.92	45.5

¹ Intensity calculated considering production of 9,742,851t.

² The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Follows the GHG Protocol as a calculation tool and IPCC references.

³ The intensity of Scope 2 greenhouse gas emissions is zero, because in 2022, 2023 and 2024, consolidation was carried out using the "purchase choice" approach. During this period, 100% of the electricity consumed by the organization came from renewable and duly tracked sources, which resulted in zero emissions for this scope.

⁴ Regarding Scope 3, Samarco calculates its greenhouse gas emissions up to the point of delivery to the customer. For this reason, the categories "processing of products sold", "use of products sold" and "treatment of products sold at the end of their useful life" are not accounted for. This approach is based on the fact that the company's products are used in various production chains, which could lead to duplication in the accounting of emissions. In addition, the categories "leased assets (upstream)", 'franchises' and "investments" were assessed as non-material and therefore not considered in the inventory.

GHG emission reductions (t CO₂ equivalent)^{1, 2, 3} GRI 305-5

	2023	2024
Reductions from direct emissions (Scope 1)	1,551,628.71	1,567,068.02
Reductions from indirect emissions from energy acquisition (Scope 2)	287,037.40	287,037.40
Reductions from other indirect emissions (Scope 3)	32,252,454.13	4,572,794.97

¹ The consolidation approach used to calculate emissions is operational control. The gases included in the calculation are: CO₂ - carbon dioxide; CH₄ - methane; N₂O - nitrous oxide; HFCs - Hydrofluorocarbons. Follows the GHG Protocol as a calculation tool.

² The base year used was 2015, as it was the most recent year of production at maximum capacity without any action aimed at reducing GHG emissions.

³ The reduction in absolute emissions is related to changes in production volume, greater process efficiency and the use of renewable sources in Scope 2 and part of Scope 3. Considering these variations, it was decided to present the data in terms of emissions intensity, allowing for a more representative comparison over time. Thus, the emissions intensities for the base year (2015) were: Scope 1: 90.6 kg CO₂e per ton produced, Scope 2: 11.3 kg CO₂e per ton produced, and Scope 3: 1,645.43 kg CO₂e per ton produced (including the processing of the product sold).

Significant air emissions (tons)^{1, 2, 3} GRI 305-7

	2022	2023	2024
NOx	5,199.79	5,791.44	3,400.81
SOx	3,106.72	7,067.83	6,850.97
Volatile Organic Compounds (VOC)	50.7	78.87	117.45
Particulate matter (PM)	4,527.18	12,809.49	11,782.28
Other categories	-	1.68	1,345.41

¹ Emissions calculated according to European Environmental Agency emission factors, specifically for the storage, handling and transportation of mineral products, comprising in the 2016 Emep/EEA guide. Calculation methods are based on the Mid-west Research Institute (MRI) document, “Particulate Emission Measurements from Controlled Construction Activities”, EP-A/600/R-01/031, 2001.

² “Other Categories” refers to carbon monoxide.

³ There were no emissions of persistent organic pollutants or hazardous air pollutants (HAP).

Total energy consumption within the organization, percentage of grid electricity and percentage of renewable energy ^{1, 2, 3, 4, 5} (GJ) GRI 302-1, SASB EM-MM-130a.1

Fuels from non-renewable sources	2022	2023	2024
Anthracite Coal	336,634.49	581,092.14	44,089.40
Green Petroleum Coke	3,840,296.03	3,714,055.39	4,217,786.62
Natural Gas	2,724,681.37	3,563,255.67	3,844,381.70
Diesel	829,934.67	811,257.54	812,415.85
Subtotal	7,731,546.56	8,669,660.74	8,918,673.57
Fuels from renewable sources			
Renewable sources	2,818,434.96	18,486.57	136,369.18
Subtotal	2,818,434.96	18,486.57	136,369.18
Electricity consumed			
Electricity	2,821,125.00	3,103,810.70	3,227,983.85
Subtotal	2,821,125.00	3,103,810.70	3,227,983.85
Total energy consumption	13,371,106.52	11,791,958.01	12,283,026.60

¹ Samarco’s total electricity consumption is certified and comes exclusively from clean sources. The data relating to the Company’s consumption was extracted from the SAP system.

² The calculation method used was the volume consumed x the calorific value of each item.

³ The consumption of Green Petroleum Coke (types BTE and MTE) and Diesel (types S10 and S500) was reviewed, including use in drilling rigs and mine infrastructure. Assumptions include specific PCIs for natural gas (8,650 kcal/m³), petroleum coke (8,500 kcal/m³), coal (6,600 kcal/kg), mine diesel (43,000 KJ/kg), charcoal (6,500 kcal/m³) and biomass (5,500 kcal/m³), with a mine diesel density of 0.85 kg/L. Data based on MES.

⁴ There is no consumption of energy from other sources (heating, cooling and steam), nor was there any sale of any type of energy (electricity, heating, cooling and steam).

⁵ Of the total energy consumed, 26.28% was supplied by grid electricity, while 27.39% came from renewable energy sources.

