



QUARTERLY RELEASE

ESG Performance
4Q25



ESG Leadership

We concluded 2025 with the conviction that we continue to move forward consistently in building a CSN Mineração that is increasingly sustainable, efficient, and committed to responsible development. The year was marked by significant achievements that reinforce our leadership in sustainability practices.

In terms of governance, we achieved a historic performance in the S&P ESG Score, reaching 62 points and positioning the Company ahead of 93% of companies in the global steel sector. We also increased our FTSE Russell score from 2.9 to 3.4, maintaining our presence in the FTSE4Good Index. The Company also stood out nationally at the Prêmio Ethos in the Integrity and Anti-Corruption category, reinforcing its commitment to high standards of ethics and transparency.

On the environmental front, we recorded an 8% reduction in CO₂ emissions intensity per tonne of ore produced compared to the target base year (2020). We also expanded tailings filtration capacity by approximately 17%, increasing ore recovery and reducing tailings generation. Regarding dust emission control, we implemented technological initiatives such as the use of drones for polymer application. As a result of the strengthening of our sustainability practices, we advanced to an A- rating in the CDP Water Security assessment, and reached 93% water recirculation in 2025, a result close to the 94% target set for 2032, reflecting the maturity of our water resource management and the quality of the information reported.

The management and maintenance of dam safety remained an absolute priority. All structures maintained certified stability, with the renewal of the Declarations of Condition of Stability in 2025. At the same time, we continued to advance in the dam decharacterization schedule, with some structures already completed and others underway, in line with the established deadlines. In

the occupational safety agenda, we achieved consistent results. The Company completed 12 consecutive years without fatalities and recorded an 18% reduction in high potential severity events (PSIF). We remain focused on reducing accidents with severe consequences and achieved a 50% reduction in the number of these accidents compared to the previous year.

In 2025, we advanced in promoting diversity and inclusion, reaching 27% female representation in our workforce. This result consolidates the Company's progress, which had already surpassed in 2024 the 26% target set for 2025.

.Our results demonstrate the maturity of CSN Mineração's ESG agenda and the Company's progress in delivering concrete targets, based on governance, operational efficiency, and the generation of sustainable value for all stakeholders.

I invite everyone to explore this release to learn more about our initiatives and results.

We move forward together in building a more responsible, innovative, and transformative future.

Fazer bem, Fazer mais, Fazer para sempre

Helena Brennand Guerra

Member of the Board of Directors of CSN Mineração
Director of Sustainability, Environment, Health, Safety, and Real Estate at CSN Group

ESG HIGHLIGHTS

GOVERNANCE

- ✓ Increase from 55 to 62 points in the S&P ESG Score, outperforming more than 93% of companies assessed in the sector
- ✓ Recognized by the Ethos Award as a national highlight in integrity and anti-corruption
- ✓ Maintained listing in the FTSE4Good Index, with an increase from 2.9 to 3.4 in the FTSE Russell score
- ✓ Upgrade from B to A- in the CDP Water Security

SOCIAL AND DEI

- ✓ Diversity target achieved one year ahead of schedule, with women representing 27% of the workforce
- ✓ R\$48 million invested in social responsibility initiatives by Fundação CSN
- ✓ 8% increase in the number of employees with disabilities in the workforce
- ✓ 6% increase in women in leadership positions

TAILINGS DAMS

- ✓ Stability certificates renewed in September/25
- ✓ The Vigia Dam had its decharacterization recognized by the State Environmental Foundation (FEAM-MG)

OCCUPATIONAL HEALTH AND SAFETY

- ✓ 12th consecutive year without fatalities
- ✓ 47% reduction in the Accident Frequency Rate (CAF+SAF) compared to the target base year (2021)
- ✓ 18% reduction in the number of high potential events (PSIF – Potential Serious Injury and Fatalities) compared to 2024
- ✓ 50% reduction in the number of accidents with severe consequences involving employees and contractors compared to 2024

ENVIRONMENTAL

- ✓ 8% reduction in kgCO₂/t of ore emissions compared to the target base year (2020)
- ✓ +20% increase in flotation capacity, improving ore recovery and reducing tailings generation
- ✓ +40% increase in investment for dust dispersion control
- ✓ 93% water recirculation

ABOUT THE REPORT

Since the beginning of 2023, CSN has been disclosing its actions and performance, providing its ESG performance and indicators individually.

