



ANNEXES

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About the Annexes

To make navigation through the content easier, this Integrated Report's **GRI Content Index** shows the location of each indicator.

One of the purposes of this Integrated Report is to offer concise and relevant information to readers. To this end, in this section we present some of the numeric indicators, tables and graphs which are essential to the following frameworks¹:

- Global Reporting Initiative (GRI);
- Sustainability Accounting Standards Board (SASB);
- Worldsteel Association (WSA);
- Global Cement and Concrete Association (GCCA);
- International Council on Mining and Metals (ICMM); and
- United Nations Conference on Trade and Development (UNCTAD).

1. Other data, particularly qualitative information, may be found throughout the Integrated Report.

In addition, CSN Group's data and information are organized in the following structure and icons:

- **Grupo CSN** – includes consolidated information of all CSN companies, for an overall view of our indicators;
- **Mining** – Data and information from CSN Mineração (CMIN), Minérios Nacional and Estanho de Rondônia S.A (ERSA);
- **Steelmaking** – Includes relevant consolidated indicators and results from: CSN - Presidente Vargas Steelworks (UPV); CSN - Porto Real; CSN - Paraná; Companhia Metalúrgica Prada – Packaging and Distribution Units;
- **Cement** – Relevant consolidated indicators and results from: CSN Cimentos in Volta Redonda (RJ) and in Arcos (MG);
- **Logistics** – Includes relevant indicators and results from: Ferrovia Transnordestina Logística S.A (FTL); Transnorsdetina Logística S.A. (TLSA)

and Sepetiba Tecon S.A. (Container Terminal); and

- Corporate – Includes relevant results from indicators referring to CSN Group's office units.



Any dollar amounts throughout the report refer to US dollars (US\$) and the exchange rate on 12/31/2020 was R\$5.1967.

We would like to hear your feedback: Send comments and questions to sustentabilidade@csn.com.br

The Group companies not listed herein are included in this Annex only in the Company's consolidated financial figures.

CSN


CSN
GROUP

102 - General Disclosures: Organizational profile

102-9 Supply chain

We have a total of 4,139 suppliers in the CSN Group, the national ones are located mostly in the following states, MG (31.94%), RJ (22.83%) and SP (10.79%). Our international suppliers represent 24.81%. Most of the CSN Group suppliers offer materials (70.21%) and services (29.79%). The most representative spend categories are, respectively: Reducers, Maritime Transport, Ores and Minerals, Road Transport and Fuels.

102-13 Membership of associations

Business area	Associations
 CSN Group	Latin American Steel Association (ALACERO)
	National Institute of Metrology, Standardization and Industrial Quality (INMETRO)
	Business Institutes and Foundations Group (GIFE)

201 Economic Performance

201-1 Direct economic value generated and distributed

Grupo CSN (in millions)	Consolidated		
	12/31/2020	12/31/2019	12/31/2018
Revenue			
Goods, products and services sales	33,800	28,558	26,336
Other revenue/expenses	237	152	2,853
Allowance for /reversal of doubtful accounts	40	(8)	(45)
	34,077	28,702	29,144
Inputs Acquired from Third Parties			
Cost of goods, products and services sold	(17,076)	(15,274)	(14,829)
Supplies, energy, outsourced services and other	(4,827)	(4,631)	(2,656)
Impairment/recovery of assets	(89)	(139)	(136)
Others	-	-	-
Impairment assets available for sale	-	-	-
	(21,992)	(20,044)	(17,621)
Gross added value	12,085	8,658	11,524

Grupo CSN (in millions)	Consolidated		
	12/31/2020	12/31/2019	12/31/2018
Retentions			
Depreciation, amortization and depletion	(2,517)	(1,519)	(1,273)
Net value added produced	9,568	7,139	10,251
Value Added Received in Transfer			
Equity pick-up	72	126	136
Financial revenue	1,803	379	1,311
Other and exchange gains	617	195	155
	2,492	700	1,601
TOTAL VALUE ADDED TO DISTRIBUTE	12,060	7,839	11,851
Personnel and charges	2,211	2,660	2,297
Direct compensation	1,710	2,041	1,799
Benefits	403	498	416
F.G.T.S. (Employment Time Guarantee Fund)	98	121	83
Taxes, fees and contributions	2,329	212	1,384
Federals	1,881	(100)	1,027
State	414	288	332
Locals	34	24	25
Return on third-party capital	3,228	2,723	2,970
Interest	2,876	2,563	2,272
Rentals	12	17	25
Other and Passive Monetary and Exchange Variation	340	143	672
Return on equity capital	4,292	2,245	5,201
Interest on equity capital	-	-	-

201 Economic Performance

201-1 Direct economic value generated and distributed

Grupo CSN (in millions)	Consolidated		
	12/31/2020	12/31/2019	12/31/2018
Dividends	901	425	898
Income for the year / retained earning	2,893	1,364	4,176
Minority interest	498	455	126
Others	-	-	-
Result Discontinued Operations	-	-	-
ADDED VALUE DISTRIBUTION	12,060	7,839	11,851

The explanatory notes are an integral part of the financial statements

201-3 Defined benefit plan obligations and other retirement plans

Grupo CSN (in millions)	Consolidated		
	12/31/2020	12/31/2019	12/31/2018
Actuarial assets			
Pension plan benefits	(14)	(14)	(100)
Post-employment health benefits	-	-	-
	(14)	(14)	(100)
Actuarial liabilities			
Pension plan benefits	80	20	8
Post-employment health benefits	679	892	897
	758	912	905

Grupo CSN (in millions)	Consolidated		
	12/31/2020	12/31/2019	12/31/2018
Actuarial assets			
Present value of defined benefit obligations	3,646	3,581	3,087
Fair value of the plan's assets	(3,766)	(3,894)	(3,404)
Deficit/(Surplus)	(120)	(313)	(316)
Restriction to actuarial assets due to limited recovery	186	319	225
Net liabilities/(assets)	66	6	(92)
Liabilities	80	20	8
Assets	(14)	(14)	(100)
Net liabilities/ (assets) recognized in the balance sheet	66	6	(92)
Present value of obligations at the beginning of the year			
	3,581	3,087	3,078
Cost of service	1	1	1
Cost of interest	237	283	304
Participants' contributions in the period	2	2	-
Benefits paid	(279)	(270)	(280)
Actuarial loss/(gain)	104	477	(15)
Present value of obligations at the end of the year	3,646	3,581	3,087
Fair value of the plan's assets at the beginning of the year			
	(3,894)	(3,404)	(3,305)
Interest revenue	(258)	(314)	(328)
Benefits paid	279	270	280
Participants' contributions in the period	(2)	(2)	-
Return on the plan's assets (excluding interest revenue)	109	(444)	(51)
Fair value of the plan's assets at the end of the year	(3,766)	(3,894)	(3,404)

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

2020						
Minimum basic wage	Entry level wage				Ratio with entry level wage	
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CSN Group	1,000.89	31	998.00	42	1.00	1.00

*The Group figures include the basic wages of Steelmaking and Logistics

2019						
Minimum basic wage	Entry level wage				Ratio with entry level wage	
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CSN Group	1,000.89	86	998.00	35	1.00	1.00

*The Group figures include the basic wages of Steelmaking and Logistics

2018						
Minimum basic wage	Entry level wage				Ratio with entry level wage	
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CSN Group	954.00	5	954.00	28	1.05	1.05

*The Group figures include the basic wages of Steelmaking and Logistics

204 Procurement practices

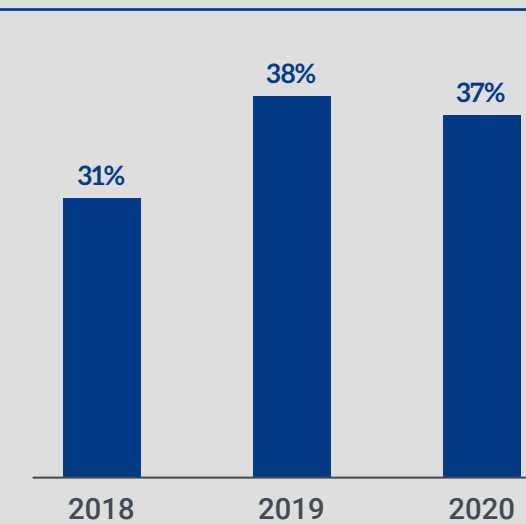
204- 1 Proportion of spending on local suppliers

	2018	2019	2020
% of local expense (consolidated)			
	31.1%	38.2%	37.2%
% spent with materials (Products)			
	27.9%	35.4%	31.9%
% of local expense with services			
	40.7%	44.9%	49.7%




CSN Group

Proportion of spending on local suppliers



301 - Materials

301-1 Materials used by weight or volume


Business area	Description	Unit	2018	2019	2020
Materials used					
 CSN Group	Iron ore	dry metric ton	5,226,178.00	3,680,770.00	3,728,358.59
	Metallurgical coal	dry metric ton	1,630,265.21	1,160,553.24	990,021.09
	Coal injection into the blast furnace	dry metric ton	482,275.00	231,802.00	468,581.16
	Coke	dry metric ton	1,136,344.90	933,747.20	915,354.15
	Heavy oil	t	2.69	1.94	-
	Light oil	t	6.24	1.04	-
	Limestone	dry metric ton	3,594,856.20	3,573,908.06	4,094,488.18
	Crude dolomite	dry metric ton	343,881.00	420,003.00	509,668.00
	Pellets	t	1,240,554.00	1,134,277.00	1,393,692.75
	EAF Electrodes	t	768.77	760.84	629.66
	Pig iron	t	32,637.00	32,255.00	9,165.00
	Scraps	t	573,331.00	378,994.00	913,054.00
	Paint	t	2,334.12	2,318.00	2,251.76
	Zinc	t	9,648.69	9,514.15	13,257.57
	Solvent	t	223.80	240.40	175.00
	Seal	t	81.70	89.02	63.51
	Varnish	t	404.48	246.21	164.31
	Enamel	t	74.12	20.32	3.50
	Strain hardening fluid	t	416.75	430.70	592.22
	ANFO	t	3,919.51	3,435.81	2,385.24
TNT	t	676.98	558.74	558.94	
Bulk emulsion	t	2,279.72	2,391.81	3,740.02	

Business area	Description	Unit	2018	2019	2020
	Acetylene	t	5.20	14.04	22.00
	Diesel	t	60,949.28	66,536.60	67,073.17
	LPG	dry metric ton	548.84	477.56	378.76
	Natural gas	t	355,891.22	363,134.42	345,118.24
	Gasoline	t	735.08	711.57	429.97
	Ethanol	t	0.17	0.49	0.84
	Fuel oil	t	2,714.31	-	2,922.58
	Coal mill	t	48,858.00	16,932.00	4,143.02
	Clinker used	t	1,861,286.00	2,067,593.00	2,302,630.00
	Plaster	t	65,234.00	95,850.05	110,027.34
	Slag	t	1,208,183.00	1,045,053.40	1,122,425.22
	Total Materials	t	17,885,564.97	15,222,621.60	17,001,375.81

Produced Products					
 Grupo CSN	BOF crude steel produced	t	3,947,396.00	2,775,748.00	3,591,200.00
	EAF crude steel produced	t	204,788.00	230,193.00	224,890.00
	Total crude steel produced	t	4,152,184.00	3,005,941.00	3,816,090.00
	Iron ore produced	t	28,521,732.00	32,698,084.00	22,409,934.00
	Cassiterite concentrate (cassiterite. columbite)	t	1,278.31	1,234.10	1,260.37
	Equivalent cement production	t	3,469,360.00	3,546,466.00	3,924,179.00
	Total Produced Products	t	40,296,738.31	42,257,666.10	33,967,553.37

301 - Materials

301-2 Recycled input materials used

Business area	Description	Unit	2018	2019	2020
Materials used					
 CSN Group	Steelmaking UPV				
	Percentage of raw materials or recycled materials used in the manufacture of your main	%	4.9%	4.3%	9.2%
	Total raw materials or recycled materials used	t	573,331.00	378,994.00	913,054.00
	Scraps	t	573,331.00	378,994.00	913,054.00
	Total raw materials or materials used	t	11,814,729.19	8,904,638.62	9,908,031.23
	Cement				
	Percentage of raw materials or recycled materials used in the manufacture of your main	%	35.5%	29.1%	28.5%
	Total raw materials or recycled materials used	t	1,208,183.00	1,045,053.40	1,122,425.00
	Scraps	t	1,208,183.00	1,045,053.40	1,122,425.00
	Total raw materials or materials used	t	3,403,610.00	3,591,646.74	3,932,785.00
	Clinker/cement factor	%	57.7%	57.6%	58.5%


302 - Energia

302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
 CSN Group	Total non-renewable fuel consumption		187,102,569.06	141,207,813.90	138,020,338.87
	Metallurgical coal / CSN	GJ	65,451,435.11	35,956,644.14	26,374,161.70
	Metallurgical coal PCI / CS	GJ	-	7,111,978.72	12,483,002.10
	Sub-bituminous coal	GJ	923,416.20	320,014.80	78,303.14
	Coal coke/ CSN	GJ	50,273,850.93	16,842,266.66	15,947,301.36
	Coal coke / CSN bought	GJ	-	20,708,303.99	19,561,559.38
	Coal coke / Mill / CS	GJ	7,333,102.88	4,901,105.52	6,010,988.49
	Coal coke / Small coke / CS	GJ	6,352,515.70	4,099,378.01	5,180,384.56
	Petroleum coke	GJ	6,361,710.82	6,453,337.96	7,226,797.72
	Diesel / Brazil	GJ	2,716,537.69	2,964,609.36	2,946,538.12
	Steel mill gas / CSN	GJ	3,230,137.02	2,290,350.89	2,379,926.46
	Blast furnace gas / CSN	GJ	21,662,868.99	17,021,764.87	18,358,436.56
	Coke gas / CSN	GJ	8,122,977.01	6,077,544.52	6,218,506.44
	Coke gas / Desulfurized / CSN	GJ	112,731.21	197,047.98	123,351.85
	Liquefied Petroleum Gas (LPG)	GJ	28,220.19	24,852.84	21,923.40
	Natural gas	GJ	14,393,600.54	16,209,733.68	14,973,616.83
	Gasoline / Brazil	GJ	29,751.31	28,799.53	16,912.23
	Fuel oil	GJ	109,657.75	-	118,557.15
	Flushing oil / CSN	GJ	55.71	80.43	71.36
	Total renewable fuel consumption		4.52	12.88	19.06
Hydrous ethanol	GJ	4.52	12.88	19.06	

302 - Energy

302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
 CSN Group	Electricity, heating, cooling and steam acquired for consumption	GJ	10,353,771.16	9,858,932.17	11,217,891.87
	i. electricity consumption	GJ	10,353,771.16	9,858,932.17	11,217,891.87
	Electricity acquired from the grid	GJ	4,360,822.89	4,114,625.85	5,216,361.90
	Electricity acquired from the grid (Clinker)	GJ	453,733.20	-	-
	Electricity acquired from the grid (Igarapava Hydroelectric Power Plant)	GJ	518,370.79	591,577.06	568,968.70
	Electricity acquired from the grid (Itá Hydroelectric Power Plant)	GJ	4,725,529.75	5,114,810.46	5,128,238.22
	Electricity recycled at top turbine	GJ	295,314.54	37,918.80	304,323.05
	Total self-generated electricity, heating, cooling and steam	GJ	2,600,130.86	1,979,319.60	1,416,568.72
	i. self-generation of electricity	GJ	2,600,130.86	1,979,319.60	1,416,568.72
	Thermal Power Plant	GJ	2,600,130.86	1,979,319.60	1,416,568.72
	Total energy consumption within the organization (based on the formula in the table below)	GJ	197,456,344.74	151,066,758.94	149,238,249.80

1- It does not have heating, cooling or steam consumption. It does not sell electricity, heating, cooling or steam. It does not have self-generated heating, cooling or steam.

2- Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN.

302-3 Energy intensity

UNCTAD B.5.2

Business area	Description	Unit	2018	2019	2020
 CSN Group	Energy intensity ratio for the organization	GJ/R\$ thousand DVA	21.57	47.00	25.41
	Total energy consumption within the organization (GRI 302-1)	GJ	195,663,362.82	151,470,590.04	149,955,503.56
	Normalization Factor (1) - DVA R\$ Thousand	R\$ thousand	9,069.512.00	3,222.939.00	15,901.026.00
	Energetic intensity rate for the organization - Sectorial Assessment				
	GJ / crude steel ton (2)	GJ/crude steel ton	24.60	27.80	24.40
	KWh/ cement ton (3)	KWh/ cement ton	80.60	86.60	86.50
	MJ/ clinker ton (4)	MJ/ clinker ton	3,502.00	3,585.00	3,269.00

(1) Combustech tool and indicator B.5.2 from Guidance on core indicators for entity reporting on contribution towards implementation of the Sustainable Development Goals from UNCTAD United Nations Conference on Trade and Development.

(2)- Calculated according to the World Steel Association methodology – Scope 1


(3)- Calculated according to the Global Cement and Concrete Association methodology – Scope 2

All energies (GRI 302-1, WSA-Scopo 1, GCC-Scopo 1 and Scopo 2) were considered for the energy intensity rate.

Rate uses energy consumed within the organization.


302 - Energy

302-4 Reduction of energy consumption

Business area	Description	Unit	2018	2019	2020
 CSN Group	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ		(46,389,585.8)	(48,218,094.9)
	Types of energy included in the reductions: whether fuel, electricity, cooling, steam, or all	GJ			
	Fuel	GJ	-	(45,894,746.8)	(49,082,215.6)
	Electricity	GJ	-	(494,839.0)	864,120.7

Note: Base year 2018.
Sources used: National Energy Balance (BEN), GHG Protocol and specific data from CSN.