Energy intensity GJ/tms^{1, 2, 3} GRI 302-3

	2022	2023	2024
Germano	0.25	0.15	0.18
UBU	1.00	1.14	1.08
Matipó wastewater	-	0.02	0.02
Total	1.25	1.31	1.28

¹ dmt (Dry metric ton - Finished Product)

² Energy intensity is calculated by total energy consumption (fuel/electric) / total volume of finished product.

³ From 2024 onwards, the scope of the indicator was expanded to include data from the Matipó operation, with the recovery of information from 2023. There was no data available for this operation in 2022. **GRI 2-4**

Total volume of water collected in all areas and areas with water stress, per source (ML)^{1, 2, 3}
GRI 303-3

	2022	2023	2024
Source	All areas	All areas	All areas
Surface water	4,710.58	6,127.77	6,439.01
Groundwater	6,184.04	6,052.15	6,334.94
Total	10,894.62	12,179.92	12,773.95

¹ Items related to areas with water stress, sea waters and produced waters do not apply to Samarco units, as we are not in water stress areas (DACs) nor are these waters collected.

² Data considers the Ubu and Germano units.

³ The methodology used to report the volumes of surface and groundwater collected is based on online monitoring carried out in all wells in Alegria Sul and Norte, as well as in the collections of the Piracicaba River and Santarém Stream (New Santarém Dam), in Germano, and the North Dam, in Ubu. This data is continuously monitored by the Process and Environmental Engineering teams, ensuring the appropriate verification and calibration of all measuring instruments.

Total waste generated, by category and operational unit^{1, 2} (t)
GRI 306-3, SASB EM-MM-150a.4, EM-MM-150a.7

	2022	2023	2024
Class I waste - (Hazardous) - Ubu	204.75	206.46	196.04
Class II waste (Non-hazardous) - Ubu	3,515.33	4,562.94	4,415.08
Class I waste - (Hazardous) - Germano	645.55	582.89	756.67
Class II waste (Non-hazardous) - Germano	8,757.62	8,036.91	10,712.97
Total	13,123.25	13,389.20	16,080.76

¹ The data was extracted from the Âmbion software, which records Samarco's waste to form the annual Solid Waste Inventories. The management of this data and temporary storage are carried out by the Discarded Material Center (CMD), which is in charge of waste logistics.

² In 2024, waste generation increased compared to 2023, reflecting the works to restart the 2nd Concentrator in Germano and the third Pelletizing Plant in Ubu.

Total waste NOT allocated for final disposal, per composition and operational unit¹ (t) GRI 306-4

	2022	2023	2024
Class I waste - (Hazardous) - Ubu	138.83	170.02	156.59
Class II waste (Non-hazardous) - Ubu	2,793.37	4,239.77	3,419.54
Class I waste - (Hazardous) - Germano	631.01	571.21	737.64
Class II waste (Non-hazardous) - Germano	3,996.36	5,355.25	8,000.12
Total	7,559.57	10,336.26	12,313.89

¹ The data was extracted from the Âmbion software, which records Samarco's waste to form the annual Solid Waste Inventories. The management of this data and temporary storage are carried out by the Discarded Material Center (CMD), which is in charge of waste logistics.

Total waste NOT INTENDED for final disposal, per recovery operation^{1, 2} (t) GRI 306-4, SASB EM-MM-150a.7, EM-MM-150a.8

Non-hazardous waste	2022			2023			2024		
	Within the organization/ Onsite	Outside the organization/ Offsite	Total	Within the organization/ Onsite	Outside the organization/ Offsite	Total	Within the organization/ Onsite	Outside the organization/ Offsite	Total
Recycling	0	6,070.41	6,070.41	0	8,701.50	8,701.50	0	9,805.50	9,805.50
Internally reused	15.92	0	15.92	9.94	0	9.94	720.38	0	720.38
Coprocessing	0	246.45	246.45	0	683.80	683.80	0	658.01	658.01
Composting	0	141.22	141.22	0	164.53	164.53	0	235.77	235.77
Biological Treatment	0	315.73	315.73	0	0	0	0	0	0
Total	15.92	6,773.81	6,789.73	9.94	9,549.83	9,549.83	720.38	10,699.28	11,419.66
Hazardous waste	Within the organization/ Onsite	Outside the organization/ Offsite	Total	Within the organization/ Onsite	Outside the organization/ Offsite	Total	Within the organization/ Onsite	Outside the organization/ Offsite	Total
Recycling	0	670.25	670.25	0	470.18	470.18	0	487.67	487.67
Coprocessing	0	99.55	99.55	0	263.82	263.82	0	405.86	405.86
Reuse ²	0	0	0	0	0	0	0.70	0	0.70
Total	0	769.80	769.80	0	734.01	734.01	0.70	893.53	894.23

¹ The data was extracted from the Åmbion software, which records Samarco’s waste to form the annual Solid Waste Inventories. This data is managed and temporarily stored by the Discarded Material Center (DMC), responsible for waste logistics.

² In previous years, there was no reuse of hazardous waste. The data for the period refers to the reuse of electrical and electronic waste, such as small parts, reactors and circuit breakers, which are recovered at DMC for reuse.