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

Historical data on the performance and initiatives of the CSN Group, as well as progress on Other ESG goals, can be found in the Company's Integrated Report, available [here](#). ESG indicators are assured annually as part of preparation of the Integrated Report; therefore, the information contained in quarterly releases is subject to adjustments resulting from this process.

CSN's ESG performance can also be followed on our website: <https://esg.csn.com.br/>

RATINGS ESG

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

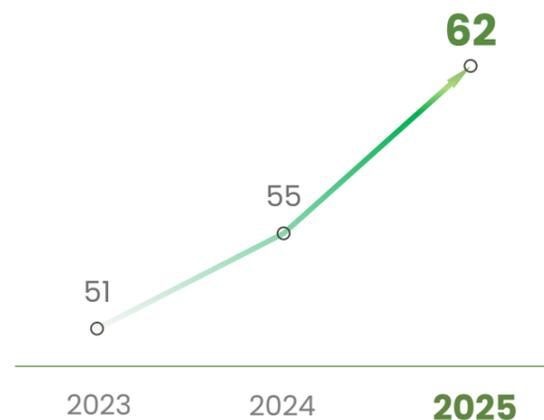
Since 2023, CMIN has been assessed independently from CSN, its controlling company, by several ESG rating agencies. In 2025, CSN Mineração reached a score of 3.4 in the FTSE Russell assessment, improving from the 2.9 points recorded in 2024, and remained listed in the FTSE4Good Index.

In CDP, the Company maintained a B score in the Climate questionnaire and advanced to A- in the Water Security assessment, demonstrating the maturity of its management of these topics and the quality of the information disclosed. Sustainalytics ranked CSN Mineração among the top 9% in the Mining and Metals sector, out of 154 companies assessed globally.

Performance also improved in the S&P ESG Score, with the score increasing from 55 points in 2024 to 62 in 2025, placing the Company ahead of 93% of companies assessed globally in the Steel sector.

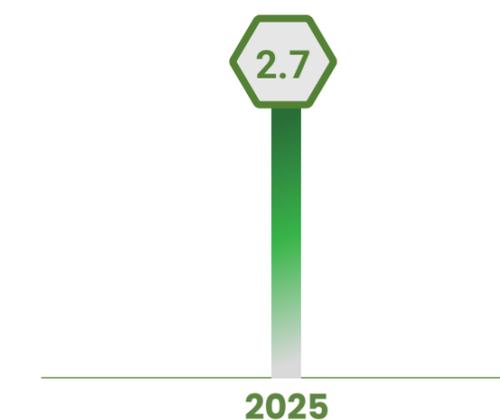
S&P Global

In the sector assessment, CMIN is positioned ahead of 93% of companies evaluated globally.

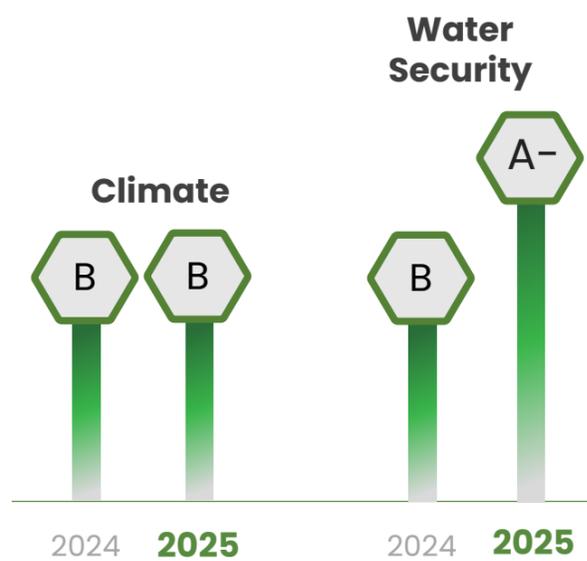


SUSTAINALYTICS

CMIN ranks among the top 9% best-rated companies in the global sector.