302-5 Reductions in energy requirements of products and services

Business area	Description	Unit	Base year 2018	2018	2019	2020
 CSN Group	Reductions in energy requirements of sold products and services achieved during the reporting period	GJ/ crude steel ton (2)	24.6	24.6	27.8	24.4
		% Reduction compared to base year 2018		0.0%	13%	-0.8%
		kWh/cement ton (3)	80.6	80.6	86.6	85.4
		% Reduction compared to base year 2018		0%	7.4%	7.3%
		MJ/ clinker ton (4)	3502	3502	3585	3269
		% Reduction compared to base year 2018		0%	2.4%	-6.7%

1. Base year 2018.
2. According to World Steel Association (WSA) methodology - Scope 1
3. According to Global Cement and Concrete Association (GCCA) methodology - Scope 2
4. According to Global Cement and Concrete Association (GCCA) methodology - Scope 1

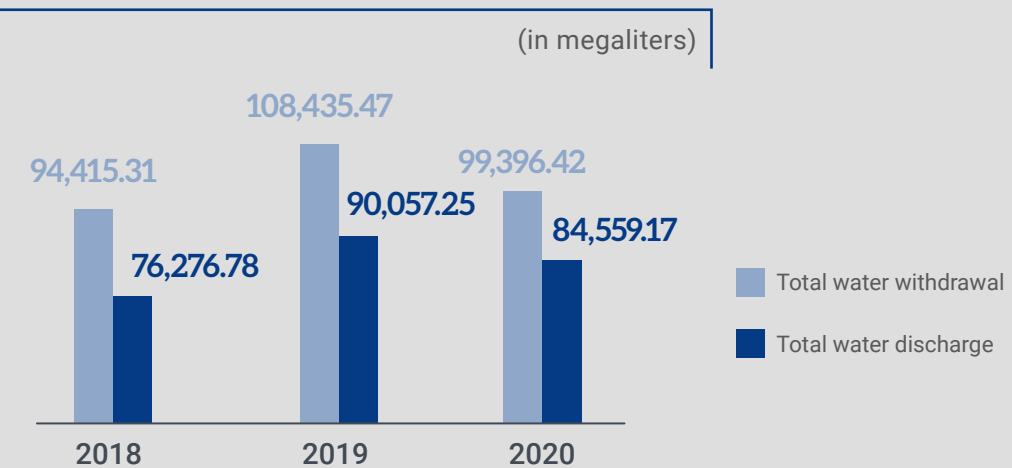
303 Water and effluents

303-3 Water withdrawal


Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 CSN Group	WATER WITHDRAWAL BY SOURCE	Surface water (total)	86,074.33	7,327.20	100,621.66	6,069.17	90,275.02	6,870.03
		Surface water (general) with Total Dissolved Solids ≤1.000 mg/L	80,073.56	1,326.43	95,505.89	953.4	83,612.69	207.696
		Rain water with Total Dissolved Solids ≤1.000 mg/L	6,000.77	6,000.77	5,115.77	5,115.77	6,662.33	6,662.33
		Groundwater (total) with Total Dissolved Solids ≤1.000 mg/L	7,872.89	7,548.65	7,340.54	7,046.18	8,633.11	8,313.36
		Seawater (total)	0	0	0	0	0	0
		Produced water (total) with Total Dissolved Solids ≤1.000 mg/L	12.9	0	12.9	0	12.9	0
		Third-party water (total) with Total Dissolved Solids ≤1.000 mg/L	455.18	154.34	460.37	140.18	475.39	158.62
		Total water withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	94,415.31	15,030.19	108,435.47	13,255.53	99,396.42

Business area	DVA	In millions R\$	2018	2019	2020
			CSN Group	Withdrawal in ML all areas/ R\$ millions DVA	ML/millions R\$ DVA
CSN Group	Withdrawal in ML areas with water stress/ R\$ millions DVA	ML/millions R\$ DVA	1.66	4.11	2.60

CSN Group



303-4 Water discharge

Business area	In megaliters ML	Source	2018		2019		2020		
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress	
 CSN Group	WATER DISCHARGE BY DESTINATION	Surface water (Total)	78,085.72	7,591.09	90,551.42	6,234.76	84,289.33	8,496.04	
		Seawater (Total)	0.00	0.00	0.00	0.00	17.52	17.52	
		Third-party water (total)	222.11	0.00	249.46	0.00	215.98	0.00	
	TOTAL WATER DISCHARGE	surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	78,198.15	7,591.09	90,690.35	6,234.76	84,522.83	8,513.56	
	TOTAL WATER DISCHARGE BY QUALITY	Water with Total Dissolved Solids ≤1.000 mg/L	78,198.15	7,591.09	90,690.35	6,234.76	84,522.83	8,513.56	
	WATER DISCHARGE BY LEVEL OF TREATMENT	Treatment level	Physical chemical treatment, chemical treatment, biological treatment and Ph-neutralization	212.93	0.00	241.44	0.00	210.50	0.00
		Treatment level	Physical	7,591.09	7,591.09	6,234.76	6,234.76	8,496.04	8,496.04
		Treatment level	Physical chemical treatment	23.10	0.00	22.04	0.00	29.67	0.00
		Treatment level	Physical chemical and biological	0.00	0.00	0.00	0.00	0.83	0.00
		Treatment level	Oily (ultrafiltration)	9.18	0.00	8.02	0.00	5.48	0.00
Treatment level		Decantation (pit bottom drainage water)	0.00	0.00	0.00	0.00	108.68	0.00	
Treatment level			1.00	0.00	1.85	0.00	0.00	0.00	

1. No groundwater or water produced was discharged

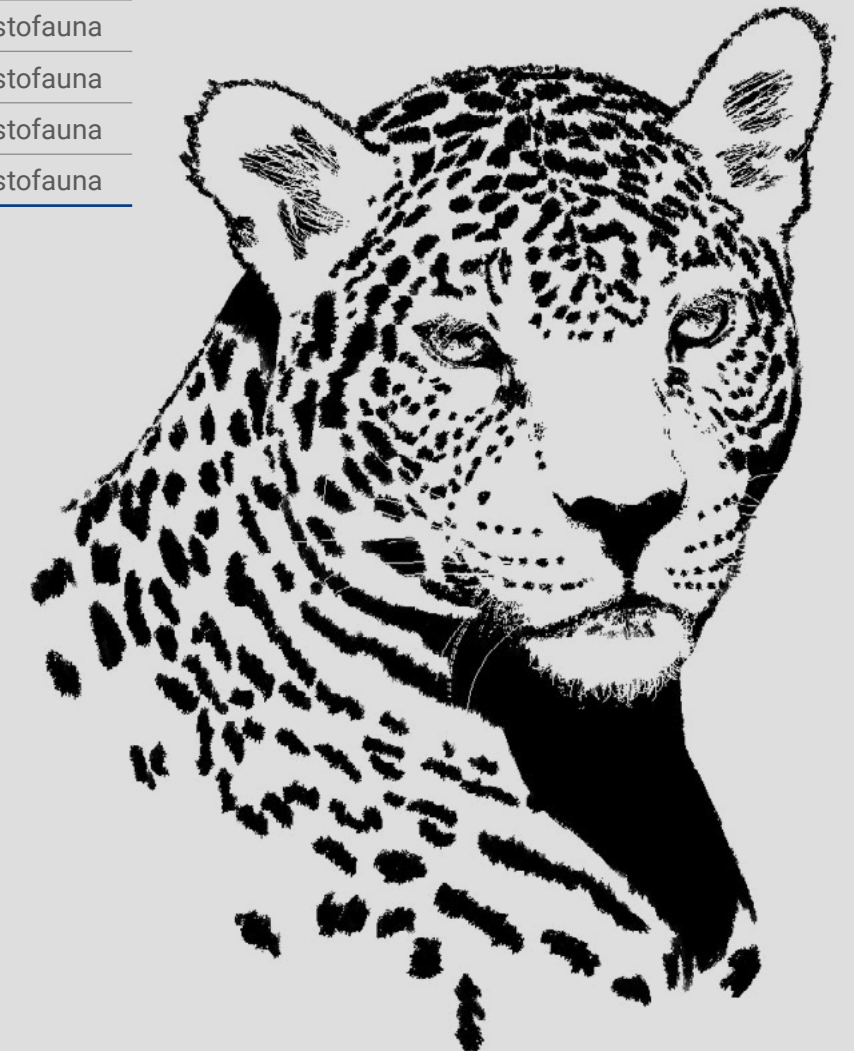
304 - Biodiversity

304-4: IUCN Red List species and national conservation listspecies with habitats in areas affected by operations

General Flora	
Species (flora)	CNCFlora
<i>Accara elegans (DC.) Landrum</i>	EN
<i>Anemopaegma arvense (Vell.) Stelfeld ex de Souza</i>	EN
<i>Anthurium megapetiolatum</i>	EN
<i>Apuleia leiocarpa</i>	VU
<i>Araucaria angustifolia</i>	EN
<i>Arthrocerus glaziovii</i>	EN
<i>Aspilia reticulata</i>	VU
<i>Baccharis cf concinna G.M.Barroso</i>	VU
<i>Calibrachoa elegans</i>	EN
<i>Cedrela fissilis Vell.</i>	VU
<i>Cedrela odorata</i>	VU
<i>Cinnamomum erythropus</i>	EN
<i>Cipocereus minensis (Werderm.) Ritter</i>	VU
<i>Comanthera elegans (Bong.) L.R.Parra & Giul.</i>	EN
<i>Dalbergia nigra</i>	VU
<i>Eremanthus elaeagnus (Mart. ex DC.) Sch.Bip.</i>	VU
<i>Esterhazyana nanuzae V.C.Souza</i>	EN
<i>Euplassa incana</i>	VU
<i>Euplassa semicostata</i>	EN
<i>Euterpe edulis Mart.</i>	VU
<i>Hoffmannseggella ghillanyi (Pabst) H.G.Jones</i>	EN
<i>Lepidaploa spixiana (Mart. ex DC.) H.Rob.</i>	EN
<i>Luxemburgia damazioana Beauverd</i>	VU
<i>Lychnophora syncephala</i>	EN

FLORA GERAL	
Species (flora)	CNCFlora
<i>Lychnophora tomentosa (Mart. ex DC.) Sch.Bip.</i>	VU
<i>Lychnophora villosissima Mart.</i>	EN
<i>Melanoxylon brauna</i>	VU
<i>Mikania argyreiae</i>	VU
<i>Mikania glauca</i>	EN
<i>Mikania neurocaula DC.</i>	EN
<i>Minaria cf. refractifolia</i>	VU
<i>Minasia alpestris (Gardner) H.Rob.</i>	EN
<i>Ocotea odorifera</i>	EN
<i>Paralychnophora glaziouana Loeuille</i>	EN
<i>Pilosocereus aurisetus (Werderm.) Byles & G.D.Rowley</i>	EN
<i>Plinia nana Sobral</i>	VU
<i>Richterago arenaria (Baker) Roque</i>	VU
<i>Richterago polyphylla (Baker) Ferreyra</i>	EN
<i>Rudgea jasminoides (Cham.) Müll.Arg.</i>	VU
<i>Setaria sp.1 P. Beauv.</i>	CR
<i>Sinningia rupicola</i>	EN
<i>Smilax lutescens</i>	EN
<i>Syagrus glaucescens Glaz. ex Becc.</i>	VU
<i>Symplocos glaberrima Gontsch.</i>	EN
<i>Uebelmannia pectinifera Buining</i>	EN
<i>Vellozia cf tillandsioides Mello-Silva</i>	CR
<i>Vellozia glabra J.C.Mikan</i>	EN
<i>Vellozia tillandsioides Mello-Silva</i>	CR
<i>Vriesea minarum</i>	EN
<i>Wunderlichia senae Glaz. ex Maguire & G.M.Barroso</i>	EN
<i>Xyris paradisiaca Wand.</i>	EN
<i>Zeyheria tuberculosa</i>	VU

Species (fauna)	IUCN Category	Group
<i>Coryphaspiza melanotis</i>	VU	Avifauna
<i>Culicivora caudacuta</i>	VU	Avifauna
<i>Jacamaralcyon tridactyla</i>	VU	Avifauna
<i>Microspingus cinereus</i>	VU	Avifauna
<i>Scytalopus iraiensis</i>	EN	Avifauna
<i>Spizaetus tyrannus</i>	-	Avifauna
<i>Hydromedusa maximiliani</i>	VU	Herpetofauna
<i>Pithecopus ayeaye</i>	CR	Herpetofauna
<i>Alouatta guariba</i>	LC	Mastofauna
<i>Chrysocyon brachyurus</i>	NT	Mastofauna
<i>Herpailurus yagouaroundi</i>	LC	Mastofauna
<i>Leopardus guttulus</i>	VU	Mastofauna
<i>Leopardus wiedii</i>	NT	Mastofauna
<i>Myrmecophaga tridactyla</i>	VU	Mastofauna
<i>Puma concolor</i>	LC	Mastofauna




Caption (CNCFlora, IUCN and Group):
 CR - Critically Endangered | EN - Endangered | VU - Vulnerable | NT - Nearly threatened | LC - Safe or Least Concern

305 - Emissions

305-1 - Direct (Scope 1) GHG emissions

305-2 - Energy indirect (Scope 2) GHG emissions

305-3 - Other indirect (Scope 3) GHG emissions


Business Area	Emissions by scope (tCO ₂ e)	2018	2019	2020
 CSN Group	Scope 1	14,152,160.14	10,095,344.67	10,880,903.96
	Scope 2	170,303.67	47,074.90	73,963.53
	Scope 3	721,890.89	1,037,484.42	40,771,035.58

Note:

1. In 2018/2019's report, the table on page 197 mentions the disclosure GRI 305-5 Reduction of GHG emissions. However, it refers to the indicators GRI 305-1 Direct (Scope 1) GHG emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions and GRI 305-3 Other indirect (Scope 3) GHG emissions.

2. The increase in Scope 3 emissions is related to the improvement on the accounting methodology and management of the company's data.

305-4 - GHG emissions intensity

Business Area	GHG emission intensity index for the organization	2018	2019	2020
 CSN Group	DVA (in R\$ thousand)	R\$9,069,512.00	R\$3,222,939.00	R\$5,901,026.00
	tCO ₂ /R\$ DVA	0.00158	0.00315	0.00186

Note: For this data were accounted Steel, Other Mining, Cement and Logistics emissions

305-7 - Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Significant specific air emissions volume recorded by steelmaking and Cement plant at UPV

Specific emissions Category	Source	Unit	2018	2019	2020
CO	24 chimneys - isokinetic monitoring 03 chimneys - continuous monitoring	t/year	-	521.46	790.21
NO _x (excluding N ₂ O)	24 chimneys - isokinetic monitoring 03 chimneys - continuous monitoring Furnace I and II	t/year	4,460.00	4,796.99	5,797.05
SO _x	11 chimneys - isokinetic monitoring 03 chimneys - continuous monitoring Furnace I and II	t/year	6,279.17	4,416.50	5,394.32
Particulates (MP)	52 chimneys - isokinetic monitoring 38 chimneys - continuous monitoring Arcos Cements: Furnace 01 /Furnace 02/Cement Mill 01/Cement Mill 02/Petcoke Mill 1/Petcoke Mill 2 Volta Redonda Cements: Cement Mill 01/Cement Mill 02/Packing 01/Packing 02	t/year	2,954.07	3,162.77	4,051.78
Volatile Organic Compounds (VOCs)	After 2019: 16 chimneys – isokinetic monitoring (THC) Up to 2018: 08 chimneys – isokinetic monitoring (BTEX) Furnace I and II	t/year	41.09	18.59	40.43
Polycyclic Aromatic Hydrocarbon (PAHs)	Furnace I and II	t/year	7.86	6.87	14.40

Note: Emission data for UPV, VR and Arcos.

306 Waste

306-3 Waste generated

Total weight of waste by composition of the waste	Unit	2018	2019	2020
Hazardous waste	t	36,157	29,512	24,038
Slag	t	-	-	517
Thin and powder	t	-	-	3,013
Sludge	t	-	-	3,809
Other waste	t	10,536	4,526	16,699
Non-hazardous waste	t	3,656,801	2,908,186	3,742,232
Slag	t	-	-	2,080,481
Thin and powders	t	-	-	759,440
Metal scrap	t	-	-	432,366
Sludge	t	-	-	145,987
Mill scale	t	-	-	69,010
Petroleum sludge	t	-	-	1,987
Other waste	t	47,242	83,368	252,961
Total waste	t	3,692,958	2,937,698	3,766,270
DVA	In million R\$	9,069.512	3,222.939	5,901.026
Hazardous waste (t)/ R\$ million DVA	t/ million R\$ DVA	3.99	9.16	4.07
Non-Hazardous waste (t)/ R\$ million DVA	t/ million R\$ DVA	403.20	902.34	634.17
Total waste (t)/ R\$ million DVA	t/ million R\$ DVA	407.18	911.50	638.24
Mining waste (t)/ R\$ million DVA	t/ million R\$ DVA	1,536.11	9,657.21	4,691.84

307 Environmental Compliance


307-1 Non-compliance with environmental laws and regulations

	Company	Notice of Infraction	Date of Issue	Restated fine amount	Root cause	Status
Notice Of Infraction with Fine ≥ 1mm Notices + Embargoes	CMIN	1095/2019	11/02/19	R\$ 2,464,973.29	Non-compliance with requirements	Infraction notice canceled by the Municipal Environment Department of Congonhas/MG
	CMIN	1131/2019	24/04/19	R\$ 2,190,000.00	Non-compliance with requirements	Awaiting administrative defense analysis
	CMIN	1220/2019	26/09/19	R\$ 1,095,000.00	Water pollution	Awaiting administrative defense analysis
	CMIN	1361/2020	17/07/20	R\$ 2,190,000.00	Air pollution	Awaiting administrative defense analysis
	MIPE	132789/2019	18/04/19	Activities related to B2A Dam were suspended	Dam without Stability Condition Statement (DCE)	Structure is non-operational, Activities exclusively aimed at decharacterization of the structure are being performed in the site. Information forwarded to the environmental agency
	PRADA	11093912	03/07/19	Warning	Non-compliance with the permit	Awaiting administrative defense analysis
	SEPETIBA TECON	CILAMNOT 01108304	26/06/19	Embargoes to the activities	Non-compliance with the permit	Discussion in court


401 - Employment

401: New employee hires and employee turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region

Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 CSN Group	<30 years old	320	1,151	434	1,629	122	637
	> 50 years old	5	88	12	130	9	31
	30 to 50 years old	260	1,178	447	1,691	115	584

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

		TURNOVER						
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CSN Group	Midwest	<30 years old	0.00%	200.00%	0.00%	70.83%	0.00%	0.00%
	Midwest	>50 years old	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%
	Midwest	30 to 50 years old	50.00%	88.46%	62.50%	41.67%	0.00%	0.00%
	Northeast	<30 years old	21.11%	49.34%	41.46%	40.73%	46.57%	31.70%
	Northeast	>50 years old	16.67%	6.25%	5.56%	8.21%	18.75%	26.35%
	Northeast	30 to 50 years old	22.40%	19.45%	29.62%	29.04%	118.18%	38.20%
	North	<30 years old	35.71%	17.86%	27.78%	26.79%	62.50%	16.15%
	North	>50 years old	0.00%	7.78%	0.00%	4.17%	0.00%	8.89%
	North	30 to 50 years old	20.00%	15.25%	12.50%	14.10%	22.73%	17.25%
	Southeast	<30 years old	106.32%	101.23%	104.21%	106.55%	65.44%	76.48%
	Southeast	>50 years old	34.69%	53.98%	56.28%	67.12%	61.20%	53.67%
	Southeast	30 to 50 years old	14.80%	57.24%	89.78%	67.28%	59.83%	52.17%
	South	<30 years old	21.43%	17.69%	15.91%	66.90%	8.33%	12.29%
	South	>50 years old	0.00%	10.42%	20.00%	15.38%	8.33%	6.00%
	South	30 to 50 years old	8.24%	11.97%	12.66%	11.29%	9.74%	6.10%

401 - Employment


401: New employee hires and employee turnover

NEW HIRES								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
CSN Group	Midwest	<30 years old	-	1	-	13	-	-
	Midwest	> 50 years old	-	-	-	2	-	-
	Midwest	30 to 50 years old	1	-	3	10	-	-
	Northeast	<30 years old	17	72	16	64	2	14
	Northeast	> 50 years old	1	5	-	3	1	1
	Northeast	30 to 50 years old	8	84	12	102	4	26
	North	<30 years old	3	15	2	19	3	18
	North	> 50 years old	-	3	-	1	-	2
	North	30 to 50 years old	5	14	3	15	5	34
	Southeast	<30 years old	294	1,035	412	1,499	115	593
	Southeast	> 50 years old	4	79	11	121	7	28
	Southeast	30 to 50 years old	239	1,036	420	1,524	101	500
	South	<30 years old	6	28	4	34	2	12
	South	> 50 years old	-	1	1	3	1	-
South	30 to 50 years old	7	44	9	40	5	24	

DISMISSAL								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
CSN Group	Midwest	<30 years old	-	7	-	4	-	11
	Midwest	> 50 years old	-	-	-	2	-	4
	Midwest	30 to 50 years old	2	23	2	5	6	20
	Northeast	<30 years old	5	31	11	29	9	27
	Northeast	> 50 years old	2	22	1	30	2	85
	Northeast	30 to 50 years old	8	63	10	99	24	129
	North	<30 years old	2	5	3	11	2	3
	North	> 50 years old	-	4	-	3	-	6
	North	30 to 50 years old	3	22	2	18	5	15
	Southeast	<30 years old	140	840	121	666	125	602
	Southeast	> 50 years old	24	289	26	338	29	325
	Southeast	30 to 50 years old	251	1,389	253	1,416	249	1,332
	South	<30 years old	3	24	3	16	1	18
	South	> 50 years old	-	4	1	5	1	3
South	30 to 50 years old	7	40	11	43	11	24	


401 - Employment

401: New employee hires and employee turnover


		TOTAL WORKFORCE						
		2018		2019		2020		
Business area	Region	Age range compiled	Women	Men	Women	Men	Women	Men
 CSN Group	Midwest	<30 years old	-	2	-	12	-	-
	Midwest	> 50 years old	-	2	-	3	-	-
	Midwest	30 to 50 years old	3	13	4	18	-	-
	Northeast	<30 years old	50	211	53	217	37	170
	Northeast	> 50 years old	9	208	9	209	8	153
	Northeast	30 to 50 years old	71	700	75	716	59	612
	North	<30 years old	7	56	9	56	4	65
	North	> 50 years old	-	45	1	48	2	45
	North	30 to 50 years old	20	118	20	117	22	142
	Southeast	<30 years old	1,001	5,488	1,194	5,598	1,020	4,838
	Southeast	> 50 years old	97	1,643	101	1,780	117	1,791
	Southeast	30 to 50 years old	1,609	11,687	1,854	12,110	1,813	11,643
	South	<30 years old	22	149	22	144	20	120
	South	> 50 years old	5	25	6	28	6	28
South	30 to 50 years old	90	368	85	380	81	400	

401-3 Parental leave


401-3 a. Total number of employees that were entitled to parental leave, by gender

	2018		2019		2020	
Business area	Women	Men	Women	Men	Women	Men
 CSN Group	3,369	21,190	2,884	16,076	3,889	22,078


401-3 b. Total number of employees that took parental leave, by gender

	2018		2019		2020	
Business area	Women	Men	Women	Men	Women	Men
 CSN Group	154	868	156	831	165	778


401-3 c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

	2018		2019		2020	
Business area	Women	Men	Women	Men	Women	Men
 CSN Group	116	760	112	752	157	731

401-3 d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CSN Group	166	760	100%		112	752

401-3 e. Return to work and retention rates of employees that took parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CSN Group	75%	88%	68%	92%		

Nota: Este dado ainda está em apuração, uma vez que a Companhia ainda tem colaboradores que ainda estão em Licença durante o ano de 2021.

