



4Q24 - ESG PERFORMANCE

LEADERSHIP IN ESG TOPICS



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

In our pursuit of innovation in CMIN's decarbonization agenda, we completed the development of CBRAIN this quarter, a strategic climate management tool that provides an integrated view of indicators, projects, and risks, supporting decision-making by senior leadership.

As a result of the continuation of projects in our decarbonization journey, in 2024, a record year for Mining, we not only acquired 7 large electric trucks but also incorporated electric excavators and loaders into our fleet, contributing to a **10% reduction in the intensity** of direct emissions in mining, compared to the baseline year of our target.

In occupational safety, the AGIR Program, focused on the prevention of high-potential accidents, contributed to **another year without fatal accidents** – by the end of 2024, we celebrated the **11th year without fatalities at CSN Mineração** – and a significant 73.3% reduction in the number of PSIF (Potential Serious Injury Frequency) events, which represents the number of incidents that could have resulted in serious or fatal injuries, even if they did not occur. We also achieved **our lowest accident frequency** rate since this indicator began being measured in 2014.

Advancing in the social field, we have invested over **R\$ 66 million** in **social projects** through the parent company, in partnership with the CSN Foundation. Additionally, we launched new initiatives aimed at strengthening female representation, such as the "Empodera" program, dedicated to increasing the number of women in leadership positions, and

the "Women Who Transform Industry" campaign, highlighting inspiring stories to encourage the participation of a new generation of women in industrial fields.

We are very happy to announce **that we have reached 26% women in the workforce at CSN Mineração**, surpassing the target set for 2025! With a 100% increase compared to 2019 (the baseline year for the target), we achieved this result a year ahead of schedule, reinforcing our commitment to diversity, equity, and inclusion.

We maintained the excellent results achieved in ESG ratings, consolidating our position among the leading companies in the sector. We ranked among **the top 8% with the highest S&P ESG Rating Score** and secured **8th place** out of 158 companies evaluated globally by Sustainalytics.

It was, therefore, a year of many records and achievements at CSN Mineração!

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

I wish you all a great read!

Do well, Do More, Do It Forever.

Helena Brennand Guerra

Member of the Board of Directors of CSN Mineração
Director of Sustainability, Environment, Health, Occupational Safety,
and Assets at Grupo CSN

ABOUT THIS REPORT

Since the beginning of 2023, CSN Mineração (or CMIN) has started disclosing its actions and performance, making its performance and ESG indicators available in a more individualized way.

This model allows stakeholders to access the main results and indicators on a quarterly basis, enabling them to track them effectively and even more quickly. The information included in this release was selected based on relevance and materiality to the Company. The quantitative indicators are presented in comparison with the period that best represents the metric for its monitoring.

More detailed historical data on CMIN's performance and initiatives, as well as its performance on other ESG goals, can be found in the Company's Integrated Report, available in the [Integrated Report CMIN](#). The assurance of ESG indicators takes place annually for the closing of the Integrated Report; therefore, the information contained in the quarterly releases may be subject to adjustments resulting from this process.