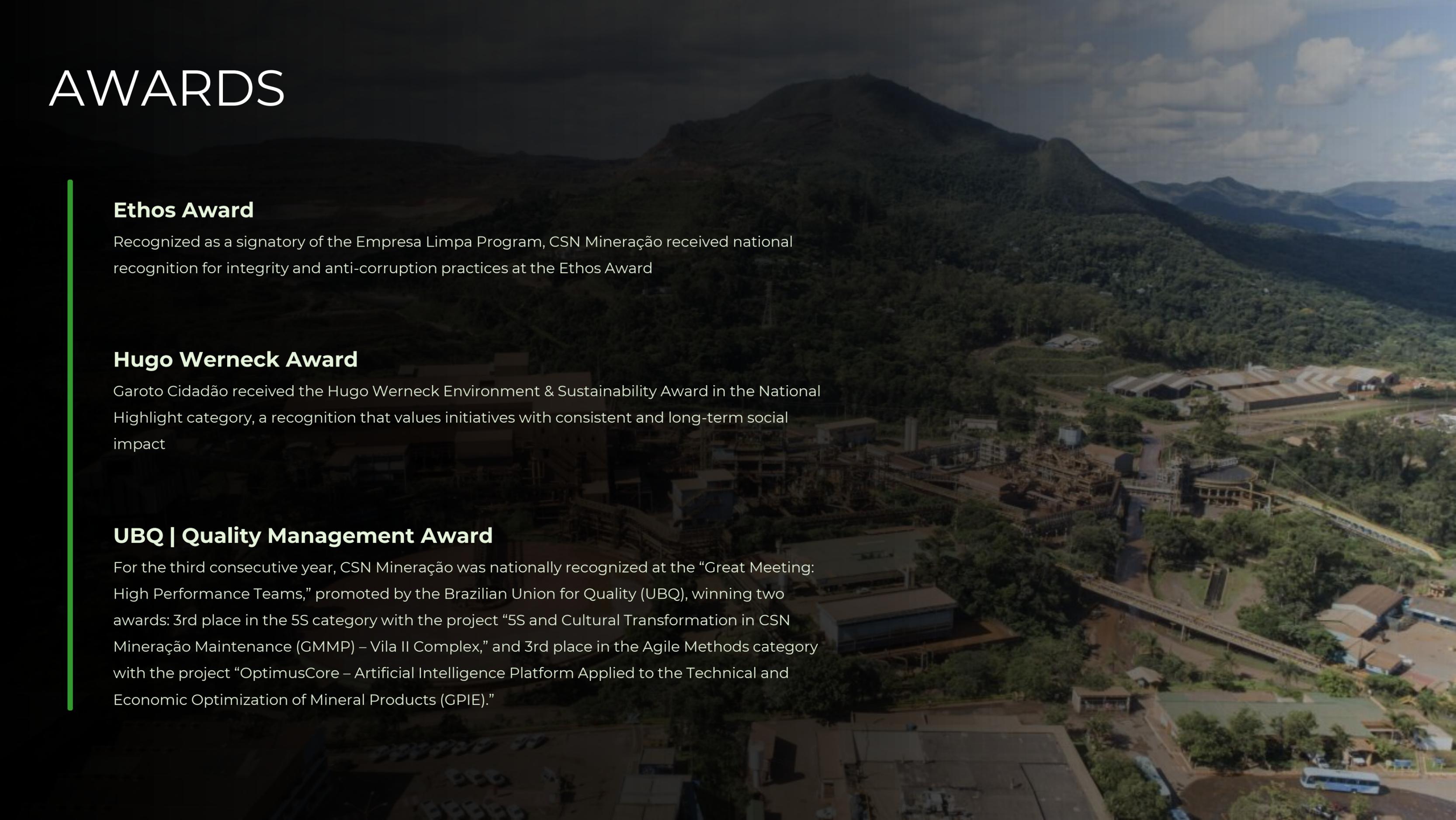
CDP



FTSE Russell FTSE4Good



AWARDS



Ethos Award

Recognized as a signatory of the Empresa Limpa Program, CSN Mineração received national recognition for integrity and anti-corruption practices at the Ethos Award

Hugo Werneck Award

Garoto Cidadão received the Hugo Werneck Environment & Sustainability Award in the National Highlight category, a recognition that values initiatives with consistent and long-term social impact

UBQ | Quality Management Award

For the third consecutive year, CSN Mineração was nationally recognized at the “Great Meeting: High Performance Teams,” promoted by the Brazilian Union for Quality (UBQ), winning two awards: 3rd place in the 5S category with the project “5S and Cultural Transformation in CSN Mineração Maintenance (GMMP) – Vila II Complex,” and 3rd place in the Agile Methods category with the project “OptimusCore – Artificial Intelligence Platform Applied to the Technical and Economic Optimization of Mineral Products (GPIE).”