403 - Occupational health and safety

403-9: Work-related injuries

SASb: EM-IS-320a1, EM-MM-320a.1

TYPES AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES				
Own employees				
Description	Unit	2018	2019	2020
Total number of deaths	Quantity	1.00	0.00	0.00
Ratio of work-related fatalities;	Quantity	0.02	0.00	0.00
Total number of severe accidents	Quantity	85.00	89.00	77.00
Number of workplace accidents with severe consequences (excluding deaths)	Quantity	85.00	89.00	77.00
Ratio of workplace accidents with severe consequences (excluding deaths)	Quantity	214.32	210.50	113.96
Number and ratio of workplace accidents which must be reported (Should a reference other than NBR 14280 be used. please specify	Quantity	173 - 3.9	179 - 3.8	136 - 3.2
Number and ratio I - example of frequency rate	Quantity	173 - 3.9	180 - 3.8	136 - 3.2
Number and ratio I - example of severity rate	Quantity	9612 - 214	9833 - 210	4808 - 114
Number and ratio I - Include other mandatory ratios	Quantity	NA	NA	NA
Main types of workplace accidents	Quantity	Minor events	Minor events	Minor events
Number of worked hours	Quantity	44,848,096.01	46,712,604.22	42,190,780.91

403 - Occupational health and safety

403-9: Work-related injuries

SASb: EM-IS-320a1, EM-MM-320a.1

TYPES AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

Workers who are not employees but whose work and/or workplace is controlled by the organization


Description	Unit	2018	2019	2020
Total number of deaths	Quantity	0	0	1
Ratio of work-related fatalities;	Quantity	0	0	0.04
Total number of severe accidents	Quantity	18	28.00	21.00
Number of workplace accidents with severe consequences (excluding deaths)	Quantity	18	28.00	21.00
Ratio of workplace accidents with severe consequences (excluding deaths)	Quantity	0.76	0.88	0.74
Number and ratio of workplace accidents which must be reported (Should a reference other than NBR 14280 be used. please specify	Quantity	35 - 1.5	52 - 1.6	36 - 1.3
Number and ratio I - example of frequency rate	Quantity	35 - 1.5	52 - 1.6	36 - 1.3
Number and ratio I - example of severity rate	Quantity	562 - 24	1538 - 49	6650 - 236
Number and ratio I - Include other mandatory ratios	Quantity	NA	NA	NA
Main types of workplace accidents	Quantity	Minor events	Minor events	Minor events
Number of worked hours	Quantity	23,635,792.57	31,666,197.30	28,191,914.57



405 Diversity and equal opportunity

405-1 Diversity of governance bodies and employees

405-1 a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020				
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	
 CSN Group	Officers	> 50 years old	2	13.33%	13	86.67%	2	15.38%	11	84.62%	1	9.09%	10	90.91%
	Officers	30 to 50 years old	1	50.00%	1	50.00%	-	-	8	100.00%	1	10.00%	9	90.00%
	Executive Officers	> 50 years old	2	12.50%	14	87.50%	-	-	4	100.00%	-	-	3	100.00%
	Executive Officers	30 to 50 years old	-	0.00%	6	100.00%	-	-	1	100.00%	-	-	1	100.00%
	Directors	> 50 years old	-	0.00%	4	100.00%	3	21.43%	11	78.57%	4	26.67%	11	73.33%
	Directors	30 to 50 years old	-	0.00%	1	100.00%	1	33.33%	2	66.67%	3	60.00%	2	40.00%
Overall Total			5	11.36%	39	88.64%	6	13.95%	37	86.05%	9	20.00%	36	80.00%

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Administrative	<30 years old	142	62.83%	84	37.17%	172	59.31%	118	40.69%	131	55.98%	103	44.02%
	> 50 years old	10	25.00%	30	75.00%	15	30.00%	35	70.00%	16	31.37%	35	68.63%
	30 to 50 years old	152	57.14%	114	42.86%	178	53.29%	156	46.71%	158	50.64%	154	49.36%
Senior management	<30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	2	6.90%	27	93.10%	1	3.70%	26	96.30%	1	3.70%	26	96.30%
	30 to 50 years old	4	9.76%	37	90.24%	4	9.52%	38	90.48%	4	10.26%	35	89.74%
Apprentices from Capacitar	<30 years old	75	43.35%	98	56.65%	42	46.67%	48	53.33%	11	57.89%	8	42.11%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	40	67.80%	19	32.20%	51	83.61%	10	16.39%	21	95.45%	1	4.55%
Coordinators	<30 years old	1	33.33%	2	66.67%	1	33.33%	2	66.67%	-	-	1	100.00%
	> 50 years old	2	4.76%	40	95.24%	2	4.88%	39	95.12%	2	5.88%	32	94.12%
	30 to 50 years old	42	22.11%	148	77.89%	47	24.48%	145	75.52%	51	26.84%	139	73.16%
CEO	<30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	0%	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Officers	<30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	1	7.69%	12	92.31%	2	15.38%	11	84.62%	1	9.09%	10	90.91%
	30 to 50 years old	1	11.11%	8	88.89%	-	-	8	100.00%	1	10.00%	9	90.00%
Executive Officers	<30 years old	-	-	2	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	3	-	-	-	4	100.00%	-	-	3	100.00%
	30 to 50 years old	-	-	-	-	-	-	1	100.00%	-	-	1	100.00%
Engineering specialists	<30 years old	-	-	2	-	1	50.00%	1	50.00%	-	-	-	-
	> 50 years old	2	4.76%	40	95.24%	3	6.25%	45	93.75%	4	8.00%	46	92.00%
	30 to 50 years old	16	10.46%	137	89.54%	16	11.03%	129	88.97%	20	14.60%	117	85.40%



405-1 b. Percentual de empregados por categoria funcional em cada uma das seguintes categorias de diversidade.

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Engineers I	<30 years old	-	-	-	-	1	50.00%	1	50.00%	2	33.33%	4	66.67%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	1	100.00%	1	50.00%	1	50.00%
Engineers II	<30 years old	4	23.53%	13	76.47%	9	21.95%	32	78.05%	10	22.22%	35	77.78%
	> 50 years old	-	0.00%	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
	30 to 50 years old	6	20.00%	24	80.00%	6	13.33%	39	86.67%	3	8.82%	31	91.18%
Engineers III	<30 years old	8	13.56%	51	86.44%	9	18.37%	40	81.63%	8	21.62%	29	78.38%
	> 50 years old	-	-	10	-	2	15.38%	11	84.62%	1	8.33%	11	91.67%
	30 to 50 years old	32	15.24%	178	84.76%	29	12.13%	210	87.87%	32	12.75%	219	87.25%
Engineers IV	<30 years old	2	28.57%	5	71.43%	5	41.67%	7	58.33%	3	30.00%	7	70.00%
	> 50 years old	-	0.00%	18	100.00%	-	-	20	100.00%	-	-	15	100.00%
	30 to 50 years old	21	13.82%	131	86.18%	32	18.18%	144	81.82%	30	17.24%	144	82.76%
Specialists	<30 years old	10	55.56%	8	44.44%	6	40.00%	9	60.00%	5	50.00%	5	50.00%
	> 50 years old	10	21.74%	36	78.26%	7	17.50%	33	82.50%	11	24.44%	34	75.56%
	30 to 50 years old	99	43.42%	129	56.58%	106	45.30%	128	54.70%	85	42.71%	114	57.29%
Managers	<30 years old	1	-	-	-	11	6.18%	167	93.82%	1	50.00%	1	50.00%
	> 50 years old	6	11.11%	48	88.89%	4	4.35%	88	95.65%	5	9.80%	46	90.20%
	30 to 50 years old	24	15.48%	131	84.52%	43	10.07%	384	89.93%	25	16.78%	124	83.22%
Operational	<30 years old	398	7.69%	4,778	92.31%	543	10.23%	4,765	89.77%	503	10.60%	4,243	89.40%
	> 50 years old	39	3.09%	1,225	96.91%	49	3.55%	1,333	96.45%	57	3.99%	1,372	96.01%
	30 to 50 years old	653	6.72%	9,060	93.28%	760	7.67%	9,143	92.33%	795	8.12%	8,992	91.88%
Higher education - Level I	<30 years old	93	64.14%	52	35.86%	121	65.41%	64	34.59%	102	64.15%	57	35.85%
	> 50 years old	4	25.00%	12	75.00%	6	31.58%	13	68.42%	5	29.41%	12	70.59%
	30 to 50 years old	108	59.67%	73	40.33%	136	59.65%	92	40.35%	118	60.51%	77	39.49%



405-1 b. Percentual de empregados por categoria funcional em cada uma das seguintes categorias de diversidade.

Employee subgroup	Age group	2018		2019		2020							
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men				
Higher education - Level II	<30 years old	35	46.67%	40	53.33%	43	56.58%	33	43.42%	48	60.76%	31	39.24%
	> 50 years old	7	31.82%	15	68.18%	7	24.14%	22	75.86%	5	31.25%	11	68.75%
	30 to 50 years old	93	50.54%	91	49.46%	97	46.41%	112	53.59%	128	51.41%	121	48.59%
Higher education - Level III	<30 years old	28	59.57%	19	40.43%	29	61.70%	18	38.30%	13	54.17%	11	45.83%
	> 50 years old	10	25.00%	30	75.00%	10	27.03%	27	72.97%	10	28.57%	25	71.43%
	30 to 50 years old	114	48.31%	122	51.69%	116	50.22%	115	49.78%	63	42.00%	87	58.00%
Higher education - Level IV	<30 years old	10	37.04%	17	62.96%	12	42.86%	16	57.14%	14	53.85%	12	46.15%
	> 50 years old	4	18.18%	18	81.82%	3	17.65%	14	82.35%	3	20.00%	12	80.00%
	30 to 50 years old	92	41.82%	128	58.18%	93	38.11%	151	61.89%	94	47.00%	106	53.00%
Supervisors	<30 years old	9	20.00%	36	0.8	11	25.58%	32	74.42%	9	25.71%	26	74.29%
	> 50 years old	3	3.13%	93	96.88%	2	2.15%	91	97.85%	2	2.30%	85	97.70%
	30 to 50 years old	19	3.77%	485	96.23%	19	3.77%	485	96.23%	21	4.15%	485	95.85%
Technicians	<30 years old	264	27.36%	701	72.64%	254	27.55%	668	72.45%	219	26.10%	620	73.90%
	> 50 years old	11	4.01%	263	95.99%	8	3.09%	251	96.91%	10	4.00%	240	96.00%
	30 to 50 years old	277	12.90%	1,870	87.10%	311	14.19%	1,881	85.81%	325	15.01%	1,840	84.99%
Trainees	<30 years old	-	-	-	-	5	62.50%	3	37.50%	2	100.00%	-	-
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-



UNCTAD Performance Assessment

	2018	2019	2020
B,1 – Sustainable water use			
B,1,1 – Water reuse and recycling UPV	94.00%	92.90%	93.60%
B,1,1 – Water reuse and recycling CSN Mineração	78.6%	84.9%	86.6%
B,1,2 – Water use efficiency (Megaliters) CSN's total catchment	89,057	102,713	99,396
B,1,2 – Water use efficiency (Megaliters/DVA R\$) CSN Total	0.00751	0.0131	0.00822
B,1,2 – Water use efficiency (Megaliters / ton of produced steel) UPV	0.00982	0.03187	0.01684
B,1,2 – Water use efficiency (Megaliters / ton of produced iron ore) CSN Mineração	0.000311	0.000202	0.000690
B,1,2 – Water use efficiency (Megaliters / ton of produced cement) CSN Cimentos (Arcos and Volta Redonda)	0.000261	0.000224	0.000063

Energy efficiency (GJ/normalization factor)

	2018	2019	2020
GJ/crude steel ton ⁽¹⁾	26.70	28.00	23.02
KWh/cement ton ⁽²⁾	80.64	86.61	85.96
Mj/clinker ton ⁽³⁾	3,502.09	3,584.72	3,269.42

Notes: 1. Calculated according to the World Steel Association methodology – Scope 1
 2. Calculated according to the Global Cement and Concrete Association methodology – Scope 2
 3. Calculated according to the Global Cement and Concrete Association methodology – Scope 1
 4. Calculated according to Combustech system's thermal energy consumption methodology

MINING



102 - General Disclosures: Organizational profile

102-9 Supply chain

We have a total of 1,378 Mining suppliers, the national ones are located mostly in the following states, MG (63.84%), RJ (9.33%) and SP (5.07%). Our international suppliers represent 20.29%. Most Mining suppliers offer materials (59.96%) and services (40.04%). The most representative spend categories are, respectively: Maritime Transport, Rail Transport, Vehicles, Facilities and Fuels.

102-13 Membership of associations

Business area	Associations
 MINING	Brazilian Institute of Mining (IBRAM)
	Paraopeba River Basin Committee
	Technical Board for Procedure Integration and Granting and Regulating Actions (CTIOAR)
	Full members of the Mining Sector of the Advisory Council of the Jamari National Forest
	Federation of Industries of the State of Minas Gerais (FIEMG)
	Brazilian Association of Port Terminals (ABTP)
	Brazilian Metallurgy, Materials and Mining Association (ABM)

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

2020						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
MINING	1,126.29	8	1,048.60	19	1.08	1.00

2019						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
MINING	1,126.29	8	1,048.60	19	1.13	1.05

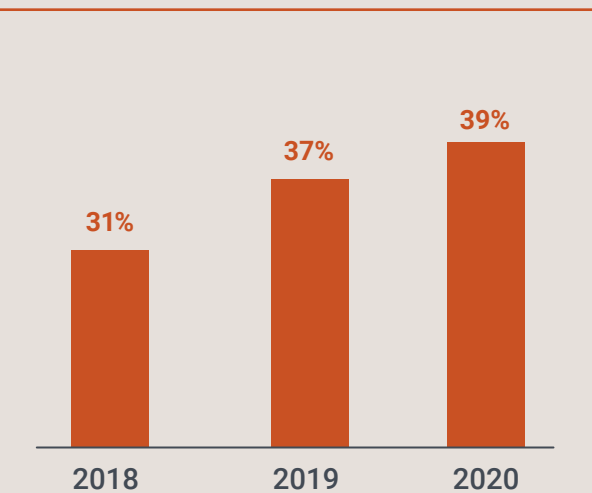
2018						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
MINING	954.00	3	954.00	8	1.00	1.00

204 Procurement practices

204- 1 Proportion of spending on local suppliers


	2018			2019			2020		
	% of local expense (consolidated)			% spent with materials (Products)			% of local expense with services		
MINING	31.3%	37.7%	24.2%	37.1%	42.2%	31.8%	38.7%	39.6%	37.2%

Proportion of spending on local suppliers





301 - Materials

301-1: Materials used by weight or volume

Business area	Description	Unit	2018	2019	2020
Materials used					
 MINING	ANFO	t	3,919.51	3,435.81	2,385.24
	TNT	t	93.73	33.21	36.50
	Bulk emulsion	t	2,279.72	2,391.81	3,740.02
	Acetylene	t	0.41	13.32	15.42
	Diesel	t	47,125.46	54,591.23	51,519.17
	LPG	dry metric ton	57.13	52.04	51.42
	Gasoline	t	168.44	372.82	195.74
	Total Materials	t	53,644.41	60,890.24	57,943.50
	Produced Products				
	Iron ore produced	t	27,874,933.00	32,089,837.00	21,726,858.00
	Total Produced Products	t	27,874,933.00	32,089,837.00	21,726,858.00

302 - Energy


302-1: Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020	
Total non-renewable fuel consumption			GJ	2.150.613	2.475.585	2.331.548
 MINING	Metallurgical coal / CSN	GJ	5,769	6,359	4,605	
	Diesel / Brazil	GJ	2,118,773	2,448,421	2,314,249	
	Liquefied Petroleum Gas (LPG)	GJ	4,846	4,657	4,250	
	Gasoline / Brazil	GJ	21,225	16,148	8,443	
Total renewable fuel consumption			GJ	-	-	-
Electricity, heating, cooling and steam acquired for consumption			GJ	1.150.354	1.342.389	1.272.179
 MINING	i. electricity consumption	GJ	1,150,354	1,342,389	1,272,179	
	Electricity acquired from the grid	GJ	1,150,354	1,342,389	1,272,179	
	Total energy consumption within the organization	GJ	3,300,966	3,817,975	3,603,727	

1. It does not have heating, cooling or steam consumption. It does not sell electricity, heating, cooling or steam. It does not have self-generated electricity, heating, cooling or steam.

2. Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN.