Total waste ALLOCATED for final disposal, per composition and operational unit¹ (t) GRI 306-5

	2022	2023	2024
Class I waste - (Hazardous) - Ubu	45.25	34.58	27.52
Class II waste (Non-hazardous) - Ubu	725.35	649.59	404.82
Class I waste - (Hazardous) - Germano	3.78	2.86	0.11
Class II waste (Non-hazardous) - Germano	4,463.72	2,066.67	2,687.37
Total	5,238.10	2,748.70	3,119.82

¹ The data was extracted from the Åmbion software, which records Samarco’s waste to form the annual Solid Waste Inventories. The management of this data and temporary storage are carried out by the Discarded Material Center (CMD), which is in charge of waste logistics.

Total waste ALLOCATED for final disposal, by operation^{1, 2} (t) GRI 306-5

	2022	2023	2024
Non-hazardous waste			
Landfill	5,189.07	2,678.18	3,092.19
Other disposal operations	0	33,08	0
Total	5,189.07	2,711.26	3,092.19
Hazardous waste			
Incineration without energy recovery	0.97	2.86	0.11
Landfill	46.68	34.58	26.73
Autoclave	0.15	0.09	0.13
Decontamination	1.23	0.11	0.66
Total	49.03	37.64	27.63
Total waste allocated to final disposal	5,238.10	2,748.90	3,119.82

¹ All final provisions are outside the organization.

² For non-hazardous waste there is no incineration with or without energy recovery, whereas for hazardous waste there is incineration only without energy recovery.

Total quantities of Samarco ore (t) SASB EM-MM-150a.5 and EM-MM-150a.6

	2022	2023	2024
Overburden	6,399,566	11,958,752	11,420,386
Tailings	6,219,816	6,365,775	8,165,704
Slimes	1,499,437	1,641,329	1,530,831



Impacts on biodiversity GRI 101-5, 101-7, 101-8

The Germano Mine, located in Mariana and Ouro Preto, in Minas Gerais, is mainly engaged in the extraction of iron ore. With an area of 490.8059 hectares and located 116 meters from an ecologically sensitive area, considered important for biodiversity and with high ecosystem integrity, the operational unit generates impacts on this biological wealth. The predominant ecosystem in the area, both in 1973 (the year Samarco Mineração S.A. was created) and in the current period, is formed by the Atlantic Forest and Rocky Fields, with a registered area of 2,635.51 hectares. The state of biodiversity is regularly monitored through geographic information systems (GIS), which compare images over time to ensure continuous monitoring.

Since 1973, 1,833.16 hectares of native vegetation have been converted for infrastructure and improvements related to mining. During the reporting period, the conversion included 0.22 hectares in Alegria Norte/Sul and 46.17 hectares in PDER Eixo 1.

The ecosystem services most impacted by operations include water flow regulation, freshwater provision, and soil and sediment retention. Despite the high water-related risk, there is no record of rapid deterioration of ecosystem integrity. Moreover, the area plays an important role in providing ecosystem services, such as clean water and food to various stakeholders.

The high water consumption in activities such as extraction, beneficiation, and pipeline transportation is one of the main impact factors. Activities such as iron ore preparation and pelletizing also require a significant volume of water for cooling and cleaning. Despite the high rates of water reuse in the Germano (100%) and Ubu (87%) complexes, the initial catchment required still represents a significant volume for local ecosystems.

Emissions of pollutants into water and soil during the extraction, preparation and pelletizing stages contribute to the eutrophication of aquatic environments, water acidification and contamination by trace metals. Furthermore,

changes in land use with the suppression of native vegetation negatively impact the retention of soil and sediments, causing erosion processes and soil compaction, which compromises soil stability and cohesion. These factors are aggravated by activities such as the installation of pits, dams and pipelines, which, due to the characteristics of the geographic region, favor the occurrence of erosion processes.

These impacts directly affect local communities and users of new raw water, affecting both the quantity and quality of available water and reducing the natural regeneration capacity of ecosystems.

Mãe-Bá Lagoon,
Anchieta (ES)

Financial performance

Direct economic value generated (USD)^{1, 2, 3} GRI 201-1

	2022	2023	2024
Revenue	1,609,786.81	1,543,575.52	1,475,795.01

Distributed economic value (USD) ^{1, 2, 3, 4, 5} GRI 201-1

Distributed	2022	2023	2024
Operating costs	569,465.90	587,132.00	566,261.70
Employee salaries and benefits	57,982.00	68,496.00	79,453.00
Payments to capital providers	320.00	308.00	154.00
Payments to the government	73,173.00	100,777.00	153,077.00
Community investments	10,400.46	20,908.21	10,317.71
Total	711,341.37	777,621.21	809,263.41

Retained economic value (USD)^{1,2,3,4,5} GRI 201-1

	2022	2023	2024
"Direct economic value generated" minus "Economic value distributed"	898,445.44	765,954.31	666,531.60

¹In previous years, the amounts were reported in reais, but since 2023, the methodology has changed and the data has been converted to dollars to allow for comparability. **GRI 2-4**

² The amounts presented are on an accrual basis and correspond to the consolidated amount, covering Samarco and its subsidiaries.

³ Composition: Gross sales revenue + Operating revenue.