MAIN ESG GOALS¹

Natural Capital



Climate Change

- ✓ Reduce CO₂e emissions by 30% per ton of ore produced by 2035 (Scopes 1 and 2), based on the 2020 baseline.
- ✓ Achieve carbon neutrality by 2044 for Scope 1 and 2 emissions.
- ✓ Continuously maintain electricity consumption from 100% renewable sources

Water and Effluents Efficiency

- ✓ Systematize and transparently report the volumes of water permitted, withdrawn, and discharged by CSN Group units, correlating them with the water scarcity risks of the basins in which they are located, by 2025
- ✓ Keep water intensity² below 0.45 m³ of water withdrawn per ton of ore produced by 2032
- ✓ Achieve 94% water recirculation by 2032

Dam Management

- ✓ Decharacterize all upstream tailings dams by 2030

Biodiversity

- ✓ Strive to achieve no net loss in biodiversity and, whenever possible, generate a net positive impact (net gain)

Human & Social Capital



Occupational Health and Safety

- ✓ Reduce the accident frequency rate (LTI + NoLTI own employees and third parties) by 30% by 2030 compared to the 2020 baseline (1 million HHT factor).
- ✓ Reduce the number of lost workdays due to accidents involving own employees by 30% by 2030 compared to the 2021 baseline.

Diversity, Equity, and Inclusion

- ✓ Double the percentage of women at CSN Mineração by 2025 compared to the 2019 baseline

Human Rights

- ✓ By 2027, complete 100% of the proposed actions from the Human Rights due diligence conducted in Congonhas (MG)

¹The Company has other ESG targets, which are published in its Integrated Report. The performance of all the Company's targets can be monitored annually through this document.

Performance on ESG TARGETS

	Indicators	Unit	Indicator Base-year	2025	Δ%	Status	Indicators	Unit
 Environment	Emission Intensity Mining (GHG) ¹	kgCO ₂ e / t ore	7.10 (2020)	6.52	-8		4.97	2035
	Water intensity	m ³ / t ore	N.A.	0.20	N.A.		<0.45	2032
	Achieve 94% water recirculation by 2032	%	88.2%	93	5.4		94	2032
 Social	Accident Frequency Rate ²	LTI + NoLTI	1.96 (2021)	1.04	-47		1.37	2030
	By 2027, complete 100% of the actions proposed from the Human Rights due diligence conducted in Congonhas (MG)	%	-	93%	-		100%	2027
	Diversity (women on staff)	%	13% (2019)	27%	108%		26%	2025
 Governance	Total Employees Trained in Compliance	%	-	100	-		100	-

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.

**BROWSE THE
DOCUMENT**



E

environmental



S

social

G

governance



ENVIRONMENT

Circular Economy: Increased Efficiency and Reduction of Tailings Generation

In 2025, the Company expanded flotation capacity by approximately 20%, enabling the recovery of part of the iron that was previously lost in tailings. At the same time, operational improvements increased filtration capacity from around 9 to approximately 10.5 million tonnes per year. These initiatives increase ore recovery, reduce tailings generation, and lessen the pressure on the extraction of new natural resources, reinforcing a more efficient production model aligned with circular economy principles by reinserting materials that would otherwise be discarded back into the process.

Reduction of CO₂ emissions per ton of ore

Over recent years, the Company has implemented improvements in its production processes, including optimizations in ore processing, greater efficiency in tailings filtration, and increased recovery of previously lost iron, enabling higher production with the same asset base and lower resource consumption. These initiatives have contributed to reducing the specific diesel consumption in mining operations and, consequently, the emissions intensity. In 2025, a key highlight was the implementation of the “Reduction of Deadweight Cargo Transported” project, winner of the CSN.Conecta 2024 award. The initiative applied an anti-adhesive agent developed from reused oil in truck scales, increasing transport productivity by approximately 200 thousand tons and contributing to the reduction of CO₂ emissions.