302-4 Reduction of energy consumption


Business area	Description	Unit	2018	2019	2020
 MINING	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ		517,008.19	302,760.12
	Types of energy included in the reductions: whether fuel, electricity, cooling, steam, or all	GJ			
	Fuel	GJ	-	324,972.41	180,934.62
	Electricity	GJ	-	192,035.77	121,825.51

1. Base year: 2018


2. Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN

303 - Water and effluents

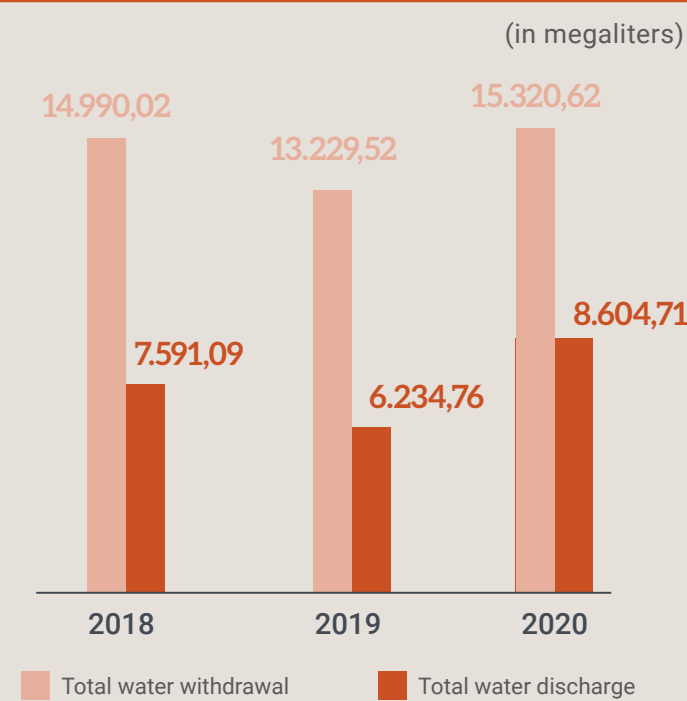
303-3 Water withdrawal

Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 MINING	WATER WITHDRAWAL BY SOURCE	Surface water (total)	7,327.20	7,327.20	6,069.17	6,069.17	6,870.03	6,870.03
		Surface water (general) with Total Dissolved Solids ≤1.000 mg/L	1,326.43	1,326.43	953.40	953.40	207.70	207.70
		Rain water with Total Dissolved Solids ≤1.000 mg/L	6,000.77	6,000.77	5,115.77	5,115.77	6,662.33	6,662.33
		Groundwater (total) with Total Dissolved Solids ≤1.000 mg/L	7,548.65	7,548.65	7,046.18	7,046.18	8,314.47	8,313.36
		Seawater (total)	-	-	-	-	-	-
		Produced water (total) with Total Dissolved Solids ≤1.000 mg/L	12.60	-	12.60	-	12.60	-
		Third-party water (total) with Total Dissolved Solids ≤1.000 mg/L	101.57	101.57	101.57	101.57	123.53	123.53
		Total water withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	14,990.02	14,977.42	13,229.52	13,216.92	15,320.62

303-3 Water withdrawal

			2018	2019	2020
 MINING	DVA	In millions R\$	2,969.005	6,338.139	7,360.927
	Withdrawal in ML all areas/ R\$ millions DVA	ML/ millions R\$ DVA	4.82	1.99	2.04
	Withdrawal in ML areas with water stress / R\$ millions DVA	ML/ millions R\$ DVA	4.82	1.99	2.04
	Produced iron ore CSN Mineração in t (only considered iron ore)	t produced iron ore CSN Mineração	28,521,726	33,674,586	22,409,934
	Withdrawal ML CSN Mineração/ t produced iron ore	ML/t produced iron ore	0.000525565	0.000392864	0.000683653

CSN Mining



303-4 Water discharge

Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 MINING	WATER DISCHARGE BY DESTINATION	Surface water (Total)	7,591.09	7,591.09	6,234.76	6,234.76	8,496.04	8,496.04
	TOTAL WATER DISCHARGE	surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	7,591.09	7,591.09	6,234.76	6,234.76	8,496.04	8,496.04
	TOTAL WATER DISCHARGE BY QUALITY	Water with Total Dissolved Solids ≤ 1.000 mg/L	7,591.09	7,591.09	6,234.76	6,234.76	8,496.04	8,496.04
		Water with Total Dissolved Solids ≥ 1.000 mg/L	0.00	0.00	0.00	0.00	0.00	0.00
	WATER DISCHARGE BY LEVEL OF TREATMENT	Treatment level	Physical	7,591.09	7,591.09	6,234.76	6,234.76	8,496.04

1. There was no discharge of groundwater, ocean water, local water and third party water.

303 - Water and effluents

303-5 Water consumption


Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 MINING	WATER CONSUMPTION	Total water consumption	8,639.79	9,194.45	7,000.58	7,502.02	6,546.70	6,639.32

305 - Emissions

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 - Other indirect (Scope 3) GHG emissions

Business Area	Emissions by scope (tCO ₂ e)	2018	2019	2020
 CMIN	Scope 1	155,618.47	175,078.74	166,666.43
	Scope 2	18,338.43	21,773.85	791.71
	Scope 3	344,567.79	349,650.28	40,269,614.52

Note: The increase in Scope 3 emissions is related to the improvement on the accounting methodology and management of the company's data

Business Area	GHG emission intensity index for the organization	2018	2019	2020
 CMIN	DVA (in R\$ millions)	R\$2,969.005	R\$6,338.139	R\$7,360.927
	tCO ₂ / R\$ DVA	0.000059	0.000031	0.000021

Note: For this data were accounted CSN Mining emissions, including TECAR

305-7 - Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Air quality - Total Suspended Particles (TSP) - 24-hour average

Station	Operation	2018			2019			2020		
		Annual average (µg/m³)	# 24-hour average > Domestic Standard (240)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (240)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (240)	AQI ¹
Plataforma - New	CSN Mining	38.7	0	100% rated as good	44.34	0	Not applicable for the TSP parameter (CONAMA 491/2018)	42.4	0	Not applicable for the TSP parameter (CONAMA 491/2018)
Basílica	CSN Mining	42.72	0	100% rated as good	56.99	0	Not applicable for the TSP parameter (CONAMA 491/2018)	46.9	0	Not applicable for the TSP parameter (CONAMA 491/2018)
EMMA 1 - Plataforma Neighborhood ²	CSN Mining	78	1		69	0	Not applicable for the TSP parameter (CONAMA 491/2018)	66	1	Not applicable for the TSP parameter (CONAMA 491/2018)
EMMA 2 - Casa de Pedra Neighborhood	CSN Mining	57	0		55	0	Not applicable for the TSP parameter (CONAMA 491/2018)	44	0	Not applicable for the TSP parameter (CONAMA 491/2018)
EMMA 3 - Cristo Rei Neighborhood	CSN Mining	40	0		43	0	Not applicable for the TSP parameter (CONAMA 491/2018)	42	0	Not applicable for the TSP parameter (CONAMA 491/2018)
EMMA 4 - Esmeril Neighborhood	CSN Mining	43	0		52	0	Not applicable for the TSP parameter (CONAMA 491/2018)	35	0	Not applicable for the TSP parameter (CONAMA 491/2018)

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.

2. Neighborhood is in the final demobilization process. It is included in the current Master Plan of the municipality of Congonhas as an Expansion Area of Mineral Activity

305-7 - Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Air quality - Inhalable Particles (PM10) - 24-hour average

Station	Operation	2018			2019			2020		
		Annual average (µg/m³)	# 24-hour average > Domestic Standard (120)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (120)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (120)	AQI ¹
Plataforma-New	CSN Mining	30.75	0	95.07% rated as good and 4.93% rated as moderate	31.06	0	89.59% rated as good and 10.41% rated as moderate	26.3	0	91.26% rated as good and 8.74% rated as moderate
Basílica	CSN Mining	27.01	0	96.71% rated as good and 3.29% rated as moderate	27.8	0	93.15% rated as good and 6.85% rated as moderate	26.3	0	92.90% rated as good and 7.10% rated as moderate
EMMA 1-Plataforma Neighborhood ⁴	CSN Mining	44	2		40	0		35	0	79% rated as good and 21% rated as moderate
EMMA 2- Casa de Pedra Neighborhood	CSN Mining	30	0		31	0		25	0	95% rated as good and 5% rated as moderate
EMMA 3- Cristo Rei Neighborhood	CSN Mining	25	0		28	0		27	0	93% rated as good and 7% rated as moderate
EMMA 4- Esmeril Neighborhood	CSN Mining	31	0		35	0		24	0	97% rated as good and 3% rated as moderate

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.

4. Neighborhood is in the final demobilization process. It is included in the current Master Plan of the municipality of Congonhas as an Expansion Area of Mineral Activity

305-7 - Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Air quality - Inhalable Particles (PM2.5) - 24-hour average

Station	Operation	2018			2019			2020		
		Annual average (µg/m³)	# 24-hour average > Domestic Standard (60)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (60)	AQI ¹	Annual average (µg/m³)	# 24-hour average > Domestic Standard (60)	AQI ¹
Plataforma-New ²	CSN Mining	-	-	-	8.62	0	97.26% rated as good and 2.74% rated as moderate	7.6	0	97.54% rated as good and 2.46% rated as moderate
Basílica ³	CSN Mining	-	-	-	16.62	1	94.52% rated as good and 5.21% rated as moderate	11.1	0	97.81% rated as good and 2.19% rated as moderate
EMMA 1-Plataforma Neighborhood ⁴	CSN Mining	-	-	-	30	17	-	19	0	72% rated as good and 28% rated as moderate
EMMA 2- Casa de Pedra Neighborhood	CSN Mining	-	-	-	19	7	-	13	0	93% rated as good and 7% rated as moderate
EMMA 3-Cristo Rei Neighborhood	CSN Mining	-	-	-	22	11	-	15	0	92% rated as good and 8% rated as moderate
EMMA 4- Esmeril Neighborhood	CSN Mining	-	-	-	24	14	-	14	0	93% rated as good and 7% rated as moderate

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.

2. 8/19 BAM MP2.5 was installed and monitoring began for this parameter

3. 6/5/2019 19 BAM MP2.5 was installed and monitoring began for this parameter.

4. Neighborhood is in the final demobilization process. It is included in the current Master Plan of the municipality of Congonhas as an Expansion Area of Mineral Activity

305-7 - Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Air Quality - Ozone (O₃) - 1-hour average - Day's Maximum Moving Average

Station	Operation	2018			2019			2020		
		Average - Day's Maximum Moving Average (µg/m ³)	# 24-hour average > Domestic Standard (140)	AQI ¹	Average - Day's Maximum Moving Average (µg/m ³)	# 24-hour average > Domestic Standard (60)	AQI ¹	Average - Day's Maximum Moving Average (µg/m ³)	# 24-hour average > Domestic Standard (140)	AQI ¹
Basílica	CSN Mining	40.75	0	99.73% rated as good and 0.27% rated as moderate	44.63	0	98.633% rated as good and 1.37% rated as moderate	38.27	0	94.54% rated as good and 5.46% rated as moderate

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.

Air Quality - Nitrogen Dioxide (NO₂) - 1-hour average

Station	Operation	2018			2019			2020		
		1-Hour Average concentration average (µg/m ³)	# Average Concentration 1 Hour > Domestic Standard (260)	AQI ¹	1-Hour Average concentration average (µg/m ³)	# Average Concentration 1 Hour > Domestic Standard (260)	AQI ¹	1-Hour Average concentration average (µg/m ³)	# Average Concentration 1 Hour > Domestic Standard (260)	AQI ¹
Basílica	CSN Mining	8.99	0	100% rated as good	12.73	0	100% rated as good	11.2	0	100% rated as good

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.

Air quality - Sulfur Dioxide (SO₂) - 24-hour average

Station	Operation	2018			2019			2020		
		Annual average (µg/m ³)	# 24-hour average > Domestic Standard (125)	AQI ¹	Annual average (µg/m ³)	# 24-hour average > Domestic Standard (125)	AQI ¹	Annual average (µg/m ³)	# 24-hour average > Domestic Standard (125)	AQI ¹
Basílica	CSN Mining	10.28	0	100% rated as good	8.58	0	100% rated as good	4.4	0	100% rated as good

1. AQI (Air Quality Index): standard set forth by the Brazilian legislation to evaluate air quality as good, moderate, unhealthy, very unhealthy and hazardous.


306 Waste

306-3 Wasted generated

Total waste weight by waste composition	Unit	2018	2019	2020
Hazardous waste	t	1,711	2,503	1,983
Non-hazardous waste	t	27,600	28,836	19,715
Total waste	t	29,311	31,339	21,698
Waste rock from Mining		-	-	22,532,916
Tailings generated by Mining		-	-	5,870,789
Total waste from Mining		15,314,200	33,877,703	28,403,705

307 Environmental Compliance


307-1 Non-compliance with environmental laws and regulations

 Mining	Company	Notice of Infraction	Date of Issue	Restated fine amount	Root cause	Status
Notice Of Infraction with Fine ≥ 1mm	CMIN	1095/2019	11/02/19	R\$ 2,464,973.29	Non-compliance with requirements	Notice of Infraction canceled by the Municipal Environment Department of Congonhas/MG
	CMIN	1131/2019	24/04/19	R\$ 2,190,000.00	Non-compliance with requirements	Awaiting administrative defense analysis
	CMIN	1220/2019	26/09/19	R\$ 1,095,000.00	Water pollution	Awaiting administrative defense analysis
Notices + Embargoes	CMIN	1361/2020	17/07/20	R\$ 2,190,000.00	Air pollution	Awaiting administrative defense analysis
	MIPE	132789/2019	18/04/19	Activities related to B2A Dam were suspended	Dam without Stability Condition Statement (DCE)	Structure is non-operational, Activities exclusively aimed at decharacterization of the structure are being performed in the site, Information forwarded to the environmental agency,


401 - Employment

401-1: New employee hires and employee turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region


Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 MINING	<30 years old	76	326	107	629	47	229
	>50 years old	-	20	1	70	5	12
	30 to 50 years old	41	320	95	642	41	225


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

TURNOVER								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 MINING	North	<30 years old	35.71%	17.86%	27.78%	26.79%	62.50%	16.15%
		>50 years old	-	7.78%	-	4.17%	-	8.89%
		30 to 50 years old	20.00%	15.25%	12.50%	14.10%	22.73%	17.25%
	Southeast	<30 years old	17.17%	16.28%	18.99%	20.94%	10.12%	12.24%
		>50 years old	7.69%	7.73%	19.23%	13.98%	15.91%	5.36%
		30 to 50 years old	11.54%	11.31%	13.97%	15.16%	8.60%	9.85%

401-1: New employee hires and employee turnover


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

			NEW HIRES					
			2018		2019		2020	
Business area	Region	Age range compiled	Women	Men	Women	Men	Women	Men
 MINING	North	<30 years old	3	15	2	19	3	18
		>50 years old	-	3	-	1	-	2
		<30 years old	5	14	3	15	5	34
	Southeast	<30 anos	73	311	105	610	44	211
		>50 years old	-	17	1	69	5	10
		30 to 50 years old	36	306	92	627	36	191


DISMISSAL								
			2018		2019		2020	
Business area	Region	Age range compiled	Women	Men	Women	Men	Women	Men
 MINING	North	<30 years old	2	5	3	11	2	3
		>50 years old	-	4	-	3	-	6
		30 to 50 years old	3	22	2	18	5	15
	Southeast	<30 years old	41	249	34	189	23	194
		>50 years old	2	47	4	70	2	48
		30 to 50 years old	75	467	62	496	62	508

401-3: Parental leave

b. Total number of employees that took parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 MINING	61	256	40	251	52	288

c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 MINING	45	223	34	220	50	269

403 - Occupational health and safety

403-9 Work-related injuries

SASb: EM-IS-320a1, EM-MM-320a.1

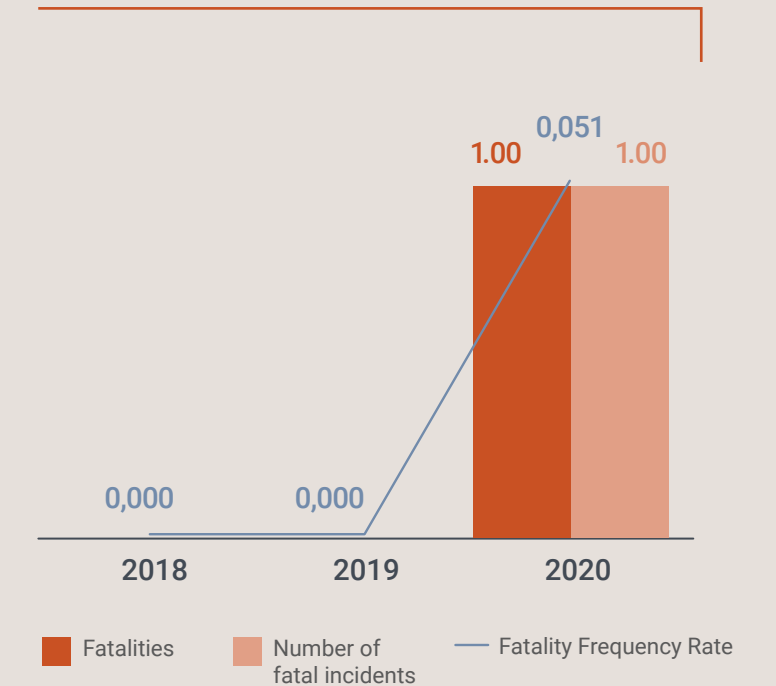
ICMM

Total Fatalities and Fatality Frequency Rate

Business area	2018	2019	2020
 MINING			
Fatalities	0.00	0.00	1.00
Number of fatal incidents	0.00	0.00	1.00
Fatality Frequency Rate	0.00	0.00	0.05

* Per 1 Million Hours Worked
Reference: https://www.icmm.com/en_gb/health_and_safety

ICMM Total Fatalities and Fatality Frequency Rate (2018-2020)



403 - Occupational health and safety


403-9 Work-related injuries

SASb: EM-IS-320a1, EM-MM-320a.1

Safety Performance Data

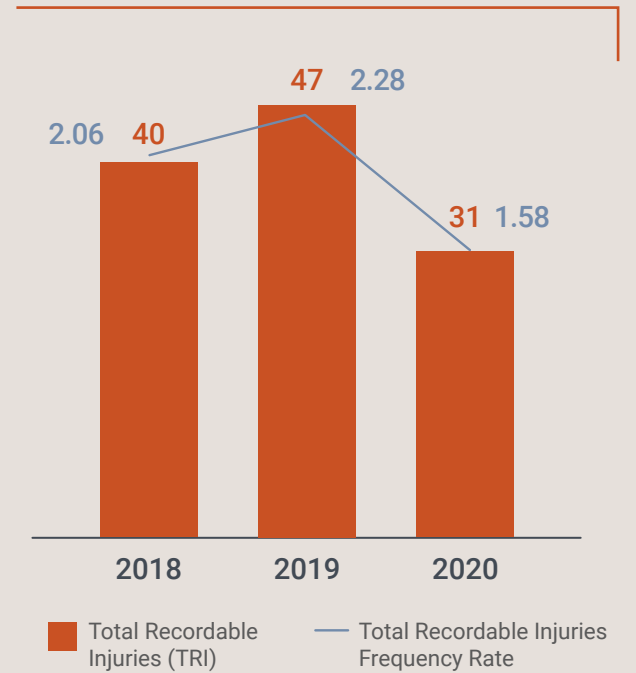
Business area		2018	2019	2020
 MINING	Total Recordable Fatalities (TRF)	0	0	1
	Falality Frequency Rate*	0	0	0.05
	Total Recordable Injuries (TRI)	40	47	31
	TRI Frequency Rate	2.06	2.28	1.58
	Total Hours Worked	19,463,337.23	20,571,443.96	19,630,951.17

Total Recordable Injuries and Frequency Rate

Business area		2018	2019	2020
 MINING	Total Recordable Injuries (TRI)	40	47	31
	Total Recordable Injuries Frequency Rate	2.06	2.28	1.58

*TRIFR Per 1 Million Hours Worked

ICMM Total de lesões registráveis e taxa de frequência (2018-2020)



Note: Tables based on ICMM principles methodology

405 Diversity and equal opportunity

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Administrative	< 30 years old	19	55.88%	15	44.12%	28	53.85%	24	46.15%	21	48.84%	22	51.16%
	> 50 years old	1	20.00%	4	80.00%	1	12.50%	7	87.50%	1	12.50%	7	87.50%
	30 to 50 years old	23	52.27%	21	47.73%	32	54.24%	27	45.76%	31	52.54%	28	47.46%
Senior management	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	1	16.67%	5	83.33%	-	-	6	100.00%	-	-	6	100.00%
	30 to 50 years old	-	-	9	100.00%	-	-	8	100.00%	-	-	8	100.00%
Apprentices from Capacitar	< 30 years old	28	34.15%	54	65.85%	6	24.00%	19	76.00%	1	100.00%	-	-
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Coordinators	< 30 years old	1	100.00%	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	7	100.00%	-	-	7	100.00%	-	-	8	100.00%
	30 to 50 years old	12	18.75%	52	81.25%	12	17.91%	55	82.09%	15	22.39%	52	77.61%
Officers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
	30 to 50 years old	-	-	2	100.00%	-	-	1	100.00%	-	-	1	100.00%
Executive Officers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Engineering specialists	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	7	100.00%	-	-	8	100.00%	1	10.00%	9	90.00%
	30 to 50 years old	9	13.43%	58	86.57%	5	10.42%	43	89.58%	7	13.46%	45	86.54%



MINING

405 Diversity and equal opportunity

405-1 b. Percentage of employees per employee category in each of the following diversity categories


Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Engineers I	< 30 years old	-	-	-	-	1	50.00%	1	50.00%	2	40.00%	3	60.00%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	1	100.00%	1	50.00%	1	50.00%
Engineers II	< 30 years old	2	25.00%	6	75.00%	2	16.67%	10	83.33%	4	28.57%	10	71.43%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	1	100.00%
	30 to 50 years old	5	22.73%	17	77.27%	2	11.11%	16	88.89%	1	11.11%	8	88.89%
Engineers III	< 30 years old	-	-	6	100.00%	1	10.00%	9	90.00%	2	15.38%	11	84.62%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	1	100.00%
	30 to 50 years old	8	21.62%	29	78.38%	8	11.76%	60	88.24%	11	14.47%	65	85.53%
Engineers IV	< 30 years old	1	50.00%	1	50.00%	1	33.33%	2	66.67%	-	-	2	100.00%
	> 50 years old	-	-	3	100.00%	-	-	6	100.00%	-	-	2	100.00%
	30 to 50 years old	6	12.77%	41	87.23%	14	21.88%	50	78.13%	13	18.84%	56	81.16%
Specialists	< 30 years old	2	66.67%	1	33.33%	2	66.67%	1	33.33%	1	50.00%	1	50.00%
	> 50 years old	1	50.00%	1	50.00%	1	25.00%	3	75.00%	2	28.57%	5	71.43%
	30 to 50 years old	16	53.33%	14	46.67%	15	37.50%	25	62.50%	11	35.48%	20	64.52%
Managers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	4	100.00%	-	-	11	100.00%	1	7.69%	12	92.31%
	30 to 50 years old	2	7.41%	25	92.59%	3	12.50%	21	87.50%	2	10.00%	18	90.00%
Operational	< 30 years old	134	9.05%	1347	90.95%	171	9.86%	1564	90.14%	167	10.95%	1358	89.05%
	> 50 years old	4	1.21%	327	98.79%	7	1.75%	393	98.25%	14	3.17%	427	96.83%
	30 to 50 years old	209	8.25%	2323	91.75%	233	8.41%	2537	91.59%	225	8.59%	2393	91.41%
Higher education - Level I	< 30 years old	13	61.90%	8	38.10%	18	72.00%	7	28.00%	17	80.95%	4	19.05%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	20	80.00%	5	20.00%	30	78.95%	8	21.05%	37	77.08%	11	22.92%



MINING

405 Diversity and equal opportunity

405-1 b. Percentual de empregados por categoria funcional em cada uma das seguintes categorias de diversidade.