⁴ Composition: Cost of products sold (-) Personnel expenses (-) Financial compensation for mineral exploration (CFEM) (-) Fee for control, monitoring and inspection of research, mining, exploration and exploitation of mineral resources (TFRM) (-) Workforce - idle capacity.

⁵ Composition: Payment of loans and charges on financing.

GRI Content Summary

Usage Statement	Samarco reported the information cited in this GRI content summary for the period January 1st, 2024 to December 31st, 2024 based on the GRI Standards.
GRI 1 used	GRI 1: Fundamentals 2021
GRI Industry Standard(s) applicable	GRI 14 Mining Industry 2024

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
General contents				
The company and its reporting practices				
GRI 2: General contents 2021	2-1 Organization Details	16	-	-
	2-2 Companies included in the organization's sustainability report	The entities Samarco Mineração S.A., Samarco Iron Ore Europe B.V. (Samarco Europe), Samarco Asia Ltd. (Samarco Asia) e Samarco Finance Ltd. (Samarco Finance) are included in the financial report but not in the sustainability report. Samarco Europe, with 100% direct interest and headquartered in the Netherlands, was established on October 13th, 2000, to manage marketing and sales operations for iron ore produced by Samarco, in addition to offering support to customers through technical seminars and market studies. Samarco Asia, acquired on July 10, 2001 by Samarco Europe and also with 100% indirect interest, operates in Hong Kong with a focus on marketing and sales services, acting as a commercial representative in the Asia-Pacific region. Samarco Finance, established in the Cayman Islands on February 21st, 2000, with 100% direct interest, aims at optimizing the Company's foreign trade operations, facilitating the export (resale) of iron ore to designated customers and raising financial resources in the international market for transfer to Samarco.	-	-
		The economic and social, environmental and governance (ESG) data cover the company's operating units: Germano Complex, in Mariana and Ouro Preto (MG); Ubu Complex, including the maritime terminal, in Anchieta (ES); administrative office in Belo Horizonte (MG); pipelines and Muniz Freire SPP (ES). The information has not been adjusted for minority interests, and there are no differentiated approaches to the treatment of material topics or chapters throughout the report. During 2024, there were no mergers, acquisitions or disposals of entities.		

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 2: General contents 2021	2-3 Reporting period, frequency and point of contact	4	-	-
	2-4 Information reformulations	Where applicable, the different approaches and reformulations of information are described and flagged in the footnotes of the indicators.	-	-
	2-5 External check	4, 123, 124	-	-
Activities and workers				
GRI 2: General contents 2021	2-6 Activities, value chain and other business relationships	16, 18	-	-
	2-7 Employees	94	-	8, 10
	2-8 Workers who are not employees	94	-	8
Governance				
GRI 2: General contents 2021	2-9 Governance structure and its composition	80	-	5, 16
	2-10 Appointment and selection to the highest governance body	80	-	5, 16
	2-11 Chairman of the main governance body	80	-	16
	2-12 Role played by the highest governance body in supervising impact management	22, 25, 80	-	16
	2-13 Delegation of responsibility for impact management	25, 80	-	-
	2-14 Role played by the highest governance body in sustainability reporting	4, 25	-	-
	2-15 Conflicts of interest	84	-	16
	2-16 Communication of Critical Concerns	80	-	-
	2-17 Collective knowledge of the highest governance body	80	-	-

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 2: General contents 2021	2-18 Assessing the performance of the highest governance body	Samarco assesses the performance of the Board of Directors with regard to the supervision of impacts on the economy, the environment and people through self-assessment by members and performance analysis during meetings. Currently, this assessment is not conducted independently. The process is carried out by corporate governance, with a focus on obtaining insights for continuous improvement and greater maturity of the current structure. The measures taken in response to the assessments include changes in organizational practices, such as adjustments to the agendas of the Board of Directors Forums and Advisory Committees. Furthermore, corporate governance uses an assessment form that allows descriptive information to be included on areas for improvement, monitoring the data collected on a monthly basis to direct actions to the areas in charge and implement adjustments under their responsibility. The form includes self-assessment criteria, such as the Board Member's prior preparation based on the material provided, the relevance of contributions to the topics discussed and the strategic focus of the action. At the end of the cycle, an annual assessment is carried out, focusing on the overall performance and systemic action of the Board over the period.	-	-
	2-19 Compensation policies	Fixed compensation at Samarco observes the provisions of the CLT (Consolidation of Labor Laws), which provides for the payment of 13.33 annual salaries, including vacations and the 13th salary, with full and invariable payment of all legal labor obligations.	-	-
	2-20 Process for determining compensation	39	-	-
	2-21 Proportion of total annual compensation	The information is confidential and; therefore, cannot be reported.	-	-
Strategy, policies and practice				
GRI 2: General contents 2021	2-22 Statement on sustainable development strategy	11	-	-
	2-23 Policy commitments	84	-	16
	2-24 Incorporation of policy commitments	25, 84	-	-
	2-25 Processes to remedy negative impacts	84, 86	-	-
	2-26 Mechanisms for counseling and raising concerns	84, 86	-	16