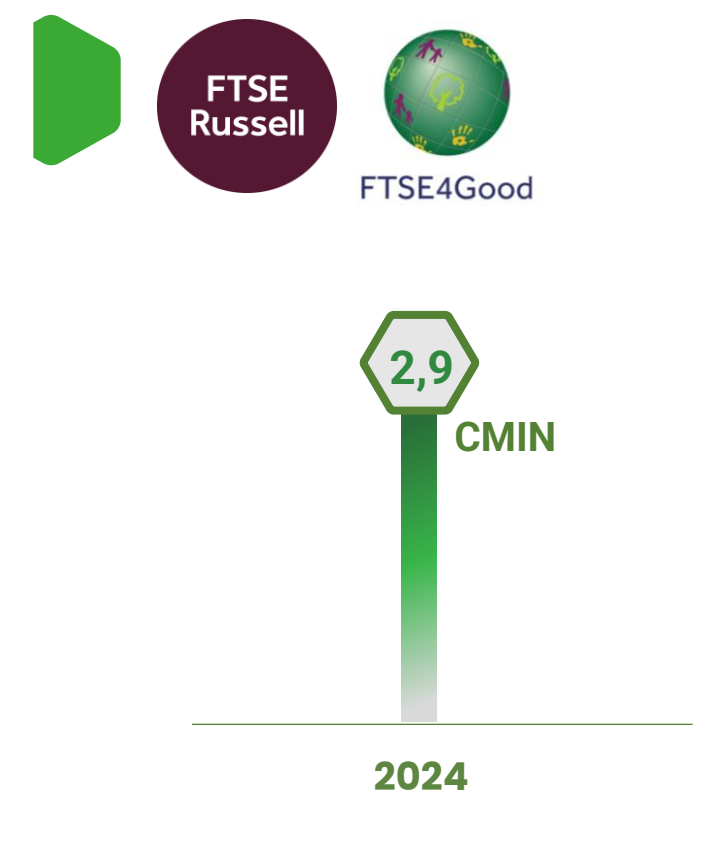
It is also possible to track CMIN's ESG performance on our website: <https://esg.csn.com.br/>

ESG RATINGS

External recognitions in indexes and ratings highlight the Company's continuous progress, demonstrating its commitment to transparency regarding key practices and indicators aligned with sustainable development.

Starting in 2023, CMIN began to be evaluated by some ESG rating agencies independently from CSN, the parent company. In 2024, it was evaluated for the first time by FTSE, achieving a rating of 2.9, and was also listed in the FTSE4Good Index.

CSN Mineração achieved 55 points in the S&P ESG Rating Score, positioning the company among the top 8% globally rated by the agency in the mining and metals sector. Sustainalytics also ranked CMIN among the top 5%, occupying the 8th position out of 158 companies evaluated in the sector.



ESG PERFORMANCE

GOVERNANCE

- ✓ **8th place** among 158 companies evaluated by Sustainalytics for ESG risks globally.
- ✓ For the first year listed in the **FTSE4Good Index**.
- ✓ **4 winning projects** in national continuous improvement awards.
- ✓ Completion of the **climate vulnerability study** of mining operations.

SOCIAL AND DIVERSITY

- ✓ **+100% female representation** compared to 2020 (the base year for the goal), **achieving the target set for 2025**.
- ✓ **+18%** of employees with disabilities in the workforce.
- ✓ **100%** of employees trained in Compliance.
- ✓ Completion of the 4th cycle of the **Mentoria Cidadã** program.

DAM MANAGEMENT

- ✓ **Dams Safety Certificates (DCEs) renewed in September 2024**, with all dams considered stable.

HEALTH AND SAFETY

- ✓ **11 years without fatalities** at CSN Mineração.
- ✓ **- 10% reduction in the accident frequency rate** compared to 2023, the best result in 10 years, exceeding the target set for 2030.
- ✓ **- 73.3% reduction** in the number of high-potential incidents (PSIF - Potential Serious Injury Frequency) compared to 2023.

ENVIRONMENTAL

- ✓ Acquisition of **7 new 100% electric large-scale equipment**.
- ✓ **- 10% reduction in CO2 emissions (kgCO2 / t of ore)** compared to the base year of the target (2020).
- ✓ **- 23% reduction in water intake intensity per ton of ore produced**, and a **22%** reduction in new water intake compared to 2023.
- ✓ **83,299 hectares rehabilitated and 72,207 native Atlantic Forest seedlings planted**.

ESG

AWARDS AND RECOGNITIONS



CSN Mineração achieved **second place** in the 24th edition of the Broadcast Empresas Award, which recognizes publicly traded companies with the best financial performance throughout 2023. The mining company made progress in generating value for shareholders and distributed R\$ 3.65 billion in dividends in 2023, a 24% increase compared to the previous year.

