



4Q23 ESG Performance



CSN
MINERAÇÃO

Leadership in ESG issues

In the last quarter of 2023, we updated our materiality matrix, following the best market practices. The matrix is an important tool to help deepen our understanding of ESG issues from the perspective of our key stakeholders and to assist us in making strategic decisions. The main change in our Matrix was the inclusion of the Human Rights theme, an increasingly intrinsic theme to society and our operations, especially considering our expansion projects.

Also, during this period, we completed another fundamental work for the company's sustainability agenda: the integration of our climate risk matrix with nature-related risks, aspects that are now combined in a single risk matrix, following the guidelines of the Taskforce on Nature-Related Financial Disclosure (TNFD) and Taskforce on Climate-Related Financial Disclosure (TCFD).

Regarding decarbonization at CSN Mineração, the successful tests with 100% electric off-road trucks culminated in the acquisition of these equipment and the entry of six other equipment, to be tested in 2024.

We closed the year celebrating our progress across all major ESG ratings worldwide. After Sustainalytics positioned CSN Mineração among the six companies with the lowest ESG risk in the global sector. In S&P, we started being evaluated independently from Grupo CSN, the controlling company of CSN Mineração. In the last quarter, we received with joy the news that CMIN improved its score from 30 to 46.

The quarter also confirms the ongoing improvement in our operational safety performance, closing 2023 with the lowest reportable accident frequency rate in the last 10 years, as well as ZERO fatalities at CSN Mineração.

In terms of diversity, equity, and inclusion, we made significant progress during the year with a 24% female representation at CSN Mineração, bringing us closer to the goal of 26% women in the workforce by 2025.

These and other highlights, along with our performance in ESG indicators in the last quarter of 2023, can be found in the following pages of this release.

Enjoy your reading!

doing well, doing more, doing it forever



Helena Brennand Guerra

- CSN Mineração Board of Director member
- Health, Safety, Environment and Sustainability Director of the CSN Group

ESG Release 4Q23

Since the beginning of 2023, CSN Mineração has been disclosing its actions and performance, providing individualized access to its ESG performance and indicators. The new model allows stakeholders to access key results and indicators quarterly, enabling them to monitor them effectively and even more promptly.

The information included in this release was selected based on relevance and materiality to the company. Quantitative indicators are presented in comparison with the period that best represents the metric for monitoring them. In the case of the current period, quantitative indicators are presented in a consolidated form for the year 2023 and compared with 2022.

More detailed historical data on CSN Mineração's performance and initiatives can be found in the Integrated Report 2022, released in April 2023 ([esg website](#)). The assurance of ESG indicators occurs annually for the closing of the Integrated Report; therefore, the information contained in quarterly releases is subject to adjustments resulting from this process. The Integrated Report for 2023 will be published in April 2024.

You can also track CSN Mineração's ESG performance on our website: esg.csn.com.br.

ESG Ratings

External recognitions in indices and ratings demonstrate that the Company is constantly evolving, committed to transparency and reporting on key ESG actions and indicators, and in line with sustainable development.

Starting in 2023, CMIN began to be evaluated by some independent ESG rating agencies from CSN, the parent company. At the beginning of the year, it received a rating of 23.1 from Sustainalytics, related to ESG risks. Among the 156 companies in the global steel and iron ore industry evaluated, CSN Mineração achieved the 6th best score. In the second quarter, CMIN was independently required to report to S&P and achieved a score of 46.


In the third quarter, we submitted our responses to CDP, in the Climate Change and Water Security questionnaires, and both scores were equivalent to B, demonstrating that the company is committed to environmental management and adopts best market practices.

CMIN has achieved the Gold Seal in the GHG Protocol program for the third consecutive year as proof of the quality, transparency, and assurance of its greenhouse gas inventory.

