




Integrated Report **2023**

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 Iron ore reclaimer at TECAR port (Itaguaí, RJ)

Message from the Board of Directors



 Benjamin Steinbruch
Chairman of the Board
of Directors

Two main factors, one external and the other internal, led CSN Mineração to have a highly positive performance in 2023. The situation in the transoceanic iron ore market, favored by strong demand from China and the increase in price realization, contributed to the Company reaching a new historical record, with 42.7 million tons sold. Furthermore, CMIN's operational capacity, which is rapidly advancing projects to increase productivity and operational efficiency, has driven the value creation for shareholders through cost optimization and increased profitability.

With an increase of 37% in the annual comparison, CSN Mineração's net revenue reached R\$ 17.1 billion in 2023. Adjusted EBITDA, with a positive variation of 30%, reached R\$ 7.9 billion at the end of the period. Total gross profit was R\$ 7.2 billion, growth of 35%. These results led the Company to announce, at the end of last year, the distribution of more than R\$ 1.8 billion in dividends and interest on equity (JCP).

The mining sector plays a fundamental role in enhancing the environmental efficiency of the steel production chain. Aware of this importance, CSN Mineração has a clear strategy to position itself as

one of the largest and most sustainable mining companies in the world. The development of several structuring projects, such as the P15 plant for processing itabirite scheduled to start operations in 2027, will increase the Company's production capacity by more than 80% and allow the offer of premium products, which facilitate decarbonization pathways for steel mills worldwide. In 2023, CSN Mineração took a first step in this direction, becoming part of the Low-Carbon Iron Hub joint venture in Abu Dhabi, an initiative that verticalizes the production of green steel in the world.

“

CSN Mineração's expansion projects will support the decarbonization of the steel chain

”

The strategy of de-characterization of dams, associated with the reprocessing of tailings, is another pillar of the Company's ESG agenda. Three of them are already completely finalized, with the civil works on the Vigia dam being completed last year. Additionally, all dams were considered stable, without emergency level, by the National Mining Agency.

On the front of climate change and reducing greenhouse gas emissions, CSN Mineração is one of the pioneers in adopting innovations to reduce its own carbon footprint. The Company completed tests with the first off-road electric trucks at the Casa de Pedra mine, achieving highly positive operational results. Another six electric vehicles will be incorporated in 2024, demonstrating the effectiveness of having a climate strategy that assesses risks and opportunities in a way that is structured and connected to business objectives.

With safety as a value, CSN Mineração also celebrated in 2023 the mark of ten years without any fatal accidents in its operations, in addition to a 16.2% reduction in the accident frequency rate compared to the previous year. This positive performance will continue to be strengthened with the implementation of the AGIR Program, an integrated platform designed to prevent high potential accidents and reinforce the commitment of all leaders and employees to maintaining safe behavior.

“

Committed to the decarbonization of its activities, CSN Mineração acquired three off-road electric trucks to use in the operations of the Casa de Pedra mine ”

Care and attention to people go beyond our operations, extending to neighboring communities. In 2023, CSN Mineração completed an in-depth study to assess potential impacts and risks on human rights, associated with mining activities and expansion, and established an engagement plan with a solid system of structured dialogue with internal and external stakeholders.

This management approach is enhanced by the social investments of the CSN Foundation. Last year, the institution expanded the scholarship program for courses at the Technological Education Center (CET, acronym in Portuguese), a school that benefits young people in the municipality of Congonhas (MG) with quality technical training.

Three years after its debut on the stock exchange, CSN Mineração is consolidated as one of the largest and most innovative publicly traded companies in the country. Corporate governance processes are systematically improved, integrating into risk management the assessment of impacts on different fronts of the ESG agenda – climate change, diversity, human rights, eco-efficiency, among other aspects. This evolution qualifies strategic decision-making and provides the allocation of resources in sustainable investments from an economic, social and environmental perspective.

In 2024, demand for iron ore is expected to remain strong to meet steel production in China, Southeast Asia and Europe. At the same time, raw material stocks may increase, with the resumption of projects in Australia, Canada and Brazil itself. The ability to offer products of higher quality and sustainability, combined with world-class operational and logistical efficiency, will be a relevant factor of differentiation and competitive advantage for CSN Mineração to maintain customer preference and remain one of the global leaders in the mining sector.

Benjamin Steinbruch
Chairman of the Board of Directors

Message from the Superintendent Director



 *Enéas Garcia Diniz*
Superintendent Director
of CSN Mineração

With a record sales performance in 2023, CSN Mineração once again demonstrated its ability to capture market opportunities through an efficient, responsible and innovative operation. The Company ended the period strengthened by the increase in global demand for iron ore and ready to consolidate its growth strategy.

The total iron ore produced in the year, 42.6 million tons, is CMIN's new production record, considering its own production and purchases. This operational performance associated with the recovery in the price of the commodity on the international market led to significant improvements in the Company's financial indicators and cash position, which enjoys a negative leverage ratio of 0.15x.

Consolidating financial strength is essential to boost CMIN's expansion projects. Phase 1 of this journey, with a total investment estimated at R\$ 15.3 billion, is already underway. One of the main projects is the installation of P15, a new itabirite processing plant, which achieved a 25% progress – in line with the scheduled startup for 2027.

P15 is also a strategic project to offer the steel sector a premium product, which will help decarbonize the production process. With a higher iron content, this ore allows the production of pellets for direct reduction, HBI and other products for export. Part of the production will even be destined for the Low-Carbon Iron Hub, a joint venture in the United Arab Emirates aimed at boosting the production of green steel.

The Company has also made significant progress in the dam de-characterization project. Since 2020, CMIN has transitioned to disposing of mining waste in dry piles and has invested in the elimination of old structures, reusing materials and water. In 2023, work on the Vigia dam was completed. B5 and the Vigia Auxiliary Dam have already been de-characterized and B4 will be completed by 2028, according to the project approved by regulatory bodies.

The year was also marked by the contracting of engineering studies for the de-characterization of the Casa de Pedra dam, which will be demobilized even without legal obligation, as it is not a built by the upstream method. It is important to highlight that all CMIN dams have renewed declarations of stability, without an emergency level, and that the Company has no history of accidents in these structures since the beginning of their operations in 1913.

At the operational level, different initiatives supported CMIN's positive results in 2023. The Company invested in improving the mining plan, enhanced the storage of ore near the processing plants, strengthened inspections and monitoring of railway transport and streamlined handling and boarding at TECAR port.

Focusing on the decarbonization of operations, CMIN completed tests with 100% electric off-road trucks and obtained positive results. Three vehicles of this type were purchased and six more will be tested throughout 2024. In addition, other initiatives have been assessed and implemented to reduce CO₂ emissions, such as limiting engine speed, installing automatic shutdown systems and using of additives to optimize combustion in diesel engines.

“
In 2023, CSN
Mineração was able
to celebrate the ten-
year mark without any
fatal accidents in its
operations”

CMIN's management processes and tools have followed operational and commercial developments over the last year. The Company launched the AGIR Program, focused on preventing high-risk accidents and strengthening the safety culture. The initiative reinforces the commitment to safe action for employees and third parties, seeking the continuous reduction of incident severity and frequency indicators.

In managing relationships with communities, the Company made important advances to improve socio-environmental impact management practices. Invested in innovative solutions to reduce dust and particulate emissions in mines, consolidated a stakeholder engagement system and a methodology for assessing and mitigating human rights risks.

Another commitment of the sustainability agenda is the strengthening of diversity, equal opportunities and inclusion in the workforce. The Company has set the goal of doubling female representation in its workforce in relation to 2019, reaching a minimum level of 26% by 2025. Last year, women already represented 24%¹ of CMIN's total employees.

The training and development of employees, through structured initiatives such as the CSN Corporate University, are essential for CMIN to achieve its strategic objectives. The approximately 8 thousand professionals who work in operations and administrative areas are protagonists in the story of overcoming challenges and achieving positive results written in 2023 and which will continue for the next few years.

Enéas Garcia Diniz
Superintendent Director
of CSN Mineração

1. Considers all employees, including interns.

About the report

This is the fourth edition of the Integrated Report of CSN Mineração S.A. (CSN Mineração or CMIN). The publication reinforces the Company's commitment to transparent accountability to society and the constant evolution of social, environmental and governance information disclosure practices. On an annual basis, the document is subject to independent verification.

Approved by the Board of Directors and audited by Grant Thornton, the Integrated Report presents the management practices, performance and goals defined by the Company in the period from January 1 to December 31, 2023¹. The topics covered throughout the chapters were defined according to the 2023 materiality study and represent the main impacts, risks and opportunities associated with the Company's business model.

The financial data² follow the guidelines issued by the CPC Committee and the international accounting standards (International Financial Reporting Standards - IFRS) issued by the International Accounting Standards Board (IASB), as well as the interpretations of the International Financial Reporting Interpretations Committee (IFRIC).

The 2023 Integrated Report covers the same scope as CMIN's financial statements, except for MRS Logística and HPP Passo Real. These companies are considered for the consolidation of financial results but are not covered by GRI disclosures. In relation to the previous year, the scope of the Integrated Report was not changed. In line with the main market benchmarks, the document was prepared in accordance with the following frameworks:


- GRI Standards for Sustainability Reporting, from the Global Reporting Initiative;
- International Framework for Integrated Reporting (IIRC) in accordance with Technical Guidance 09 of the Accounting Pronouncements Committee (CPC);
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Task Force on Nature-related Financial Disclosures (TNFD);
- Sustainability Accounting Standards Board (SASB) indicators for the Metals & Mining sector.

To send comments, questions or suggestions, please contact us by email sustentabilidade@csn.com.br.



Employee of Casa de Pedra (Congonhas, MG)

1. The data and information presented in this Integrated Report contain statements about current and future sustainability measures, targets and other objectives. These targets have been disclosed in the limited context of the Company's sustainability efforts and should not be construed as statements of management's expectations or estimates of financial results or other guidelines. The Company cautions investors not to apply these statements in other contexts.
2. In the case of conversions with foreign currencies in relation to the Real, the average annual exchange rate for the reference period of this Integrated Report applies.

 Pile of iron ore in Casa de Pedra (Congonhas, MG)



How to navigate

Messages

About the Report

CSN
Mineração



Menu

Navigate through the top menu to access the chapters of your interest.



Arrows

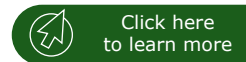
Navigate page by page using the arrows in the upper right corner.



Click on this icon to access interactive content.

Summary

Click this icon to return to the summary.



Highlights

Click on highlights to access additional content online.

GRI 2-2 | 2-3 | 2-5 | 2-14

In the footer, notes indicate which GRI disclosures and SASB indicators are answered on each page. Correlations between GRI disclosures and UNCTAD indicators, Global Compact Principles and Sustainable Development Goals (SDG) are presented in the GRI content index.

Materiality matrix



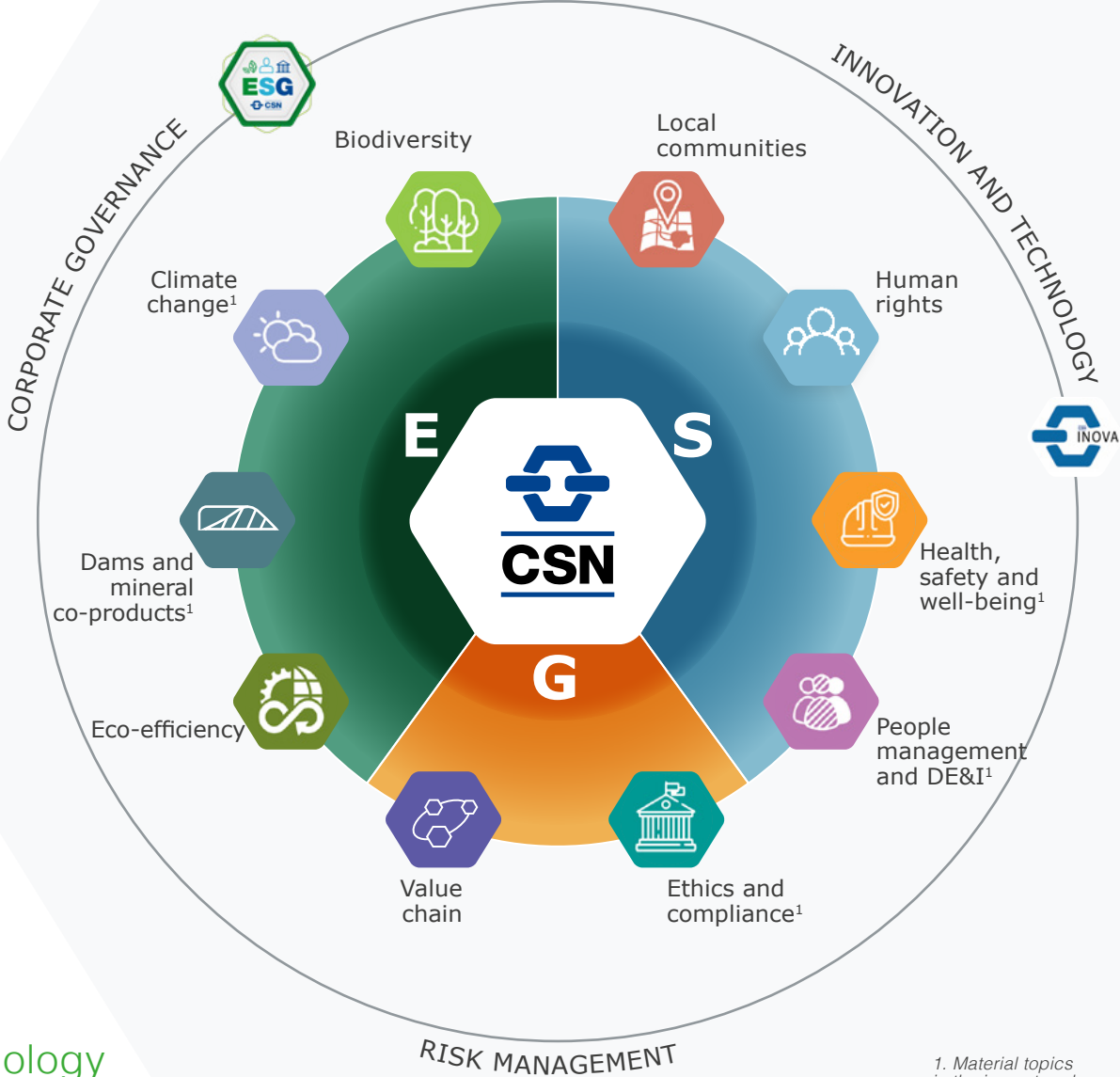
Iron ore loading area at the Pires Complex (Ouro Preto, MG)

The materiality study conducted by CSN Mineração in 2023 guides the topics covered by this edition of the Integrated Report and brought two significant advances in relation to previous exercises of evaluation and prioritization of material topics.

The first of these is the incorporation of the financial materiality bias, giving the study methodology the condition of double materiality. From this perspective, the evaluations considered both the impacts generated by the Company on people, the environment and human rights, as well as the most relevant social and environmental risks and opportunities for the business. Double materiality is one of the premises of the European Sustainability Reporting Standards (ESRS), approved in 2023 and which will become mandatory for companies covered by the Corporate Sustainability Reporting Directive (CSRD).

The second differential of the most recent materiality study is the integration with the permanent channels of listening and dialogue with stakeholders. This approach, known as organic materiality, makes it possible to capture the demands and interests of the various audiences in a continuous and integrated way into the day-to-day processes of operations. In this way, it is possible to obtain a much more dynamic and in-depth view of stakeholder expectations and the impacts, risks and opportunities associated with material topics.

MATERIAL TOPICS OF CSN MINERAÇÃO



¹ Material topics in the impact and financial perspectives.

The materiality review process was organized into two complementary work stages. On the desk review front, three market studies, four ESG rating questionnaires and five mining industry benchmarks were analyzed. On the other hand, the evaluation of the Company’s permanent engagement channels involved workshops with various areas to identify and evaluate existing channels. For the consolidation of the material topics, the inputs of the channels already structured and with systematization of the results (ESG and financial institution questionnaires, Green Line and Whistleblowing Channel) and themes raised by the managers in the workshops were considered. With this approach, it was possible to obtain expectations and demands from customers, employees, local communities, business and civil society entities, suppliers, financial institutions, investors and civil society as a whole.

As a result, ten topics were identified to compose CMIN’s materiality matrix, five of which were considered material both in terms of impact and financial. In a transversal way, the approach to the management of material topics is driven by adequate mechanisms of corporate governance, risk management and promotion of innovation and new technologies.

The review of material topics in 2023 considered the double materiality methodology and incorporated inputs from the Company’s permanent engagement channels



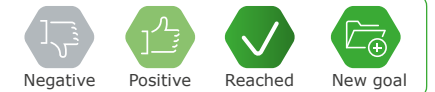
ETHICS AND COMPLIANCE

It covers the management practices that ensure CMIN's compliance with the legislation and the conduct of activities in accordance with ethical premises, including preventive approaches and mechanisms for investigating complaints and taking action in case of misconduct. This topic has financial and impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Percentage of employees trained in compliance	83%	88%	100%

ESG Goals



Goal	Goal measurement KPI	Performance in 2023	Status
Conduct compliance training with 90% of active employees at CMIN, covering code of conduct and anti-corruption policy	Percentage of employees trained in compliance at CMIN In 2020 (base year): 30% In 2023 (target year): 90%	100% of employees trained	
Maintain in 100% the percentage of active employees trained in compliance, covering the code of conduct and anti-corruption policy	Percentage of employees trained in compliance	-	

Prioritized reporting content

GRI 205-1, 205-2, 205-3, 207-1, 207-2, 207-3 and 207-4

SASB EM-MM-510a.1 and EM-MM-510a.2

Global Compact Principles

10

Sustainable Development Goals (SDG)

Capitals of Integrated Reporting

Human

Social & Relationship

Employee of Casa de Pedra (Congonhas, MG)



VALUE CHAIN

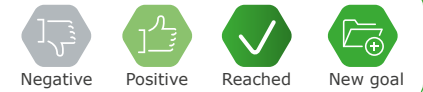
It highlights CMIN’s strategy and key initiatives to drive sustainable development among business partners, whether they are customers, suppliers or other institutions. It includes the mechanisms to ensure legal compliance and the adoption of good ESG practices in the supply chain. This topic has an impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Percentage of purchases from local suppliers	39.1%	37.2%	34.7%
Suppliers assessed for compliance through due diligence ¹	705	936	3,394

¹. Data referring to the CSN Group, as the process is corporate without the possibility of segregating the specific number of due diligences carried out by CSN Mineração.