Climate Adaptation

During the year, the Company began developing its Climate Adaptation Plan, guided by ISO 14090 and based on the Climate Vulnerability Study completed in 2024, with a focus on managing intense rainfall and implementing drainage, containment, and desilting works. The plan is also connected to initiatives such as the Rain Plan, the decharacterization of the B4 dam, and projects to expand water recirculation. CMIN has advanced in reducing pressure on water bodies, reaching 93% water recirculation in 2025, close to the 94% target set for 2032.

Use of drones for polymer application

The Company adopts an integrated set of actions to reduce dust generation and dispersion, combining fixed spraying systems in mine and plant areas, the support of water trucks, and surface stabilization technologies such as nylon screens, polymers, laterite, and revegetation through hydroseeding. In 2025, these measures were expanded through an innovative CSN.Conecta project, which introduced the use of drones for polymer application in critical areas, increasing the precision and speed of interventions. Throughout the year, drones began operating in dust control, and investments in polymers and hydroseeding increased by 40%, resulting in a significant reduction in fugitive emissions and contributing to improved environmental conditions in the Congonhas region.



DAMS MANAGEMENT

In June and September 2025, **all of the Company's dams had their Declarations of Compliance and Operability (DCO) and Declarations of Condition of Stability (DCE) renewed, respectively**, demonstrating that they remain in compliance with the legal, operational, and stability requirements established by current legislation, reinforcing the Company's commitment to safety and the responsible management of its structures.

All dams with verified stability certification

Regarding the Company's dam decharacterization schedule, the Vigia, Auxiliar do Vigia, and B5 dams have been completed to date. The works on the B4 dam are currently underway, with completion expected according to the schedule below:

DAM DECOMMISSIONING SCHEDULE

		2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031+
Casa de Pedra	B5	🕒											
	B4												
	Casa de Pedra												
Pires	Vigia Auxiliary Dam			🕒									
	Vigia Dam						🕒						



External audits carried out twice a year



Cross-checking (peer review) of audits and projects



New projects underway to reuse mining waste

PERFORMANCE

AIR QUALITY ¹	Unit	2024	2025	AQI
CSN Mineração – Novo Plataforma	µg/m ³	39.6	28.5	GOOD
CSN Mineração – Basílica	µg/m ³	37.0	29.3	GOOD
CSN Mineração – Bairro Plataforma	µg/m ³	37.1	32.2	GOOD
CSN Mineração – Bairro Casa de Pedra	µg/m ³	33.3	13.7	GOOD
CSN Mineração – Bairro Cristo Rei	µg/m ³	31.7	23.4	GOOD
CSN Mineração – Bairro Esmeril	µg/m ³	32.7	17.8	GOOD
CSN Mineração – Comunidade Belo vale	µg/m ³	36.6	27.5	GOOD
TECAR – Vila Califórnia	µg/m ³	25.4	21.7	GOOD
TECAR – Vila Aparecida	µg/m ³	28.2	25.5	GOOD
TECAR – Brisamar	µg/m ³	29.9	25.4	GOOD
TECAR – Sítio Terezinha	µg/m ³	31.7	28.2	GOOD

WATER INTENSITY	Unit	2024	2025	Δ%
Intensity per Iron Ore Production ²	m ³ / t ore	0.20	0.20	-

WASTE MANAGEMENT	Unit	2024	2025	Δ%
Percentage of circularized waste ³	%	69.2	51.0	-26

CLIMATE	Unit	2024	2025	Δ%
GHG Emissions Intensity per ton of iron ore ⁴	kgCO ₂ /t	6.49	6.52	-

1. Based on monitoring conducted at automatic stations, the data reflects the average for the period. Air quality was classified as "good" in over 93% of the measurements.
 2. It includes water collected from the production process at the Casa de Pedra central plant, the Pires production process, and potable water.

3. Reduction driven by the increased disposal of construction debris in C&DW (Construction and Demolition Waste) landfills
 4. It considers only the emissions from CSN Mineração's Scope 1 mobile combustion category, which accounts for 95% of the Company's total emissions. It is worth noting that Scope 2 emissions are zero, as all electricity consumption comes from 100% renewable sources.





OCCUPATIONAL HEALTH AND SAFETY

In 2025, the AGIR Program was reformulated to incorporate the Leadership Axis and the pillars of OSH Culture, Critical Risk Management, and Process Safety, expanding its integration with corporate risk management systems and strengthening its preventive approach.