	2021	2022	2023
 SUSTAINALYTICS	-	-	23.1
 S&P Global Ratings	-	30	46
 CDP Water Security	C	B	B
 CDP Climate Change	B-	B	B
 Programa Brasileiro GHG Protocol	✓	✓	✓
 Índice Carbono Eficiente ICO2	-	✓	✓




Main ESG goals¹

ESG Goal	
Natural Capital 	Climate Change
	<ul style="list-style-type: none"> ✓ To reduce CO2e emissions per ton of ore produced by 30% by 2035 (scopes 1 and 2), compared to the baseline year 2019
	<ul style="list-style-type: none"> ✓ Achieving carbon neutrality by 2044 for scopes 1 and 2 emissions.
	<ul style="list-style-type: none"> ✓ Continued maintenance of the use of 100% renewable energy sources
	Water efficiency
	<ul style="list-style-type: none"> ✓ By 2025, systematize and transparently present the volumes of water permitted, abstracted, and discharged from CSN Group's units, relating them to the risks of water scarcity in the basins where they are located. New Goal
	<ul style="list-style-type: none"> ✓ Maintain water intensity below 0.45 m³ of water abstracted per ton of ore produced until 2032. New Goal²
	<ul style="list-style-type: none"> ✓ Achieve 92% water recirculation by 2032. New Goal
Dam Management	
	<ul style="list-style-type: none"> ✓ To fully decharacterize the upstream constructed dams by 2030

1.The Company holds other ESG goals published in its Integrated Report. The performance tracking of all Company goals can be done annually through this document.

2.Considers the water intake from the production process of the Casa de Pedra central plant, the production process of Pires, and drinking water.

ESG Goal	
Human and Social Capital 	Health and Safety
	<ul style="list-style-type: none"> ✓ Reduce the accident frequency rate (LIT + Non-LIT- own and third parties) by 30% by 2030 compared to the base year 2020 (per 1 million HHT factor).
	<ul style="list-style-type: none"> ✓ Reduce the number of days of lost due to accidents with own employees by 30% compared to the base year 2021
Diversity and Inclusion	
	<ul style="list-style-type: none"> ✓ Double the percentage of women in CSN Mineração by 2025 compared to the base year 2019..



Performance on the main ESG Goals

	Indicators	Unit	Baseline	2023	Δ%	Status	Goal	Year-Goal
Environmental 	Emission Intensity Mining (GHG) ¹	kgCO ₂ e / t ore ⁴	5.7 (baseline 2019)	7.33	28		4.04	2035
	Water intensity ³	m ³ / t ore	-	0.26	-		0.45	2032
Social 	Accident Frequency Rate ²	LIT + NonLIT	1.96 (baseline 2021)	1.09	-44		1.37	2030
Governance 	Diversity (women on staff)	%	13% (baseline 2019)	24	85		26%	2025

1. Considers emissions from scopes 1 and 2 divided by the ton of iron ore produced, according to the methodology of the Brazilian GHG Protocol Program.

2. The rate considers accidents with and without absenteeism of own and third-party employees per 1 million hours worked.

3. New goal established in the last quarter of 2023, considering the implementation of new ore beneficiation and tailings projects.

Highlights ESG

DAM MANAGEMENT

- ✓ All dams audited and considered stable

GOVERNANCE

- ✓ New **materiality matrix**
- ✓ Evolution on S&P rating from **30 to 46**
- ✓ **Score B** in Climate Change and Water Security CDP
- ✓ **100%** of employees trained in compliance
- ✓ **+16%** training total hours

SOCIAL AND DIVERSITY

- ✓ **+14%** women representative compared to 2022
- ✓ **+85%** women representative compared to 2019 (baseline)
- ✓ **100%** of the 2023 **Mentoria Cidadã** participants were hired by the Company.

HEALTH AND SAFETY

- ✓ **10 Years with Zero fatalities**
- ✓ **-28%** in the number of accidents involving own employees compared to 2022.
- ✓ **-46%** in the severity rate of accidents (own and third-party) compared to 2022.
- ✓ **-16%** in the accident frequency rate (CAF+ SAF own and third-party) compared to 2022.

ENVIRONMENTAL

- ✓ **-7%** in CO2 emissions per ton of ore compared to 2022.
- ✓ Integration of the **matrix of nature and climate risks**.
- ✓ Acquisition of **three 100% electric trucks** and testing with six additional new equipment.
- ✓ Recertification integrated **ISO 9001:2015 and ISO 14001:2015**.