ESG Goal



Goal	Goal measurement KPI	Performance in 2023	Status
Evaluate 100% of potentially critical suppliers in ESG aspects through a systematized questionnaire by 2025 ¹	Percentage of evaluated suppliers	-	

¹. Corporate goal of the CSN Group, which includes CSN Mineração.

Prioritized reporting content

GRI 204-1, 308-1 and 414-1

Global Compact Principles

Sustainable Development Goals (SDG)

Capitals of Integrated Reporting

Social & Relationship

Employees in mine area of Casa de Pedra (Congonhas, MG)



PEOPLE MANAGEMENT AND DE&I

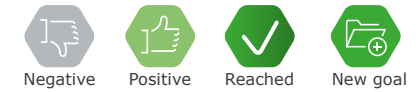
It focuses on CMIN’s strategy and main initiatives to continuously promote the qualification of its employees and the retention of talent, the improvement of the organizational climate and the alignment of all with the Company’s strategic objectives and culture. It also encompasses the promotion of a diverse and inclusive work environment, especially on issues of gender, race and employability of people with disabilities. This topic has financial and impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Female representation in the Company ¹	18.0%	21.8%	24.0%
Female representation in leadership	10.4%	11.4%	11.5%

¹. Considers employees in the CLT, Apprentice, Internship and Capacitar Program categories. It differs from the GRI data because the latter does not cover the Internship Program.

ESG Goal



Goal	Goal measurement KPI	Performance in 2023	Status
Doubling the percentage of female representation at CSN Mineração ¹	Percentage of women over total employees In 2019 (base year): 13% In 2023: 24% In 2025 (target year): 26%	+85% compared to the base year (2019)	

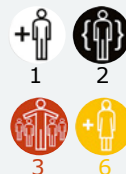
¹. Considers employees in the CLT, Apprentice, Internship and Capacitar Program categories. It differs from the GRI data because the latter does not cover the Internship Program.

Prioritized reporting content

GRI 401-1, 404-1, 404-3, 405-1, 405-2 and 406-1

SASB EM-MM-310a.1 and EM-MM-310a.2

Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting





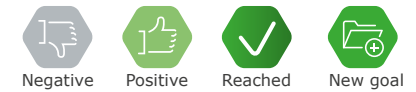
HUMAN RIGHTS

It brings together themes associated with the respect and guarantee of non-violation of human rights. The topic covers potential impacts on local communities, especially indigenous and traditional peoples, and aspects of decent work, such as the eradication of child, forced or slave-like labor. This topic has an impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Employees trained in human rights (thousand)	5.8	6.0	7.8

ESG Goals



Goal	Goal measurement KPI	Performance in 2023	Status
Update the human rights training of the CSN Mineração Property Security team in 2024	Training carried out	-	
By 2025, complete 50% of the actions proposed from the Human Rights Due Diligence carried out in Congonhas (MG)	Percentage of activity execution	-	

Prioritized reporting content

GRI 408-1, 409-1 and 411-1
SASB EM-MM-210a.1, EM-MM-210a.2 and EM-MM-210a.3

Global Compact Principles

Sustainable Development Goals (SDG)

Capitals of Integrated Reporting

Human
Social & Relationship



HEALTH, SAFETY AND WELL-BEING

It encompasses the promotion of a safe and healthy work environment for the workforce, including employees and third parties in health and safety programs and control. It also includes health promotion, going beyond the scope of occupational aspects and aiming at the quality of life and well-being of workers. This topic has financial and impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Number of fatal accidents	0	0	0
Accident frequency rate ¹	1.96	1.30	1.09

1. It covers accidents with and without leave for own employees and third-party employees and considers the factor of 1 million man-hours worked.

ESG Goals



Goal	Goal measurement KPI	Performance in 2023	Status
Reduce the accident frequency rate by at least 30%	Frequency rate with and without leave for own employees and third parties, with the factor of 1 million HHT In 2021 (base year): 1.96 In 2023: 1.09 In 2030 (target year): 1.37	-45% compared to the base year (2021)	Positive
Reduce by 30% the number of days lost due to accidents with own employees	Days lost due to accidents with own employees In 2021 (base year): 746 In 2023: 436 In 2030 (target year): 522	-42% compared to the base year (2021)	Positive

Prioritized reporting content

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9 and 403-10
SASB EM-MM-320a.1

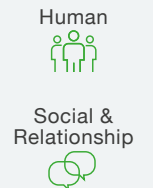
Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting



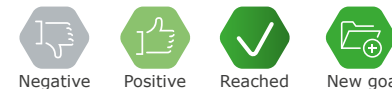
Students of Garoto Cidadão project (Congonhas, MG)



LOCAL COMMUNITIES

It deals with the practices of engagement with local communities, the reduction of the impacts associated with the activities on these populations and the direction of the Company's private social investment towards reduced inequalities, a transparent dialogue and the promotion of local development. This topic has an impact materiality.

ESG Goal



Goal	Goal measurement KPI	Performance in 2023	Status
Expand actions and systematize the stakeholder engagement plan in municipalities directly affected by the Company's operations	Number of actions carried out in the year	-	

Prioritized reporting content

GRI 203-1, 413-1 and 413-2
SASB
EM-MM-210b.1 and EM-MM-210b.2

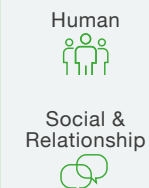
Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting





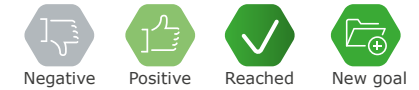
CLIMATE CHANGE

It covers the perspectives of mitigation and adaptation, considering CMIN's practices to minimize its greenhouse gas (GHG) emissions and the Company's management of risks and opportunities related to the impacts of climate change. This topic has financial and impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Kilograms of CO ₂ e emitted per ton of ore	6.58	7.92	7.01

ESG Goals



Goal	Goal measurement KPI	Performance in 2023	Status
30% reduction in CO ₂ e emissions per ton of ore produced by 2035 (scopes 1 and 2) ¹	Kilograms of CO ₂ e per ton of ore produced (scopes 1 and 2) In 2020 (base year) ² : 7.10 In 2023: 7.01 In 2025 (target year): 4.97	-1.27% compared to the base year (2020)	
Carbon neutral in scope 1 and 2 emissions by 2044	Net Scope 1 and 2 emissions (tCO ₂ e) In 2020 (base year) ² : 155,499 In 2023: 222,880 In 2044 (target year): 0	+43% compared to the base year (2020)	
Maintain electricity consumption from 100% renewable sources at CSN Mineração	Percentage of electricity consumption from renewable sources In 2020 (base year): 100% In 2023: 100%	100% of electricity consumption from renewable sources	

1. Does not cover emissions resulting from changes in land use.

2. The base year of the target was changed from 2019 to 2020 to consider the period in which the practice of moving dry waste without the use of dams became common. This significant change in the tailings management process impacts the level of GHG emissions in operations and, therefore, the comparison with 2020 is more appropriate.

Prioritized reporting content

GRI 201-2, 302-1, 302-2, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4 and 305-5

SASB EM-MM-110a.1, EM-MM-110a.2 and EM-MM-130a.1

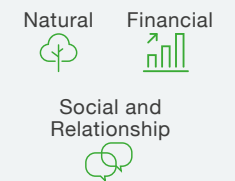
Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting





ECO-EFFICIENCY

It deals with aspects related to environmental management, aiming at legal compliance, mitigation of negative impacts and better use of natural resources in operations. It includes practices related to the management of water resources (minimization of the water footprint, efficiency in water and effluent management) and air quality (emission of particulate matter). This topic has an impact materiality.

ESG Scorecard performance

KPI	2021	2022	2023
Average PM10 in the air (ug/m ³) ¹	26.3	27.9	25.8
Water withdrawal (thousand megaliters)	17.3	16.1	16.8
Water consumption (thousand megaliters)	10.3	9.3	8.3

¹. Refers to the annual average PM10 concentration of the 11 monitoring stations. When analyzed individually, none of the stations exceeded the legal limit of 50 ug/m³ in 2023.

ESG Goals



Goal	Goal measurement KPI	Performance in 2023	Status
Maintain water intensity ¹ below 0.45 m ³ of water withdrawn per ton of ore produced	Volume of water withdrawn per ton of ore (m ³ /t) In 2023: 0.26	42% below the established maximum limit	
Achieve 94% water recirculation by 2032	Percentage of recirculated water In 2023 (base year): 88.2% In 2032 (target year): 94.0%	88.2% of water recirculation	

¹. The water intensity is calculated based on the production of iron ore (wet + dry) and the withdrawal of water destined only for the ore production process, considering the water used in the Central Plant, in the Pires Complex and drinking water.

Prioritized reporting content

GRI 303-1, 303-2, 303-3, 303-4, 303-5 and 305-7

SASB EM-MM-120a.1, EM-MM-140a.1 and EM-MM-140a.2

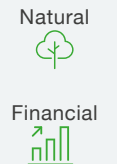
Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting



Casa de Pedra Dam (Congonhas, MG)



DAMS AND MINERAL CO-PRODUCTS

It addresses aspects related to dam safety and tailings reuse and management in the mining sector. It also contemplates the discontinuity and de-characterization of CMIN's dams. This topic has financial and impact materiality.

ESG Goal



Goal	Goal measurement KPI	Performance in 2023	Status
Carry out the de-characterization of CSN Mineração's dams built by the upstream method by 2030	Number of de-characterized dams In 2020 (base year): 0 In 2023: 3 In 2030 (target year): 4	3 de-characterized dams	

Prioritized reporting content

GRI 306-1, 306-2, 306-3, 306-4 and 306-5
SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.9, EM-MM-150a.10, EM-MM-540a.1, EM-MM-540a.2 and EM-MM-540a.3

Global Compact Principles



Sustainable Development Goals (SDG)



Capitals of Integrated Reporting



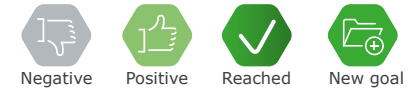
Hexagon icon: Preservation area around Casa de Pedra (Congonhas, MG)



BIODIVERSITY

It highlights aspects related to the mitigation of impacts on biodiversity and efforts to promote measures for compensation, reforestation, monitoring and conservation of biodiversity. It covers developments in the management of ecosystem services and nature's risks and opportunities. This topic has an impact materiality.

ESG Goal



Goal	Goal measurement KPI	Performance in 2023	Status
Seek to achieve no net loss in biodiversity and, whenever possible, net positive impact (net gain)	Indicator composed of quantitative and qualitative factors (impacted area X protected area depending on the impact)	-	

Prioritized reporting content

GRI 304-1, 304-2, 304-3 and 304-4
SASB EM-MM-160a.1, EM-MM-160a.2 and EM-MM-160a.3


Global Compact Principles

Sustainable Development Goals (SDG)

Capitals of Integrated Reporting

Natural

2023 Highlights

 Iron ore stock yard
in Casa de Pedra
(Congonhas, MG)



Employee of
Casa de Pedra
(Congonhas, MG)

FINANCIAL CAPITAL

R\$ 17.1 billion
in consolidated net revenue

R\$ 7.9 billion
in adjusted EBITDA

R\$ 2.3 billion
in taxes paid



Pile of
iron ore

MANUFACTURED CAPITAL

New production
record
42.6 million
tons (+26% in the year)

Vigia Dam with
de-characterization
completed

R\$ 1.5 billion
in investments



INTELLECTUAL CAPITAL

3
electric off-road
 vehicles acquired

Participation in the Low-Carbon Iron Hub,
 in the United Arab Emirates, a joint venture for the production of direct reduction pellets, HBI and other types of products for export

Definition of **new technological routes** for reusing iron ore waste

Employee in the electric truck recharging area at the Casa de Pedra mine (Congonhas, MG)



**SOCIAL AND
RELATIONSHIP
CAPITAL**


R\$ 4.15 billion
paid to local suppliers

R\$ 57 million
invested in social
responsibility¹

97 social projects
supported

100%
of Citizen Mentoring
participants in 2023 hired
by the Company

*1. Refers to the CSN
Foundation's total
investment in the year,
covering all CSN Group
units.*

 *Students of Garoto
Cidadão project
(Congonhas, MG)*



HUMAN CAPITAL

10.8%

increase in female representation in the workforce in the year

56%

of blacks and browns in the workforce in the year

Ten years

without any fatal accidents

16.2%

reduction in the rate of accidents with and without leave in the year (own employees + third parties)

Employees at the Casa de Pedra mine (Congonhas, MG)



**NATURAL
CAPITAL**

100%

self-generated
electricity from
renewable sources

11.0%

reduction in water
consumption in the year

11.5%

reduction in GHG intensity
in the year

**Nature-related risk
and opportunity
assessment**

based on the TNFD framework

 Legal Reserve of
Casa de Pedra mine
(Congonhas, MG)

CSN Mineração

 Iron ore

CSN Mineração S.A. (CMIN) is the second largest exporter of iron ore in Brazil and the seventh largest in the world, with certified reserves of more than 2 billion tons. The Company is part of the CSN Group, the largest integrated Brazilian conglomerate in the basic industry that operates synergistically in the mining, steel, cement, energy and logistics sectors.

The Casa de Pedra and Engenho mines, located in the iron quadrangle of Minas Gerais, are the main areas in which mineral extraction occurs. The processing is carried out at the Central Plant in Casa de Pedra and at the dry plants in Pires, with annual production capacities of 22.5 million and 10.5 million tons of iron ore, respectively.

The high-quality iron ore produced by CSN Mineração supplies steel production at the Presidente Vargas Steelworks (UPV), in Volta Redonda (RJ), unit of the CSN Group, controlling company. Furthermore, the product is transported via MRS Logística S.A. railways, in which CMIN holds 18.74% of equity, and exported through TECAR, a port terminal for loading and unloading bulk cargo in Itaguaí (Rio de Janeiro) with an annual handling capacity of 45 million tons of iron ore.

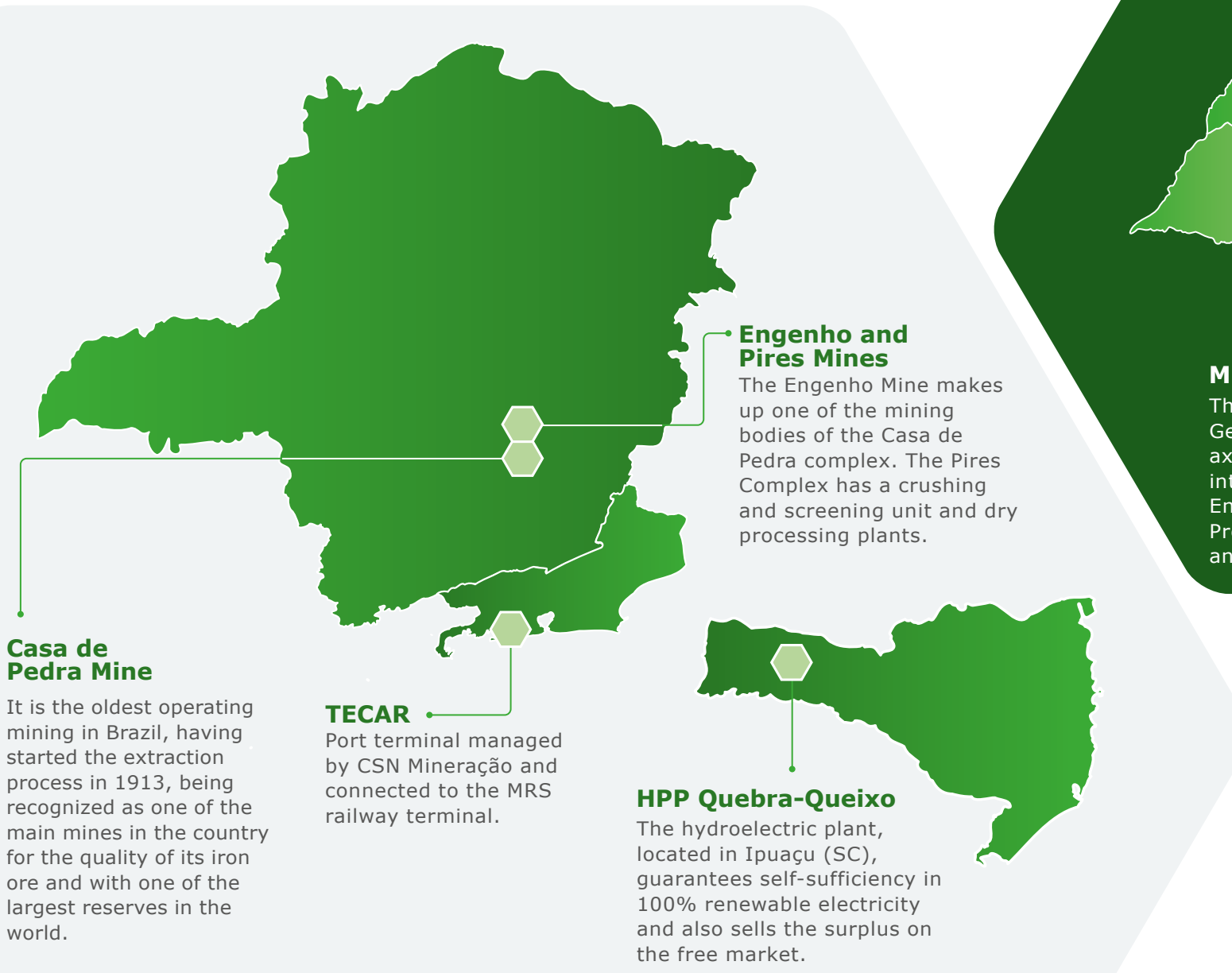
CMIN is the 2nd largest iron ore exporter in Brazil and the 7th largest in the world, with two mines and three processing units

The Company's operations also include the Quebra-Queixo hydroelectric plant (HPP), located in Ipuacu (SC) and acquired in October 2022. With an installed capacity of 120 MW, the HPP ensures CMIN's self-sufficiency in 100% renewable electricity and sells the surplus on the free market. The energy sold to other companies has I-REC certification, which proves the renewable origin of the electricity, contributing to the decarbonization of production chains.



Off-road truck loading at the Casa de Pedra mine (Congonhas, MG)

Operations map



Essence of CSN Mineração

Doing well

We are a reference in what we do, always seeking operational excellence. We act with passion, we take care of ourselves and achieve consistent results, with safety, quality and satisfaction of our customers.

Doing more

We do more with less by being innovative and committed. We constantly seek to optimize results and processes for continuous and responsible growth.

Doing it forever

Our learning is constant so that we can always act to build a sustainable future. This is our success.