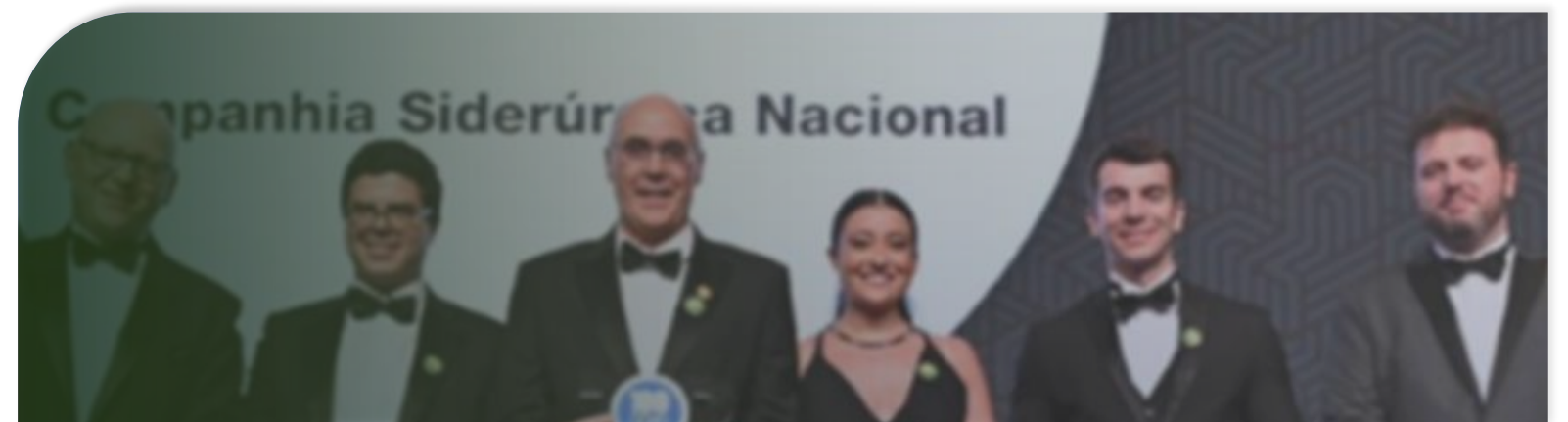


CSN Mineração won **four awards** at the "O Grande Encontro 2024" event by the Brazilian Union of Quality:

- 1st Place in LEAN
- 1st Place in Agile Methods
- 2nd Place in 5S
- 3rd Place in Continuous Improvement Management



CSN Mineração **ranked third** in the "Steel, Mining, and Metallurgy" category in the 51st edition of the EXAME Melhores & Maiores award, which evaluates publicly traded companies or those with public data.




CSN Mineração was recognized in the "Top 100 Open Corps - 100 Open Startups" ranking, which awards large corporations that have hired and invested the most in startups throughout the year. The mining company moved up from 41st to 18th place in the overall ranking and secured 3rd place in the Mining and Metals category.

Main ESG Goals¹

ESG Goals

Natural Capital



Climate Change

- ✓ 30% reduction in CO₂e emissions per ton of ore produced by 2035 (scopes 1 and 2), base year 2020.

- ✓ Carbon neutral by 2044 in scope 1 and 2 emissions by CSN Mineração.
- ✓ Continuous maintenance of energy consumption from 100% renewable sources.

Water Use Efficiency and Effluent Management

- ✓ By 2025, systematize and transparently present the volumes of water permitted, captured and released from CSN Group units, relating them to the risks of water scarcity in the basins in which they are located.
- ✓ Maintain water intensity² below 0.45 m³ of water withdrawn per ton of ore produced by 2032.
- ✓ Achieve 92% water recirculation by 2032.

Management and De-characterization of Dams

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

Biodiversity

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

ESG Goals

Human and Social Capital



Health and Workplace Safety

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

Diversity and Inclusion

- ✓ Doubling the percentage of female representation at CSN Mineração, base year 2019






Human Rights

- ✓ By 2025, complete 50% of the proposed actions identified in the Human Rights Due Diligence conducted in Congonhas (MG).