ESG



Environmental Performance

Air Quality	Unit	2022	2023	IQA ²
CSN Mineração - Novo Plataforma	µg/m ³	32.6	43.3	Good
CSN Mineração - Basílica	µg/m ³	26.7	27.8	Good
CSN Mineração - Bairro Plataforma	µg/m ³	36.0	30.5	Good
CSN Mineração - Bairro Casa de Pedra	µg/m ³	28.0	23.6	Good
CSN Mineração - Bairro Cristo Rei	µg/m ³	28.0	24.1	Good
CSN Mineração - Bairro Esmeril	µg/m ³	25.0	20.4	Good
TECAR - Vila Califórnia	µg/m ³	25.5	23.3	Good
TECAR - Vila Aparecida	µg/m ³	25.3	19.5	Good
TECAR - Brisamar	µg/m ³	25.0	22.8	Good
TECAR - Sítio Terezinha	µg/m ³	27.2	24.1	Good

Water Management	Unit	2022	2023	Δ%
Water withdrawal	Megaliter	15,737	16,812	7
Water disposal	Megaliter	6,504	8,539	31
Water consumption	Megaliter	9,233	8,273	-10
Intensity by ore production	M ³ / t ore	0.26	0.26	-

Waste Management	Unit	2022	2023	Δ%
Hazardous Waste Generated	t	2,687	2,254	-16
Non-Hazardous Waste Generated	t	12,046	13,557	13
Percentage sent for sustainable treatment	%	75.1	70.7	-6

Climate Management	Unit	2022	2023	Δ%
GHG emissions intensity per ton of iron ore. ¹	kgCO ₂ /t	7.92	7.33	-7

¹ Considers Scope 1 and Scope 2 emissions divided by the ton of iron ore produced at CSN Mineração, following the methodology of the Brazilian GHG Protocol Program..

² The annual average of emissions is presented. Air quality was classified as "good" in more than 90% of measurements.



Governance and Transparency Dimension

MAIN ADVANCES

New Materiality Matrix

At the end of 2023, CSN Mineração updated its materiality aligned with the biennial periodicity adopted as a best practice in the market. The methodology used adheres to the organic materiality approach, which provides a more dynamic, in-depth, and continuous view of stakeholder expectations and the impacts, risks, and opportunities associated with material topics. The review process also adopted the perspective of dual materiality, meeting the requirements set forth by IFRS S1 and GRI, with topics analyzed from the perspectives of impact materiality and financial materiality. This update resulted in a subtle change in the company's materiality matrix: the inclusion of the Human Rights theme and the consolidation of Water and Effluents and Air Quality themes into an umbrella theme, "Ecoefficiency".

CSN Mineração is committed to goals connected to the themes of its materiality, guiding the Company towards more efficient, integrated, and sustainable management. Performance on main goals can be verified on page 5 of this document.



Governance and Transparency Dimension

MAIN ADVANCES

CSN Conecta

In November 2023, the second edition of the CSN Conecta Program was concluded. The program aims to identify initiatives with actions in ESG that could transform the day-to-day operations of the CSN Group and be accelerated. In this cycle, there were 105 projects submitted, with 14 projects selected as finalists to be fully implemented, and 3 winners awarded. The themes addressed were: water and effluents; energy efficiency; waste management; climate change; diversity and inclusion; biodiversity and forests; and health and safety.

The winning project was from CSN Mineração: the "Mobile Fuel Station." Its goal is to increase the efficiency of refueling for off-road trucks at the Casa de Pedra mine, thereby mitigating greenhouse gas emissions by reducing the distance traveled by the trucks to fixed fuel stations.

Additionally, two other projects from CSN Mineração were finalists in the program and will be implemented in 2024. These projects aim to deepen the company's eco-efficiency practices, focusing on reducing particulate emissions and improving operational efficiency.

ESG Week

In the 4Q2023, the **4th edition of the ESG Week**, a week-long event featuring various activities aimed at engaging our employees in ESG initiatives. In this edition, the event adopted a new format, blending online lectures with in-person activities at business units.

CSN Mineração had an exclusive day during which topics such as tailings reprocessing, the BIO (Biodiversity Index for Operations), racial equity in leadership with the MOVER Program, as well as innovation cases in the segment, were discussed.

Throughout the week, one day was dedicated to Compliance Day, an annual event that reinforces the importance of compliance, featuring highlights of the year and a specific focus on the importance of due diligence and integrity in supplier relationships.



In-person event during the ESG Week at the Casa de Pedra unit.



CMIN wins the Transparency Trophy from ANEFAC
(National Association of Executives).