Mission

To act in an integrated and innovative fashion, generating development in a sustainable and perpetual manner.

Vision

To be the most respected and globally recognized national group, strengthening the meaning of Being Brazilian.

Values

Our path is one of respect for life, ethics and the planet;
Our focus is on operational excellence;
Our solutions are innovative and integrated;
Our strength comes from people who make a difference;
We are proud to be CSN MINERAÇÃO.



Business model

To synthesize the generation of financial and non-financial value in our activities, we adopted the business model representation of the International Integrated Reporting Framework (IIRC). On this page developed with interactivity, we highlight the flow of value in our Company using the six IIRC capitals.



Click on the icons for each capital to learn about the main inputs and value generation KPIs.

Inputs



Operational model

Innovation and technology

Our essence



ESG Management

Corporate governance

Risk management

Value generated



Hexagon Mining equipment in Casa de Pedra (Congonhas, MG)



Mining expansion

CSN Mineração plans to invest R\$ 15.3 billion to expand its production capacity by 2028. The projects designed for this growth will add 28.4 million tons to the Company's annual production capacity (currently at 33 million tons).

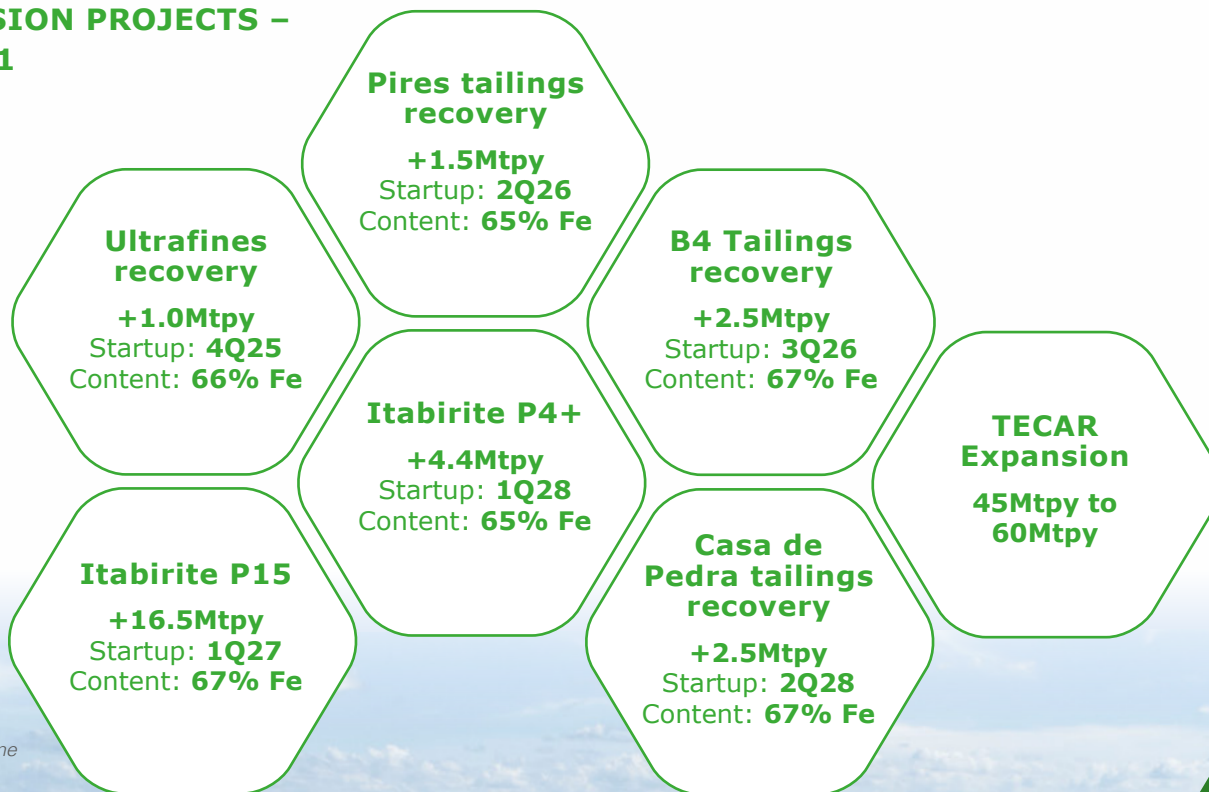
The investment is directed to Phase 1 projects, with emphasis on the itabirite processing plant (P15). It also includes actions for the recovery of tailings and ultrafines from dams that are in the process of de-characterization, in addition to the expansion of TECAR's capacity to 60 million tons per year (currently at 45Mtpy).


Another benefit of CAPEX directed to new projects is the increase in the quality of iron ore. With the installation of the P15 plant, scheduled to start operating in 2027, the iron content will reach 67%.

The high quality of P15's iron ore allows it to be used for the production of pellets and HBI (hot briquetted iron), a product that contributes to the reduction of CO₂ emissions in steel production. To this end, CSN Mineração announced in 2023 its participation in the Low-Carbon Iron Hub in the United Arab Emirates. The initiative is a joint-venture for the production of direct reduction pellets, HBI and other export products – CMIN will be able to participate with up to 10% of the project.

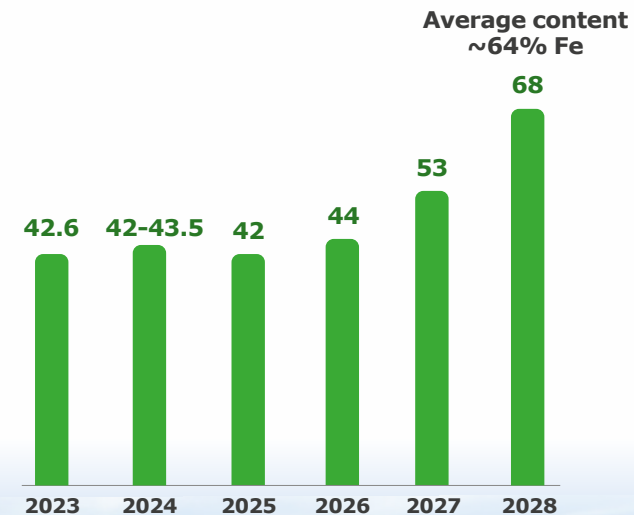
By 2028,
R\$ 15.3 billion
will be invested
to expand
CSN Mineração's
production
capacity to
61.4 million tons

EXPANSION PROJECTS – PHASE 1



 Aerial view of the Casa de Pedra mine (Congonhas, MG)

Volume of production + purchased (Mtpy) - Phase 1



R\$ 15.3 billion
in investments
(average of R\$ 3 billion per year)

+ 28.4Mtpy
capacity

Performance in 2023

CSN Mineração reached a new production record in 2023, attaining 42.6 million tons of iron ore (own and third-party purchases). This volume represents a growth of 26% compared to the previous year.

Iron ore sales also grew 28% year-on-year (total of 42.7 million tons), driven by the heating up of demand in China for steel production. The year was also marked by an improvement in price levels.

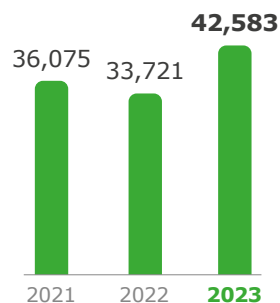
Adjusted net revenue totaled R\$ 17.1 billion, 37% higher than in the previous year, reflecting a higher volume of shipments and higher price realization in the period.

This result is also due to projects aimed at increasing efficiency in CMIN's operational and logistics processes. The Company has invested in projects to optimize production even in periods of greater rainfall, maintaining inventories close to the processing plants.

With the support of CSN Inova, CMIN implemented a technology for water drainage in the sinter feed piles at the Casa de Pedra mine. This solution reduces the moisture content of iron ore, improving rail and sea transport. The innovation also provides financial gains, such as the reduction of demurrage (cost of the ship sitting idle waiting for loading).

Value added distributed in 2023 totaled R\$ 7.6 billion, an increase of 32.4%, mainly due to revenue growth. In the distribution of added value, the most significant portion is the compensation of equity (47% of the total), related to the payment of dividends and interest on equity and retained earnings.

CSN Mineração production volume
(thousand tons)¹

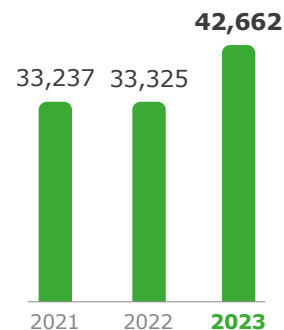


1. Production plus purchasing from third parties.

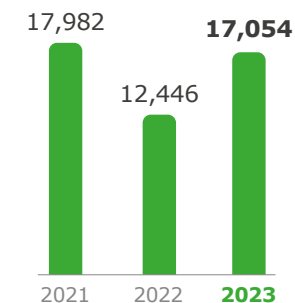
Statement of added value – main lines (R\$ million)

	2021	2022	2023
Revenues	19,761.6	13,649.7	19,199.4
Inputs purchased from third parties	(8,020.0)	(6,741.8)	(10,549.1)
Gross added value	11,741.7	6,907.9	8,650.3
Retentions	(751.3)	(998.9)	(1,041.1)
Net added value produced	10,990.4	5,908.9	7,609.2
Added value received in transfer	626.0	(159.4)	0.7
Total added value to be distributed	11,616.4	5,749.6	7,609.8
Distribution of added value			
Personnel and charges	590.6	696.1	292.5
Taxes, fees and contributions	3,839.8	1,604.7	1,862.1
Compensation of third-party capital	798.3	498.5	1,886.5
Compensation of own capital	6,387.6	2,950.3	3,658.7
Total added value distributed	11,616.4	5,749.6	7,609.8

CSN Mineração sales volume
(thousand tons)



CSN Mineração adjusted net revenue
(R\$ million)



Tax management

CMIN has a tax management model aimed at ensuring compliance with the laws and rules applicable to your business, with the calculation and payment of tax obligations in a correct, controlled and timely manner. The tax strategy also seeks to capture tax incentives that promote greater business competitiveness.

In this process, the Company observes and complies with the legislation of Brazil (where its headquarters are located) and local rules. This work is carried out by the General Tax Management, with the consent of the Financial Department. The tax strategy is reviewed by the Chief Financial Officer in conjunction with the Tax Legal Department. The Board of Directors and the Executive Board oversee strategic tax matters.

The Tax and Fiscal areas, together with the Legal Department, constantly monitor and evaluate changes in federal, state and municipal legislation, as well as compliance rules established by the tax authorities in the jurisdictions in which the Company is present and any concerns about behaviors and practices related to the fiscal and tax spheres. Periodically presented to the Executive Board and supervised by the Board of Directors, the tax management practices are submitted to quarterly review by the external auditor, according to the balance sheet review calendar, and cover direct and indirect taxes and aspects of tax compliance, among other topics.



Iron ore reclaimer
at TECAR port
(Itaguaí, RJ)

Employees in the Casa de Pedra mine area (Congonhas, MG)

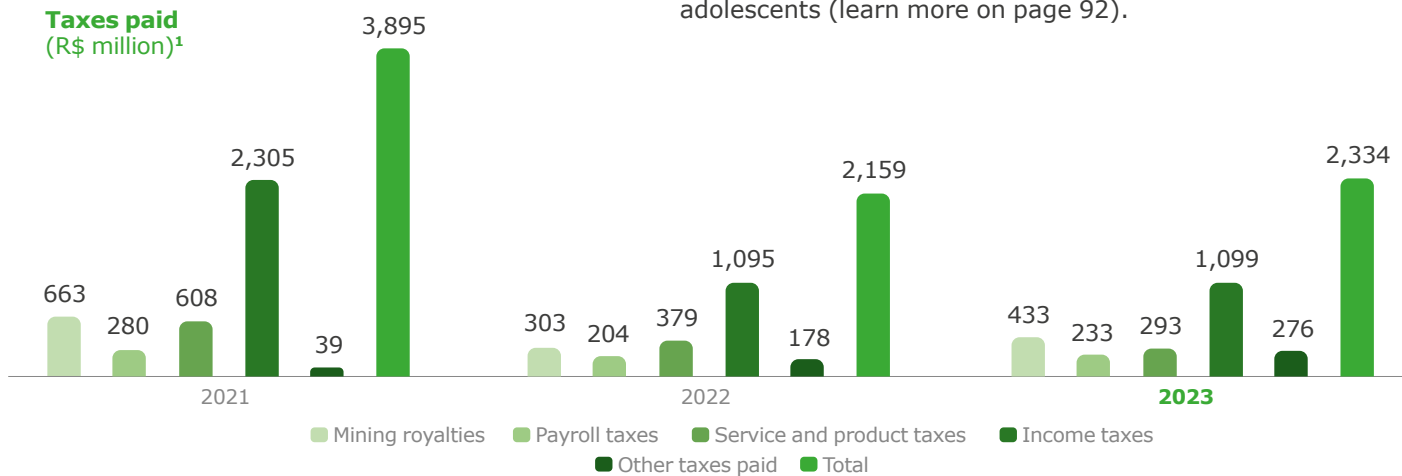


The tax strategy is continuously linked to various spheres of the business plans, including corporate restructuring projects, contracting services, establishing partnerships and obtaining tax incentives that promote greater competitiveness. The objective is to strengthen the process of identifying, managing and mitigating (or minimizing) tax risks and tax impacts.

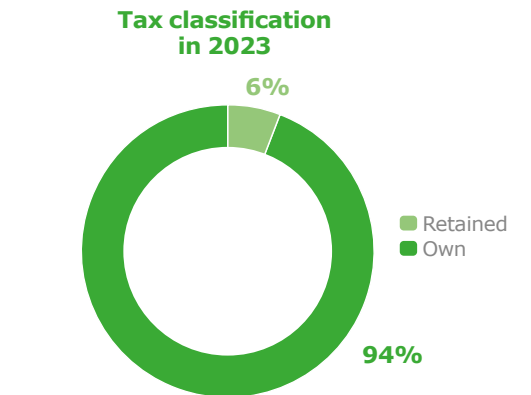
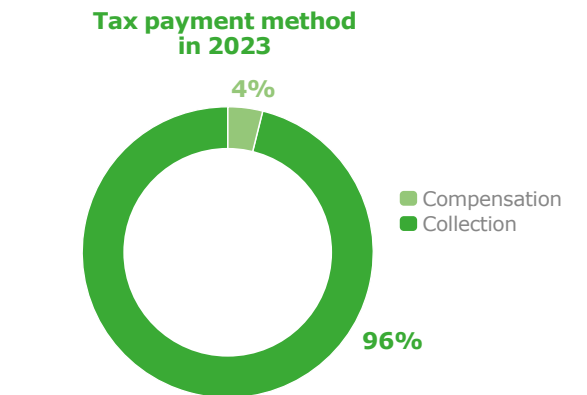
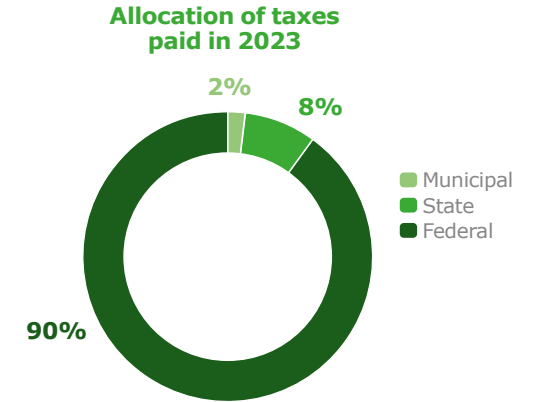
In addition, the Tax Department team regularly interacts in sectoral forums, via entities such as the Federation of Industries of the State of Minas Gerais (FIEMG, acronym in Portuguese), the National Confederation of Industry (CNI, acronym in Portuguese) and the Association of Large Industrial Energy Consumers and Free Consumers (ABRACE, acronym in Portuguese), in which the CSN Group is an active member, and provides stakeholders with the tributariocsn@csn.com.br e-mail for comments on tax and fiscal aspects.

The Company supports, through the CSN Foundation and Incentive Laws, several initiatives that contribute to the strengthening of public policies such as incentives for culture, sports, defense of the rights of the elderly, children and adolescents (learn more on page 92).

Taxes paid (R\$ million)¹



1. All tax payments occurred in Brazil.



Corporate governance

With shares of its businesses listed in Level 2 Governance segment of the São Paulo stock exchange (B3: CMIN3), CMIN has corporate governance policies and processes aligned with the best market practices and that meet the standards required by the Brazilian Securities and Exchange Commission (CVM, acronym in Portuguese). The governance structure ensures the standardization of management among all businesses and the capture of strategic opportunities, valuing the specificities and competitive differentials in each segment of activity.

The **Board of Directors (BoD)** establishes the strategic guidelines and

monitors the execution of the business development plans. The election of its members by the General Shareholders' Meeting for a two-year term, with reelection permitted, considers criteria such as knowledge and experience of the Company's business model and its economic, environmental and social impacts, in addition to adherence to CMIN's principles, level of independence and availability of time to perform their duties. In 2023, the Board of Directors had eight members, two of whom (25%) were independent, held 17 meetings and, among other topics, approved the financial statements and the distribution of dividends.



Employees at the Faria Lima Office (São Paulo, SP)

CMIN Board of Directors on 12/31/2023¹

Benjamin Steinbruch	Chairman of the Board of Directors
Marcelo Cunha Ribeiro	Effective Member
Victoria Steinbruch	Effective Member
Helena Brennand Guerra	Effective Member
Hisakazu Yamaguchi	Effective Member
Miguel Ethel Sobrinho	Independent Member
Yoshiaki Nakano	Independent Member
Daisuke Hori	Substitute Member

1. Out of the eight members of CMIN's Board of Directors, 25.0% are women and 75.0% are men. In the distribution by age group, 37.5% are between 30 and 50 years of age and 62.5% are over 50 years of age.

CMIN Audit Committee on 12/31/2023¹

Yoshiaki Nakano	Independent Member - President
Angélica Maria de Queiroz	Independent Member
Beatriz Santos Martini	Independent Member

1. 100% of the members of the Audit Committee are over 50 years of age. In the gender distribution, 66.7% are women and 33.3% are men.


The BoD's work is supported by advisory committees, responsible for the evaluation and analysis of specific matters in their areas of knowledge. The **Audit Committee** (statutory), formed exclusively by independent members, is responsible for monitoring and quality control of

financial statements, internal controls, risk management and compliance, and monitoring investigations and handling of complaints made through the Whistleblowing Channel. No major concerns of misconduct or inappropriate exposure to any risk were identified in the period.