50%
reduction in the number of accidents with severe consequences



12th year
With no fatal accidents



18%
reduction in serious events (PSIF)



121
thousand hours of OSH training



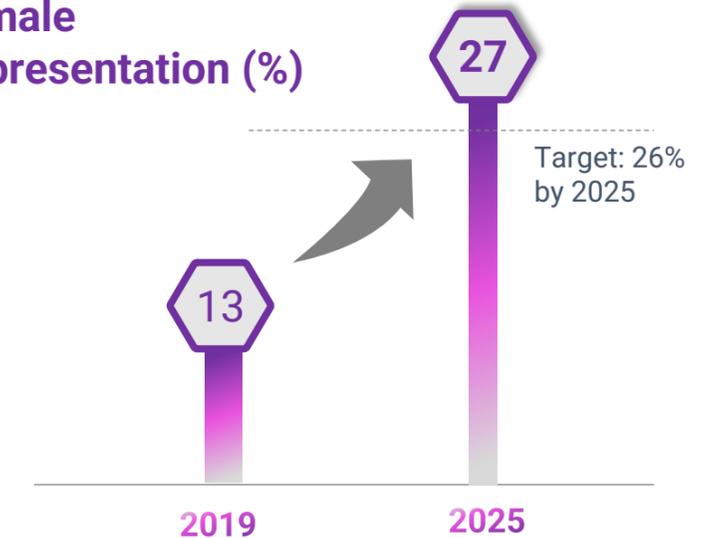
1.04
accident frequency rate with and without lost time (1MHH)

DIVERSITY AND INCLUSION

CSN Mineração achieved the target of doubling female representation, set at 26% by 2025, reaching the goal ahead of schedule in 2024 and surpassing it in 2025, when women accounted for 27% of the total workforce, double the level recorded in 2019. During the same period, female representation in leadership positions also increased by 6%.

This result reflects a strategy that combines clear targets, awareness initiatives, and investment in professional training. Among the initiatives, the Capacitar Mulheres Program stands out. Conducted in partnership with Fundação CSN, the program prepares women for operational roles and includes a development track focused on retention and professional growth. In 2025, more than 130 women were hired through the program.

Female Representation (%)



S

SOCIAL

PERFORMANCE

HEALTH AND SAFETY	Unit	2024	2025	Δ%
Number of Accidents with and without lost time (Employees)	Number	14	15	7
Number of Accidents with and without lost time (Contractors)	Number	10	12	20
Number of accidents with serious consequences (except deaths) (own + third parties)	Number	2	1	-50
Fatalities (Employees)	Number	0	0	-
Fatalities (Contractors)	Number	0	0	-
Frequency Rate of Notifiable Workplace Accidents (1M HHT Factor)	Rate	0.99	1.04	5
Severity Rate of Accidents (1M HHT Factor)	Rate	58	67	16
Potentially High Severity Events (PSIF)	Number	11	9	-18
Number of lost workdays due to accidents (employees)	Number	916	1.349	47

SUSTAINABLE VALUE CHAIN	Unit	2024	2025	Δ%
Purchases from Local Suppliers	%	39.5	38.9	-2
Purchases from Local Suppliers (Services)	%	30.3	30.2	-
Purchases from Local Suppliers (Materials)	%	62.9	65.1	3

TRAINING	Unit	2024	2025	Δ%
Training Hours	Hours	227.071	221.872	-2
Employees Trained	Number	7.947	7.770	-2
Training Investment	R\$	2.026.726	1.769.496	-13

EMPLOYMENT ¹	Unit	2024	2025	Δ%
Women in the workforce	%	26	27	4
Women in leadership positions ²	%	12.1	12.8	6
People with disabilities	%	1.3	1.4	8
Racial Diversity				
• Yellow	%	2,2	2.1	-5
• White	%	40.1	39.3	-2
• Indigenous	%	0.3	0.2	-33
• Black	%	12.5	12.7	2
• Brown	%	43.5	44.6	3
• Not informed	%	1.4	1.2	-14
Turnover ³	%	16.3	19.7	21

¹ Diversity data does not consider Board members and non-permanent employees

² Considers the following positions: supervisors, coordinators, managers, general managers, and directors.