Dams Management

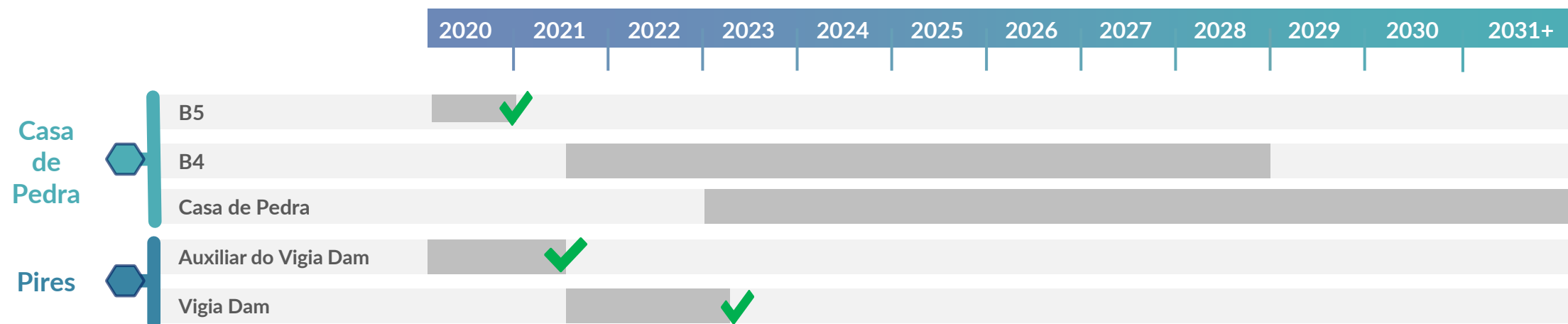
In September 2023, all dams of CSN Mineração had their stability assured by an independent external auditor, as prescribed by current national legislation.

Continuing the schedule for the decommissioning of the Company's dams, the decommissioning of the Auxiliary do Vigia and B5 Dams has been completed so far. **The Vigia Dam has had its civil works completed**, remaining only to be monitored for the legal period, in order to be deregistered as a dam with the supervisory authorities. The works on the B4 dam are still ongoing with completion expected by 2028, as per the schedule below.

RENEWED STABILITY DECLARATIONS

All dams of CSN Mineração classified by ANM as stable, and declaration of stability renewed in September/2023

**100% OF
TAILINGS ARE
DRY-STACKED**



External audits carried out twice a year



Cross-checking (peer review) of audits and projects



New projects in progress for the reuse of mining waste

Environmental Dimension

Decarbonization projects advances



At the end of 2023, the testing phase with two electric off-road trucks at the Casa de Pedra and Pires mines was completed after a year. The tests showed positive results with increased productivity and cost efficiency compared to diesel-powered trucks. Consequently, three 60-ton electric off-road trucks were acquired and are now in operation transporting ore on the Engenho-Pires route.

Additionally, the RPM (rotation per minute) limitation test was concluded, and its expansion plan aims to reduce diesel consumption by **approximately 1.2 million liters by 2035**. Furthermore, a start/stop system was developed and installed in large trucks, which is expected to contribute to a reduction of approximately 37.8 million liters of diesel by 2035.

In 2024, **six more electric equipment** will be tested in CMIN's operation, including an excavator, a wheel loader, two off-road trucks, and two smaller trucks.

Climate and nature-related risks matrix



In 2023, the identification and prioritization of risks and opportunities related to nature began, following the guidelines of the **Taskforce on Nature-Related Financial Disclosure (TNFD)**. This process was conducted in line with previous work related to climate risks, aligned with the **Taskforce on Climate-Related Financial Disclosure (TCFD)** guidelines, which had been established in the company since 2021.

In this regard, it is worth noting that the mapping and prioritization of climate and nature-related risks were integrated, composing **a single matrix aligned with the TCFD and TNFD guidelines, finalized in the last quarter of 2023**.

Among the main activities for 2024 are the deepening of risk analysis through the study of climate vulnerability and the formalization of actions to mitigate the identified nature risks.