CMIN also has the support of the **ESG Committee** (non-statutory) of the CSN Group, controlling company. The collegiate supports deliberations related to the management of risks, impacts and opportunities in social, environmental and corporate governance aspects. The body has 15 members, all directors and leaders in the different industrial and corporate areas of the CSN Group – including CMIN’s Superintendent Director and CFO. The ESG Committee plays an essential role in the dissemination and verticalization of the CSN Group’s sustainability vision in all segments of activity.

The conduct of the business is led by the **Executive Board**, made up of executives with complementary skills that drive the development of strategic planning and the capture of opportunities. The work of the Executive Board is supported by executive committees, which advise the leadership in the evaluation of action plans and mechanisms for risk mitigation:

- Crisis Committee
- Occupational Health and Safety Committee
- Internal Environmental Management Committee
- Investment Committee
- People, Management and Career & Succession Committee
- Portfolio Committee
- Dams Committee
- Community Committee

 [Click here to see the complete resumes of CSN Mineração’s administrators](#)

Composition of the ESG Committee on 12/31/2023¹

Victoria Steinbruch	Advisor to the Presidency – Chair of the ESG Committee
Felipe Steinbruch	Head of CSN Inova – Vice-Chairman of the ESG Committee
Alberto de Senna Santos	Advisor to the Presidency – Effective member
Claudia Maria Sarti	Corporate Legal, Governance and Capital Markets Manager – Effective Member
Edvaldo Araújo Rabelo	Executive Director of Cement Operations – Effective Member
Enéas Garcia Diniz	Superintendent Director of CSN Mineração – Effective Member
Harry Morgenstern	Chief Procurement and Investment Officer – Effective Member
Helena Brennand Guerra	Director of Sustainability and HSE – Effective Member
Leonardo de Abreu	People and Management Director – Effective Member
Marcelo Cunha Ribeiro	Chief Financial and Investor Relations Officer – Effective Member
Mônica Garcia Fogazza Rego	Chief Executive Officer of the CSN Foundation – Effective Member
Nuno Francisco Bruno Saramago	Director of Logistics Planning and Special Sales – Effective Member
Pedro Barros Mercadante Oliva	Executive Director of Finance at CSN Mineração – Effective Member
Rogério Gonçalves Pizeta	Chief Energy Officer – Effective Member
Ubaldo Marques Silva Filho	Director of Procurement– Effective Member

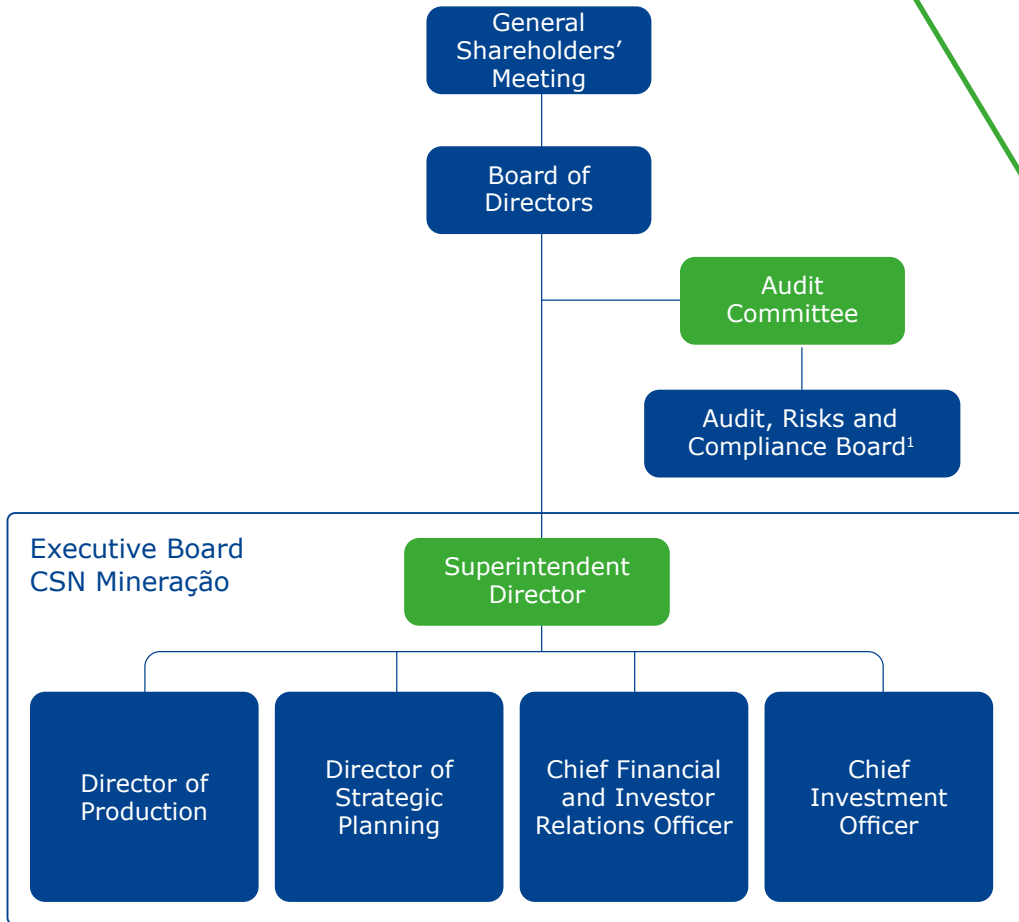
1. Out of the 15 members of the ESG Committee, 27.0% are women and 73.0% are men. In the distribution by age group, 53.0% are between 30 and 50 years of age and 47.0% are over 50 years of age.

CMIN Executive Board on 12/31/2023¹

Enéas Garcia Diniz	Superintendent Director
Claudio Musso Velloso	Director of Production
Hironori Makanae	Director of Strategic Planning
Pedro Barros Mercadante Oliva	Chief Financial and Investor Relations Officer
Otto Alexandre Levy Reis	Chief Investment Officer

1. 100% of the members of the CMIN Executive Board are men. In the distribution by age group, 20.0% are between 30 and 50 years of age and 80% are over 50 years of age.

GOVERNANCE STRUCTURE



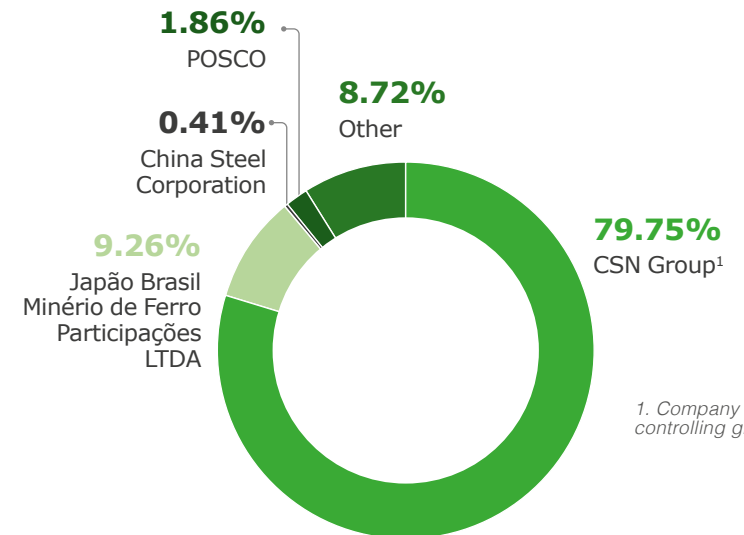
1. Board linked to the CSN Group.

Shareholder composition

CMIN, a publicly-traded company listed on Level 2 of B3, is controlled by CSN, which holds 79.75% of the common shares. The Company aligns its management policies and practices with the highest standards of the CSN Group, maintaining administrative and financial independence.

CMIN's capital stock, fully subscribed and paid-up, is distributed in 100% of common and book-entry shares, with no par value. Each common share entitles one vote to the resolutions of the Shareholders' Meeting.

Shareholder composition of CSN Mineração S.A.



1. Company of the controlling group.



Executive assessment and compensation

CMIN's directors have their performance regularly evaluated, based on financial and non-financial (ESG and others) goals. The achievement of these goals, established in strategic and budget planning, influences the compensation for performance offered to executives. This process is supported by the CSN Group's People & Management Department, which evaluates the results and advises on the permanence or promotion of executives in their respective positions.

The compensation practice of both statutory and non-statutory Officers seeks to be compatible with the market and the responsibility exercised by the position, covering fixed and variable compensation

and a set of benefits. This strategy aims to promote internal (between members of the executive body) and external (competitively in relation to the market) balance, allowing to attract, retain and motivate executives in pursuit of the Company's strategic objectives. The benchmarks are updated every two or three years, with the support of consulting firms specialized in compensation and market research, and serve as the basis for defining the compensation strategy, which is approved by the Board of Directors.

The compensation of the members of the Board of Directors and the Audit Committee is fixed, defined based on market practices.

In governance instances, the Audit Committee conducts an annual self-assessment based on an individual questionnaire. The responses of the members of the Committee are discussed to identify opportunities for improvement, and the entire process is documented in minutes. The most recent self-assessment took place on July 26, 2023. Within the scope of the Board of Directors, there is no formal performance assessment process, but criteria such as attendance at meetings and contributions to strategic deliberations are considered at the time of re-election. In addition, counselors have the autonomy to discuss the individual performance of each member and thus propose improvement measures during their term of office.

Conflict of interest management

CMIN's Code of Conduct establishes specific rules on conflict of interest applicable to all employees and members of the Board of Directors and the Executive Board. All directors and officers sign a term of adherence to the Code of Conduct, as well as a Declaration of Conflict of Interest upon being sworn into their respective positions.

Through this adhesion, the members of the Board, the Executive Board and employees undertake to report any actual or potential conflict with CMIN's interests in situations involving family or personal relationships, financial, commercial or any other kind of interests. If there is a conflict of interest, the members of the management must abstain from the deliberations, and there is a need to

record in the minutes if the case involves a member of the Board of Directors.

If any member of the administration does not express a conflict of interest, any other person may do so, if they have knowledge of the case. In 2023, there were no cases of conflicts of interest managed by the Company.



[Click here and access CMIN's Code of Conduct](#)

Members of senior management sign an agreement to adhere to the Code of Conduct, which includes mechanisms to prevent situations of conflict of interest

 Faria Lima Office
(São Paulo, SP)

Ethics and transparency

CSN Mineração's Compliance Program is integrated into the corporate governance and strategic management model. The purpose of this platform is to ensure that all activities carried out by employees and third parties are in compliance with the legislation and corporate values.

Organized into eight pillars, the Compliance Program is guided by the guidelines of the Code of Conduct, revised in 2022 and approved by the Board of Directors in early 2023. The document formalizes the Company's commitment to ethics, transparency

and integrity, the promotion of human rights (including fundamental labor rights) and the repudiation of any form of violation of these rights.

The Compliance Program processes and tools were developed in accordance with the parameters of the Brazilian Anti-Corruption Law (Law No. 12,846/13) and the North American Foreign Corrupt Practices Act (FCPA). Thus, the system acts as the Company's main anti-bribery and anti-corruption barrier, through mechanisms for preventing and detecting non-compliance situations, including the assessment of 100% of operations in relation to corruption risks.

In addition, the Compliance Program is aligned with the main market benchmarks and frameworks, including the Standards of the Extractive Industry Transparency Initiative (EITI), the Guidelines of the Organization for Economic Co-operation and Development (OECD), the Rules of Conduct and Recommendations to Combat Extortion and Bribery of the International Chamber of Commerce (ICC), the Business Principles to Combat Bribery of Transparency International (IT), the UN Global Compact Principles (10th principle) and the World Economic Forum's Partnering Against Corruption Initiative (PACI).

In continuous evolution, the Compliance Program underwent periodic review in 2023. In this diagnosis, points of improvement were identified worked on throughout the second half of the year and which will continue throughout 2024.

Fighting discrimination

CMIN does not tolerate behaviors that do not comply with the Code of Conduct, repudiating attitudes that represent discrimination or moral or sexual harassment in operations. In 2023, the Internal Accident Prevention Committees were improved and also began to address the issue of harassment, with actions to strengthen the culture of respect and inclusion. Throughout the year, five reports related to cases of discrimination were received through the Whistleblowing Channel, of which two were considered inconclusive and three were still in the analysis process at the end of the period.



Employee at the Faria Lima Office (São Paulo, SP)



 Faria Lima Office
(São Paulo, SP)

The Whistleblowing Channel is the tool through which situations of non-compliance with the legislation or the Code of Conduct must be reported to CSN Mineração. Available 24 hours a day, 7 days a week, the channel can receive internal and third-party reports through physical and electronic correspondence, telephone or through the website.

All communications made on the Whistleblowing Channel are confidential and can even be made anonymously. The management of the tool is the responsibility of a third and independent company, responsible for the management of the data and information provided. The reports are organized and forwarded to the CSN Group for verification, investigation and treatment of the relevant cases. In line with internal procedures and best practices, confidentiality and non-retaliation are guaranteed to whistleblowers. The first feedback to the complainant is made within 15 days after opening the report, while the deadline for completing the investigations depends on each situation. In specific cases, such as sexual harassment, psychologists

assist the victim, providing the necessary support in a welcoming and professional manner.

The conclusion of the investigations is under the responsibility of the Audit, Risk and Compliance Department and is forward quarterly to the Audit Committee or Ethics Committee, which act as supervisory bodies for corporate governance activities.

In 2023, 388 manifestations were received, an increase of 57.7%, mainly due to the effectiveness of the dissemination campaigns for the use of the Whistleblowing Channel and the credibility of this mechanism with stakeholders. Of this total, 20.1% were considered founded (totally or partially) and resulted in the application of disciplinary measures or guidance to those involved. None of the cases were related to acts of corruption or bribery. CSN Mineração and its employees have also not been involved in legal proceedings related to these issues.

How to access the Whistleblowing Channel



0800-884-2006 (Brazil)



canal_denuncia@csnmineracao.com.br



<https://www.canalconfidencial.com.br/csn>
(Portuguese, English, German and Spanish)



Attn: Risk and Compliance Department

Estrada Casa de Pedra, s/ nº – Zona Rural
Caixa Postal 101
Congonhas (MG) – Brasil
CEP 36415-000

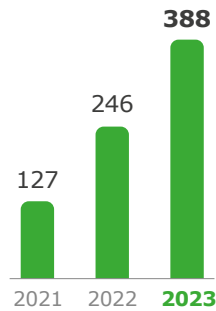
For questions and additional information regarding compliance:

compliance@csn.com.br.



Faria Lima Office
(São Paulo, SP)

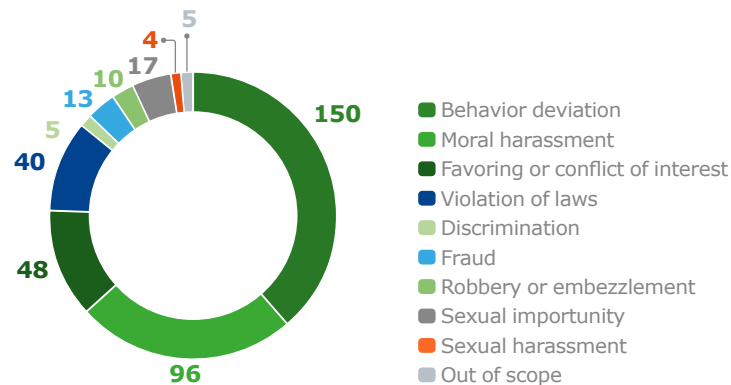
Manifestations received by the Whistleblowing Channel



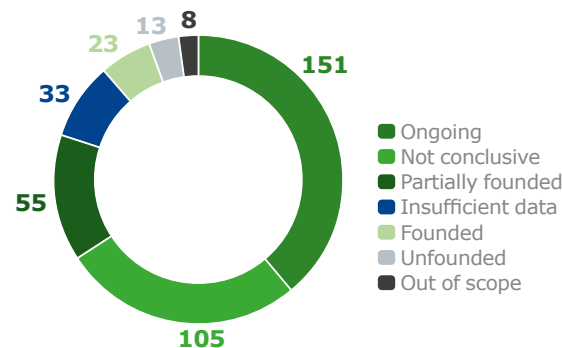
Measures taken in relation to the cases of the Whistleblowing Channel investigated by the Audit, Risk and Compliance Department

	2021	2022	2023
Written notice	5	4	5
Verbal warning	2	0	4
Dismissal	7	3	7
Dismissal for cause	11	9	8
Referral to the responsible sector	0	0	56
Orientation	2	4	11
Suspension	2	1	4
Job transfer	1	4	1
Training	1	5	3
Other	0	0	4
Total	31	30	103

Manifestations received in 2023 by category



Manifestations received in 2023 by status



Requests for guidance and clarification on how to act in line with the Company's conduct guidelines are received by e-mail by the Compliance team (compliance@csn.com.br). All complaints received are answered, with the appropriate indication of how to proceed in line with the Code of Conduct. In 2023, 511 requests were received, with the majority of them (76%) related to conflict of interest issues.

Compliance culture

The Compliance area strengthens the culture of ethics and transparency through different employee engagement and training actions. Annually, training programs are carried out aimed at communicating and solidifying corporate values, the rules and regulations of the Compliance Program and evolutions in the legislation applicable to the business.