1. The Company has other ESG goals that are published in its Integrated Report. Monitoring the performance of all company goals can be done annually through this document.
 2. Includes water intake from the production process at the central Casa de Pedra plant, the Pires production process, and drink water.



Performance on the main ESG GOALS

	Indicators	Unit	Baseline	2024	Δ%	Status	Goal	Year-Goal
Environmental 	Emission Intensity Mining (GHG) ¹	kgCO ₂ e / t ore	7,10 (2020)	6,41	-10%		4,97	2035
	Water intensity ²	m ³ / t ore	N.A.	0,20	N.A.		0,45	2032
Social 	Accident Frequency Rate ³	LTI + NoLTI	1,96 (2021)	0,99	-49%		1,37	2030
Governance 	Diversity (women on staff)	%	13% (2019)	26%	100%		26%	2025

1. Considers emissions only from Scope 1 mobile combustion for CSN Mineração, which accounts for 95% of its emissions, noting that Scope 2 emissions are zero due to 100% renewable electricity consumption.
2. The rate considers lost-time and non-lost-time accidents for both employees and contractors per 1 million hours worked.



NAVIGATE THE DOCUMENT



ENVIRONMENTAL DIMENSION



SOCIAL DIMENSION



GOVERNANCE DIMENSION



E ENVIRONMENTAL DIMENSION

CBRAIN

In 4Q24, CSN completed the development of a strategic management tool called CBRAIN, which includes eight areas of focus directly connected to the three pillars of the climate strategy. CBRAIN is an innovative tool that consolidates Decarbonization and Climate Change information to provide a systemic view on the topic for the Company and its subsidiaries. To achieve this, process management tools, a database, systematized research, and artificial intelligence (AI) will be used.

“Repensar” Contest

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

Compensation and Reforestation

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

Climate Resilience

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





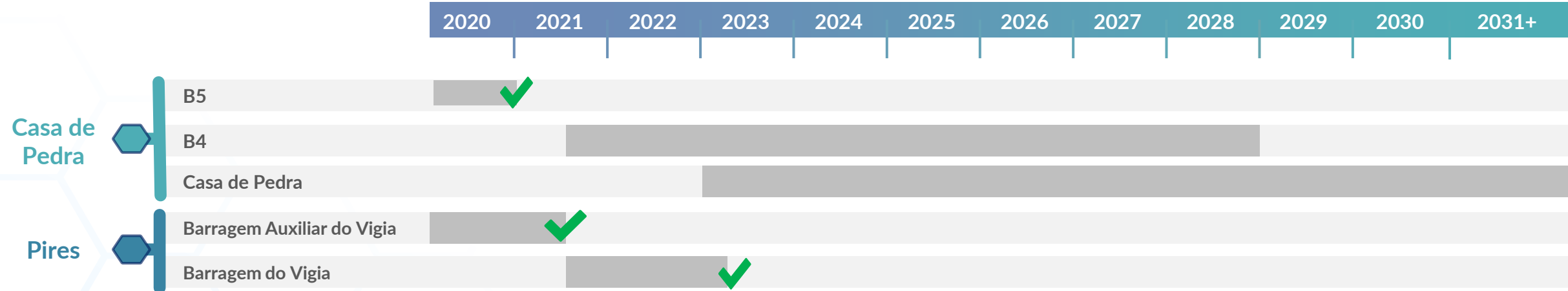
DAMS MANAGEMENT

In September 2024, all of CSN Mining's dams had their stability certified by an independent external auditor, as required by current national legislation.

Continuing with the Company's dam de-characterization schedule, the Vigia, Auxiliary Vigia, and B5 Dams has been completed. The Vigia Dam has had its de-characterization recognized by FEAM, with only legal monitoring remaining for it to be deregistered as a dam by ANM. The B4 Dam's works are underway, with completion expected by 2028, as per the schedule below.