Social Performance

Health and Workplace Safety	Unit	2022	2023	Δ%
Number of injuries with and without lost time (own employees)	-	18	13	-28
Number of injuries with and without lost time (third parties)	-	10	11	10
Number of accidents with and without lost time (Own + third parties)	-	28	24	-14
Total number of days lost and debited with own employees	-	845	436	-48
Fatality (Own employees)	-	0	0	-
Fatality (Third Parties)	-	0	0	-
Mandatory reportable work injury frequency rate (factor of 200k worked hours)	Rate	0.26	0.22	-16
Frequency rate of mandatory reporting accidents at work (factor 1 MM worked hours)	Rate	1.30	1.09	-16
Accident severity rate (factor of 200k worked hours)	Rate	13	7	-46
Accident severity rate (factor of 1MM worked hours)	Rate	64	36	-46
Sustainable Value Chain	Unit	2022	2023	Δ%
Purchases from local suppliers	%	37.2	34.7	-7
Purchases from local suppliers (Services)	%	29.7	28.7	-3
Purchases from local suppliers (Materials)	%	41.0	37.9	-8
Training	Unit	2022	2023	Δ%
Training hours	Hours	202,105.8	232,644.5	16
Trained employees	Number	7,696	8,019	4
Investment in training	R\$	1,800,000	2,329,270	29
Employment ¹	Unidade	2022	2023	Δ%
Women in the workforce	%	21.0	24	14
Women in leadership positions	%	11.4	11.5	1
People with disabilities	%	1.0	1.1	10
Racial Diversity				
• Yellow	%	2.5	2.3	-8
• White	%	40.4	40.2	-0.5
• Native	%	0.3	0.3	-
• Black	%	12.1	12.2	1
• Mixed-race	%	43.1	43.5	1
• Not specified	%	1.5	1.6	7
Turnover ²	%	1.7	1.4	-18

¹ Diversity data does not include members of the Board and Non-Effective public.

² Turnover data considers only CLT and NON-CLT programs and does not include Non-Effective public.



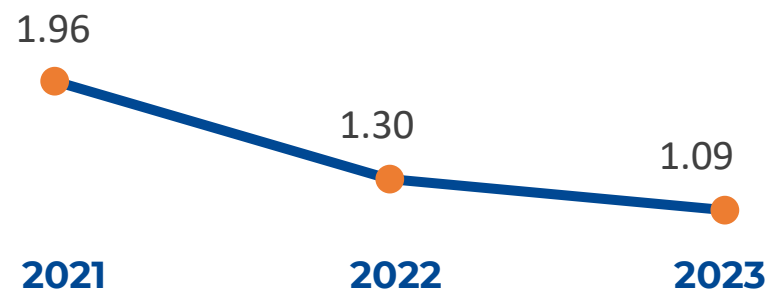
Social Dimension

Work Safety and Occupational Health

2023 Overview

Safety: In 2023, Health and Safety remained the top priority for CSN Mineração. We achieved a **16.2% reduction** compared to the previous year in our accident frequency rate (LTI + NonLTI: accidents with or without absence of employees and third parties per million man-hours). CMIN ended the year 2023 again with the **best frequency rate in its historical series (10 years) and without any fatal accidents, an indicator maintained since 2013.**