In 2023, the total number of employees trained in compliance was 7.6 thousand people. The number is 12.5% higher than that of the previous year and represents the historic mark of 100% of the total workforce. In addition to training and acceptance of the Code of Conduct within 30 days of hiring and with annual renewal, specific training on the Code of Conduct and the Anti-Corruption Policy is available. Employees in specific areas are also

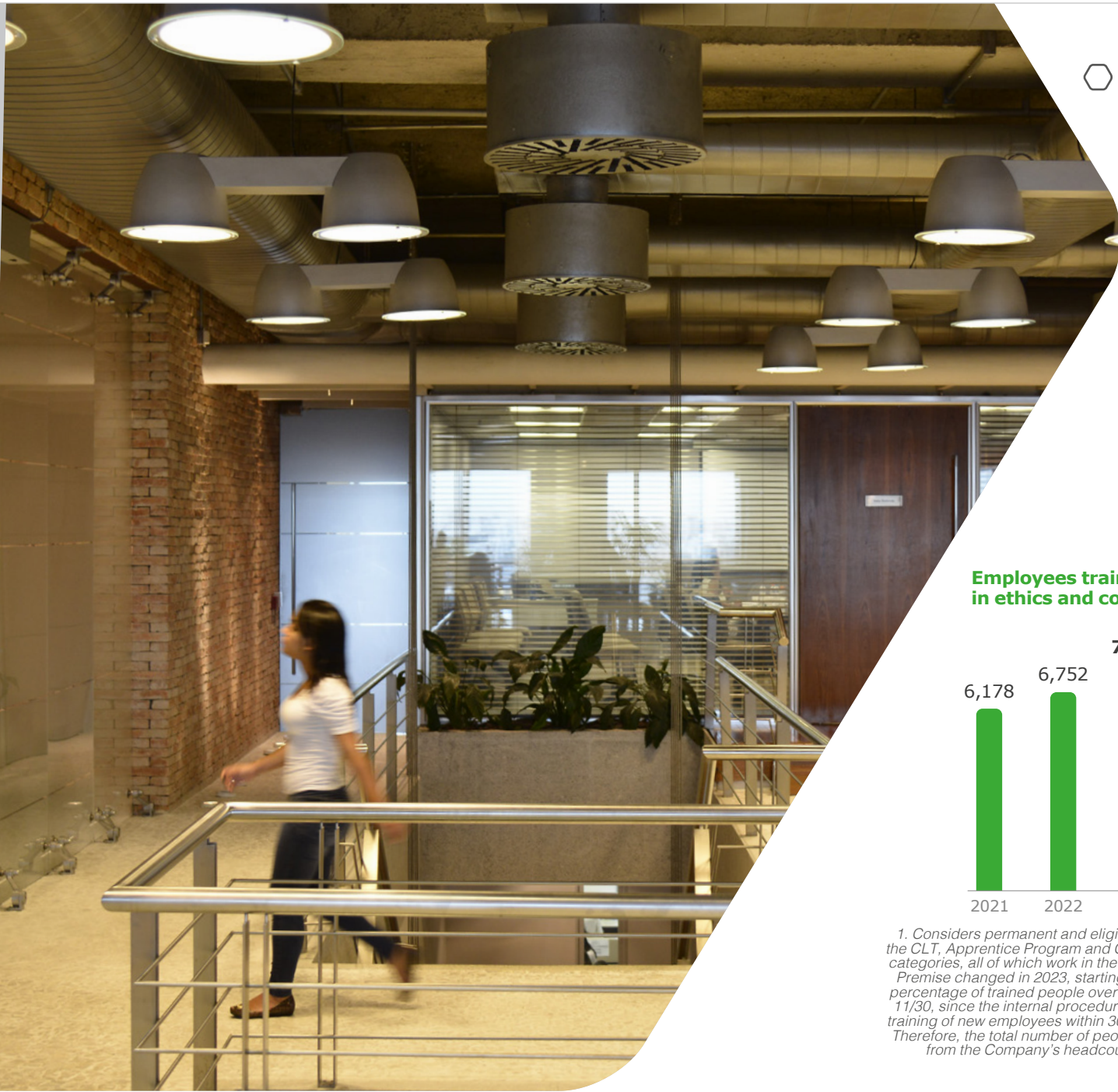
trained in a targeted manner on topics such as harassment, discrimination, conflict of interest, corruption and bribery, human rights and LGPD. In 2023, online compliance training was also extended to third parties that provide services at CMIN.

In addition to these direct actions, the compliance culture is strengthened with the Compliance Ambassadors program, an initiative of the CSN Group that verticalizes the guidelines of the Compliance Program and had 74 participants of CSN Mineração in 2023. Through monthly meetings, this team is trained to promote corporate ethical principles and disseminate relevant information on the subject to all businesses and areas of the Company.

In 2023, the Company trained 100% of its employees in compliance and extended the offer of online training on this topic to third parties



Employees at the Faria Lima Office (São Paulo, SP)



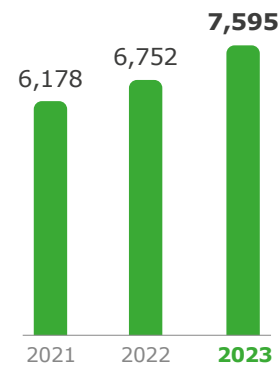
Faria Lima Office
(São Paulo, SP)

The wide dissemination of the ethical guidelines to 100% of the Company's stakeholders also includes the holding of annual events, such as Compliance Day, which takes place in an integrated manner with ESG Week, campaigns in internal communication channels and dedicated sections on the institutional, Investor Relations and ESG Portal websites of the CSN Group.

In 2023, the eighth edition of Compliance Day was held, for the fourth consecutive time, in conjunction with the ESG Week program. The event was attended by employees from all areas of the Company's activities and enabled important reflections on how ethics and integrity are incorporated into the company's day-to-day work. Three lectures and a conversation mediated by an external expert were held on the relevance of the Whistleblowing Channel.

The event was held remotely and broadcast live on internal social networks and corporate communication channels. A physical stand was also set up at the Casa de Pedra unit and TECAR.

Employees trained in ethics and compliance¹



1. Considers permanent and eligible employees in the CLT, Apprentice Program and Capacitar Program categories, all of which work in the Southeast region. Premise changed in 2023, starting to calculate the percentage of trained people over the headcount on 11/30, since the internal procedure provides for the training of new employees within 30 days after hiring. Therefore, the total number of people trained differs from the Company's headcount on 12/31.

Risk management & auditing

Risk management is a pillar of CSN Mineração's governance, essential to respond to the different externalities that can impact the business. The guidelines of this front of action are consolidated in the CSN Group's Risk Manual, prepared based on the framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and the ISO 31000 methodology, and consist of three lines of defense.

Strategic, operational, financial and regulatory risks are identified and consolidated in the Risk Matrix, prioritized according to their likelihood of materialization and potential impacts. Based on this mapping, the areas and units are responsible for developing action plans to mitigate or reduce exposure.

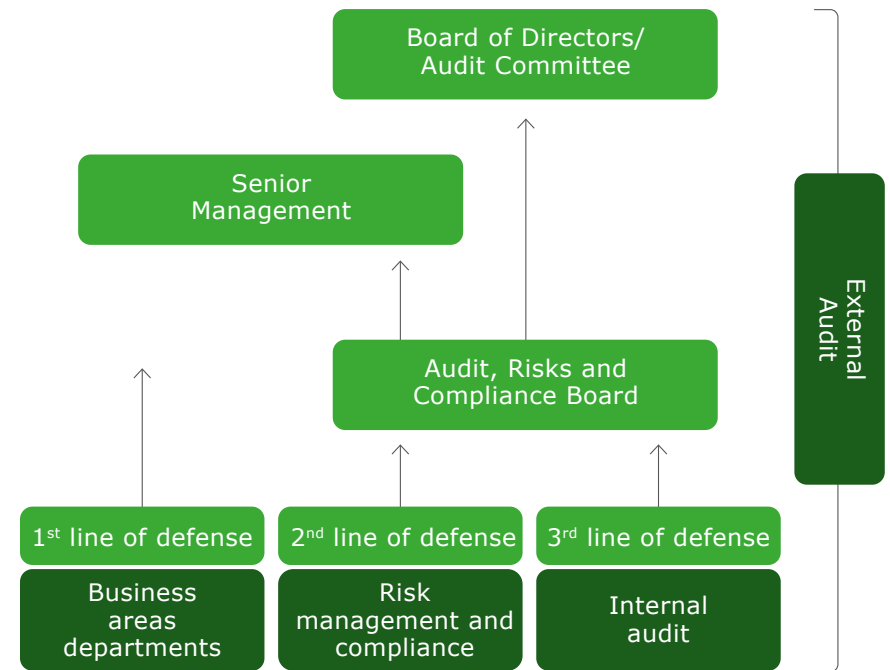
The monitoring of the development of the Company's action plans and levels of exposure to risks is carried out by the risk management and compliance area,

together with the responsible areas, under the supervision of the Audit, Risk and Compliance Board.

The internal controls area operates with the objective of assessing and mitigating risks that may impact its financial statements. The evaluations carried out and the results obtained are reported to the Audit Committee, with processes validated annually by external auditors and in compliance with the Sarbanes Oxley Act (SOx).

The Internal Audit operates independently and complements the risk management structure. The area is responsible for developing an annual internal audit plan to assess the effectiveness of risk management processes and prevention of financial and non-financial impacts (such as operational losses and fraud). The results of the Internal Audit work are communicated to the Audit Committee and the Board of Directors periodically.

RISK MANAGEMENT STRUCTURE



Click here to learn more about risk management and risk factors monitored by the Company in sections 4 and 5 of the Reference Form

Strategic risks

Cyber risks

CMIN's operations depend on telecommunications, information technology systems and automated machines. Disruptions to these systems caused by cyber-attacks can have a negative impact on operations, corporate reputation and interactions with stakeholders.

Climate change

Extreme weather events and the transition to a low-carbon economy can significantly impact not only productive activities, but society, the economy and the environment. In this way, the Company is committed to contributing to a more sustainable future, investing efforts and resources in reducing greenhouse gas emissions and mitigating impacts related to changes in weather patterns.


Market

The Company is exposed to several market risks inherent to the business. These risks include those arising from variations in interest rates, exchange rates, as well as the prices of raw materials and goods that may adversely affect the value of financial assets and liabilities, cash flows or future results of CSN Mineração.

Production chain

External factors, such as wars, pandemics and geopolitical events, can affect the supply chain, logistical operations and demand for CMIN's products, significantly impacting the business.



 Iron ore conveyor belt in Casa de Pedra (Congonhas, MG)

Climate and nature risks

In 2023, the risk management model was updated and expanded with the inclusion of new risks related to climate change and nature. Since last year, the Company has had a Climate and Nature Risk Matrix, with six critical risks mapped and for which mitigation and adaptation plans have been developed.

The management of climate and nature risks and opportunities is integrated with corporate risk management, following the same methodological basis that ensures consistency and robustness in the analysis.

In line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the assessment of climate risks and opportunities includes transition (market, technological, reputational, regulatory and legal) and physical (acute and chronic alterations in weather patterns) aspects. To this end, the thematic subgroup Climate Risk and Opportunity Management was created within the scope of the CSN Group's ESG governance.

This work began in 2021, driven by the increased importance of the topic of decarbonization for the ESG management of businesses. In 2022, CMIN made progress in climate risk management, with the completion of climate scenario studies and the internalization of 100% of the TCFD recommendations (check out TCFD Report on page 107). The assessments considered the narratives established for three distinct future climate scenarios – the Shared Socioeconomic Pathways (SSP), used in the most recent report by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). The three scenarios evaluated consider an increase in the global average temperature of 4 °C (Business as Usual), 2.5 °C (Stay on the Fence) and 1.5 °C (Net-Zero Emission World). More than 7,000 analyzes were conducted based on IPCC data to identify and prioritize climate risks across three time horizons.

6 critical risks and 10 opportunities related to climate and nature are managed in an integrated manner with CMIN's risk management



Environmental preservation area in Casa de Pedra (Congonhas, MG)

At the same time, CMIN deepened its strategic vision, supported by the Biodiversity and Ecosystem Services Thematic Group, aimed at mapping and measuring the impacts and dependencies of business on the different types of ecosystem services. This front was completed in 2022, along with the implementation of the BIO (Biodiversity Index for Operations)—learn more on page 120.

In 2023, the Company prioritized the impacts and dependencies mapped in the previous year, classifying them in the Climate and Nature Risk Matrix. This work was conducted according to the Locate, Evaluate, Assess, Prepare (LEAP)

methodology and considered the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) – see the TNFD Report on page 126.

In 2025, CMIN will have the Climate and Nature Adaptation Plan, with continuously updated processes to structure its business in response to the different possible climate scenarios as a result of climate change. The Climate Adaptation Plan will be based on ISO 14090, providing for the prioritization of activities that improve the Company’s resilience in the face of changes in weather patterns, with the definition of responsibilities and actions to monitor leadership.

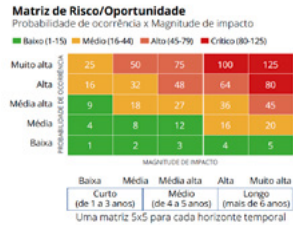


INTEGRATED MANAGEMENT OF CLIMATE AND NATURE RISKS



In 2021, CMIN began the Climate Risk Management process

Completion of climate scenario studies and internalization of 100% of TCFD recommendations



6 Critical risks

Integration of climate and nature risks and opportunities into a single matrix



Until 2021

Reporting to GHG and CDP
 Diagnosis of preserved areas



Creation of the Biodiversity and Ecosystem Services Group

Mapping impacts and dependencies on ecosystem services

Implementation of BIO (Biodiversity Index for Operations)

Mapping and prioritizing risks and opportunities related to nature

Adherence to the recommendations of the Task Force on Nature-related Financial Disclosure

Completion of the Climate Vulnerability Study

Definition of governance and action plans for nature-related risks

Climate and Nature Adaptation Plan - continuous updating of processes

2021

2022

2023

2024

2025

CSN Group's Climate Action Report details the process for identifying these negative and positive externalities, the study of climate scenarios, and the structured governance model for the continuous evolution of this management.

[Click here to access the Climate Action Report](#)

Critical risks

Type	Topic	Risk factors	Time horizon
Climate	Climate	New international carbon pricing systems modifying the dynamics of consumption of raw materials for steel production	Medium term
		Change in precipitation patterns	Long term
		Change in wind patterns	Long term
		Landslides on iron ore transport routes	Long term
Nature	Water	Changing precipitation patterns	Short term
	Ores	Risks related to the existence of tailings dams	Short term

Opportunities

Type	Opportunities	Taxonomy	Time horizon
Climate	Product portfolio aligned with different climate scenarios and the needs of future society (scenarios for the expansion of sustainable infrastructure and resilient to climate extremes)	Resilience	Long term
	Demand for higher quality iron ore from the end consumer	Products and services	Medium term
	Investment in renewable energy and diversification of the energy matrix	Power supply	Medium term
	Circular economy and integration between sectors providing efficiency and impact reduction	Resource efficiency	Short term
Nature	Disclosure of positive impacts	Communication	Short term
	Expansion of partnerships with conservation units	Conservation	Short term
	Expansion of current good practices (water and energy efficiency)	Resource efficiency	Medium term
	Identification of ecosystem services provided by CMIN's preserved areas	Conservation	Medium term
	Valuation of ecosystem services provided by CMIN's preserved areas	Conservation	Long term
	Implementation of ecological corridors	Conservation	Long term

ESG Management

In the development of its business, CMIN relies on the CSN Group's governance structure for the topics of the sustainability agenda, which ensures the transversality of the analysis of risks and opportunities, the assessment of impacts according to the specificities of each segment of activity and the enhancement of the existing synergies in its integrated business model. The guidelines for this action are defined in the **Sustainability Policy**, updated in 2023 and approved by the Board of Directors.

This management model enables the Board of Directors to have clear subsidies to outline strategic guidelines and to deliberate on economic, social and environmental issues that have an impact on the Company's business. The decision-making of the highest

governance body is advised by the ESG Committee, which brings together executives and leaders of the CSN Group and CSN Mineração for a collegial and multidisciplinary assessment of the development of the ESG strategy, as well as the risks and opportunities associated with material topics.

At the executive level, the ESG Integrated Management Commission operates in an integrated manner with the ESG Committee. This body periodically discusses and evaluates the challenges, risks and opportunities for sustainable business development. This structure enables the standardization of concepts, the sharing of good practices and the connection between all thematic groups, in search of synergies, innovations and generation of financial value.

The Sustainability Policy guides a governance structure on ESG topics that ranges from the Board of Directors to administrative and operational areas

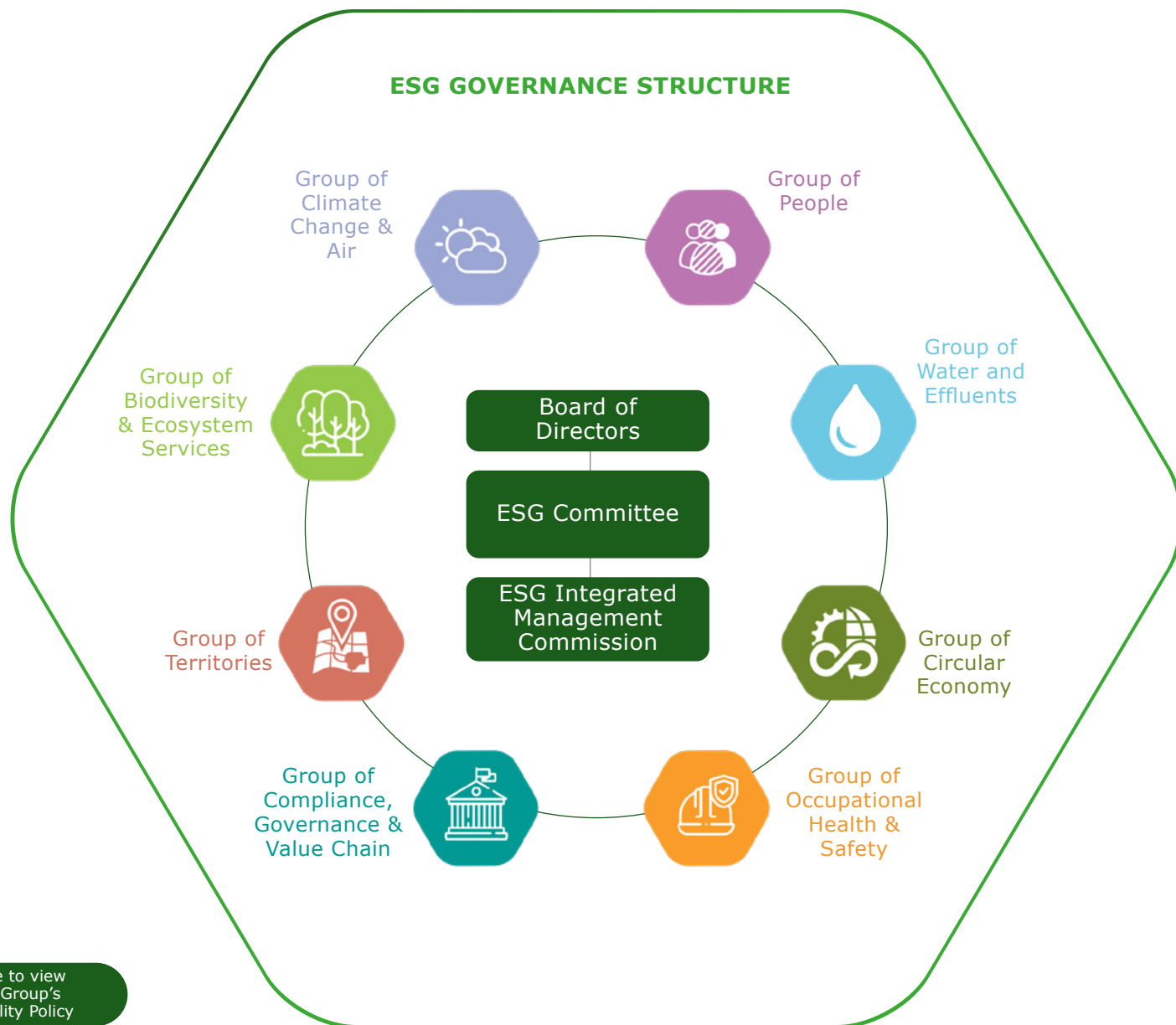


Employees of Casa de Pedra (Congonhas, MG)

This verticalization of the sustainability vision and strategy is driven by the CSN Group's Sustainability Department, responsible for defining the ESG strategic plan, establishing socio-environmental goals and monitoring projects and initiatives aimed at achieving strategic objectives. This Board, which reports directly to the CEO, also conducts actions to acculturate, engage and train all businesses on ESG topics.