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 2: General contents 2021	2-27 Compliance with laws and regulations	The organization registered a total of two fines applied for non-compliance with laws and regulations, without the incidence of non-monetary sanctions. The total amount of fines applied was BRL 443,930,605.79, with no payment of fines in previous periods. Among the significant cases, a notice by the Brazilian Internal Revenue Service regarding IRRF on capitalized interest and adjustment for inflation of debentures issued, related to the 2020 fiscal year, stands out. The charge was challenged by the company on the grounds that there was no taxable event, only amount adjustments and payment extension. The second case involves a notice by the Municipality of Rio Doce regarding ISSQN for the period from November 2021 to April 2023, involving the Rio Doce Consortium as the main taxpayer and the company and Renova Foundation as responsible for withholding the tax. The charge was challenged on the grounds of lack of joint and several liability and compliance with legal requirements for deducting material. The definition of significant cases is based on the amount of the contingent impact and the risk of reputational or institutional impact for the Company and its shareholders.	-	-
	2-28 Participation in associations	16, 23, 84	-	-
Stakeholder engagement				
GRI 2: General contents 2021	2-29 Approach to stakeholder engagement	22	-	-
	2-30 Collective bargaining agreements	As in previous years, the percentage of employees covered is 100%.	-	8
Material topics				
GRI 3: Relevant Themes 2021	3-1 Process of defining relevant themes	6	-	-
	3-2 List of relevant themes	6, 7	-	-
Management of safe disposal facilities				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Management of safe disposal facilities and Emergency and crisis management	34	-	-
Relacionamento com comunidade e desenvolvimento local				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes	52	-	-

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 202: Market presence 2016	202-2 Proportion of board members hired from the local community	100% of the board members of the operational units were hired from the local community, specifically in the Operations Board (DO), which covers Mining, Pipeline and Beneficiation.	-	8
GRI 203: Indirect economic impacts 2016	203-1 Investments in infrastructure and service support	57	14.9.3	5, 9, 11
	203-2 Significant indirect economic impacts	52	14.9.4	1, 3, 8
GRI 14: 2024 Mining Industry	14.9.6 Report the percentage of workers hired from the local community at the mining unit level, broken down by gender, and the organization's definition of "local community" ¹ .	98	-	-
GRI 411: Rights of indigenous peoples 2016	411-1 Cases of violations of indigenous peoples' rights	There were no violations of the rights of indigenous peoples associated with the operation of Samarco or related communities.	14.11.2	2
GRI 14: 2024 Mining Industry	14.11.3 List the locations of proven operations and reserves where Indigenous Peoples are present and are or could be affected by the organization's activities	Samarco does not operate in the territories of indigenous peoples.	-	-
GRI 14: 2024 Mining Industry	14.11.4 Report whether the organization has engaged in a process of obtaining free, prior and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities	Samarco does not operate in the territories of indigenous peoples.	-	-
GRI 413: Communities local 2016	413-1 Operations with engagement, impact assessments, and local community oriented development programs	52	14.10.2	-
	413-2 Operations with significant adverse impacts – actual and potential – on local communities	52	14.10.3	1,2
GRI 14: 2024 Mining Industry	14.10.4 For each site, report the number and types of grievances from local communities during the reporting period	84	-	-

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
Biodiversity and ecosystems				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Biodiversity and ecosystems	72	-	-
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	72	14.4.2	6, 14, 15
	101-2 Managing impacts on biodiversity	72	14.4.3	6, 14, 15
	101-3 Access and fair and equitable benefit sharing	72	14.4.4	6, 14, 15
	101-4 Identifying impacts on biodiversity	72	14.4.5	6, 14, 15
	101-5 Locations with impacts on biodiversity	72, 107	14.4.6	6, 14, 15
GRI 101: Biodiversity 2024	101-6 Direct drivers of biodiversity loss	72	14.4.7	6, 14, 15
	101-7 Changes in biodiversity status	72, 107	14.4.7	6, 14, 15
	101-8 Ecosystem services	72, 107	14.4.8	6, 14, 15
Waste management and circularity				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Tailings management and circularity	76	14.4.1	-
GRI 306: Wastewater and Waste 2020	306-1 Waste generation and significant waste-related impacts	78	14.5.2	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	78	14.5.3	3, 6, 11, 12
	306-3 Waste generated	104	14.5.4	3, 6, 12, 15
	306-4 Waste not allocated to final disposal	104, 105	14.5.5	3, 11, 12
	306-5 Waste for final disposal	106	14.5.6	3, 6, 11, 12, 15

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
Climate Change				
GRI 3: Relevant Themes 2021	3-3 Managing relevant themes Climate change	63	14.1.1 14.2.1 14.3.1	-
GRI 201: 2016 Economic performance	201-2 Financial implications and other risks and opportunities arising from climate change	63	14.2.2	13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	103	14.1.2	7, 8, 12, 13
	302-3 Energy intensity	104	14.1.4	7, 8, 12, 13
	302-4 Reducing energy consumption	69	-	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	100	14.1.5	3, 12, 13, 14, 15
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	67	14.1.6	3, 12, 13, 14, 15
	305-3 Other indirect emissions (Scope 3) of greenhouse gases	101, 102	14.1.7	3, 12, 13, 14, 15
	305-4 Intensity of greenhouse gas (GHG) emissions	102	14.1.8	13, 14, 15
	305-5 Reduction of greenhouse gas (GHG) emissions	102	14.1.9	13, 14, 15
Air Quality Management				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Air Quality Management	67	14.1.1 14.2.1 14.3.1	-
GRI 305: Emissions 2016	305-6 Emissions of ozone depleting substances (ODS)	103	-	3, 12
	305-7 NOx, SOx and other significant air emissions	103	14.3.2	3, 12, 14, 15