Employee subgroup	Age group	2018				2019				2020				
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	
 MINING	Higher education - Level II	< 30 years old	4	44.44%	5	55.56%	5	50.00%	5	50.00%	5	71.43%	2	28.57%
		> 50 years old	1	25.00%	3	75.00%	1	25.00%	3	75.00%	1	33.33%	2	66.67%
		30 to 50 years old	26	63.41%	15	36.59%	26	61.90%	16	38.10%	29	56.86%	22	43.14%
	Higher education - Level III	< 30 years old	6	85.71%	1	14.29%	6	54.55%	5	45.45%	2	40.00%	3	60.00%
		> 50 years old	3	30.00%	7	70.00%	3	33.33%	6	66.67%	3	33.33%	6	66.67%
		30 to 50 years old	17	54.84%	14	45.16%	19	59.38%	13	40.63%	16	51.61%	15	48.39%
	Higher education - Level IV	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
		> 50 years old	1	25.00%	3	75.00%	-	-	2	100.00%	-	-	2	100.00%
		30 to 50 years old	11	32.35%	23	67.65%	13	38.24%	21	61.76%	16	48.48%	17	51.52%
Supervisors	< 30 years old	-	-	13	100.00%	3	30.00%	7	70.00%	2	22.22%	7	77.78%	
	> 50 years old	-	-	13	100.00%	-	-	18	100.00%	-	-	19	100.00%	
	30 to 50 years old	4	2.56%	152	97.44%	3	2.10%	140	97.90%	6	4.05%	142	95.95%	
Technicians	< 30 years old	129	28.79%	319	71.21%	131	29.71%	310	70.29%	111	27.21%	297	72.79%	
	> 50 years old	1	1.35%	73	98.65%	1	1.35%	73	98.65%	1	1.28%	77	98.72%	
	30 to 50 years old	133	15.30%	736	84.70%	156	16.68%	779	83.32%	171	17.85%	787	82.15%	

STEELMAKING




102 - General Disclosures: Organizational profile

102-9: Supply chain

We have a total of 2,369 suppliers in the Steelmaking, the national ones are located mostly in the following states, RJ (33.76%), SP (13.63%) and MG (11.43%). Our international suppliers represent 29.60%. Most steelmaking suppliers offer materials (81.52%) and services (18.48%). The most representative spend categories are, respectively: Reducers, Ores and Minerals, Fuels, Non-ferrous metal and Road Transport.

102-13 - Membership of associations

Business area	Associations
 STEELMAKING	National Institute of Steel Distributors (INDA)
	Steel Association of the Rio Grande do Sul (AARS)
	Technical Chambers of the Paraíba do Sul River Hydrographic Basin Integration Committee (CEIVAP)
	Technical Chambers of the Médio Paraíba do Sul River Hydrographic Basin Committee (CBH/MPS)
	Alto Tiete Environmental Professionals Group (GPMAl)
	Paraná Council of Corporate Citizenship (FIEP/CPCE)
	Association of Companies of the Industrial City of Araucária (ACIAR)
	Araucária Economic Development Council - Avança Araucária
	Intermunicipal Security and Business Intelligence Council (CISIE)
	Industrial Environment Professionals Group (GPMAl)
	Mutual Assistance Plan (PAM) - group of professionals for emergency situations
	Advisory Board of the APA for the Surroundings of the ARIE Cicuta Forest (BM)
	Advisory Board of ARIE Cicuta Forest - ICMBio:
	<ul style="list-style-type: none"> ■ Participation of working groups and technical chambers for activities developed at the UC; ■ Participation in the preparation of the board's internal regulations; ■ Participation in the preparation of the management plan.
	Advisory Board of Médio Paraíba Wildlife Refuge (REVISMEP)
Municipal Environmental Defense Council (COMDEMA)	
Deliberative Council of SAAE Volta Redonda	
National Confederation of Industry (CNI)	
Latin American Steel Association (ALACERO)	
Industry Federation of the State of Rio de Janeiro FIRJAN - CIRJ)	
Industrial, Commercial and Agricultural Association of Volta Redonda (ACIAP)	
Foundation for Agribusiness Research Development (FUNDEPAG)	
Brazilian Association for Technical Standards (ABNT)	
Brazilian Metallurgy, Materials and Mining Association (ABM)	
National Coil Coating Association (NCCA)	
Zinc Aluminum Coaters Association (ZAC)	
PROLATA - Brazilian Association of Steel Packaging (ABEAÇO)	

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage


2020						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
STEELMAKING	1,000.89	86	1,000.89	32	0.96	0.96

2019						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
STEELMAKING	1,000.89	86	1,000.89	32	1.00	1.00

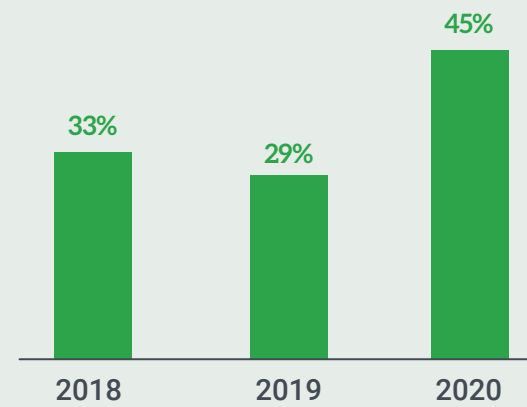
2018						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
STEELMAKING	1,000.89	87	1,000.89	57	1.05	1.05

204 - Procurement practices

204- 1 Proportion of spending on local suppliers


	2018	2019	2020
 STEELMAKING	% spent with materials (Products)		
	51.1%	36.3%	46.6%
	% of local spent with services		
	71.6%	24.5%	45.2%

Proportion of spending on local suppliers





301 - Materials

301-1 Materials used by weight or volume

Business area	Description	Unit	2018	2019	2020
Materials used					
 STEELMAKING	Iron ore	dry metric ton	5,206,116.00	3,676,376.00	3,705,614.37
	Metallurgical coal	dry metric ton	1,630,079.00	1,160,348.00	989,848.21
	Coal injection into the blast furnace	dry metric ton	482,275.00	231,802.00	468,581.16
	Coke	dry metric ton	940,600.00	735,183.00	692,991.14
	Heavy oil	t	2.69	1.94	-
	Light oil	t	6.24	1.04	-
	Limestone	dry metric ton	1,034,413.00	793,655.00	902,689.00
	Crude dolomite	dry metric ton	341,748.00	420,003.00	509,668.00
	Pellets	t	1,240,554.00	1,134,277.00	1,393,692.75
	EAF Electrodes	t	753.00	751.00	618.00
	Pig iron	t	32,637.00	32,255.00	9,165.00
	Scraps	t	573,331.00	378,994.00	913,054.00
	Paint	t	2,334.12	2,318.00	2,251.76
	Zinc	t	9,648.69	9,514.15	13,257.57
	Solvent	t	223.80	240.40	175.00
	Seal	t	81.70	89.02	63.51
	Varnish	t	404.48	246.21	164.31
	Enamel	t	74.12	20.32	3.50
	Strain hardening fluid	t	416.75	430.70	592.22


301 - Materials

301-1 Materials used by weight or volume

Business area	Description	Unit	2018	2019	2020
 STEELMAKING	Acetylene	t	0.37	0.29	0.23
	Diesel	t	54.70	35.75	54.04
	LPG	dry metric ton	242.42	209.06	154.41
	Natural gas	t	354,044.48	360,798.56	341,084.40
	Gasoline	t	0.22	4.18	2.57
	Total Materials	t	11,850,040.77	8,937,553.62	9,943,725.15
Produced Products					
 STEELMAKING	BOF crude steel produced	t	3,947,396.00	2,775,748.00	3,591,200.00
	EAF crude steel produced	t	204,788.00	230,193.00	224,890.00
	Total crude steel produced	t	4,152,184.00	3,005,941.00	3,816,090.00
	Total Produced Products	t	4,152,184.00	3,005,941.00	3,816,090.00


302 - Energy

302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
 STEELMAKING	Total non-renewable fuel consumption	GJ	176,971,411	131,438,551	127,562,888
	Metallurgical coal / CSN	GJ	65,445,666	35,950,285	26,369,556
	Metallurgical coal PCI / CS	GJ	-	7,111,979	12,483,002
	Coal coke / CSN	GJ	50,273,851	16,842,267	15,947,301
	Coal coke / CSN bought	GJ	-	20,708,304	19,561,559
	Coal coke / Mill / CS	GJ	7,333,103	4,901,106	6,010,988
	Coal coke / Small coke / CS	GJ	6,352,516	4,099,378	5,180,385
	Diesel / Brazil	GJ	118,814	128,509	137,604
	Steel mill gas / CSN	GJ	3,230,137	2,290,351	2,379,926
	Blast furnace gas / CSN	GJ	21,662,869	17,021,765	18,358,437
	Coke gas / CSN	GJ	8,122,977	6,077,545	6,218,506
	Coke gas / Desulfurized / CSN	GJ	112,731	197,048	123,352
	Liquefied Petroleum Gas (LPG)	GJ	13,727	12,153	11,312
	Natural gas	GJ	14,304,957	16,097,612	14,780,302
	Gasoline / Brazil	GJ	9	169	101
	Fuel oil	GJ	-	-	485
	Flushing oil / CSN	GJ	56	80	71
	Total renewable fuel consumption	GJ	-	-	-
	Electricity, heating, cooling and steam acquired for consumption	GJ	8,393,731	7,719,946	8,992,318


302 - Energy

302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
 STEELMAKING	i. electricity consumption	GJ	8,393,731	7,719,946	8,992,318
	Electricity acquired from the grid	GJ	2,854,731	2,549,536	3,597,210
	Electricity acquired from the grid (Igarapava Hydroelectric Power Plant)	GJ	518,371	532,082	513,077
	Electricity acquired from the grid (Itá Hydroelectric Power Plant)	GJ	4,725,530	4,600,410	4,577,708
	Electricity recycled at top turbine	GJ	295,315	37,919	304,323
	Total sale of electricity, heating, cooling and steam	GJ	2,600,131	1,979,320	1,416,569
	i. self-generation of electricity	GJ	2,600,131	1,979,320	1,416,569
	Thermal Power Plant	GJ	2,600,131	1,979,320	1,416,569
	Total energy consumption within the organization	GJ	185,365,143	139,158,496	136,555,206

1. It does not have heating, cooling or steam consumption. It does not sell electricity, heating, cooling or steam. It does not have self-generated heating, cooling or steam.
2. Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN.


302-4 Reduction of energy consumption

Business area	Description	Unit	2018	2019	2020
 STEELMAKING	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ	-	(46,206,646.6)	(48,809,936.9)
	Types of energy included in the reductions: whether fuel, electricity, cooling, steam, or all	GJ	-	-	-
	Fuel	GJ	-	(45,532,860.9)	(49,408,523.2)
	Electricity	GJ	-	(673,785.7)	598,586.3


1. Base year 2018
2. Sources used: National Energy Balance (BEN), GHG Protocol and specific data from CSN.

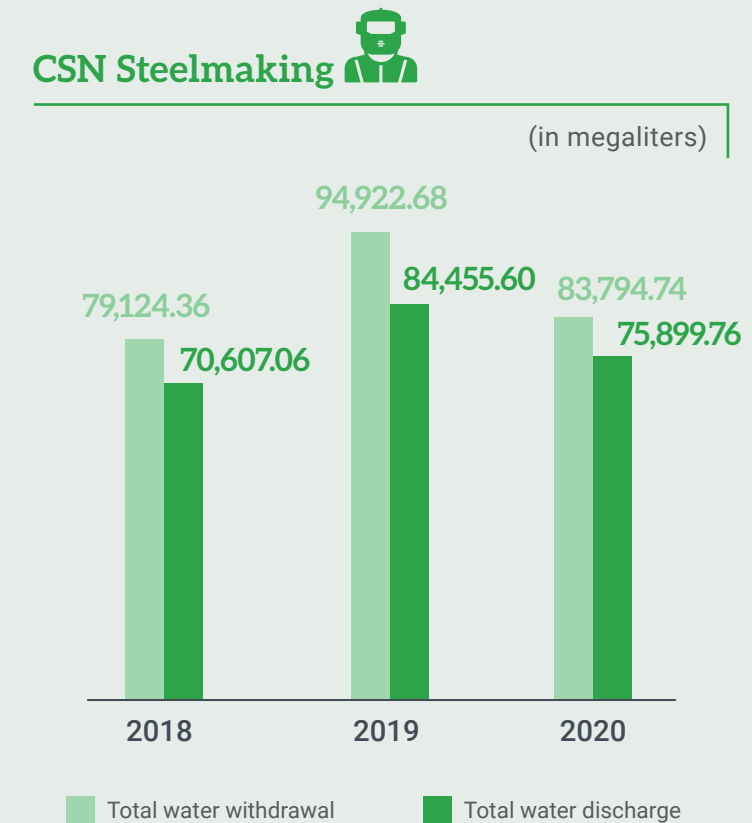
303 - Water and effluents

303-3 Water withdrawal


Business area	In megaliters ML	Source	2018	2019	2020
			All areas	All areas	All areas
 STEELMAKING	WATER WITHDRAWAL BY SOURCE	Surface water (total)	78,747.13	94,552.49	83,404.99
		Surface water (general) with Total Dissolved Solids ≤1.000 mg/L	78,747.13	94,552.49	83,404.99
		Rain water	-	-	-
		Groundwater (total) with Total Dissolved Solids ≤1.000 mg/L	76.09	49.70	72.68
		Seawater (total)	-	-	-
		Produced water (total) with Total Dissolved Solids ≤1.000 mg/L	0.30	0.30	0.30
		Third-party water (total) with Total Dissolved Solids ≤1.000 mg/L	300.84	320.19	316.77
		Total water withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	79,124.36	94,922.68

Note: In none of the years reported there was water abstraction in areas of water stress.

		2018	2019	2020	
 STEELMAKING	DVA	In millions R\$	9,069.512	3,222.939	5,901.026
	Withdrawal in ML all areas/ R\$ millions DVA	ML/ millions R\$ DVA	8.72	29.45	14.20
	Withdrawal in ML areas with water stress / R\$ millions DVA	ML/ millions R\$ DVA	-	-	-
	Produced steel in t	t produced steel	3,974,441	3,683,758	3,763,360
	Withdrawal ML UPV / t produced steel	ML/t produced steel	0.0199	0.0258	0.0223



303-4 Water discharge

Business area	In megaliters ML	Source	2018		2019		2020		
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress	
 STEELMAKING	WATER DISCHARGE BY DESTINATION	Surface water (Total)	70,384.95	-	84,206.14	-	75,683.78	-	
		Third-party water (total)	222.11	-	249.46	-	215.98	-	
	TOTAL WATER DISCHARGE	surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	70,607.06	-	84,455.60	-	75,899.76	-	
	TOTAL WATER DISCHARGE BY QUALITY	Water with Total Dissolved Solids ≤1.000 mg/L	70,543.11	-	84,399.46	-	75,836.98	-	
	WATER DISCHARGE BY LEVEL OF TREATMENT	Treatment level	Physical chemical treatment, chemical treatment, biological treatment and pH neutralization	212.93	-	241.44	-	210.50	-
		Treatment level	Physical chemical treatment	23.10	-	22.04	-	29.67	-
		Treatment level	Oily (ultrafiltration)	9.18	-	8.02	-	5.48	-

1. There was no discharge of groundwater, ocean water and produced water.

303-5 Water consumption

Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 STEELMAKING	WATER CONSUMPTION	Total water consumption	8,561.74	-	10,505.66	-	7,942.06	-

305 - Emissions

305-4: GHG emissions intensity

Categoria	Emissions (tCO ₂ e/normalization factor)		
	2018	2019	2020
tCO ₂ eq/crude steel ton	2.42	2.68	2.26

1. According to the World Steel Association (WSA) methodology
2. This data includes the sum of scope 1+2 per ton of steel produced from Usina Presidente Vargas

305-7 - Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Significant specific air emissions volume recorded by steelmaking and Cement plant at UPV

Specific emissions Category	Source	Unit	2018	2019	2020
CO	24 chimneys - isokinetic monitoring	t/year	-	521.46	790.21
	03 chimneys - continuous monitoring				
NOX (excluding N ₂ O)	24 chimneys - isokinetic monitoring	t/year	2,868.29	3,609.30	3,599.85
	03 chimneys - continuous monitoring				
SOX	11 chimneys - isokinetic monitoring	t/ano	6,262.75	4,100.37	5,358.09
	03 chimneys - continuous monitoring				
Particulates (MP)	52 chimneys - isokinetic monitoring	t/year	2,809.97	2,341.27	2,896.19
	38 chimneys - continuous monitoring				
Volatile Organic Compounds (VOCs)	After 2019: 16 chimneys – isokinetic monitoring (THC) Up to 2018: 08 chimneys – isokinetic monitoring (BTEX)	t/year	36.50	11.49	21.96

Note: there is no emission of lead, manganese or polycyclic aromatic hydrocarbons.

