

Diversity, Equity, Inclusion and Belonging (DEIB)

At Largo, we recognize the value of diversity and inclusion in the workplace. We are strongest when we embrace and appreciate our differences. While Brazilian culture can reflect certain gender and cultural stereotypes, Largo acknowledges the important role we can play in fostering a more inclusive environment and empowering all individuals in their contributions.

We run awareness campaigns on International Women's Day and during Pride Month, including outreach to local communities, to help prevent discrimination and harassment, and to encourage open dialogue on sensitive issues.

In 2024, we conducted a self-identification survey covering ethnicity, religion, gender identity, and sexual orientation. This survey is essential for understanding the demographic makeup of our workforce and advancing our efforts toward a more diverse, equitable, and inclusive workplace. Updated information on these initiatives, along with workforce diversity data, is available in our Annual Sustainability Reports.



Plural Program



Through our Plural Program, we foster a culture of unity that values diversity across gender, race, orientation, age, and more.

The program focuses on cultivating respect, building awareness through ongoing DEIB training, strengthening a sense of belonging, and embedding equitable practices across our operations. Our goal is to ensure every employee feels supported, included, and able to thrive.

Diversity Committee

Established in 2024, a cross-functional Diversity Committee at Largo Vanádio de Maracás S.A., led by female senior leadership, guides our efforts to ensure that diversity, equity, inclusion, and belonging (DEIB) are embedded into our culture and operations.

Our approach includes:

- Awareness and Education: Promoting DEIB literacy through ongoing training programs for leaders and employees.
- Affinity Groups: Creating and supporting affinity groups that foster inclusion and provide safe spaces for shared experiences and support.
- Action Planning: Designing and executing a structured DEIB action program to embed inclusive practices throughout Largo's operations.

Promoting Equitable Recruitment

Our recruitment process promotes transparency and inclusivity. All job postings encourage applications from women, Black individuals, people with disabilities, and LGBTQIA+ candidates. In addition to actively and exclusively seek out female candidates for specific job vacancies.

Women In Mining

Largo is a proud signatory of the Women in Mining (WIM) Brazil Action Plan, which seeks to transform women's participation in the Brazilian mineral sector through collaboration with academic, government, and industry groups. As part of this commitment, we disclose employment data to help establish a baseline, adopt eight strategies to enhance inclusion, and report annually on our progress:

- 1) Inclusive practices for career opportunities
- 2) Safe work environments (physical and psychological)
- 3) Ability to reconcile work with personal commitments
- 4) Signs and symbols of gender inclusion in the workplace
- 5) An industry that is a "Magnet for Talent"
- 6) Diversity of suppliers
- 7) Investment in women from the community
- 8) Investment in STEM (science, technology, engineering and math) education