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
Water and wastewater management				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Water and wastewater management	70	14.7.1	-
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	70	14.7.2	6, 12
	303-2 Management of impacts related to water disposal	70	14.7.3	6
	303-3 Water abstraction	70, 104	14.7.4	6
	303-4 Water Disposal	70	14.7.5	6
	303-5 Water consumption	70	14.7.6	6
Government relations and regulatory bodies				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Government relations and regulatory bodies	56	14.23.1	-
GRI 201: 2016 Economic performance	201-1 Direct economic value generated and distributed	92, 108	14.23.2	8, 9
GRI 14: 2024 Mining Industry	14.23.8 For minerals purchased from the State or from third parties designated by the State to sell on its behalf	There was no purchase of minerals from the State or from third parties designated by the State.		-
GRI 201: 2016 Economic performance	201-3 Obligation of the defined benefit plan and other retirement plans	The plan's liabilities are covered by a specific fund, which has assets of BRL 116,125,911.00. The calculation basis for this estimate was made on 31-Dec-2024. The contribution criteria vary according to the employees' wage. For those who receive less than the 10 Reference Units (URs) of the plan, the contribution is 1%. For those who receive above this limit, the contribution follows the structure of 1% on the first 10 URs, while the percentage on the amount that exceeds this value is chosen by the employee, being monitored by the company up to 9%. The benefits plan is in surplus, mainly due to the monitoring of the cost with the foundation in charge, which has guaranteed adequate financing.		-
	201-4 Financial support received from the government	Samarco does not receive financial support from the government.		-

GRI Standards	Content	Location	Ref. N° of Standard Sectorial of GRI	SDGs
GRI 207: Taxes 2019	207-1 Tax Approach	The tax strategy and governance are conducted by the Board of Directors. Regulatory compliance is addressed through the Code of Ethics and the Code of Conduct, ensuring alignment with applicable regulations. The tax approach is integrated with the business strategy and sustainable development, and is supported by the alignment of targets, assessment of opportunities and risks, transparent financial reporting and involvement of senior management. The company considers socioeconomic impacts in its fiscal strategy, especially impacts on the community.	14.23.4	1, 10, 17
GRI 207: Taxes 2019	207-2 Fiscal risk management, control and governance	x Fiscal governance is performed by the Board of Directors, which is responsible for ensuring compliance with the fiscal strategy, which involves integration into business processes, assessment of fiscal risks, fiscal transparency and the Fiscal Compliance Guide. Tax risks are identified by assessing the organizational structure, applicable legislation, internal and external audits, and through periodic monitoring by external advisors. The management and monitoring of these risks occur through compliance processes, monitoring systems, communication with tax authorities, professional consultancy, and assessment of tax strategies. The alignment between governance and tax control is ensured by assessing governance policies, tax control practices, internal audits and reviews, continuous monitoring, and monitoring of tax compliance with Municipalities, States, and the Federal Government. The Company has mechanisms in place to report concerns about business conduct and tax integrity, such as an ethics and compliance hotline, internal ombudsman, ethics and compliance committee, open communication channels, and training. Tax reports are verified through internal and external audits, regular reviews, document analysis, tax verification software, and comparison with tax regulations.	14.23.5	1, 10, 17
GRI 207: Taxes 2019	207-3 Stakeholder engagement and management of their concerns	Samarco maintains a relationship with tax authorities based on transparency. As an advocacy action on public policies related to taxes, it encourages dialogue with civil society. To assess stakeholders' concerns about tax issues, it uses specific communication channels. The feedback received influenced the tax strategy, resulting in adjustments to the tax approach.	14.23.6	1, 10, 17
GRI 415: Public policies 2016	415-1 Political Contributions	Samarco does not make contributions to political parties or candidate campaigns (donations, facilities for political events or workspace for campaigns, sponsorship of events, transportation, etc.), as established in the Code of Conduct.	14.24.2	16
Ethics, transparency and dialogue				
GRI 3: Themes Relevant 2021	3-3 Management of relevant themes	84	14.22.1	-