This ongoing work is organized into eight thematic groups, in which ESG Ambassadors participate – employees with technical knowledge on the related topics and operations of the CSN Group. Throughout the year, ESG Ambassadors are trained and prepared to internalize the concepts and implement the different initiatives in their areas of expertise. CMIN participates in all thematic groups, with 14 of its employees acting as ESG Ambassadors.

The entire management process is boosted by CSN Inova Bridge's tools, a pillar of innovation that promotes a culture of sustainability and the integration of the strategic ESG vision with the business and stakeholders.



[Click here to view the CSN Group's Sustainability Policy](#)



Management systems

The ESG governance structure is responsible for developing and monitoring the implementation of the **Integrated Management System (IMS)** of CSN Mineração. The SGI covers environmental, health and safety and quality aspects, ensuring the standardization of processes, procedures and tools.

Developed based on the highest market standards, the SGI meets the requirements of the ISO 14001 standard (environmental management), with all of the Company's units certified. In the field of health and safety, the main reference is the ISO 45001 standard, which supported the construction of the Occupational Health and Safety Management Manual. Applicable to all operations, the Manual establishes procedures to prevent risks and avoid accidents with employees, third parties and communities. In addition to environmental and safety aspects, CMIN has quality management system certification in ISO 9001 for the Casa de Pedra and TECAR units.

 Iron ore yard at TECAR port (Itaguaí, RJ)

 [Click here to see the Occupational Health and Safety Management Manual](#)

Ratings ESG

The quality and effectiveness of CMIN's ESG management have been recognized by leading ESG indices and ratings. In 2023, the Company maintained a B grade in the CDP questionnaires, an international platform that provides investors and analysts with data and information on management related to climate change and water.

During this period, CSN Mineração also began to be evaluated independently by the Sustainalytics agency, achieving the sixth best score among 156 companies in the steel and iron ore segment analyzed globally. CMIN also evolved positively in the S&P assessment and won, for the third consecutive year, the Gold Seal of the Brazilian GHG Protocol Program, attesting to the independent assurance of its greenhouse gas inventory.

Performance in indices and ratings

	2021	2022	2023
Sustainalytics			23.1
S&P Global		30	46
CDP – Climate Change	B-	B	B
CDP – Water Security	C	B	B
Carbon Efficient Index (ICO2)		✓	✓
Brazilian GHG Protocol Program	✓	✓	✓

TECAR port
(Itaguaí, RJ)

ESG Engagement

ESG Week is a corporate event held annually to promote the engagement of employees throughout the CSN Group around the strategic vision and culture of sustainability, including those of CSN Mineração. In the 2023 edition, employees were able to participate in lectures and events with external experts and leaders of the projects that are being conducted internally.

Throughout the year, the Company also develops CSN Conecta, an intrapreneurship program aimed at identifying ESG initiatives with the potential to transform the day-to-day life of the CSN Group and the entire industry. The ideas are suggested by the employees themselves, based on pre-established challenges and themes.

In 2023, the topics addressed were: water and wastewater; energy efficiency; waste management; climate change and atmospheric emissions; diversity and inclusion; biodiversity and forests; and occupational health and safety. In total, CSN Conecta received the registration of 105 solutions, and 14 were selected as finalists. Among the three ideas awarded by the initiative in 2023, first place was won by a project to install a mobile fuel station in the mine area.



Stand of the 2023
ESG Week


Innovation and technology

Sample from
the research
laboratory



Innovation is a lever to promote CSN Mineração's continuous evolution and sustainable growth. Since 2018, the management of this topic has been carried out in a structured manner by CSN Inova, a platform that directs the search for new industry 4.0 solutions and technologies focused on increasing efficiency and productivity, new materials, decarbonization of processes, digitalization and circular economy.

CSN Inova has four fronts of action, which advance in an integrated manner in the execution of action plans and innovation strategies. Thus, the platform has been decisive in mapping opportunities for improvement, accelerating the incorporation of innovations in different segments and promoting the development of new businesses, through spinoffs and joint ventures, for example.

 Employee in the research laboratory

FRONTS OF ACTION OF CSN INOVA

CSN Inova Open

Deepening of internal challenges, execution of pilot projects and at scale with innovation management methodology and open innovation

CSN Inova Bridge

Integrated management of the ESG Committee and the innovation initiatives of the Thematic Groups, as well as innovation and ESG communication

CSN Inova Ventures

Investments in startups and portfolio management to generate shared value

CSN Inova Tech

Development and implementation of new products and technological routes and trend monitoring

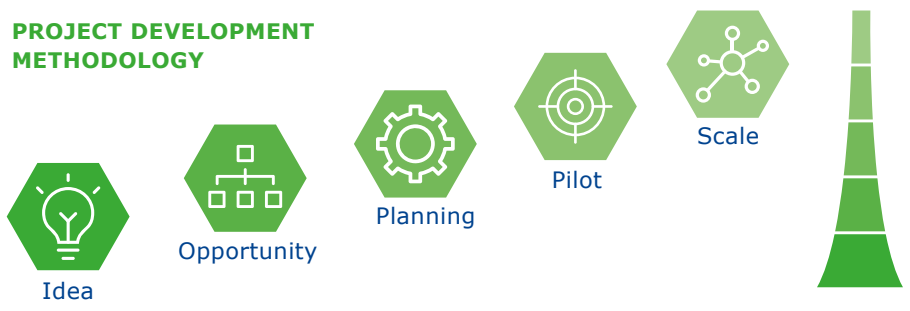


Samples from the research laboratory

STRATEGIC CHALLENGES FOR PROJECT DEVELOPMENT

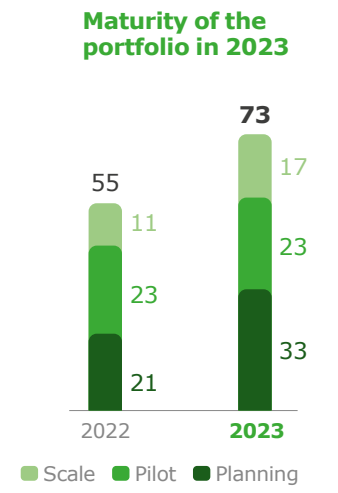
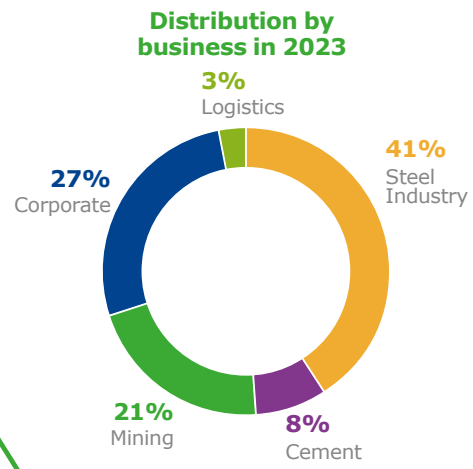
- Reduced consumption of fossil fuels and utilities
- Increased asset availability
- Reduced logistics expenses
- Environmental recovery and reuse of waste and tailings for the generation of co-products
- Use of data for process optimization and corporate decision-making
- New products & materials

PROJECT DEVELOPMENT METHODOLOGY



CSN Inova Open conducts a systemic and collaborative innovation process, oriented towards solving strategic challenges. To this end, it applies a three-phase management methodology. The first is planning, in which projects are analyzed according to alignment with business strategy, the evaluation of operational and financial indicators, the stage of operational maturity, and the connection with the ESG materiality matrix. Based on this diagnosis, the projects enter the second phase: the development of pilots in related areas. If there are positive results, they advance to the third phase, in which economies of scale are sought.

CSN Inova Open's current portfolio has 73 projects under development, 17 of which are already in the phase of scaling innovation and capturing benefits.



CSN Inova Ventures, one of the first venture capitals in Brazil, directs the identification of startups with transformative ideas and solutions for the industrial sector. The goal is to invest in disruptive technologies with high growth potential that enable the transition of traditional industries to a smarter, more connected, and more sustainable future.

In this front of action, CSN Inova develops solutions in three investment verticals (see diagram). In addition to the capital contribution, the invested companies have support for the technological and commercial scale of the solution, for the development of new applications and connection to the CSN Group's ecosystem.

In 2023, CSN Inova Ventures' portfolio of investees already had nine companies at different stages connected to investment verticals. The investments made through contributions were between R\$ 1 million and R\$ 10 million.

CSN INOVA VENTURES' INVESTMENT VERTICALS



CSN Inova Tech is the action front dedicated to the mapping and development of new technological routes for the Company's products and processes. Its goal is to drive innovation in operations, with a focus on a more sustainable and value-generating future.

Acting as a bridge between businesses, universities and research centers in Brazil and abroad, CSN Inova Tech has contributed to accelerating the incorporation of new technologies and solutions associated with the main challenges of the ESG agenda. In this context is, for example, the evaluation of innovations for the use of alternative materials and fuels in order to support CMIN's decarbonization journey.



Employee in the research laboratory (Congonhas, MG)



CSN INOVA TECH ACTION AREAS



- Trend Radar
- Relationship with Research Centers
- Development of new products and technological routes
- Protagonism to advance the Decarbonization Journey

CSN Inova Bridge leads the integrated management of CMIN's ESG innovation strategy. By connecting with leaders and business areas, CSN Inova identifies and maps innovations for the main challenges and transition opportunities related to the topics of the materiality matrix.

Working closely with the ESG Committee, CSN Inova Bridge provides tools for operating as an innovation laboratory for sustainability in a systemic, integrated, experimental and participatory manner.

With a focus on social innovation, CSN Inova Bridge makes it possible to unlock and leverage resources to activate ecosystems and networks and accelerate structural and ESG innovation initiatives. It promotes the connection and training of employees, transparent communication and stakeholder engagement, and the dissemination of the Company's culture of sustainability. This performance made it possible, in 2023, to develop the Olívia Project, a POC (proof of concept) to boost good ESG practices in the business supply chain (learn more on page 91). Another highlight of the period was the beginning of projects structured in the context of the Theory of Change in Territorial Development (learn more on page 92).

CSN INOVA BRIDGE TOOLS



- Integrated ESG management of the transition strategy via ESG Committee
- Unlocking and leveraging resources, activating ecosystems and networks, accelerating ESG structural and innovation initiatives
- Social and environmental impact management and social innovation
- ESG Communication strategy management and stakeholder engagement

 ESG Ambassadors, who participate in thematic groups within the scope of the ESG Committee





Employee of Casa de Pedra (Congonhas, MG)

People and human rights

CSN Mineração has more than 7.8 thousand employees who stand out for their high standard of technical knowledge in the mining segment. The qualification and experience of these professionals, together with the alignment with the values and principles of the corporate culture, are a competitive advantage for operating in the national and international markets.

The continuous training of this team is a pillar of the human capital management model. Over the last three years, the CSN Group, the controlling company, has invested in structuring the **CSN Corporate University** (CSN CU).

CSN CU has a training platform in e-learning format, fully operational since 2022, and promotes face-to-face training on safety and mandatory regulatory content for operational professionals. These actions are conducted by the Company's own internal knowledge multipliers.

With five training schools, the CSN Corporate University is an important tool to promote the preparation of new CMIN leaders. The Schools of Leaders and Business have learning paths that present the technical and behavioral content necessary for potential successors to be able to take on new challenges and lead teams in structuring and strategic projects.



Equipment operator at the Casa de Pedra mine (Congonhas, MG)

CSN GROUP CORPORATE UNIVERSITY SCHOOLS

- 
escola DE EXCELÊNCIA EM RESULTADOS
- 
escola DE LÍDERES
- 
escola DE INOVAÇÃO
- 
escola DE NEGÓCIOS
- 
escola ESG



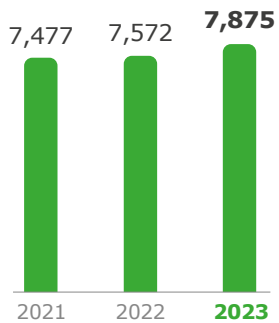
Electric truck operator at the Casa de Pedra mine (Congonhas, MG)

Average hours of training per employee¹

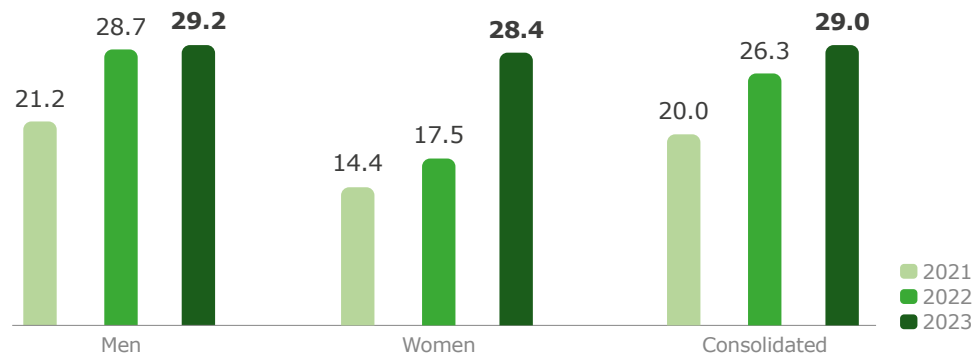
	2021	2022	2023
By gender			
Men	21.2	28.7	29.2
Women	14.4	17.5	28.4
By functional level			
Executive	10.5	1.9	2.1
Leadership	10.3	15.8	30.9
Expert	9.3	9.5	20.7
Engineer	13.5	18.3	28.3
Higher Level	8.2	11.1	17.2
Technical	17.1	22.3	25.6
Administrative	8.4	14.5	14.7
Operational	23.0	30.0	30.8
Internship Program	na	50.4	46.1
Capacitar Program	19.2	33.2	41.1
Apprentice Program	2.8	0.6	5.2
Total	20.0	26.3	29.0

1. Considers permanent employees in the CLT, Apprentice Program, Capacitar Program, Internship Program and Trainee Program categories. The average is calculated as the total hours of training promoted in the year divided by the headcount on 12/31. Historical data represented.

CMIN total number of employees



Average number of training hours per employee



In 2023, CMIN conducted 232.6 thousand hours of training, with an average of 29.0 hours per employee. Investments in Brazil for training actions totaled R\$ 2.3 million in the period

People Cycle

The People Cycle is CSN Mineração's model to boost the development of all its employees and identify talents with the potential to occupy leadership positions in different businesses. Conducted annually, the program promotes the evaluation of employees' performance in a transparent manner and with a focus on identifying opportunities for improvement and enhancement in their professional careers.

Percentage of employees submitted to performance evaluation¹

	2021	2022	2023
By gender			
Men	86.6%	91.2%	99.1%
Women	77.8%	91.0%	95.3%
By functional level			
Executive	0.0%	100.0%	100.0%
Leadership	96.5%	98.9%	99.3%
Expert	95.2%	97.5%	97.6%
Engineer	88.1%	95.9%	99.3%
Higher Level	89.6%	94.2%	97.3%
Technician	90.3%	94.0%	98.8%
Administrative	85.9%	89.3%	97.5%
Operational	84.6%	89.2%	98.2%
Capacitar Program	54.5%	84.6%	88.9%
Total	85.1%	91.2%	98.4%

1. Considers effective employees in the CLT and Capacitar Program categories. The consolidation assumption was changed in 2023, so the 2022 data was resubmitted. The percentage is calculated as: total number of employees on 12/31 who performed a performance evaluation in the year divided by the total number of employees on 12/31 eligible for performance evaluation in the year.

The evaluations cover 100% of the employees. Only professionals hired after September of the previous year, as well as interns and apprentices, are not eligible to participate in the People Cycle.

One of the main positive impacts of the People Cycle is the contribution, through objective parameters, to the individual and career development of each employee and to the definition of job and salary promotions and other types of recognition to employees who stand out in achieving the Company's goals. Furthermore, the methodology includes talent mapping and identification of potential successors, using the 9 Box matrix.

THE STAGES OF THE PEOPLE CYCLE

- Performance Evaluation**
 Evaluation of the performance of employees on an online platform
- People Committee**
 Holding forums with the evaluators to discuss the results with a more comprehensive view and greater assertiveness in the analysis
- Feedback and IDPs**
 Delivery of feedback to the assessed and elaborated Individual Development Plans (IDPs) together with the employees



Employee on equipment at the Casa de Pedra mine (Congonhas, MG)

 2023
Trainee class



New talents

Through structured talent attraction and selection programs, CMIN promotes the hiring of professionals aligned with the culture of its business, ensuring equal opportunities for all, without any type of discrimination. The CSN Group's corporate Young Apprentice, Internship and Trainee programs are the main platforms to promote the entry of young professionals into the Company.

The second class of trainees started in 2023. For 18 months, recent graduates undertake a development journey and learn technical content, behavioral skills and conduct specific projects in the various areas to put into practice the knowledge acquired. Of the 60 young people selected to join the program, 13 are allocated at CSN Mineração.

The Internship program offers the opportunity for students from different technical and undergraduate courses to start their professional experience. In 2023, CMIN had 174 interns, and 23% of them were hired after completing the program.

The Young Apprentice program benefits young people between the ages of 14 and 24 who are looking for their first job. Participants develop practical activities and receive theoretical training on the chosen area of activity. The program is implemented in partnership with the CSN Foundation, the National Industrial Learning Service (SENAI, acronym in Portuguese), and the Business-School Integration Center (CIEE, acronym in Portuguese). In addition to this initiative, the Citizen Mentoring program (learn more on page 75) contributes to increasing the

employability and professional development of young people, providing greater diversity and inclusion in the workforce.

In addition to the entry programs, CMIN has tools to attract and select talents with greater market experience for the open positions in the different businesses. Opportunities are always disclosed on the Company's website and internal communication channels. The priority is to promote internal movements and value employees who stand out for their performance and are aligned with the corporate culture.