³ Turnover data only considers CLT and non-CLT programs and does not consider non-permanent employees





SOCIAL

TRANSFORMING LIVES AND COMMUNITIES

FUNDAÇÃO CSN – 2025 LANDSCAPE

Fundação CSN acts as a link between CSN Mineração and the communities located around its operations. In 2025, R\$48 million were invested in social responsibility initiatives and scholarships, directly benefiting 1.600 people in the regions influenced by CSN Mineração.

In the last quarter of 2025, the Foundation intensified initiatives in the areas of culture, education, social inclusion, and community development, expanding access to the arts and promoting human development. Among the highlights, in November the 5th cycle of the Mentoria Cidadã project was concluded, carried out in partnership with the CSN Group, with the participation of 23 young people from Congonhas (MG) and Itaguaí (RJ). The initiative aims to support students from the Garoto Cidadão program in accessing their first job.

EDUCATION

In the field of Education, Fundação CSN focuses its efforts on promoting quality education and creating pathways for young people to enter the labor market. In Congonhas (MG), the Foundation manages the Technological Education Center (CET), which offers lower secondary, upper secondary, and technical education, in addition to professional training courses. The school serves students from the region and seeks to integrate academic education, human development, and preparation for the labor market. In 2025, CET benefited 419 students, of whom 35% were scholarship recipients, expanding access for young people in situations of social vulnerability to structured educational opportunities.

GAROTO CIDADÃO

In 2025, the Foundation’s sociocultural program for children and adolescents served 1.317 participants, promoted 148 cultural activities, and impacted 23.375 people in the municipalities of Belo Vale, Congonhas, Moeda, and Rio Acima (MG), as well as in Itaguaí (RJ). Activities included commemorative events and artistic performances in cities such as Belo Vale, Congonhas, Moeda, and Rio Acima (MG), reaching a total audience of 2.375 people.

	2025
Young people benefited ¹	6.219
Young employed ²	1.673
Public served ³	79.079

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, Tambores de Aço, Centro Cultural and Histórias que Ficam.

Disclaimer: data and Investments encompass all operations curated by the CSN Foundation

Browse FCSN Impact Report



Fundação CSN





GOVERNANCE

ESG Week

CSN Mineração's ESG Week, held at the Casa de Pedra, Pires, and TECAR units, featured a program dedicated to strengthening the environmental, social, and governance agendas among employees and partners.

The program included lectures on mining initiatives supporting the Company's decarbonization targets and on continuous improvement projects focused on diversity, equity, and inclusion. Additional activities included initiatives from the Environmental Education Program (PEA), compliance actions, talent attraction programs, and cultural presentations such as the Garoto Cidadão Orchestra of Congonhas. Student projects focused on sustainable innovation were also presented, such as Minecolor, which uses mining tailings to produce eco-friendly paint.

Throughout the week, Occupational Health and Safety (OHS) blitzes and booths were held in different operational areas, reinforcing the culture of prevention and safety. The program also included workshops and interactive activities, such as the Mirror Mosaic workshop, as well as thematic booths and seedling distribution, promoting environmental awareness and employee engagement with the Company's ESG practices.

Sustainability Risks and Opportunities Assessment

In 2025, the ESG Committee initiated a structured process to identify, analyze, and prioritize the main risks and opportunities related to environmental, social, and governance agendas. The initiative aims to strengthen corporate governance, increase transparency, and improve strategic decision-making based on more integrated data. The process also drives the implementation of IFRS S1 and S2 standards.



Oficina Mosaico, during ESG Week, at Casa de Pedra – Congonhas (MG)





DIMENSÃO GOVERNANÇA

In 2025, CSN.Conecta held its fourth cycle, consolidating itself as a strategic program that promotes innovation and internal engagement through challenges aligned with CSN's ESG agenda. Projects submitted by employees are evaluated based on impact and feasibility, and the selected initiatives receive investment for implementation.

CSN Mineração finalists were:



- 442** Projects
- 246** Qualified
- 181** Pitch
- 15** Finalists



PROJECT	DESCRIPTION
In-house Electric Tow Tractor	Development and implementation of an electric tow tractor for 75-ton off-road trucks
Smart Shift Change	Automation of shift changes in the mine through artificial intelligence, optimizing the allocation of operators and logistical resources
Advanced Tire Calibration Station	The solution proposes mobile calibration stations capable of generating nitrogen from the oxygen in the air, eliminating the need for travel for tire calibration





CSN

MINERAÇÃO