All Dams with
stability
Certified
(September.2024)

DECHARACTERIZATION PROGRAM



External audits carried out twice a year

Cross-checking (peer review) of audits and projects

New projects in progress for the reuse of mining tailing

ENVIRONMENTAL PERFORMANCE

Air Quality ¹	Unit	2023	2024	IQA
CSN Mineração - Novo Plataforma	µg/m ³	43,3	39,6 ²	79,3% Boa 19,3% Moderada
CSN Mineração - Basílica	µg/m ³	27,8	37,0 ²	85,7% Boa 13,7% Moderada
CSN Mineração - Bairro Plataforma	µg/m ³	30,5	37,1 ²	77,8% Boa 15,6% Moderada
CSN Mineração - Bairro Casa de Pedra	µg/m ³	23,6	33,3 ²	79,4% Boa 18,3% Moderada
CSN Mineração - Bairro Cristo Rei	µg/m ³	24,1	31,7 ²	84,4% Boa 13,3% Moderada
CSN Mineração - Bairro Esmeril	µg/m ³	20,4	32,7 ²	80,0% Boa 15,6% Moderada
CSN Mineração – Comunidade Belo vale	µg/m ³	NA	36,6 ²	66,7% Boa 26,7% Moderada
TECAR - Vila Califórnia	µg/m ³	23,3	25,4	100% Bom
TECAR - Vila Aparecida	µg/m ³	19,5	28,2	100% Bom
TECAR - Brisamar	µg/m ³	22,8	29,9	100% Bom
TECAR - Sítio Terezinha	µg/m ³	24,1	31,7	100% Bom

Water Management	Unit	2023	2024	Δ%
Water Withdrawal ³	Megaliters	16.812,2	13.098,5	-22
Water Disposal	Megaliters	8.539,3	5.137,5	-40
Water Consumption	Megaliters	8.272,9	7.960,9	-4
Water Intensity	Unit	2023	2024	Δ%
Intensity per Iron Ore Production ⁴	M ³ / t ore	0,26	0,20	-23

CMIN WASTE MANAGEMENT	Unit	2023	2024	Δ%
Class 1 Waste Generated	t	2.254,4	2.622,1	16
Class 2 Waste Generated	t	15.693,2	18.019,6	15
Percentage Sent for Sustainable Treatment	%	70,7%	69,2	-2

Climate Management	Unit	2023	2024 ²	Δ%
GHG Emissions Intensity per Ton/Iron Ore ⁵	kgCO ₂ /t	7,0	6,41	- 8