306 Waste

306-3 Waste generated

Total weight of waste by composition of the waste	Unit	2018	2019	2020
Hazardous waste	t	33,601	26,221	20,071
Slag	t	-	-	517
Thin and powder	t	-	-	3,013
Sludge	t	-	-	3,809
Other waste	t	7,980	1,236	12,732
Non-hazardous waste	t	3,623,133	2,874,298	3,718,327
Slag	t	-	-	2,080,481
Thin and powder	t	-	-	759,440
Metal scrap	t	-	-	432,366
Sludge	t	-	-	145,987
Mill scale	t	-	-	69,010
Petroleum sludge	t	-	-	1,987
Other waste	t	13,574	49,480	229,056
Total waste	t	3,656,734	2,900,519	3,738,398

307 Environmental Compliance

307-1 Non-compliance with environmental laws and regulations




Steelmaking	Company	Notice of Infraction	Date of Issue	Restated fine amount	Root cause	Status
Notice Of Infraction with Fine ≥ 1mm	PRADA	11093912	03/07/19	Warning	Non-compliance with the permit	Awaiting administrative defense analysis
Notices + Embargoes						

401 Employment


401-1: New employee hires and employee turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region

Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 STEELMAKING	<30 years old	76	326	107	629	47	229
	> 50 years old	-	20	1	70	5	12
	30 to 50 years old	41	320	95	642	41	225


401-1: New employee hires and employee turnover


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

Business area	Region	Age range compiled	TURNOVER					
			2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 STEELMAKING	Midwest	< 30 years old	-	200.00%	-	70.83%	-	-
		> 50 years old	-	-	-	66.67%	-	-
		30 to 50 years old	50.00%	88.46%	62.50%	41.67%	-	-
	Northeast	< 30 years old	20.00%	25.00%	14.29%	19.05%	33.33%	20.59%
		> 50 years old	-	-	-	-	-	-
		30 to 50 years old	11.11%	8.82%	15.00%	15.09%	100.00%	26.39%
	Southeast	< 30 years old	24.01%	16.57%	24.07%	17.71%	33.33%	20.59%
		> 50 years old	20.18%	12.61%	21.05%	12.23%	-	-
		30 to 50 years old	18.25%	9.52%	20.55%	10.17%	100.00%	26.39%
South	< 30 years old	21.43%	17.69%	15.91%	16.90%	33.33%	20.59%	
	> 50 years old	-	10.42%	20.00%	15.38%	-	-	
	30 to 50 years old	8.24%	11.97%	12.66%	11.29%	100.00%	26.39%	

401-1: New employee hires and employee turnover


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

NEW HIRES								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 STEELMAKING	Midwest	<30 years old	-	1	-	13	-	-
		> 50 years old	-	-	-	2	-	-
		30 to 50 years old	1	-	3	10	-	-
	Northeast	<30 years old	2	8	2	5	-	3
		> 50 years old	-	-	-	-	-	-
		30 to 50 years old	-	4	2	7	-	3
	Southeast	<30 years old	158	537	209	731	43	333
		> 50 years old	2	44	6	41	1	15
		30 to 50 years old	157	557	232	734	43	260
	South	<30 years old	6	28	4	33	2	11
		> 50 years old	-	1	1	3	1	-
		30 to 50 years old	7	44	9	39	5	24

DISMISSAL								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 STEELMAKING	Midwest	<30 years old	-	7	-	4	-	11
		> 50 years old	-	-	-	2	-	4
		30 to 50 years old	2	23	2	5	6	20
	Northeast	<30 years old	-	3	-	3	2	4
		> 50 years old	-	2	-	-	-	8
		30 to 50 years old	2	5	1	9	8	16
	Southeast	<30 years old	61	496	62	358	52	295
		> 50 years old	21	210	18	217	13	211
		30 to 50 years old	123	763	126	709	92	582
	South	<30 years old	3	24	3	15	1	18
		> 50 years old	-	4	1	5	-	3
		30 to 50 years old	7	40	11	43	10	23


401-1: New employee hires and employee turnover

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region


		TOTAL WORKFORCE						
		2018		2019		2020		
Business area	Region	Age range compiled	Women	Men	Women	Men	Women	Men
 STEELMAKING	Midwest	<30 years old	-	2	-	12	-	-
		> 50 years old	-	2	-	3	-	-
		30 to 50 years old	3	13	4	18	-	-
	Northeast	<30 years old	5	22	7	21	3	17
		> 50 years old	-	8	-	8	-	5
		30 to 50 years old	9	51	10	53	4	36
	Southeast	<30 years old	456	3,118	563	3,075	475	2,720
		> 50 years old	57	1,007	57	1,055	68	1,062
		30 to 50 years old	767	6,936	871	7,095	862	6,919
	South	<30 years old	21	147	22	142	18	118
		> 50 years old	4	24	5	26	6	25
		30 to 50 years old	85	351	79	363	77	385

401-3 Parental leave

b. Total number of employees that took parental leave, by gender

	2018		2019		2020	
Business area	Women	Men	Women	Men	Women	Men
 STEELMAKING	56	514	67	468	75	401


c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

	2018		2019		2020	
Business area	Women	Men	Women	Men	Women	Men
 STEELMAKING	44	460	50	437	72	383

403 - Occupational health and safety

WSA

Lost Time Injury Frequency Rate

Business area		2018	2019	2020
 STEELMAKING	Employee LTIFR	1.53	1.39	1.32
	Contractor LTIFR	0.93	1.06	0.91
	Combined LTIFR	1.32	1.25	1.17

405 Diversity and equal opportunity

405-1 Diversity of governance bodies and employees

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Administrative	< 30 years old	61	61.00%	39	39.00%	58	57.43%	43	42.57%	48	56.47%	37	43.53%
	> 50 years old	8	29.63%	19	70.37%	9	34.62%	17	65.38%	10	35.71%	18	64.29%
	30 to 50 years old	79	56.83%	60	43.17%	76	56.72%	58	43.28%	63	50.81%	61	49.19%
Senior management	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	9	100.00%	-	-	9	100.00%	-	-	9	100.00%
	30 to 50 years old	1	11.11%	8	88.89%	1	12.50%	7	87.50%	1	12.50%	7	87.50%
Apprentices from Capacitar	< 30 years old	47	51.65%	44	48.35%	36	55.38%	29	44.62%	10	55.56%	8	44.44%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	40	67.80%	19	32.20%	51	83.61%	10	16.39%	21	95.45%	1	4.55%
Coordinators	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	17	100.00%	-	-	13	100.00%	-	-	10	100.00%
	30 to 50 years old	8	20.51%	31	79.49%	11	23.40%	36	76.60%	11	25.58%	32	74.42%
Officers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	2	100.00%	-	-	2	100.00%	-	-	2	100.00%
	30 to 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
Executive Officers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Engineering specialists	< 30 years old	-	-	1	100.00%	1	50.00%	1	50.00%	-	-	-	-
	> 50 years old	2	5.88%	32	94.12%	3	7.89%	35	92.11%	3	7.89%	35	92.11%
	30 to 50 years old	7	9.09%	70	90.91%	9	11.25%	71	88.75%	11	14.86%	63	85.14%




405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Engineers I	< 30 years old	-	-	-	-	-	-	-	-	-	-	1	100.00%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Engineers II	< 30 years old	2	40.00%	3	60.00%	4	19.05%	17	80.95%	3	12.00%	22	88.00%
	> 50 years old	-	-	1	100.00%	-	0.00%	1	100.00%	-	-	-	-
	30 to 50 years old	-	-	6	100.00%	4	16.67%	20	83.33%	2	8.70%	21	91.30%
Engineers III	< 30 years old	5	10.87%	41	89.13%	7	20.00%	28	80.00%	5	26.32%	14	73.68%
	> 50 years old	-	-	9	100.00%	2	16.67%	10	83.33%	1	9.09%	10	90.91%
	30 to 50 years old	23	14.47%	136	85.53%	21	13.29%	137	86.71%	21	12.80%	143	87.20%
Engineers IV	< 30 years old	1	20.00%	4	80.00%	3	42.86%	4	57.14%	2	28.57%	5	71.43%
	> 50 years old	-	-	13	100.00%	-	0.00%	11	100.00%	-	-	11	100.00%
	30 to 50 years old	11	11.96%	81	88.04%	15	15.31%	83	84.69%	15	16.13%	78	83.87%
Specialists	< 30 years old	-	-	1	100.00%	-	-	-	-	1	100.00%	-	-
	> 50 years old	5	22.73%	17	77.27%	2	16.67%	10	83.33%	4	26.67%	11	73.33%
	30 to 50 years old	19	35.19%	35	64.81%	19	40.43%	28	59.57%	17	42.50%	23	57.50%
Managers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	1	4.00%	24	96.00%	1	4.00%	24	96.00%	1	5.26%	18	94.74%
	30 to 50 years old	3	5.45%	52	94.55%	3	5.08%	56	94.92%	3	4.92%	58	95.08%
Operational	< 30 years old	242	7.90%	2,823	92.10%	355	11.21%	2,812	88.79%	313	11.17%	2,488	88.83%
	> 50 years old	33	4.66%	675	95.34%	35	4.47%	748	95.53%	41	5.09%	764	94.91%
	30 to 50 years old	427	7.06%	5,619	92.94%	508	8.07%	5,790	91.93%	542	8.74%	5,659	91.26%
Higher education - Level I	< 30 years old	19	73.08%	7	26.92%	20	68.97%	9	53.00%	16	59.26%	11	40.74%
	> 50 years old	-	-	2	100.00%	1	25.00%	3	75.00%	2	28.57%	5	71.43%
	30 to 50 years old	43	67.19%	21	32.81%	37	59.68%	25	40.32%	29	51.79%	27	48.21%



405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018		2019		2020								
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men					
 STEELMAKING	Higher education - Level II	< 30 years old	4	57.14%	3	42.86%	8	66.67%	4	33.33%	9	69.23%	4	30.77%
		> 50 years old	2	50.00%	2	50.00%	1	33.33%	2	66.67%	1	16.67%	5	83.33%
		30 to 50 years old	16	57.14%	12	42.86%	20	64.52%	11	35.48%	33	62.26%	20	37.74%
	Higher education - Level III	< 30 years old	6	60.00%	4	40.00%	4	50.00%	4	50.00%	2	66.67%	1	33.33%
		> 50 years old	2	28.57%	5	71.43%	2	25.00%	6	75.00%	3	50.00%	3	50.00%
		30 to 50 years old	41	59.42%	28	40.58%	37	53.62%	32	46.38%	19	52.78%	17	47.22%
	Higher education - Level IV	< 30 years old	2	100.00%	-	-	2	100.00%	-	-	1	50.00%	1	50.00%
		> 50 years old	2	25.00%	6	75.00%	2	28.57%	5	71.43%	2	28.57%	5	71.43%
		30 to 50 years old	22	37.93%	36	62.07%	26	46.43%	30	53.57%	26	54.17%	22	45.83%
	Supervisors	< 30 years old	2	9.52%	19	90.48%	3	12.50%	21	87.50%	3	16.67%	15	83.33%
		> 50 years old	2	3.39%	57	96.61%	1	1.92%	51	98.08%	1	2.00%	49	98.00%
		30 to 50 years old	6	2.27%	258	97.73%	6	2.26%	259	97.74%	7	2.59%	263	97.41%
Technicians	< 30 years old	91	23.27%	300	76.73%	91	24.66%	278	75.34%	83	25.08%	248	74.92%	
	> 50 years old	4	2.60%	150	97.40%	3	2.04%	144	97.96%	5	3.52%	137	96.48%	
	30 to 50 years old	118	11.85%	878	88.15%	120	12.06%	875	87.94%	122	12.63%	844	87.37%	




CEMENT

102 - General Disclosures: Organizational profile

102-9: Supply chain

We have a total of 849 suppliers in Cement, the national ones are located mostly in the following states, MG (39.44%), RJ (20.70%) and SP (14.41%). Our international suppliers represent 13.83%. Most Cement suppliers offer materials (70.99%) and services (29.01%). The most representative spend categories are, respectively: Road Transport, Reducers, Rail Transport, Ores and Minerals and Packaging.

102-13 - Membership of associations

Business area	Associations
 CEMENT	Alternate FIEMG at State Council of the Environmental Policy (COPAM) - Alto São Francisco Regional
	Effective Member of the Upper São Francisco River Hydrographic Basin Committee
	Effective Member of the Municipal Council for Environment (CODEMA) - Arcos city
	Effective Member of the Advisory Council of the Corumbá Ecological Station - Ecological Station belonging to State Forestry Institute (IEF)

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage


2020						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Rótulos de Linha	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CEMENT	1,182.04	3	1,182.04	2	1.13	1.13

2019						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Rótulos de Linha	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CEMENT	1,182.04	3	1,182.04	2	1.18	1.18

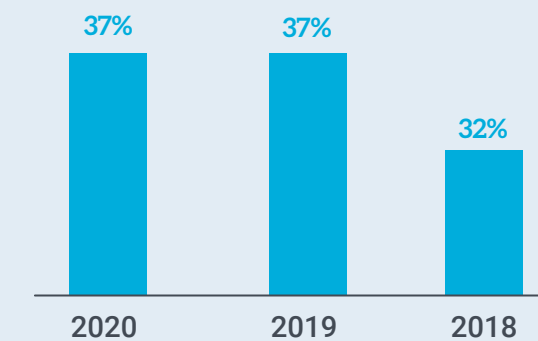
2018						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Rótulos de Linha	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
CEMENT	1,149.78	1	1,125.00	4	1.21	1.18

204 Procurement practices

204- 1 Proportion of spending on local suppliers



 CEMENT	2018			2019			2020		
	% of local spent (consolidated)								
	37.0%			36.8%			31.7%		
	% spent with materials (Products)								
	32.8%			28.0%			20.7%		
	% of local expense with services								
	51.5%			55.8%			58.4%		

Proportion of spending on local suppliers




301 - Materials

301-1 Materials used by weight or volume

Business area	Description	Unit	2018	2019	2020
Materials used					
 CEMENT	Iron ore	dry metric ton	20,062.00	4,394.00	22,744.22
	Coke	dry metric ton	195,744.90	198,564.20	222,363.01
	Limestone	dry metric ton	2,560,296.00	2,780,155.00	3,191,675.28
	Crude dolomite	dry metric ton	2,133.00	-	-
	TNT	t	583.25	525.53	522.44
	Acetylene	t	1.76	-	2.09
	Diesel	t	1,923.59	584.26	2,657.17
	LPG	dry metric ton	180.68	147.03	131.43
	Natural gas	t	1,846.74	2,335.86	4,027.39
	Gasoline	t	24.69	21.29	24.12
	Fuel oil	t	2,714.31	-	2,922.58
	Coal mill	t	48,858.00	16,932.00	4,143.02
	Clinker used	t	1,861,286.00	2,067,593.00	2,302,630.00
	Plaster	t	65,234.00	95,850.05	110,027.34
	Slag	t	1,208,183.00	1,045,053.40	1,122,425.22
	Total Materiais	t	5,969,071.92	6,212,155.61	6,986,295.31
Produced Products					
 CEMENT	Equivalent cement production	t	3,469,360.00	3,546,466.00	3,976,470,00
	Total Produced Products	t	3,469,360.00	3,546,466.00	3,976,470,00

302 - Energy

302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
Materials used					
 CEMENT	Total fuel consumption from non-renewable sources	GJ	7,575,032	6,918,208	7,735,023
	Bituminous coal	GJ	923,416	320,015	78,303
	Petroleum coke	GJ	6,361,711	6,453,338	7,226,798
	Diesel / Brazil	GJ	82,058	24,917	111,370
	Liquefied Petroleum Gas (LPG)	GJ	8,546	6,954	6,216
	Natural gas	GJ	88,644	112,121	193,315
	Gasoline / Brazil	GJ	999	862	949
	Fuel oil	GJ	109,658	-	118,072
	Electricity, heating, cooling and steam acquired for consumption	GJ	759,233	790,071	944,327
	i, electricity consumption	GJ	759,233	790,071	944,327
	Electricity acquired from the grid	GJ	305,500	216,175	337,904
	Electricity acquired from the grid (Clinker)	GJ	453,733	-	-
	Electricity acquired from the grid (Igarapava Hydroelectric Power Plant)	GJ	-	59,495	55,892
	Electricity acquired from the grid (Itá Hydroelectric Power Plant)	GJ	-	514,401	550,530
	Total energy consumption within the organization	GJ	8,334,264	7,708,279	8,679,350


1- It does not have heating, cooling or steam consumption. It does not sell electricity, heating, cooling or steam. It does not have self-generated electricity, heating, cooling or steam.

2- Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN.

302 - Energy

302-4 Reduction of energy consumption

a. Eletricidade, aquecimento, refrigeração e vapor vendidos


Business area	Description	Unit	2018	2019	2020
 CEMENT	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ	-	(625,986)	345,086
	Types of energy included in the reductions: whether fuel, electricity, cooling, steam, or all	GJ			
	Fuel	GJ	-	(656,824)	159,992
	Electricity	GJ	-	30,838	185,094

Note: Base year 2018.


Sources used: National Energy Balance (BEN), GHG Protocol and specific data from CSN.

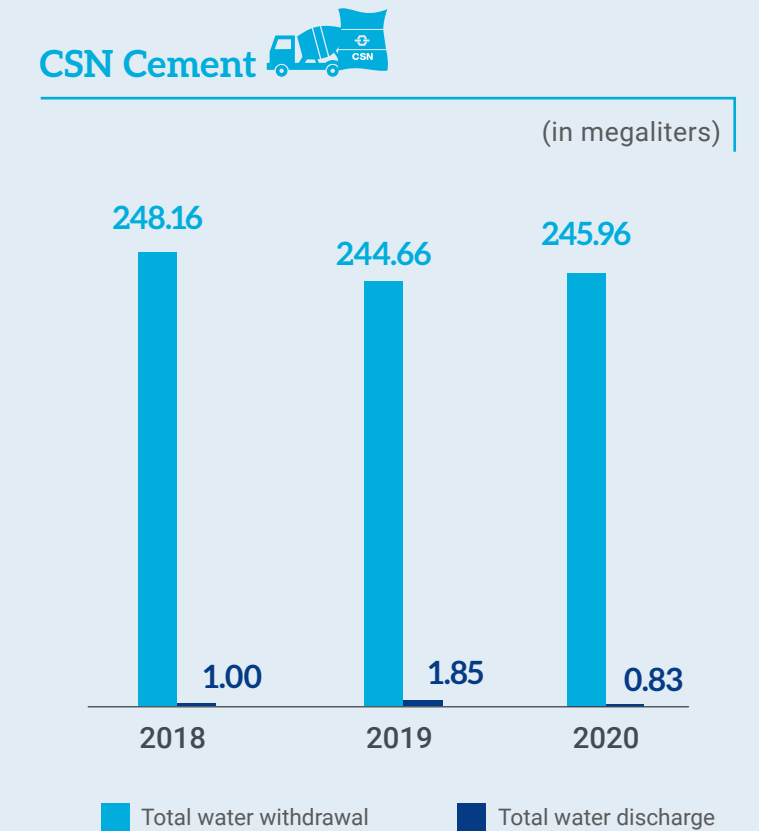
303 - Water and effluents

303-3 Water withdrawal


Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 CEMENT	WATER WITHDRAWAL BY SOURCE	Groundwater (total) Water with Total Dissolved Solids ≤1.000 mg/L	248.16	-	244.66	-	245.96	-

1. There was no withdrawal of surface water, groundwater, ocean water, produced water and third party water

Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 CEMENT	WATER WITHDRAWAL BY SOURCE	Total water withdrawal	248.16	-	244.66	-	245.96	-
		Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)						



303-4: Water discharge

Business area	In megaliters ML	Source	2018		2019		2020		
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress	
 CEMENT	WATER DISCHARGE BY DESTINATION	Surface water (Total)		1.00	-	1.85	-	0.83	-
	TOTAL WATER DISCHARGE	surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)		-	-	-	-	0.83	-
	WATER DISCHARGE BY LEVEL OF TREATMENT	Treatment level	Physical chemical and biological	-	-	-	-	0.83	-

Note: There was no withdrawal of surface water, groundwater, ocean water, produced water and third party water

303-5: Water consumption


Business area	In megaliters ML	Source	2018		2019		2020		
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress	
 CEMENT	WATER CONSUMPTION	Total water consumption		247.15	-	242.80	-	245.12	-

305 - Emissions

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 - Other indirect (Scope 3) GHG emissions

Business area	Emissions by scope (tCO ₂ e)	2018	2019	2020
 CEMENT	Scope 1	1,874,243.84	1,843,647.69	2,075,111.32
	Scope 2	15,771.97	10,404.85	5,866.62
	Scope 3	98,209.04	70,080.30	115,382.64