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 205: Fight against corruption 2016	205-1 Operations assessed for risks related to corruption	84	14.22.2	16
	205-2 Communication and training in anti-corruption policies and procedures	84	14.22.3	16
	205-3 Confirmed cases of corruption and actions taken	Samarco has not recorded any confirmed cases of corruption. The Ethics Channel received six reports classified as corruption, of which one was closed due to insufficient data, one as unfounded and four as inconclusive. There are no public lawsuits related to corruption against the company or its employees.	14.22.4	16
GRI 206: Unfair competition 2016	206-1 Lawsuits for unfair competition, antitrust and monopoly practices	There were no pending or completed lawsuits related to unfair competition, trust practices or monopoly.	-	16
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken	84	14.21.7	5, 8
Health, well-being and safety				
GRI 3: Relevant Themes 2021	3-3 Management of relevant themes Health, well-being and safety	43	14.16.1	-
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	43	14.16.2	8
	403-2 Hazard identification, risk assessment and incident investigation	43	14.16.3	8
	403-3 Occupational health services	43	14.16.4	8
	403-4 Worker participation, consultation and communication to workers regarding occupational health and safety	43	14.16.5	8, 16

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 403: Occupational health and safety 2018	403-5 Training of workers in occupational health and safety	43	14.16.6	8
	403-6 Promotion of worker's health	43	14.16.7	8
	403-7 Prevention and mitigation of impacts on occupational health and safety directly linked with business relationships	43	14.16.8	8
	403-8 Workers covered by an occupational health and safety management system	43, 98	14.16.9	8
	403-9 Work-related accidents	98	14.16.10	3, 8, 16
	403-10 Occupational diseases	There were no records of occupational diseases among employees or third-party workers, demonstrating the effectiveness of the processes and controls adopted. The main mapped hazards include chemical, biological, physical, ergonomic, psychosocial agents, vibration and biomechanical risks, identified through the assessment of tasks and processes, monitoring of exposure and continuous review. Samarco follows the Regulatory Standards (NRs) of the MTE and uses methodologies such as risk mapping and control, education and awareness of workers and epidemiological surveillance, reinforcing the commitment to prevention and occupational health.	14.16.11	3, 8, 16
GRI 403: Occupational health and safety 2018	410-1 Security personnel trained in human rights policies or procedures	In 2024, Samarco had a total of 301 security guards, including its own employees and those of contracted companies. Of these, 221 received training in human rights policies or procedures, reaching a training percentage of 73.42%.	14.14.2	16
Supply chain management				
GRI 3: Themes Relevant 2021	3-3 Management of relevant themes	58	-	-
GRI 204: Procurement Practices (201)	204-1 Proportion of disbursements with local suppliers	58	14.9.5	-
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers selected based on environmental criteria	58	-	-
	308-2 Negative environmental impacts on the supply chain and measures taken	58	-	-

GRI Standards	Content	Location	Ref. N°. of Standard Sectorial of GRI	SDGs
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	At Samarco, there are no operations at risk of violating workers' right to freedom of association.	14.20.2	-
GRI 408: Child labor 2016 labor 2018	408-1 Operations and suppliers with significant risk of cases of child labor	58	14.18.2	5, 8, 16
GRI 409: Forced or slave-like labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or slave-like labor	58	14.19.2	5, 8
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers selected based on social criteria	58	14.17.9	5, 8, 16
	414-2 Adverse social impacts on the supply chain and actions taken	58	14.17.10	5, 8, 16
GRI 401: Employment 2016	401-1 New hires and employee turnover	39, 96, 97	-	5, 8, 10
Diversity, Equity And Inclusion				
GRI 3: Themes Relevant 2021	3-3 Management of relevant themes	48	-	-
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	48, 95, 96	-	5, 8

SASB Content Summary

SASB Topic	Code	Reporting Metric	Page and/or Content
Metals & Mining			
Activity	EM-MM-000.B	Total number of employees, percentage of contractors	94
	EM-MM-110a.1	Global Scope 1 emissions, percentage covered by limiting regulations	100
Greenhouse gas emissions	EM-MM-110a.2	Discussion of long- and short-term strategy or plan for managing Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	67
	EM-MM-130a.1	Total energy consumption, percentage of grid electricity, and renewable percentage	103
Energy Management	EM-MM-140a.2	Number of noncompliance incidents associated with water quality permits, standards, and regulations	70
Water Management	EM-MM-150a.4	Total weight of non-mineral waste generated	104
	EM-MM-150a.5	Total weight of tailings generated	106
	EM-MM-150a.6	Total weight of overburden generated	106
	EM-MM-150a.7	Total weight of hazardous waste generated	104, 105
	EM-MM-150a.8	Total weight of hazardous waste recycled	105
Relationship with communities	EM-MM-210b.1	Discussion of the process for managing risks and opportunities associated with community rights and interests	52, 58
Occupational Health and Safety	EM-MM-320a.1	Incident rate, fatality rate and near-miss rate	98

TCD Content Summary

Recommendation	Recommended disclosure	Page number
Governance	a. Description of board oversight of climate-related risks and opportunities	63, 80
	b. Description of management's role in assessing and managing climate-related risks and opportunities	63, 80
Strategy	a. Description of the organization's identified climate-related risks and opportunities in the short, medium and long term	63
	b. Description of the impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning	63
	c. Describe the resilience of the organization's strategy, considering different climate change scenarios, including a 2°C or lower scenario	63
Risk management	a. Description of the organization's processes used to identify and assess climate-related risks	63
	b. Describe the processes used by the organization to manage risks related to climate change	63
	c. Describe how the processes used to identify, assess and manage climate-related risks are integrated into the organization's overall risk management	63
Metrics and Targets	b. Report Scope 1, Scope 2 and, where appropriate, Scope 3 greenhouse gas emissions and related risks	67, 100, 101