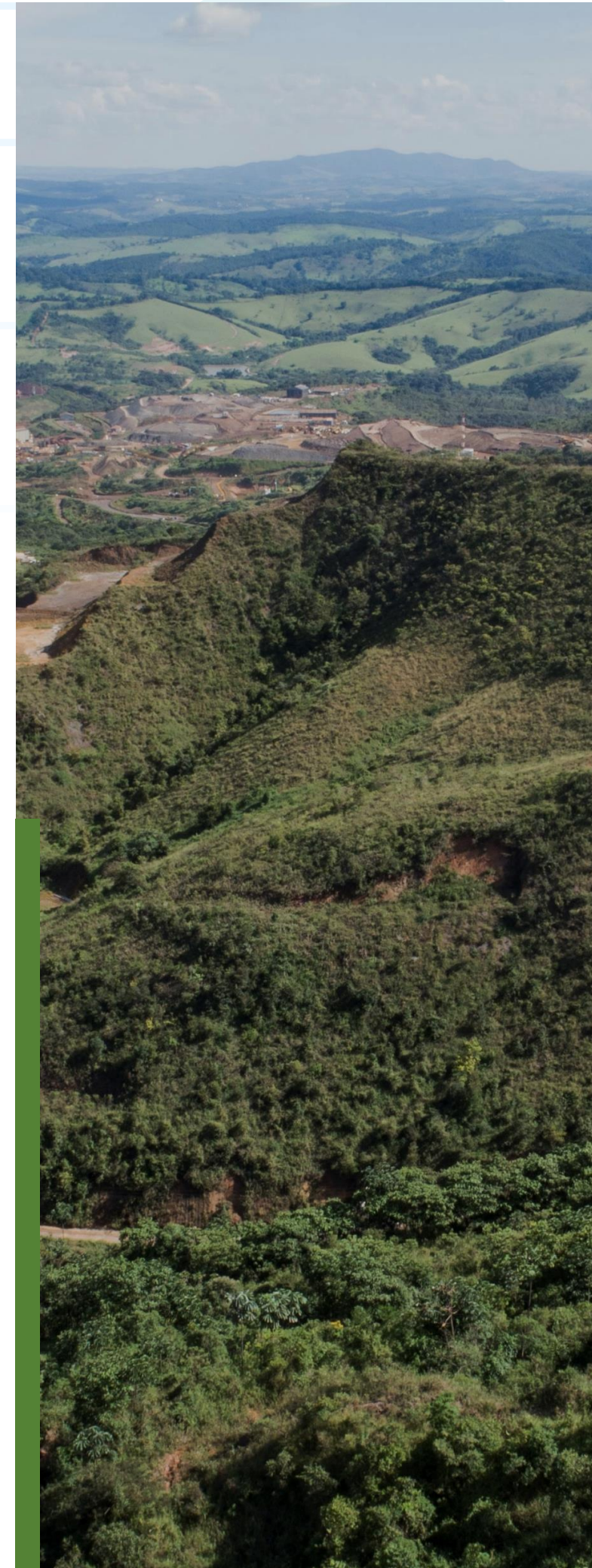
1. It includes monitoring carried out at automatic stations and presents the annual average of the monitoring.

2. In 2024, the air quality results were negatively affected by the large number of wildfires that occurred in the region during the year.

3. The reduction in water intake was due to operational changes at the Casa de Pedra central plant, which resulted in positive changes to the water balance.

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

5. It includes emissions only from the mobile combustion category of Scope 1 for CSN Mineração, which represent 95% of the company's emissions, noting that Scope 2 emissions are zero due to electricity consumption being 100% from renewable sources.





SOCIAL DIMENSION

OCCUPATIONAL HEALTH AND SAFETY

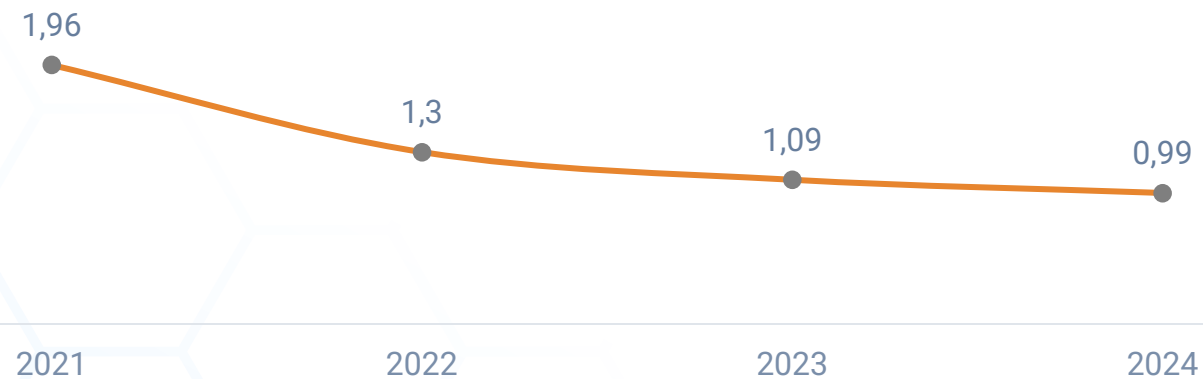


2024 Overview

Safety: The health, safety, and well-being of employees is a non-negotiable value for the Company.

In 2024, the Reportable Accident Frequency Rate was 0.99 accidents per million man-hours worked (CAF+SAF for both direct and third-party employees), a 49% reduction compared to 2021, the base year for the target, and the lowest accident frequency rate since this indicator began being consolidated in 2014.