In all these processes, CMIN works with the objective of promoting diversity, equity and inclusion in human capital management. Learn more about this strategy on page 73.

Continuous process improvement

CMIN operates in a structured way to engage its employees in the search for solutions, innovations and transformations that drive continuous business improvement. With the use of the Lean Manufacturing methodology, leaders encourage their teams to think and develop projects aimed at the evolution of production processes and organizing work environments in the units.

The search for excellence is addressed, for example, through programs such as CSN Lab Ideias, structured by CSN Group. In 2023, the platform worked on two themes: ergonomics and occupational safety. In total, 156 ideas for improvements and evolutions were presented, to be analyzed and tested in production environments.

The Lab Week is a biannual event of CMIN, in which the best projects and practices of continuous improvement are presented and recognized, in the Kaizen, CCQ and Lean Six Sigma methodologies with a focus on the pillars of Productivity, Quality, Costs and ESG. In 2023, the program involved more than 4 thousand employees, with more than 3 thousand improvements implemented and projects that represent a cost reduction of around R\$ 129 million.



156
ideas
presented at
CSN Lab Ideias
in 2023

Recognition for
employees at
Lab Week


Compensation and benefits

The compensation and benefits package offered to employees is part of CSN Mineração's strategy for valuing and developing human capital. All employees are covered by employment contracts and collective bargaining agreements signed with unions representing the professional categories.

The total composition of the employees' compensation includes monthly nominal salary, vacation and 13th salary. Aside from that, the Company offers an annual bonus, according to the achievement of global business goals.

The benefits offered to all employees, regardless of the type of contract and working hours, are in line with the best market practices and follow union agreements. Thus, CMIN has health insurance, dental insurance, life insurance, food vouchers, childcare assistance and other types of benefits to promote the quality of life and health of its professionals.

In addition, employees have supplementary pension plans, administered by the CSN Employees' Beneficent Fund (CBS) — a private and non-profit pension fund whose members are employees and former employees of the CSN Group and CSN Mineração. The goal is to support employees in their retirement planning.



Employee in the dam monitoring room (Congonhas, MG)

To establish its compensation policy, CMIN relies on salary surveys and benchmarks with market peers and other companies of the same size. The Company prohibits any differentiation based on gender or any other criteria, except those related to professional performance and seniority in the position.

Moreover, the Company respects the conventions of the International Labor Organization (ILO) in relation to labor laws, including not allowing employees to work more than 48 hours per week in regular time and 60 hours including overtime.

In 2023, CMIN joined the Corporate Citizen Program, extending the period of maternity (6 months) and paternity (20 days) leave



Employee of Casa de Pedra (Congonhas, MG)

Diversity, equity, and inclusion

For CSN Mineração, diversity is a pillar of its strategy for business development and sustainable value creation for society as a whole. With its own governance for the subject, the Company works to promote the inclusion of more women, blacks and people with disabilities (PWDs) in all its units and ensure equal opportunities so that these people are prepared to occupy leadership positions and take on new professional challenges.

To manage and coordinate DE&I (Diversity, Equity and Inclusion) actions, the CSN Group has a specific management, which verticalizes engagement and training actions and projects and contributes to directing action plans in all businesses. In addition, the ESG Committee, with the support of the People Group, monitors the evolution of indicators towards the achievement of the diversity commitments established for the Company.

One of the main goals is to double the number of women represented at CSN Mineração. In 2023, this percentage had already reached 24%¹, an increase of 85% compared to 2019.

1. Considers employees in the CLT, Apprentice, Internship and Capacitar Program categories. It differs from the GRI data because the latter does not cover the Internship Program.

Among the main initiatives developed to achieve this goal is the Empower Women Program. Developed through partnerships with SENAI's and CSN Foundation technical schools, the project offers free vacancies in vocational courses for residents of communities in the municipalities near CSN Mineração's units. After training, these women are able to enter operational careers in the Company's units. In the same way, the Capacitar Program also offers courses and classes to benefit and expand the employability of people with disabilities (PWDs).

Racial equity, as well as the gender aspect, is part of the strategy to promote diversity. To promote this commitment, the CSN Group was one of the founders and continues to be associated with the MOVER—Movement for Racial Equity. In the year 2023, 118 English scholarships were made available to self-declared black employees of CSN Group, with 88% of them women. In addition, the Company offered three scholarships to employees in leadership development programs developed in partnership with MOVER.

During the year, CSN Group was also highlighted for its efforts in the literacy of the internal public, as part of the MOVER 2023 Challenge. The Company was recognized for the initiative among the 49 participating companies with two gold, one silver and one bronze trophies. Among the differentials that led to this award are the high rates of engagement and certification of leaders (90.5% and 77.4%, respectively) and employees (15.4% and 80.6%, respectively). More than 4 thousand employees of the CSN Group were trained in the topic of racial literacy through this action.

In 2023, 195 women graduated from the free courses offered by the Empower Women Program and were hired by CSN Mineração, and 75% of them declared themselves black



Employee of Casa de Pedra (Congonhas, MG)

Citizen Mentoring

The Citizen Mentoring program is an initiative that integrates the leaders of the CSN Group and the young people benefited by the CSN Foundation's Garoto Cidadão project. In 2023, the second edition was conducted, with 48 young participants and 48 mentoring volunteers (19% of them from CMIN), totaling almost 200 mentoring meetings.

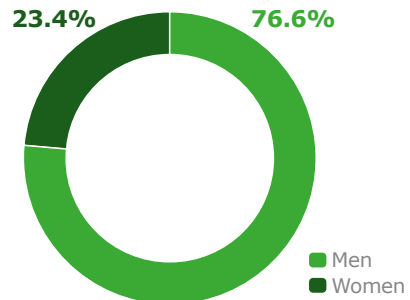
The objective of the Citizen Mentoring Program is to provide the Garoto Cidadão students with an orientation view of the universe of business organizations, based on the relationship with a volunteer mentor from the CSN Group. Employees who volunteer with the Company are trained to conduct mentoring sessions with up to two student-mentees, addressing employability topics.

One of the main benefits of this relationship is the closer monitoring of students who begin their experience as apprentices at the CSN Group, boosting their ability to adapt and develop professionally. Thus, the Company strengthens diversity in its teams, including young people from communities with socioeconomic needs.

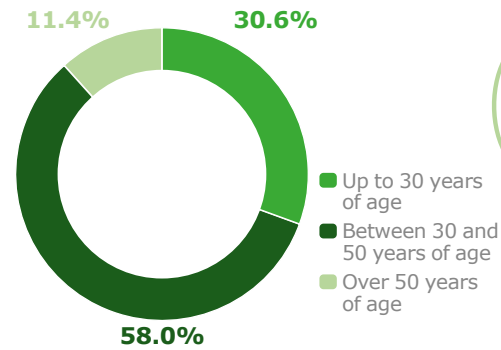
 Employee of
Casa de Pedra
(Congonhas, MG)



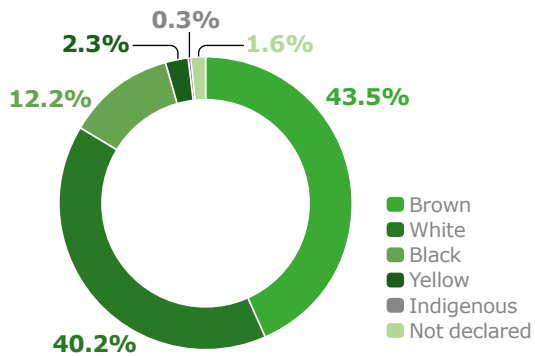
Employees by gender in 2023



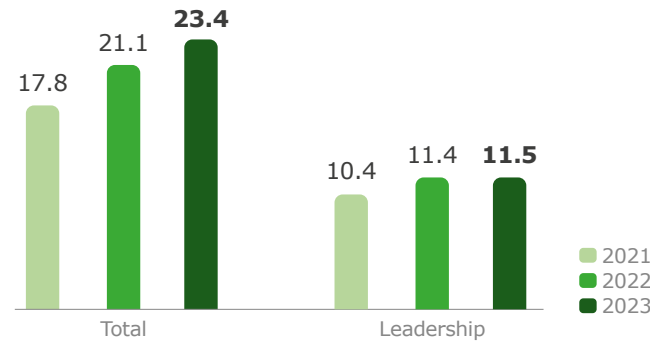
Employees by age group in 2023



Employees by race in 2023



Female representativeness¹ (in %)



1. Percentage of employees over the total workforce and in leadership positions each year.

Employee of Casa de Pedra (Congonhas, MG)



In 2023, the Company recorded an increase in female representation in its workforce



Off-road truck operator in Casa de Pedra (Congonhas, MG)

Human rights

In all its activities and in its value chain, CMIN values and promotes respect for human rights, integrating the theme into risk management and the relationship model with local communities. The Company manages the issue based on the United Nations Guiding Principles on Business and Human Rights, prepared by the UN, the Sustainable Development Goals (SDG) and the conventions of the International Labor Organization (ILO).

Since 2022, in partnership with the Center for Human Rights and Business at Fundação Getulio Vargas (FGV), CSN Mineração has been developing work to identify potential risks of human rights violations and improve programs and initiatives that mitigate this type of risk.

In this context, the Company completed the Human Rights Due Diligence process in the municipality of Congonhas (MG) in 2023. The study was developed based on the UN Guiding Principles for Business & Human Rights framework and identified 37 adverse potential impacts of operations on the topic, of which 14 were

prioritized. Also as a result of this analysis, CSN Mineração defined and began implementing 49 action plans for priority impacts and 95 mitigation initiatives for less critical impacts.

Another development of Human Rights Due Diligence was the consolidation of CMIN's Stakeholder Engagement Plan (SEP). This approach aims to build a system of structured dialogue with the units' stakeholders, guiding social investments and consolidating relationships with the community and other audiences within the operating unit's sphere of influence. In each location, a diagnosis identifies the current status of the relationship with stakeholders and human rights. Based on this diagnosis, an action plan is developed to direct and address the issues identified as critical and define the local corporate social responsibility strategy.

The Company's commitment to respecting human rights is explicit in the Code of Conduct and also incorporated into the practices already adopted for the qualification of employees and the monitoring of suppliers. In 2023, CSN Mineração promoted 6.1 thousand hours of human rights training for its internal public. Supply chain partners commit to following standards of conduct and non-violation of human rights through contractual clauses and requirements of general supply conditions. To investigate situations of potential deviation from these guidelines, the CMIN Whistleblowing Channel receives and processes complaints related to the topic (learn more on page 44).

Human rights training indicators

	2021	2022	2023
Training hours promoted	5,611	8,777	6,051
Number of employees trained	5,838	6,040	7,827
Percentage of people trained over headcount	78.1%	78.5%	97.6%

Employees in area inspection
at the Casa de Pedra unit
(Congonhas, MG)

Safety and well-being

Safety is a value of CSN Mineração and, therefore, the Company manages this issue, together with the promotion of the health and well-being of employees, as a priority. The structured management system is guided by policies and procedures to mitigate the risks of accidents with employees and third parties and the impacts on surrounding communities and the environment.

The Sustainability Policy also establishes the guidelines for safety management. The procedures and methodologies to be applied, through the proactive action of leaders, are described in the Occupational Health and Safety Management Manual – the document has an internal version and another specific for suppliers.

Action plans and measures to ensure safety, as well as performance indicators, are monitored through the Health and Safety Management System (SGSS, acronym in Portuguese), applicable to all CMIN units and covering 100% of employees and suppliers. The strategic elements and tools of the SGSS provide the structuring of programs focused on accident prevention, risk mitigation, and training of leaders and employees.

 Employee of Casa de Pedra (Congonhas, MG)



Click on the links to learn more



Sustainability Policy of CSN Group



Occupational Health and Safety Management Manual for Suppliers



Occupational Health and Safety Management Manual

STRATEGIC SGSS ELEMENTS

Employees of
Casa de Pedra
(Congonhas, MG)

1 Commitment & Leadership
It reinforces the engagement and commitment of all employees, own or third-party, in the daily challenge of making the work environment increasingly safer and healthier.

2 Communication
It aims to reduce health and safety risks through efficient communication with all stakeholders.

3 Standards & Procedures
Standardizes clean, safe, and healthy work practices through standards and procedures, involving routine or non-routine work for operational and administrative activities.

4 Behavioral Development
Requirements for the behavioral development of employees, own and suppliers, focused on prevention and continuous improvement in occupational health and safety.

5 Risk Management
Systematic to identify, evaluate, control, minimize or eliminate risks and impacts related to processes, activities, facilities, services and products and their possible consequences for people's health and physical integrity.

6 Change Management
It aims to ensure that all changes that occur in facilities, technology, processes, work environment and people are carried out in a controlled manner, so that risks or impacts are maintained at acceptable levels and in order to promote the improvement of performance in occupational health and safety.

7 Legal Requirements
It aims to ensure the identification, analysis and adaptation to the legal requirements related to occupational health and safety.

8 Planning
It aims to establish a system that ensures that strategic, operational and routine actions are planned in order to minimize the impact and keep the hazards and risks of processes under control.

9 Service Provider Management
It aims to ensure that service providers are committed to the practices, procedures and performance in line with the values and principles of the CSN Group.

10 Skills & Competence Management
Continuous process of training, qualification, qualification and acclimatization, for own employees and third parties to be able to carry out their activities in a clean, safe and healthy way.



Employee in the stock yard of Casa de Pedra (Congonhas, MG)



All suppliers undertake, through contractual clauses, to follow the guidelines established in the Occupational Health and Safety Management Manual for Suppliers and in the General Conditions for the Provision of Services. The documents establish minimum requirements, procedures and essential information so that service providers can be prepared and trained to carry out their activities at CMIN units.

On an annual basis, normative documents and management practices are also audited and updated. A multidisciplinary team conducts health and safety risk assessments considering the entire production cycle and, with a methodology adhering to ISO 31001, defines programs to prevent risks and ensure a safe work environment. These platforms include preliminary risk analyses, work permits, and the provision of individual and collective protective equipment. Risks associated with specific tasks are further mitigated through specific controls and documented in operational procedures or cross-audits between units.

In 2023, all CMIN operations underwent internal and cross-audits on the Health and Safety Management System

The evolution of the SMS, manuals and safety procedures also occurs with the direct contribution of employees. Different mechanisms ensure the participation of the workforce in the assessment of risks and discussions of improvements in systems and protective barriers, such as the Daily Safety Dialogues (DDSs, acronym in Portuguese), the annual promotion of the Internal Week for the Prevention of Accidents at Work and the Environment (SIPATMA, acronym in Portuguese), the periodic safety meetings between leaders and teams.

CMIN also has Internal Commissions for the Prevention of Accidents and Harassment (CIPAs, acronym in Portuguese), with representatives elected by the employees themselves and constituted in accordance with the Regulatory Standard (NR05, acronym in Portuguese) and Law No. 14,457/2022. CIPA members have employment stability, a mechanism that aims to curb retaliatory attitudes and offer an open space for employees to express concerns and complaints related to occupational health and safety.



Employee of Casa de Pedra (Congonhas, MG)

Safety campaigns

In April 2023, the Company held Safety Day, an event aimed at all employees. The professionals were engaged in the theme of safety through a lecture with a specialist in cognition, human behavior, accident prevention and leadership development.

Another annual action is the Faça Sempre o Certo campaign, aimed at raising awareness about the safety of workers and people around them. The topics, addressed by the units within the operation, deal with aspects such as safe behavior, interruption of unsafe activities, and safe crossings.

In addition, CMIN promotes ongoing awareness through thematic campaigns associated with the colorful months. One of the most significant is the Yellow May (road safety), which includes communications by health and safety teams, training for drivers and operators, and campaigns to prevent the use of alcohol and narcotics.

In 2023, more than **85 thousand hours of health and safety training** were promoted for employees and more than 16 thousand hours for third parties





Safety programs

Virtual reality training

Use of virtual platform with application of games and virtual assistant as facilitator of theoretical content, rules with animation pills and use of 3D glasses for simulations, providing experience in a virtual environment. In 2023, three new modules were implemented.

Readiness test

An online tool that assesses work readiness and predicts possible changes in the state of attention and response that could aggravate the risk of accidents due to personal factors. The test is carried out daily with employees who perform critical activities in all operating units. In 2023, participations increased by 113%, with the expansion of 700 test licenses, and there were no accidents with employees who participated.

Duty of refusal

Training and communication on procedures for preliminary risk assessment and guidance on not to immediately start or stop an activity in the event of hazardous situations. It covers employees and third parties who work in all units of the CSN Mineração.

Prevention Program for Alcohol and Narcotics (PPAE)

It acts preventively to combat the misuse of alcohol and/or other narcotics, aiming at the physical and mental integrity of employees and suppliers, through prevention, information and treatment. The entire process is carried out in compliance with the Company's medical confidentiality criteria and compliance guidelines. In 2023, 83,364 breathalyzer tests and 5,010 toxicological tests were carried out.

Health and safety performance indicator

The indicator measures the health and safety results of the CSN Mineração's units in a consolidated manner and allows visualizing, in addition to the reactive indicator, compliance with and adherence to preventive and legal health and safety programs.

Intelligent locking system

Automated system that allows the blocking of electrical energy in dangerous spaces in the event of maintenance or the need for electrical interference. In this way, the work stages become safer and more agile, guaranteeing the reliability of authorized professionals.

Initiatives involve employees and third parties in accident prevention

Employee in the dam monitoring room (Congonhas, MG)

AGIR Program

In 2023, the CSN Group launched the AGIR Program, which aims to reduce the risk of high-potential accidents and prevent fatalities, in addition to reinforcing the commitment of all managers to safety as a non-negotiable value. Also implemented at CSN Mineração, the program is based on three pillars and consolidates existing practices and actions at the units with the aim of strengthening the culture of prevention and continually improving work safety performance.

Occupational Health and Safety Culture

- Unify the Health and Safety Consequence Management procedure across the entire CSN Group.
- Implement the Occupational Health and Safety Recognition Program, with the aim of highlighting good practices carried out by employees. The intention is to encourage and disseminate these initiatives, promoting an increasingly safe working environment.

Critical Risk Management

- Implement Occupational Health and Safety (OHS) requirements for critical risks across all businesses.
- Awareness and training actions for critical activities in CSN's business.

Process Safety

- Strengthen the process safety culture, focusing efforts on sizing and implementing barriers in critical scenarios. A dedicated team of professionals is responsible for suggesting and evaluating actions to reduce or eliminate operational risks, resulting in reduced industrial costs. Furthermore, these experts review the critical points in the safety management of production processes.