Frequency rate – CMIN

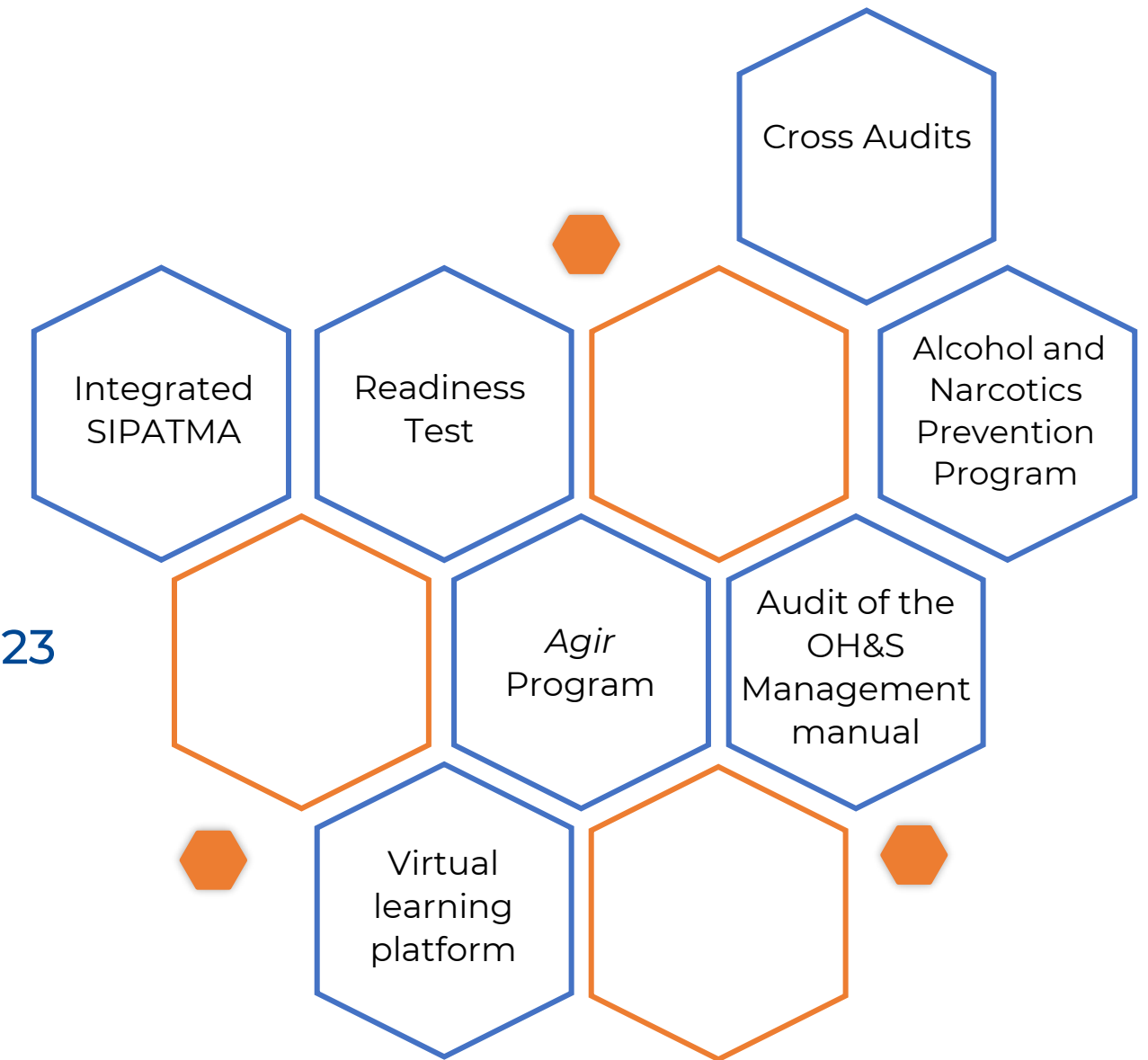


We reached the
10 years
without fatalities

Health: in partnership with public health entities, we continue to strongly encourage adherence to vaccination against communicable diseases, including conducting vaccination campaigns within all CSN Group facilities. Among them, internal vaccination campaigns against **Influenza (H1N1)** were conducted with a **93% employee participation rate**. Additionally, we conducted campaigns in collaboration with the Health Department of the State of Minas Gerais, providing vaccination against Covid-19 and Hepatitis at the Casa de Pedra Complex.

The **PPAE - Alcohol and Drug Prevention Program** - a preventive action against the misuse of alcohol and/or other drugs, aims at the physical and mental integrity of employees and suppliers through prevention, information, and treatment. In 2023, more than 83 thousand breathalyzer tests and 5 thousand toxicological tests were conducted on employees and third-party workers at CSN Mineração.

Main 2023 Actions



Highlights 4Q23

Programa Agir

The CSN Group launched the **Programa Agir** (Acting Program). With active leadership participation, **the program aims to reduce the risk of accidents with high severity and fatalities**, reinforcing the commitment of all managers to safety as a non-negotiable value. Based on the pillars of "Work Health and Safety Culture," "Critical Risk Management," and "Process Safety," the program unifies existing practices across units through systematic actions with the goal of strengthening a culture of prevention and continuously improving safety in the workplace.

Social Dimension

Human Development

Corporate University



In 2023, the Corporate University solidified itself as the cornerstone of people development initiatives within the CSN Group, the parent company. More than **60 thousand hours of training**, including over 80 virtual on-demand mode, were made available through the platform, allowing employees to build their own learning journeys. Additionally, in-person training sessions are also organized by the Corporate University, including leadership development conducted annually.

Compliance Training

In 2023, with the assistance of the Corporate University, CSN Mineração achieved the training **of 100% of its elective employees**, reaching the historic milestone of 7,595 employees trained in Compliance.