Accident Frequency Rate – CSN Mineração



Training

In 2024, CSN Mineração conducted over 89,000 hours of training in health and safety for employees.

AGIR Program

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

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

The results achieved so far are very positive:

- 11 years without fatal accidents
- Lowest Frequency Rate in the historical series
- 73.3% reduction in high-potential incidents (PSIF - Potential Serious Injury Frequency) compared to 2023.

Discover the actions already implemented:

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



SOCIAL DIMENSION

HUMAN DEVELOPMENT

DIVERSITY, EQUITY, AND INCLUSION (DE&I)

MOVER Program

As a founding company of MOVER, in 2024, CSN Mineração continued to expand educational and career development opportunities for Black individuals, who represent 56% of its workforce. In partnership with other institutions linked to MOVER, the Company has offered short-duration open courses, scholarships for English language courses, leadership programs for Black professionals in management positions, and MBA scholarships in strategic areas such as Business Intelligence, Project Management, Agile Methodologies, Leadership, and People Management. These initiatives aim to boost professional progression and increase the representation of Black leadership within the company.

Capacitar Program

CMIN promotes inclusion and qualification of underrepresented groups through initiatives such as the Capacitar Program, which drives the entry of women into mining. In the last quarter of 2024, a new class was formed at the Casa de Pedra unit, strengthening the presence of women in the sector. In partnership with Sotreq, CMIN created its first all-female team in the operation of loaders, with technical training, infrastructure improvements, and reinforcement of good conduct policies.

Gender Representation



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

In addition, in 2024, the Company structured the EMPODERA program to drive the growth of women who stand out in their fields, strengthening their self-confidence and management skills. Furthermore, recognizing the importance of female representation in the industry, the Company launched the campaign "Women Who Transform the Industry" in the last quarter of 2024, highlighting inspiring journeys to motivate the participation of a new generation of women in industrial areas..

CONCLUSION OF THE 4TH CYCLE OF MENTORIA CIDADÃ

In 2024, the 4th cycle of the Mentoria Cidadã Program was held, with the participation of 12 young individuals mentored by managers from various areas and business units of CSN Mineração. The program consists of four in-person training sessions conducted by specialists from the Corporate University, covering topics such as self-awareness, communication, career development, and recruitment and selection processes.

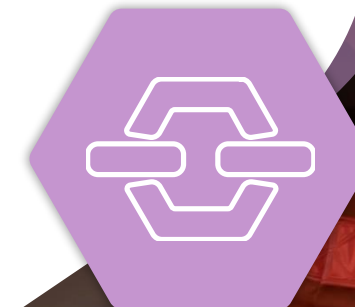
COMPLIANCE TRAINING

In 2024, with the support of the Corporate University, CSN Mineração achieved 100% training of its elective employees, reaching the historic milestone of 7,773 employees trained in Compliance.

In 2024, the Company took a significant step in its compliance initiatives, conducting training at its international locations, such as Luxembourg, Spain, and Switzerland. The training was primarily aimed at the leadership in these locations.

CORPORATE UNIVERSITY

In 2024, the Corporate University continued to be the cornerstone of CSN Mineração's people development initiatives. Over 43,000 training hours were provided, including more than 151 on-demand virtual courses available through the platform, allowing employees to build their own learning journeys. The highlight of the year was the official launch of the ESG School, along with the ESG Fundamentals training.





SOCIAL DIMENSION

SOCIAL RESPONSIBILITY



CSN FOUNDATION – 2024 OVERVIEW

Reaffirming its commitment to strengthening local communities, the CSN Group, through the CSN Foundation, invested R\$ 66 million in 116 projects selected by the CSN Foundation's curatorship, benefiting 46 cities across 10 states.