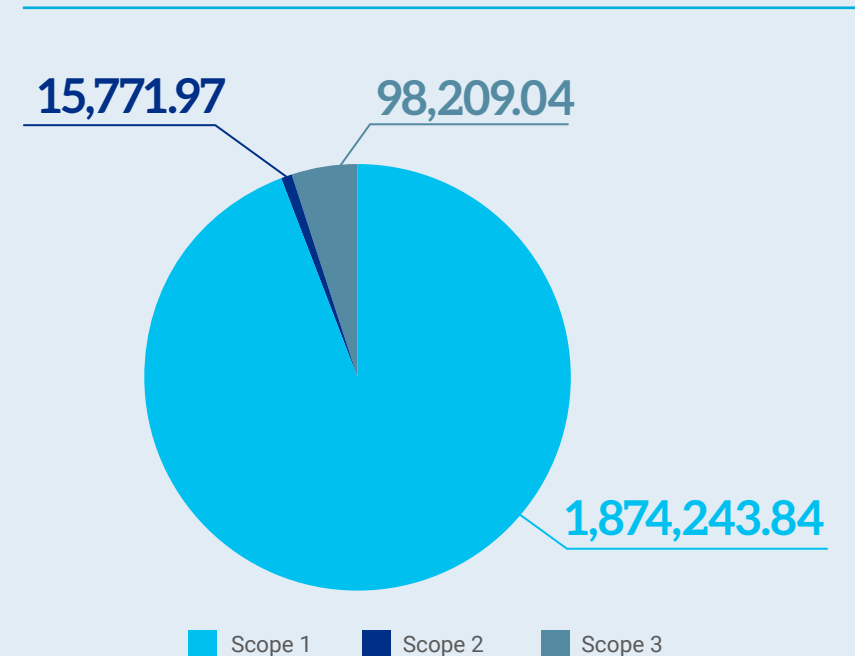
Note: The increase in Scope 3 emissions is related to the improvement on the accounting methodology and management of the company's data

305-4 GHG emissions intensity

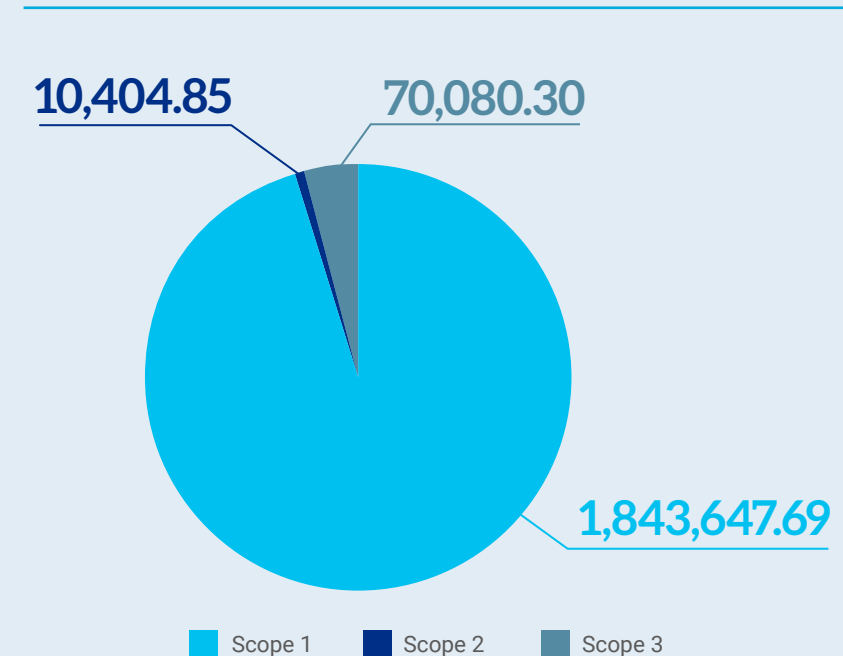
Category	Emissions (Kg CO ₂ e/normalization factor)		
	2018	2019	2020
Kg CO ₂ eq/cement ton ⁽²⁾	463.67	516.00	519.00

(2) According to Global Cement and Concrete Association (GCCA) methodology - Scope 1+2

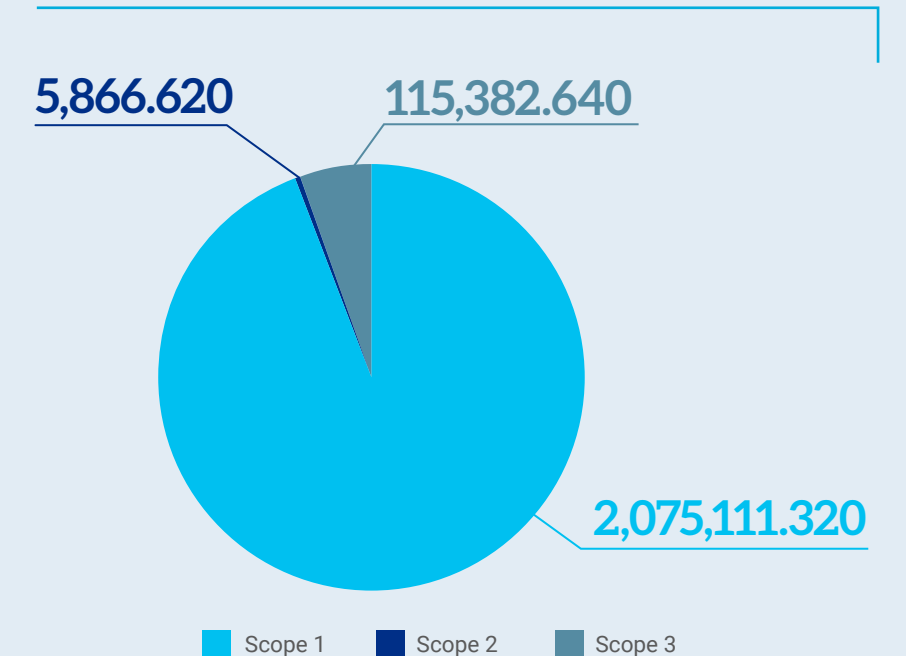
Emissions by scope - CSN Cimentos 2018



Emissions by scope - CSN Cimentos 2019



Emissions by scope - CSN Cimentos 2020



305-7 - Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Significant specific air emissions volume recorded by CSN Arcos - Cement (ton/clinker tons)

Specific emissions Category	Source	Unit	2018	2019	2020
NO _x (excluding N ₂ O)	Furnace I and II	t/year	1,591.71	1,187.69	2,197.20
SO _x	Furnace I and II	t/year	16.42	316.13	36.23
Particulates (MP) – PM10	Arcos Cements: Furnace 01 /Furnace 02/Cement Mill 01/Cement Mill 02/Petcoke Mill 1/Petcoke Mill 2 Volta Redonda Cements: Cement Mill 01/Cement Mill 02/Packing 01/Packing 02	t/year	144.10	821.50	1,155.59
Volatile Organic Compounds (VOCs)	Furnace I and II	t/year	4.59	7.10	18.47
Polycyclic Aromatic Hydrocarbon (PAHs)	Furnace I and II	t/year	7.86	6.87	14.40

306 Waste

306-3 Waste generated




Total weight of waste generated by composition of the waste	Unit	2018	2019	2020
Hazardous waste	t	218	606	1,746
Non-hazardous waste	t	2,224	1,334	1,433
Total waste generated	t	2,442	1,940	3,179

401 Employment


401-1 New employee hires and employee turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region

Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 CEMENT	<30 years old	21	62	19	55	8	15
	> 50 years old	-	11	-	5	-	1
	30 to 50 years old	11	85	30	92	8	28


401-1 New employee hires and employee turnover

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region


TURNOVER								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CEMENT	Southeast	<30 years old	22.73%	18.12%	21.01%	20.33%	19.49%	14.88%
	Southeast	> 50 years old	0	14.58%	0	16.45%	0	14.06%
	Southeast	30 to 50 years old	13.10%	16.27%	18.22%	17.88%	14.43%	12.76%

401-1 New employee hires and employee turnover


a. Total number and rate of new employee hires during the reporting period, by age group, gender and region

NEW HIRES								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CEMENT	Southeast	<30 years old	21	62	19	55	8	15
	Southeast	> 50 years old	0	11	0	5	0	1
	Southeast	30 to 50 years old	11	85	30	92	8	28

DISMISSAL

Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CEMENT	Southeast	<30 years old	9	17	10	32	15	35
	Southeast	> 50 years old	0	10	0	20	0	17
	Southeast	30 to 50 years old	11	81	9	95	20	94

TOTAL WORKFORCE

Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CEMENT	Southeast	<30 years old	66	218	69	214	59	168
	Southeast	> 50 years old	3	72	3	76	5	64
	Southeast	30 to 50 years old	84	510	107	523	97	478

401-3 Parental leave


a. Total number of employees that were entitled to parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
CSN GROUP	3,369	21,190	2,884	16,076	3,889	22,078


401 Employment

401-3 Parental leave

b. Total number of employees that took parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CEMENT	9	30	16	33	8	31


c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CEMENT	6	26	10	28	8	29

403 - Occupational health and safety

GCCA

Key Lagging Performance Indicators

Business area	Unit	Explanation	2018	2019	2020
	Number	Reported as a rate per 10000 direct employees	0	0	0
	Number	Number of fatalities of directly employed, contractors/ sub-contractors and third parties resulting from work-related incidents in a year	0	0	0
 CEMENT	Number	The frequency rate is the number of lost time injuries per 1000000 (1 million) hours worked	0.63	0	0.61
	Number	The frequency rate is the number of lost time injuries per 1000000 (1 million) hours worked	0.53	0	0
	Number	The severity rate is the number of lost days caused by LTI per 1000000 (1 million) hours worked	0	0	0

Reference: https://gccassociation.org/wp-content/uploads/2020/03/GCCA_Guidelines_Safety_V1.0_Feb2020.pdf

405 - Diversity and equal opportunity

405-1: Diversity of governance bodies and employees

b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Administrative	< 30 years old	35	79.55%	9	20.45%	33	82.50%	7	17.50%	24	82.76%	5	17.24%
	> 50 years old	1	100.00%	-	-	1	100.00%	-	0.00%	2	100.00%	-	-
	30 to 50 years old	29	72.50%	11	27.50%	33	73.33%	12	26.67%	33	73.33%	12	26.67%
Senior management	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	2	100.00%	-	-	2	100.00%	-	-	2	100.00%
	30 to 50 years old	-	-	2	100.00%	-	-	2	100.00%	-	-	2	100.00%
Coordinators	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	3	100.00%	-	-	3	100.00%	-	-	3	100.00%
	30 to 50 years old	3	15.00%	17	85.00%	3	30.00%	7	70.00%	4	30.77%	9	69.23%
Engineering specialists	< 30 years old	-	-	1	100.00%	-	-	-	-	-	-	-	-
	> 50 years old	-	-	-	-	-	-	-	-	-	-	1	100.00%
	30 to 50 years old	-	-	5	100.00%	1	7.69%	12	92.31%	1	14.29%	6	85.71%
Engineers II	< 30 years old	-	-	-	-	1	100.00%	-	-	1	100.00%	-	-
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
Engineers III	< 30 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	-	-	3	100.00%	-	-	3	100.00%	-	-	3	100.00%
Engineers IV	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	1	100.00%
Specialists	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	2	100.00%	-	-	1	100.00%
	30 to 50 years old	-	-	6	100.00%	-	-	6	100.00%	-	-	7	100.00%



CEMENT

405 - Diversity and equal opportunity

405-1: Diversity of governance bodies and employees

b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Managers	< 30 years old	-	-	-	-	10	5.68%	166	94.32%	-	-	-	-
	> 50 years old	-	-	5	100.00%	-	-	38	100.00%	-	-	3	100.00%
	30 to 50 years old	-	-	9	100.00%	16	5.71%	264	94.29%	-	-	8	100.00%
Operational	< 30 years old	6	3.47%	167	96.53%	3	75.00%	1	25.00%	11	7.91%	128	92.09%
	> 50 years old	-	-	32	100.00%	4	80.00%	1	20.00%	-	-	35	100.00%
	30 to 50 years old	5	1.82%	270	98.18%	4	50.00%	4	50.00%	14	5.36%	247	94.64%
Higher education - Level I	< 30 years old	2	40.00%	3	60.00%	-	-	-	-	7	100.00%	-	-
	> 50 years old	-	-	-	-	-	-	1	100.00%	-	-	-	-
	30 to 50 years old	6	100.00%	-	-	14	56.00%	11	44.00%	2	40.00%	3	60.00%
Higher education - Level II	< 30 years old	4	80.00%	1	20.00%	1	50.00%	1	50.00%	2	50.00%	2	50.00%
	> 50 years old	-	-	1	100.00%	1	14.29%	6	85.71%	1	100.00%	-	-
	30 to 50 years old	7	50.00%	7	50.00%	8	25.81%	23	74.19%	12	54.55%	10	45.45%
Higher education - Level III	< 30 years old	2	100.00%	-	-	-	-	-	-	1	100.00%	-	-
	> 50 years old	1	11.11%	8	88.89%	-	-	3	100.00%	1	16.67%	5	83.33%
	30 to 50 years old	11	29.73%	26	70.27%	8	38.10%	13	61.90%	5	25.00%	15	75.00%
Higher education - Level IV	< 30 years old	-	-	-	-	1	50.00%	1	50.00%	-	-	1	100.00%
	> 50 years old	-	-	4	100.00%	-	-	1	100.00%	-	-	2	100.00%
	30 to 50 years old	5	29.41%	12	70.59%	6	13.95%	37	86.05%	8	42.11%	11	57.89%
Supervisors	< 30 years old	-	-	3	100.00%	1	50.00%	1	50.00%	1	50.00%	1	50.00%
	> 50 years old	-	-	2	100.00%	-	-	1	100.00%	-	-	1	100.00%
	30 to 50 years old	6	18.18%	27	81.82%	6	13.95%	37	86.05%	5	14.29%	30	85.71%
Technicians	< 30 years old	17	34.00%	33	66.00%	16	32.65%	33	67.35%	12	28.57%	30	71.43%
	> 50 years old	1	7.14%	13	92.86%	1	6.67%	14	93.33%	1	9.09%	10	90.91%
	30 to 50 years old	9	7.38%	113	92.62%	12	9.16%	119	90.84%	12	9.68%	112	90.32%



CEMENT

LOGISTICS




102 - General Disclosures: Organizational profile

102-9: Supply chain

We have a total of 788 suppliers in Logistics, the national ones are located mostly in the following states, CE (44.59%), MG (19%) and SP (6.01%). Our international suppliers represent 16.73%. Most logistics providers offer materials (84.42%) and services (15.58%). The most representative spend categories are respectively: Civil Work, Maritime Transport, Facilities, Maintenance and Internal Transport.

102-13 -Membership of associations

Business area	Associações
 LOGISTICS	Area Committee of Sepetiba Bay (CABS)
	Brazilian Association of Port Terminals (ABTP)
	Port Operator Union of Itaguaí (SINDOPITA)
	Brazilian Association of Container Terminal (ABRATEC)
	National Association of Railroad Companies (ANTF)
	Agricultural Cooperation Association of Ceará State (ACACE)
Association of Industrial and Port Complex Companies of Pecém (AECIPP)	

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

2020						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
LOGISTICS	1,048.60	2	998.00	35	1.00	0.96

2019						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
LOGISTICS	1,048.60	2	998.00	35	1.05	1.00

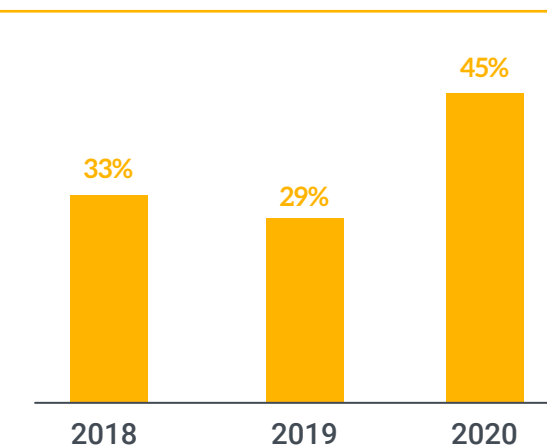
2018						
Minimum basic wage	Entry level wage	Ratio with entry level wage				
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
LOGISTICS	954.00	2	954.00	20	1.00	1.00

204 Procurement practices

204- 1 Proportion of spending on local suppliers



	2018	2019	2020
% of local expense (consolidated)			
	33.2%	29.1%	45.4%
% spent with materials (Products)			
	51.1%	36.3%	46.6%
% of local expense with services			
	15.6%	24.5%	45.2%

Proportion of spending on local suppliers




301 - Materiais

301-1 Materials used by weight or volume

Business area	Description	Unit	2018	2019	2020
Materials used					
 LOGISTICS	Acetylene	t	2.32	0.26	3.87
	Diesel	t	9,303.90	8,506.03	9,145.45
	LPG	dry metric ton	23.28	23.02	3.08
	Gasoline	t	185.75	287.10	188.63
	Ethanol	t	0.17	0.49	0.84
	Total Materials	t	9,515.42	8,816.90	9,341.87
Produced Products					
 LOGISTICS	Total Produced Products	t	0	0	0

302 - Energy


302-1 Energy consumption within the organization

Business area	Description	Unit	2018	2019	2020
 LOGISTICS	Total non-renewable fuel consumption	GJ	405,513.06	375,470.32	390,879.61
	Coque de petróleo	GJ	-	-	-
	Diesel / Brazil	GJ	396,894.11	362,761.39	383,314.36
	Liquefied Petroleum Gas (LPG)	GJ	1,101.14	1,088.85	145.68
	Gasoline / Brazil	GJ	7,517.81	11,620.08	7,419.57
	Total renewable fuel consumption	GJ	4.52	12.88	19.06
	Hydrous ethanol	GJ	4.52	12.88	19.06
	Electricity, heating, cooling and steam acquired for consumption	GJ	48,690.54	3,986.14	6,268.08
	i, electricity consumption	GJ	48,690.54	3,986.14	6,268.08
	Electricity acquired from the grid	GJ	48,690.54	3,986.14	6,268.08
	Total energy consumption within the organization	GJ	454,208.12	379,469.33	397,166.75

1- It does not have heating, cooling or steam consumption. It does not sell electricity, heating, cooling or steam. It does not have self-generated electricity, heating, cooling or steam.

2- Sources of the conversion factors: National energy balance, GHG Protocol and specific data from CSN.