Additionally, throughout 2023, 59 other training sessions were directed towards specific areas of the Company, covering topics such as harassment, discrimination, whistleblowing channels, code of conduct, compliance program, due diligence, conflict of interest, corruption and bribery, human rights, LGPD (Brazil's General Data Protection Law), and others..

Conclusion of the 3rd Cycle of “Mentoria Cidadã” Program

In 2023, the 3rd cycle of the Program “Mentoria Cidadã” (Citizen Mentoring) was conducted. This cycle involved the participation of 48 young individuals who were mentored by employees from various areas and business units of the CSN Group. Throughout the year, four training sessions were held by the HR team, during which tips on daily work life were shared. Additionally, approximately **190 meetings** were held between mentors and mentees, where their experiences, advice, and guidance were shared, significantly contributing to the promising start of these young individuals' careers.

100% of the participants from 2023 were hired and are currently working at the company, an achievement that indicates a commitment to equity and inclusion in practice.

Adhesion to the Program “Empresa Cidadã”

In October, CSN and CSN Mineração joined the Program “Empresa Cidadã” (Citizen Company), which guarantees **the extension of maternity and paternity** leave for CSN employees. Adhesion demonstrates the Company's commitment to the well-being of its employees



Andrea Domingos – Information technology coordinator (mentor) and Emily Venancio (mentoring)

Social Dimension

Social Responsibility



In 2023, the CSN Foundation experienced significant growth, in line with the expansion of the CSN Group. The Garoto Cidadão (Citizen Boy) project expanded to the Northeast region and four other territories, increasing from 9 to 14 units just in that year. The Foundation directly operated in **37 cities with an investment of R\$54 million in 104 projects** either developed internally or in partnership with other institutions, with **97 projects supported by CSN Mineração**. Additionally, the Foundation launched the Capacitar para Crescer (Training for Growth) project aimed at preparing young people for entering the job market, as well as formulating two projects dedicated to the elderly, marking the Foundation's debut with this beneficiary group.

In October, the CSN Foundation was awarded the **Human Rights and Diversity Seal** through the **Garoto Cidadão Project**, presented by the Municipal Secretariat of Human Rights and Citizenship of São Paulo. This seal is granted to initiatives that promote or defend human rights and diversity. The Foundation also received the **Sesi ODS 2023 Seal** in recognition of its contribution to the sustainable development of children and adolescents.

In the same month, the Foundation joined the "National Pact for Youth Productive Inclusion," an initiative of the Ministry of Labor and Employment's youth department, **UNICEF, and ILO Brazil**. This initiative aims to create a public employment policy for the youth of Brazil.

	2022	2023	Δ%
Young people benefitted¹	4,643	5,714	23
Audience in cultural activities²	246,916	349,510	42

¹ Young individuals benefiting from the Garoto Cidadão, Capacitar, Jovem Aprendiz, Estágio (Internship), Tambores de Aço, and Futebol (Soccer) projects.

² Audience attending public presentations by the projects: Garoto Cidadão, Caminhão, Tambores de Aço, Centro Cultural, and Histórias que Ficam.

In the fourth quarter, the CSN Foundation launched the 4th edition of the "Histórias Que Ficam" (Stories That Stay) Program, which received a record number of entries with 352 projects from all regions of the country. Fifteen projects were selected for the final stage, received consultancy, and participated in sessions titled "Aqui não entra luz", "Boy," "Corpo e Alma", and "Encontrando Norma". Four projects were chosen as finalists.

In Congonhas, the CSN Foundation expanded its activities by launching the **"Capacitar para Crescer"** project, focused on the social development of young people in vulnerable situations, aiming to prepare them to participate in the Young Apprentice program. The project, with the capacity to serve **100 young people between 14 and 17 years** old, is carried out during school hours, addressing issues of identity, teamwork, social interaction, and career prospects.

Through the "Se Essa Rua Fosse Minha" (If This Street Were Mine) project of the CSN Mineração's Environmental Education Program (PEA), the "Colorindo Congonhas" (Coloring Congonhas) initiative was carried out in the Dom Oscar and Matriz neighborhoods. The project, with the support of the Congonhas city government, aims to transform and care for the city's public spaces, bringing a better quality of life to the local community.

Access 1st CSN Foundation
Impact Report



Impact Report
Fundação CSN