One of the highlights is the sociocultural project 'Garoto Cidadão', which offers activities in music, theater, dance, and visual arts during after-school hours, aiming to promote the human development of children and adolescents in vulnerable situations. Targeted at young people aged 9 to 18, the program serves those referred by the Reference Centers for Social Assistance (CRAS) of the partner municipalities, ensuring that the actions reach those who need it most. In 2024, the initiative benefited 1,201 children and adolescents, carried out 91 cultural activities, and impacted 16,027 people in the cities of Belo Vale, Congonhas, Moedas, and Rio Acima in Minas Gerais, and in Itaguaí, Rio de Janeiro.

ENVIRONMENTAL EDUCATION

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

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

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



Access the 2023 Impact Report of FCSN



Relatório de Impacto Fundação CSN



SOCIAL PERFORMANCE

Occupational Health and Safety	Unit	2023	2024	Δ%
Number of Accidents with and without lost time (Employees)	Number	13	14	7
Number of Accidents with and without lost time (Contractors)	Number	11	13	15
Number of Lost and Debited Days (Employees)	Number	436	1091	60
Number of Lost and Debited Days (Contractors)	Number	360	306	-17
Fatalities (Employees)	Number	0	0	0
Fatalities (Contractors)	Number	0	0	0
Frequency Rate of Notifiable Workplace Accidents (200k HHT Factor)	Rate	0,22	0,20	-10
Frequency Rate of Notifiable Workplace Accidents (1M HHT Factor)	Rate	1,09	0,99	-10
Severity Rate of Accidents (200k HHT Factor) ¹	Rate	7	12	42
Severity Rate of Accidents (1M HHT Factor) ¹	Rate	36	58	42

Sustainable Value Chain	Unit	2023	2024	Δ%
Purchases from Local Suppliers	%	34,7	39,5	14
Purchases from Local Suppliers (Services)	%	28,6	30,3	6
Purchases from Local Suppliers (Materials)	%	58,7	62,9	7

Training	Unit	2023	2024	Δ%
Training Hours ²	Hour	232.644,50	227.070	-2
Employees Trained	Number	8.019	7.947	-1
Training Investment	R\$	2.329.270	2.026.726	-13

Employment ³	Unit	2023	2024	Δ%
Women in the workforce	%	24	26	8
Women in leadership positions	%	11,5	12,1	5
People with disabilities	%	1,1	1,3	18
Racial Diversity				
• Yellow	%	2,3	2,2	-4
• White	%	40,2	40,1	0
• Indigenous	%	0,3	0,3	0
• Black	%	12,2	12,5	2
• Brown	%	43,5	43,5	0
• Not informed	%	1,6	1,4	-13
Turnover ⁴	%	17,0	16,3	-4

1. The severity rate increased in August due to occurrences linked to behavioral factors. However, the "Safe September" campaign helped implement containment measures, halving the rate in September.
2. The increase in training hours was driven by mandatory training sessions from the Corporate University within the Company.
3. Diversity data excludes Board members and non-permanent staff.
4. Turnover data considers only CLT and Non-CLT programs and excludes non-permanent staff.





GOVERNANCE DIMENSION



CSN.Conecta 2024

CSN Conecta is a program of the CSN Group that promotes innovation and internal engagement through challenges related to ESG. Employees submit project proposals, which are evaluated and selected based on their impact and feasibility. Approved initiatives receive investment for implementation, strengthening the culture of innovation and employee leadership.

The themes addressed in this cycle were: water and effluents, energy efficiency, waste management, air emissions, diversity and inclusion, biodiversity and forests, and health and safety.

Participation in the third cycle:

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

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



G GOVERNANCE DIMENSION

ESG WEEK

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

The event opened with a panel on sustainable products and solutions, featuring the Superintendent Director of Mining, the Director of Cement, the Director of Sustainability, the Director of Energy, and the Commercial Director of CSN's operations in Germany. The discussion focused on innovative strategies and sustainable practices in the sector, reinforcing the company's commitment to sustainability.

Throughout the week, one day was dedicated to Compliance Day, which in 2024 focused on the importance of integrity in relationships with suppliers..



ESG Week at Casa de Pedra - MG