Sustainable Development Goals	
1 No poverty	10 Reduced inequalities
2 Zero hunger	11 Sustainable cities and communities
3 Good health and well-being	12 Responsible consumption and production
4 Quality education	13 Climate action
5 Gender equality	14 Life Below Water
6 Clear water and sanitation	15 Life on Land
7 Affordable and clean energy	16 Peace, Justice and Strong Institutions
8 Decent work and economic growth	17 Partnerships for the goals
9 Industry, innovation and infrastructure	

Assurance report

GRI 2-5



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Independent auditors' limited assurance report

(This is a free translation of the original report issued in Portuguese)

To the Board of Directors and Shareholders

Samarco Mineração S.A.

Belo Horizonte – MG

Limited assurance report by independent auditors related to the environmental, social and governance (ESG) indicators contained in the 2024 Annual Sustainability Report

Conclusion

We carried out a limited assurance engagement related to the environmental, social and governance (ESG) indicators included in the "2024 Annual Sustainability Report" ("Report") of Samarco Mineração S.A. ("the Company") for the year ended December 31, 2024, prepared based on the guidance of the Global Reporting Initiative (GRI) - GRI Standards and the Company's applicable internal controls ("Criteria").

According to the procedures applied and the evidence obtained, we are not aware of any fact that leads us to believe that the environmental, social and governance (ESG) indicators included in the 2024 Annual Sustainability Report of Samarco Mineração S.A. for the year ended December 31, 2024 was not prepared, in all material respects, based on the guidance of the Global Reporting Initiative (GRI) - GRI Standards and the applicable the Company's applicable internal controls.

Basis for conclusion

We conducted our engagement in accordance with NBC TO 3000 (reviewed) – Assurance Engagements other than Audits and Reviews and ISAE 3000 (reviewed) – Assurance engagements other than audits or reviews of historical financial information, issued by the Federal Association of Accountants (CFC) and the International Auditing and Assurance Standards Board (IAASB), respectively. Our responsibilities with respect to those standards are further described in the "Our responsibilities" section of the report.

We have met the independence and other ethical requirements of the Accountant's Professional Code of Ethics and Professional Standards (including Independence Standards) issued by the Federal Association of Accountants (CFC) according to key principles of integrity, objectivity, professional competence and due zeal, confidentiality and professional behavior.

Our firm applies NBC PA 01 Quality Management to Independent Auditors' (legal entities) and International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, issued by CFC and IAASB, respectively. This standard requires the firm to prepare, implement and operate a quality management system, including policies or procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Management's Responsibilities for the Report

The Company's Management is responsible for:

- designing, implementing and maintaining internal controls relevant to the preparation of the information included in the Report that are free from material misstatement, whether due to fraud or error;
- selecting the criteria as being appropriate for preparation the information included in the Report and the appropriate reference to the criteria applied or description of those criteria;
- properly preparing and presenting the information included in the Report based on the Criteria; and
- design, implement and maintain internal controls over significant information for preparing the information included in the Report.

Our Responsibilities

We are responsible for:

- plan and carry out the engagement to obtain limited assurance about whether the information included in the Company's Report for the year ended December 31, 2024 prepared based on the Criteria are free from material misstatement, whether due to fraud or error;
- Form an independent conclusion in accordance on the procedures applied and the evidence obtained; and
- report our conclusion to the Company's Board of Directors and Shareholders.

Summary of the work we carried out as a basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We have designed and performed our procedures to obtain sufficient and appropriate evidence about the non-financial information included in the Company's Report that is sufficient and appropriate to provide a basis for our conclusion. Our selected procedures depend on our understanding of the non-financial information included in the Company's Report and of other circumstances of the engagement, as well as on our consideration of the areas in which material misstatements are likely to arise. When carrying out the engagement, we performed the following procedures:

We have planned the work considering the materiality of the issues applicable to the Company's activities, the relevance of the information disclosed by the Company, the amount of quantitative and qualitative information and the operational systems and internal controls which supported the preparation of the information included in the Report;

We obtained an understanding of the calculation method and the procedures followed to develop indicators by inquiring and interviewing the managers in charge of gathering information;

we applied analytical procedures to quantitative information and inquired about qualitative information and its relation with the indicators disclosed in the information included in the Report;

when non-financial data are correlated with financial indicators, we crosschecked these indicators against financial statements and/or accounting records; and

we evaluated the procedures followed to prepare the Report and its structure and contents based on the criteria.

The procedures performed in a limited assurance engagement vary in nature and timing, and their extent is restricted (less extensive) than in a reasonable assurance engagement. Thus, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained if a reasonable assurance engagement had been performed.

São Paulo, April 14, 2025

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

ORIGINAL REPORT IN PORTUGUESE SIGNED BY
Bernardo Moreira Peixoto Neto
Accountant CRC RJ-064887/O-8

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www.gruporeport.com.br

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KPMG Auditores Independentes

Assurance

We would like
to thank all the
collaborators who
participated in the
construction of this
report.