302-4 Reduction of energy consumption

Business area	Description	Unit	2018	2019	2020
 LOGISTICS	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	GJ	-	(74,738.8)	(57,041.4)
	Types of energy included in the reductions: whether fuel, electricity, cooling, steam, or all	GJ	-	-	-
	Fuel	GJ	-	(30,034.4)	(14,618.9)
	Electricity	GJ	-	(44,704.4)	(42,422.5)

1. Base year 2018.

2. Sources used: National Energy Balance (BEN), GHG Protocol and specific data from CSN.

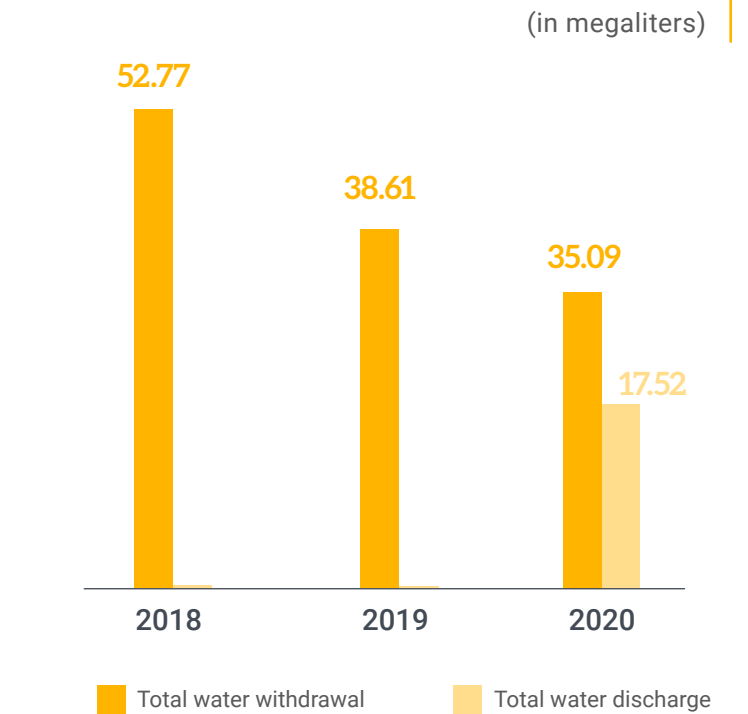
303 - Water and effluents

303-3 Water withdrawal

Business area	In megaliters ML	Source	2018		2019		2020	
			All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
 LOGISTICS	WATER WITHDRAWAL BY SOURCE	Third-party water (total) Water with Total Dissolved Solids \leq 1.000 mg/L	52.77	52.77	38.61	38.61	35.09	35.09
		Total water withdrawal	52.77	52.77	38.61	38.61	35.09	35.09

1. There was no withdrawal of surface water, rainwater, groundwater, ocean water and produced water

CSN Logistics




303-4 Water discharge

Business area	In megaliters ML	Source	2020	
			All areas	Areas with water stress
 LOGISTICS	WATER DISCHARGE BY DESTINATION	Seawater (Total)	17.52	17.52
	TOTAL WATER DISCHARGE	surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	17.52	17.52
	TOTAL WATER DISCHARGE BY QUALITY	Water with Total Dissolved Solids \leq 1.000 mg/L	17.52	17.52

Note: The Port is not linked to Procon-Água, not having a meter on disposal. Releases are only for sanitary effluent. We started to count the data from 2020.

303-5 Water consumption

Business area	In megaliters ML	Source	2020	
			All areas	Areas with water stress
 LOGISTICS	WATER CONSUMPTION	Total water consumption	35.09	-

306 Waste

306-3 Waste generated

Total weight of waste generate by composition of the waste	Unit	2018	2019	2020
Hazardous waste	t	628	182	239
Non-hazardous waste	t	3,843	3,718	2,757
Total waste generated	t	4,471	3,900	2,996

307 Environmental Compliance


307-1 Non-compliance with environmental laws and regulations

Logistics	Company	Notice of Infraction	Date of Issue	Restated fine amount	Root cause	Status
Notice of Infraction with Fine ≥ 1mm	SEPETIBA TECON	CILAMNOT 01108304	26/06/19	Embargoes to the activities	Non-compliance with the permit	Discussion in court
Notices + Embargoes						

401 Employment

401-1: New employee hires and employee turnover


a. Total number and rate of new employee hires during the reporting period, by age group, gender and region


Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 LOGISTICS	<30 years old	25	124	18	77	4	16
	> 50 years old	1	7	-	5	1	1
	30 to 50 years old	17	116	14	109	6	23

401 Employment

401-1: New employee hires and employee turnover


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region


TURNOVER								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 LOGISTICS	Northeast	<30 years old	22.22%	24.34%	27.17%	21.68%	13.24%	11.11%
		> 50 years old	16.67%	6.25%	5.56%	8.21%	18.75%	26.35%
		30 to 50 years old	11.29%	10.63%	14.62%	13.95%	18.18%	11.81%
	Southeast	<30 years old	12.00%	19.42%	13.89%	19.51%	4.69%	16.90%
		> 50 years old	-	8.59%	-	12.50%	-	-
		30 to 50 years old	18.09%	9.82%	18.18%	13.17%	12.79%	9.49%

NEW HIRES								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 LOGISTICS	Northeast	<30 years old	15	64	14	59	2	11
		> 50 years old	1	5	-	3	1	1
		30 to 50 years old	8	80	10	95	4	23
	Southeast	<30 years old	10	60	4	18	2	5
		> 50 years old	-	2	-	2	-	-
		30 to 50 years old	9	36	4	14	2	-

401-1: New employee hires and employee turnover


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

DISMISSAL								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 LOGISTICS	Northeast	<30 years old	5	28	11	26	7	23
		> 50 years old	2	20	1	30	2	77
		30 to 50 years old	6	58	9	90	16	113
	Southeast	<30 years old	2	48	6	62	1	43
		> 50 years old	-	9	-	13	1	17
		30 to 50 years old	8	40	12	74	9	56

TOTAL WORKFORCE								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 LOGISTICS	Northeast	<30 years old	45	189	46	196	34	153
		> 50 years old	9	200	9	201	8	148
		30 to 50 years old	62	649	65	663	55	576
	Southeast	<30 years old	50	278	36	205	32	142
		> 50 years old	2	64	3	60	2	52
		30 to 50 years old	47	387	44	334	43	295


401-3 - Parental leave

b. Total number of employees that took parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 LOGISTICS	15	49	7	56	75	401


401-3 - Parental leave

c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 LOGISTICS	11	33	5	45	72	383

405 Diversity of governance bodies and employees

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020				
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	
 LOGISTICS	Administrative	< 30 years old	23	56.10%	18	43.90%	23	56.10%	18	43.90%	17	47.22%	19	52.78%
		> 50 years old	-	-	7	100.00%	-	-	6	100.00%	-	-	6	100.00%
		30 to 50 years old	16	47.06%	18	52.94%	15	42.86%	20	57.14%	12	40.00%	18	60.00%
	Senior management	> 50 years old	-	-	2	100.00%	-	-	2	100.00%	-	-	2	100.00%
		30 to 50 years old	-	-	3	100.00%	-	-	2	100.00%	-	-	2	100.00%
	Apprentices from Capacitar	< 30 years old	-	-	2	100.00%	1	33.33%	2	66.67%	-	-	1	100.00%
		> 50 years old	-	-	4	100.00%	-	-	4	100.00%	-	-	3	100.00%
		30 to 50 years old	7	23.33%	23	76.67%	6	22.22%	21	77.78%	5	19.23%	21	80.77%
	Coordinators	> 50 years old	-	-	4	100.00%	-	-	3	100.00%	-	-	3	100.00%
	Officers	30 to 50 years old	-	-	-	-	-	-	1	100.00%	-	-	1	100.00%
	Executive Officers	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	-	-
	Engineering specialists	< 30 years old	-	-	1	100.00%	1	50.00%	1	50.00%	-	-	-	-
> 50 years old		2	5.88%	32	94.12%	3	7.89%	35	92.11%	3	7.89%	35	92.11%	
30 to 50 years old		7	9.09%	70	90.91%	9	11.25%	71	88.75%	11	14.86%	63	85.14%	


405 Diversity of governance bodies and employees

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Engineers II	< 30 years old	-	-	4	100.00%	2	28.57%	5	71.43%	2	40.00%	3	60.00%
	> 50 years old	-	-	-	-	-	-	-	-	-	-	-	-
	30 to 50 years old	1	50.00%	1	50.00%	-	-	3	100.00%	-	-	2	100.00%
Engineers III	< 30 years old	-	-	3	100.00%	-	-	2	100.00%	-	-	3	100.00%
	> 50 years old	-	-	1	100.00%	-	-	1	100.00%	-	-	-	-
	30 to 50 years old	1	9.09%	10	90.91%	-	-	10	100.00%	-	-	8	100.00%
Engineers IV	< 30 years old	-	-	-	-	-	-	1	100.00%	-	-	-	-
	> 50 years old	-	-	1	100.00%	-	-	2	100.00%	-	-	1	100.00%
	30 to 50 years old	1	12.50%	7	87.50%	1	12.50%	7	87.50%	1	12.50%	7	87.50%
Specialists	< 30 years old	2	100.00%	-	-	-	-	-	-	-	-	-	-
	> 50 years old	1	20.00%	4	80.00%	1	20.00%	4	80.00%	2	33.33%	4	66.67%
	30 to 50 years old	6	35.29%	11	64.71%	7	38.89%	11	61.11%	6	42.86%	8	57.14%
Managers	< 30 years old	-	-	-	-	-	-	-	-	-	-	-	-
	> 50 years old	2	22.22%	7	77.78%	1	12.50%	7	87.50%	1	12.50%	7	87.50%
	30 to 50 years old	3	23.08%	10	76.92%	3	27.27%	8	72.73%	3	27.27%	8	72.73%
Operational	< 30 years old	15	3.78%	382	96.22%	8	2.47%	316	97.53%	8	3.51%	220	96.49%
	> 50 years old	1	0.54%	183	99.46%	2	1.09%	182	98.91%	1	0.72%	138	99.28%
	30 to 50 years old	9	1.17%	758	98.83%	8	1.09%	724	98.91%	8	1.28%	619	98.72%
Higher education - Level I	< 30 years old	17	70.83%	7	29.17%	19	67.86%	9	32.14%	16	64.00%	9	36.00%
	> 50 years old	-	-	4	100.00%	-	-	4	100.00%	-	-	3	100.00%
	30 to 50 years old	21	53.85%	18	46.15%	22	57.89%	16	42.11%	20	62.50%	12	37.50%



405-1 b. Percentage of employees per employee category in each of the following diversity categories


Employee subgroup	Age group	2018				2019				2020				
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	
 LOGISTICS	Higher education - Level II	< 30 years old	9	40.91%	13	59.09%	8	53.33%	7	46.67%	9	69.23%	4	30.77%
		> 50 years old	1	14.29%	6	85.71%	1	14.29%	6	85.71%	1	16.67%	5	83.33%
		30 to 50 years old	16	44.44%	20	55.56%	18	46.15%	21	53.85%	33	62.26%	20	37.74%
	Higher education - Level III	< 30 years old	1	25.00%	3	75.00%	1	33.33%	2	66.67%	2	66.67%	1	33.33%
		> 50 years old	2	33.33%	4	66.67%	3	42.86%	4	57.14%	3	50.00%	3	50.00%
		30 to 50 years old	10	41.67%	14	58.33%	8	33.33%	16	66.67%	19	52.78%	17	47.22%
	Higher education - Level IV	< 30 years old	-	-	4	100.00%	-	-	2	100.00%	1	50.00%	1	50.00%
		> 50 years old	1	100.00%	-	-	1	100.00%	-	-	2	28.57%	5	71.43%
		30 to 50 years old	8	57.14%	6	42.86%	5	41.67%	7	58.33%	26	54.17%	22	45.83%
Supervisors	< 30 years old	6	85.71%	1	14.29%	4	66.67%	2	33.33%	3	16.67%	15	83.33%	
	> 50 years old	-	-	19	100.00%	-	-	20	100.00%	1	2.00%	49	98.00%	
	30 to 50 years old	2	4.55%	42	95.45%	3	6.67%	42	93.33%	7	2.59%	263	97.41%	
Technicians	< 30 years old	22	42.31%	30	57.69%	16	31.37%	35	68.63%	83	25.08%	248	74.92%	
	> 50 years old	3	14.29%	18	85.71%	3	15.79%	16	84.21%	5	3.52%	137	96.48%	
	30 to 50 years old	8	7.77%	95	92.23%	13	12.87%	88	87.13%	122	12.63%	844	87.37%	





CORPORATE

202 Market presence

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

2020						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
 CORPORATE	1,359.35	9	1,119.32	1	1.30	1.07


2019						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
 CORPORATE	1,359.35	9	1,119.32	1	1.36	1.12

2018						
Minimum basic wage	Entry level wage			Ratio with entry level wage		
Line labels	Average basic wage Men	Number of people	Average basic wage Women	Number of people	Men	Women
 CORPORATE	1,248.93	2	1,177.36	2	1.31	1.23


401 Employment

401-1 New employee hires and employee turnover

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region


Business area	Age range compiled	2018		2019		2020	
		Women	Men	Women	Men	Women	Men
 CORPORATE	<30 years old	32	65	75	86	18	30
	> 50 years old	2	5	4	4	1	2
	30 to 50 years old	26	52	62	58	12	21


b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

TURNOVER								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CORPORATE	Southeast	<30 years old	30.41%	30.84%	26.25%	28.06%	21.14%	20.92%
	Southeast	> 50 years old	6.82%	10.47%	16.00%	11.96%	35.00%	23.61%
	Southeast	30 to 50 years old	13.04%	10.32%	18.86%	10.90%	16.18%	13.99%
	South	<30 years old	-	-	-	50.00%	-	-
	South	> 50 years old	-	-	-	-	-	-
	South	30 to 50 years old	-	-	-	-	-	-


401-1 New employee hires and employee turnover

b. Total number and rate of employee turnover during the reporting period, by age group, gender and region

NEW HIRES								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CORPORATE	Southeast	<30 years old	32	65	75	85	18	29
	Southeast	> 50 years old	2	5	4	4	1	2
	Southeast	30 to 50 years old	26	52	62	57	12	21
	South	<30 years old	-	-	-	1	-	1
	South	> 50 years old	-	-	-	-	-	-
	South	30 to 50 years old	-	-	-	1	-	-


DISMISSAL								
Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CORPORATE	Southeast	<30 years old	27	30	9	25	34	35
	Southeast	> 50 years old	1	13	4	18	13	32
	Southeast	30 to 50 years old	34	38	44	42	66	92
	South	<30 years old	-	-	-	1	-	-
	South	> 50 years old	-	-	-	-	1	-
	South	30 to 50 years old	-	-	-	-	1	1

TOTAL WORKFORCE


Business area	Region	Age range compiled	2018		2019		2020	
			Women	Men	Women	Men	Women	Men
 CORPORATE	Southeast	<30 years old	97	154	160	196	123	153
	Southeast	> 50 years old	22	86	25	92	20	72
	Southeast	30 to 50 years old	230	436	281	454	241	404
	South	<30 years old	1	2	-	2	2	2
	South	> 50 years old	1	1	1	2	-	3
	South	30 to 50 years old	5	17	6	17	4	15

401-3 Parental leave

b. Total number of employees that took parental leave, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CORPORATE	13	19	26	23	12	14

c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender

Business area	2018		2019		2020	
	Women	Men	Women	Men	Women	Men
 CORPORATE	10	18	13	22	11	11

405 - Diversity and equal opportunity

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Administrative	< 30 years old	4	57.14%	3	42.86%	30	53.57%	26	46.43%	21	51.22%	20	48.78%
	> 50 years old	5	55.56%	4	44.44%	4	44.44%	5	55.56%	3	42.86%	4	57.14%
	30 to 50 years old	-	-	-	-	22	36.07%	39	63.93%	19	35.19%	35	64.81%
Senior management	> 50 years old	1	10.00%	9	90.00%	1	12.50%	7	87.50%	1	12.50%	7	87.50%
	30 to 50 years old	3	16.67%	15	83.33%	3	13.64%	19	86.36%	3	15.79%	16	84.21%
Coordinators	> 50 years old	2	18.18%	9	81.82%	2	14.29%	12	85.71%	2	20.00%	8	80.00%
	30 to 50 years old	12	32.43%	25	67.57%	15	36.59%	26	63.41%	16	39.02%	25	60.98%
CEO	> 50 years old	-	0.00%	1	100.00%	-	0.00%	1	100.00%	-	0.00%	1	100.00%
Officers	> 50 years old	1	16.67%	5	83.33%	2	28.57%	5	71.43%	1	20.00%	4	80.00%
	> 50 years old	1	16.67%	5	83.33%	-	0.00%	6	100.00%	1	12.50%	7	87.50%
Executive Officers	> 50 years old	-	0.00%	2	100.00%	-	0.00%	2	100.00%	-	0.00%	2	100.00%
	30 to 50 years old	-	0.00%	1	100.00%	-	0.00%	1	100.00%	-	0.00%	1	100.00%
Engineering specialists	> 50 years old	-	0.00%	1	100.00%	-	0.00%	2	100.00%	-	0.00%	1	100.00%
	30 to 50 years old	-	0.00%	4	100.00%	1	33.33%	2	66.67%	1	33.33%	2	66.67%
Engineers III	< 30 years old	3	100.00%	-	0.00%	1	100.00%	-	0.00%	1	100.00%	-	0.00%
Engineers IV	< 30 years old	-	-	-	-	1	100.00%	-	0.00%	1	100.00%	-	0.00%
Specialists	< 30 years old	6	50.00%	6	50.00%	4	33.33%	8	66.67%	3	42.86%	4	57.14%
	> 50 years old	3	18.75%	13	81.25%	3	17.65%	14	82.35%	3	18.75%	13	81.25%
	30 to 50 years old	58	47.93%	63	52.07%	65	52.85%	58	47.15%	51	47.66%	56	52.34%
Managers	< 30 years old	1	100.00%		0.00%	1	50.00%	1	50.00%	1	50.00%	1	50.00%
	> 50 years old	3	27.27%	8	72.73%	2	20.00%	8	80.00%	2	25.00%	6	75.00%
	30 to 50 years old	16	31.37%	35	68.63%	18	33.96%	35	66.04%	17	34.69%	32	65.31%



405 - Diversity and equal opportunity

405-1 b. Percentage of employees per employee category in each of the following diversity categories

Employee subgroup	Age group	2018				2019				2020			
		Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men	Number of people	Percentage of women	Number of people	Percentage of men
Operational	< 30 years old	1	1.67%	59	98.33%	6	7.69%	72	92.31%	4	7.55%	49	92.45%
	> 50 years old	1	11.11%	8	88.89%	1	10.00%	9	90.00%	1	11.11%	8	88.89%
	30 to 50 years old	3	3.23%	90	96.77%	7	7.37%	88	92.63%	6	7.50%	74	92.50%
Higher education - Level I	< 30 years old	42	60.87%	27	39.13%	64	62.14%	39	37.86%	46	58.23%	33	41.77%
	> 50 years old	4	40.00%	6	60.00%	5	50.00%	5	50.00%	3	42.86%	4	57.14%
	30 to 50 years old	18	38.30%	29	61.70%	33	50.77%	32	49.23%	30	55.56%	24	44.44%
Higher education - Level II	< 30 years old	14	43.75%	18	56.25%	21	56.76%	16	43.24%	25	56.82%	19	43.18%
	> 50 years old	3	50.00%	3	50.00%	3	37.50%	5	62.50%	1	33.33%	2	66.67%
	30 to 50 years old	28	43.08%	37	56.92%	25	37.88%	41	62.12%	37	41.57%	52	58.43%
Higher education - Level III	< 30 years old	13	54.17%	11	45.83%	18	72.00%	7	28.00%	7	58.33%	5	41.67%
	> 50 years old	2	25.00%	6	75.00%	2	20.00%	8	80.00%	2	20.00%	8	80.00%
	30 to 50 years old	35	46.67%	40	53.33%	44	51.76%	41	48.24%	17	40.48%	25	59.52%
Higher education - Level IV	< 30 years old	8	38.10%	13	61.90%	9	40.91%	13	59.09%	12	57.14%	9	42.86%
	> 50 years old	-	0.00%	5	100.00%	-	0.00%	6	100.00%	-	0.00%	3	100.00%
	30 to 50 years old	46	47.42%	51	52.58%	43	43.43%	56	56.57%	40	44.94%	49	55.06%
Supervisors	< 30 years old	1	100.00%	-	0.00%	-	0.00%	1	100.00%	-	0.00%	1	100.00%
	> 50 years old	1	33.33%	2	66.67%	1	50.00%	1	50.00%	1	33.33%	2	66.67%
	30 to 50 years old	1	14.29%	6	85.71%	1	12.50%	7	87.50%	1	16.67%	5	83.33%
Technicians	< 30 years old	5	20.83%	19	79.17%	-	0.00%	12	100.00%	2	12.50%	14	87.50%
	> 50 years old	2	18.18%	9	81.82%	-	0.00%	4	100.00%	-	0.00%	2	100.00%
	30 to 50 years old	9	15.79%	48	84.21%	10	33.33%	20	66.67%	6	27.27%	16	72.73%
Trainees	< 30 years old	-	-	-	-	5	62.50%	3	37.50%	2	100.00%	-	0.00%