Safety performance

In 2023, CMIN recorded an improvement in the performance of frequency and severity rates. In all, 24 accidents were recorded in the year, compared to 28 in 2022, even with the increase in the number of man-hours worked. Of the total, two accidents resulted in sick leave of more than 6 months (one with an employee and one with a third employee). The Company has reached the milestone of ten years without a fatal accident in its operations. Also noteworthy is the 43.9% reduction in the accident severity rate compared to 2022. All incident events are investigated by a multidisciplinary group, which identifies the causes and circumstances of the accident in order to share lessons learned in all CMIN units and define improvement plans.

 Employees of Pires Complex (Ouro Preto, MG)

CMIN health and safety indicators¹

	2021	2022	2023
Total man-hours worked	20,408,757	21,556,860	22,049,661
Number of recordable accidents	40	28	24
Number of accidents with serious consequences (except fatalities)	1	1	2
Number of fatal accidents	0	0	0
Total number of days lost and debited	1,195	1,388	796
Frequency rate of recordable accidents ²	0.39	0.26	0.22
Frequency rate of accidents with serious consequences (except deaths) ²	0.01	0.01	0.02
Frequency rate of fatal accidents ²	0.00	0.00	0.00
Accident severity rate ²	12	13	7

1. Consider own employees and third parties.

2. Rates calculated with the factor of 200 thousand man-hours worked.

Employee of
Casa de Pedra
(Congonhas, MG)

Health programs

Maintaining a healthy work environment is essential for employees to be able to perform their professional activities safely and without risk of accidents. Monitoring the health conditions of professionals and encouraging the adoption of healthy habits are essential for CMIN to achieve its goals.

The Company has the Medical Control and Occupational Health Program (PCMSO, acronym in Portuguese), which establishes types of examinations and periodicities to assess the physical and health conditions of employees, according to the functions performed and associated risks. In addition, every year the Company carries out vaccination campaigns against influenza and H1N1 (tetraivalent vaccine), hepatitis B and other diseases.

In 2023, 93%
of the employees
joined the vaccination
campaigns




The Company has CSN 10+, which brings together a set of programs to encourage improvements in the quality of life among employees. The initiative also covers programs and actions with medical services and guidance to increase well-being and physical and emotional health. Among them is the Awakening Program, a platform aimed at preserving workers' rest with a focus on maintaining reflexes, concentration, memory, agility and combating fatigue, contributing to the reduction of incidents.

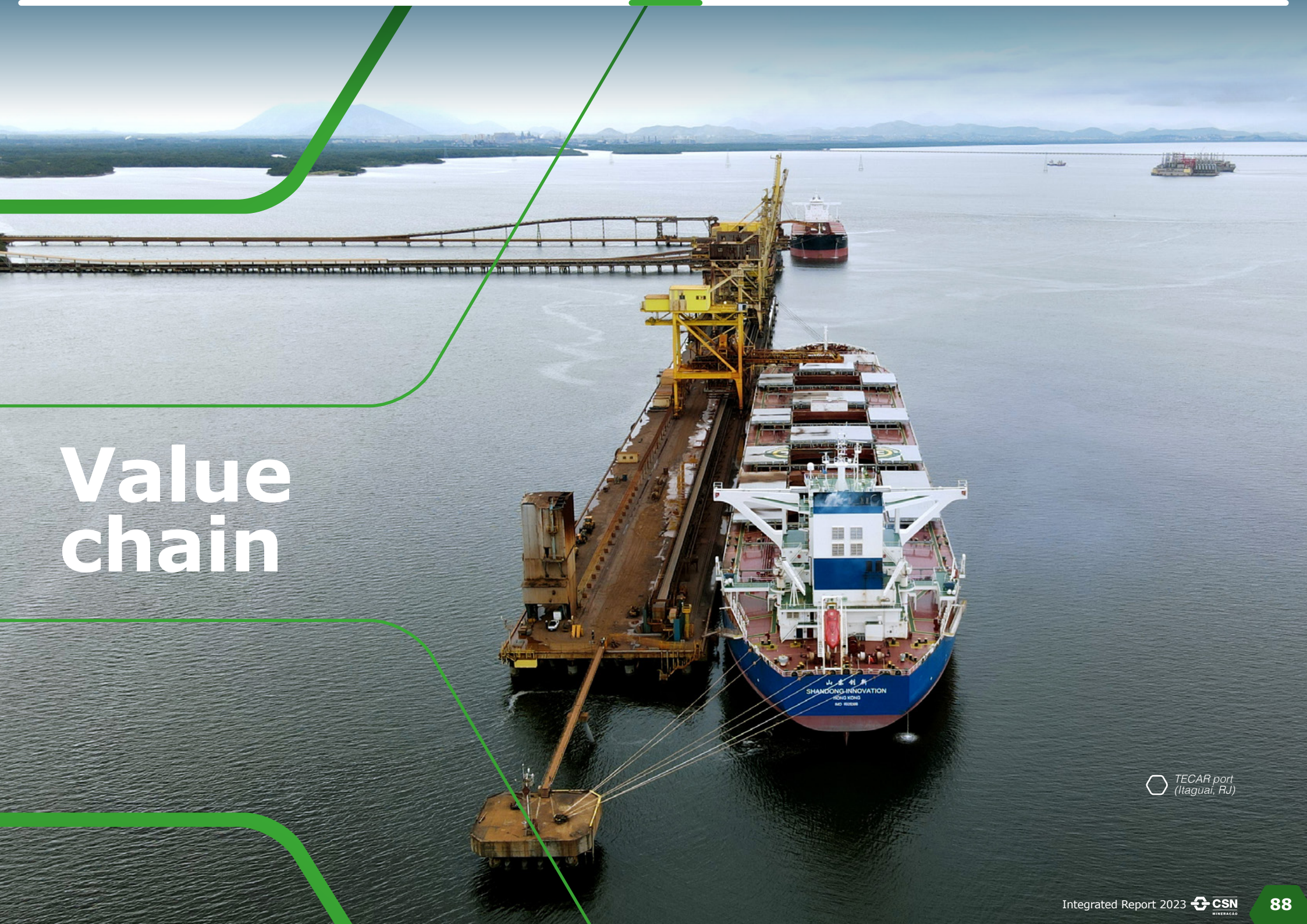
CMIN also offers Viva+, a program carried out in partnership with a network of gyms that contributes to the physical, mental and social health of employees and first-degree relatives, and the Personal Support Program (PAP, acronym in Portuguese), which provides free telephone service in situations involving personal and professional issues, with psychological, financial and legal guidance.

CSN 10+

- 1 Alcohol and Narcotics Prevention Program
- 2 Awakening Program
- 3 Ergonomic and Workplace Gymnastics Management Program
- 4 Fit & Healthy Plate Program
- 5 Hearing Conservation Program
- 6 Itinerant Medicine
- 7 Healthily Program
- 8 Skin Health Program
- 9 Anti-Smoking Program
- 10 Leave Management

 Employee of Casa d e Pedra (Congonhas, MG)

Value chain



TECAR port
(Itaguaí, RJ)

CMIN's business promotes positive economic impacts with the development of supply chains of materials and services associated with the activities and operations of the mining sector. In 2023, the Company allocated R\$ 12 billion in purchases and contracts with 1.4 thousand active suppliers.

In the relationship it establishes with these partners, the Company promotes mechanisms to guarantee and value respect for human rights, ethics, integrity, the best practices of fair competition, safety and sustainability. All suppliers go through a prior process of approval and documentary evaluation of legal compliance, in which they become aware of and adhere to CMIN's Code of Conduct and Anti-Corruption Policy. At this time, the partners also undertake to comply with the General Conditions for the **Provision of Services** and **Acquisition of Materials**, public documents registered with a notary by the CSN Group, the controlling company of CSN Mineração.

At this stage, depending on the suppliers' segment of activity, the presentation of management system certificates, such as ISO 9001 (quality management) and ISO 14001 (environmental management), and environmental licenses is required. In 2023, 100% of suppliers contracted

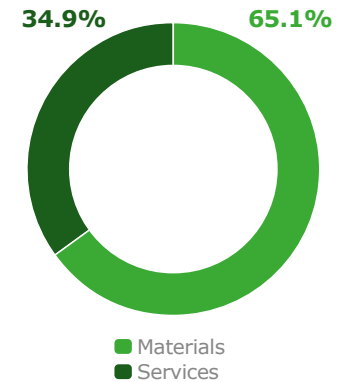
were evaluated on social criteria, such as labor and tax regularity and anti-corruption aspects. Furthermore, all suppliers eligible for analysis of environmental criteria (equivalent to 13.6% of the total) were evaluated at the time of contracting. The Company also prioritizes the development of local suppliers, as a way of promoting market growth and qualifying the regional workforce.

During the term of the contracts, CMIN monitors the labor compliance of the service providers and subcontractors. Through the Third-Party Management Center, the regularity of the collection of labor and social security taxes, the payment to contracted employees and the compliance with agreements defined in collective agreements, among other aspects, are verified on a monthly basis.

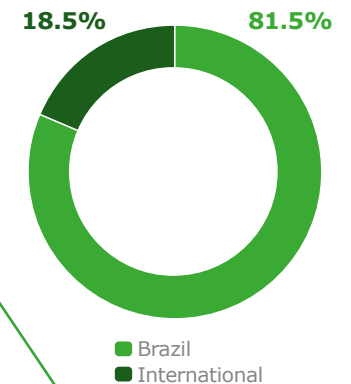


X-RAY OF CMIN'S SUPPLIERS IN 2023

Expenditures by supply category



Expenditures by geographic location



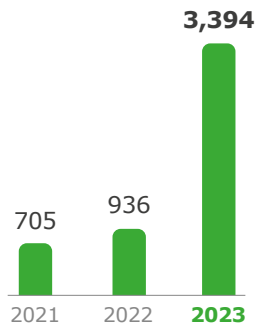
Compliance assessment

Partners and suppliers who engage with CMIN are subject to structured integrity assessments. These processes include Compliance and Anticorruption Background Check and Know Your Customer (KYC) methodologies and aim to identify the level of adherence to the ethics and compliance criteria established by the Company and ensure full respect for human rights, combating degrading labor practices such as child, forced or slave labor in the value chain. As part of the actions to improve the Compliance Program, the scope of these due diligence analyses was expanded, with the inclusion of an international tool.

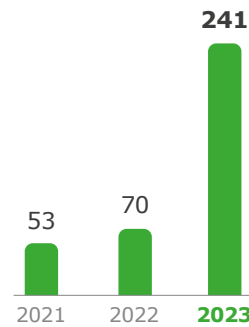
In the contracting processes, the level of criticality of the partners in relation to ethical issues is evaluated considering the business area, country of operation, corporate structure, final beneficiaries and cases of litigation, sanction or exposure in the press related to the topic. A prior analysis based on CSN's risk matrix and the supplier's National Classification of Economic Activities (CNAE, acronym in Portuguese) allows the identification of partners considered critical, which are then analyzed by the Audit, Risk and Compliance Department. Critical suppliers are continuously monitored and re-evaluated every 15 days. All contracts signed include anti-corruption clauses and the formal acceptance of suppliers to the Code of Conduct and the Anti-Corruption Policy of the CSN Group.

In 2023, 3.4 thousand due diligence analyzes were carried out on CSN Group suppliers, including CMIN partners. Suppliers are also one of the types of stakeholders included in the Human Rights Due Diligence (HRDD) process. This methodology aims to mitigate risks of disrespect for human rights in the locations where the production units are located (learn more on page 77).

Number of supplier due diligence performed¹



Number of contracts analyzed by the Compliance area^{1 and 2}



1. Data referring to the CSN Group, as the process is corporate without the possibility of segregating the specific number of due diligences of CSN Mineração.
 2. Historical data represented. The figures reported in previous reports refer to the total for each period, not the monthly average.

 Employee of Casa de Pedra (Congonhas, MG)



ESG Engagement

To strengthen supplier engagement in the sustainability agenda, CSN Inova Bridge launched in 2023 the Olívia Project, conducted in conjunction with the CSN Group Sustainability Department and that allows assessing the level of maturity of strategic partners in the application of good management practices on social, environmental and corporate governance issues.

The Olívia Project involved more than 100 suppliers from segments relevant to the value chains of the CSN Group's businesses, including CSN Mineração — chemical, packaging, mining and metallurgy inputs, among other types of activities.

The proof of concept (POC) of this initiative evaluated everything from the effectiveness of the engagement process to obtain ESG information in the questionnaires to the methodology for ranking respondents based on the disclosure of their practices. The structuring of this valuation model enables the Company to advance in mechanisms to promote and increase sustainable procurement processes.

The management approach to promote sustainable development in CMIN's supply chain was also improved in 2023 with the creation of dedicated structures in the CSN Group's Procurement Board. The creation of a coordination dedicated to ESG Management of Suppliers was the first step towards the development of an ESG risk matrix for these partners, which will guide assessment, training, engagement and innovation programs in the value chain. Furthermore, the Contract Management Center was expanded to all segments of the CSN Group, strengthening local management and monitoring of partners in each unit.

The Olívia Project involved more than 100 suppliers in obtaining information on the management of ESG aspects by these partners



Employees in the ore loading area of Casa de Pedra (Congonhas, MG)



Students of
Garoto Cidadão
project (São
Paulo, SP)

Local communities

CSN Foundation

CSN Mineração's relationship with the communities of the municipalities where its production units are located is guided by the purpose of transforming lives and promoting social development through positive impacts on people. This vision is embodied in the investments and projects of the CSN Foundation, which completes 63 years of operation in 2024 and is one of the longest-lived in the country.

The CSN Foundation's activities are developed in 37 territories and are organized into four axes of action – Culture, Education, Articulation and Curatorship. In 2023, the total social responsibility investment was R\$ 57 million, directed to projects and initiatives that benefited about 5.7 thousand young people.

In Congonhas (MG), the CSN Foundation manages the Center for Technological Education (CET, acronym in Portuguese), which, since 1961, has offered Elementary School II (6th to 9th grade), High School and Technical Education, in addition to professional training courses. In 2023, CET expanded its scholarship program to technical courses, after partnering with the Government of Minas Gerais in the Trails of the Future program, serving a total of 906 students (622 scholarship holders).



R\$ 57 million
invested in social
responsibility
in 2023

Students at the CSN Foundation Technological Education Center (Congonhas, MG)



CSN Foundation's lines of action

Education

Environmental Education Program

Environmental preservation and responsibility to transform the community with responsible behaviors towards the environment

Empowering Hospitality and Services

Professional training of young people carried out in CSN Foundation hotels

Empower to Grow

Promotion of youth protagonism and preparation for the world of work with emphasis on the Apprentice Program

Scholarships

Offer of scholarships in schools managed by the CSN Foundation in Congonhas and Volta Redonda

Theatre Scholarship

Access for young graduates of Garoto Cidadão to graduate in theater in partnership with the Célia Helena School Center for Arts and Education (São Paulo)

Citizen Mentoring

Support for the entry of young graduates of the Garoto Cidadão program into the CSN Group's Apprentice Program

Learning Connection

Job opportunities for young people in internship and apprenticeship programs

Culture

CSN Foundation Cultural Center (Rio de Janeiro)

A space for cultural diffusion focused on the formation and strengthening of art, education and culture

Garoto Cidadão

Present in 14 cities in 6 states (Minas Gerais, Mato Grosso do Sul, Paraíba, Paraná, Rio de Janeiro, São Paulo)

Tambores de Aço

Musical group composed of scholarship holders from Garoto Cidadão, between 13 and 19 years old

Stories that Stay

National program of consultancy, sponsorship and dissemination of Brazilian documentary

Articulation

Technical training

Training on the development of projects, fundraising and public policy for guardianship counselors, educators, public servants and members of Civil Society Organizations, with the aim of expanding coordination with territorial communities

Theory of Change

Promotion of social and cultural transformation through urban entrepreneurship, urban employability and rural productive inclusion
Street Art Tourist Center (Volta Redonda – RJ)

Support House

Meeting the demands of the local community in Congonhas (MG)

Curatorship

Analysis and selection of external projects for the allocation of resources via incentive laws to stimulate culture, education, health, sports and leisure



Click here to learn more about the CSN Foundation's work



Participants of the Tambores de Aço project



Managing impacts on communities

CMIN evaluates and monitors potential and actual negative impacts of its operations on surrounding communities. Based on studies of socio-environmental impacts in each location, they are identified and characterized, considering their intensity, duration and reversibility. The analyses support the development of impact mitigation plans and the implementation of mechanisms for receiving complaints.

The most significant impacts are related to the generation of noise and the emission of particulate matter, which can compromise the quality of life of populations. The operating characteristics of the units may also cause adverse effects on human rights aspects. Therefore, the Company conducted a Human Rights Due Diligence study in the municipality of Congonhas between 2022 and 2023, which identified 37 potential impacts on the topic, 14 of which were prioritized (learn more on page 77).

CSN Mineração has an Air Quality and Noise Control and Monitoring Program, which consists of automatic and semi-automatic monitoring stations. Another practice widely used at CMIN is the constant wetting of the roads, reducing the dust generated by truck and equipment traffic.



 Aerial view of the city of Congonhas (MG)





Participants of an Environmental Education Program action

To serve the population, in addition to Linha Verde, CSN Mineração provides the CSN Support House, located on the outskirts of Mina Casa de Pedra and with an important role in providing information to the population and formulating initiatives according to local demands and expectations. In 2023, the space provided more than 1,300 services, most of them related to people interested in working at the Company. By publicizing job opportunities, the Support House contributes to the generation of employment and income and acts as a catalyst for local hiring. Dialogue with the community neighboring CMIN is also promoted by the Communities Committee, which brings together 23 local representatives, including community leaders, civil society institutions and non-governmental organizations.

Another relevant initiative for local engagement is the Environmental Education Program (PEA), conducted in the municipalities of Congonhas, Belo Vale and Ouro Preto through lectures, events, workshops in public schools and other awareness-raising actions. The activities are planned based on a participatory socio-environmental diagnosis, in line with the Performance Standards on Social and Environmental Sustainability of the International Finance Corporation (IFC). In 2023, the PEA promoted 455 actions, which totaled 14,275 participations, among employees, suppliers and members of the Congonhas community.


Green Line

The Green Line, a communication channel available to all CMIN's audiences, complements the scope of the Environmental Management System (EMS). The platform receives complaints, suggestions, and requests for clarification related to environmental and social issues of the production units. In 2023, 14 complaints were received and all were treated. All incidents received on the Green Line are evaluated by specialized teams and receive a response to the treatment within a maximum of 15 days. The control of contacts, as well as the internal directions carried out for each case, is periodically reported to Senior Management and monitored in management meetings of operational, environmental and social indicators.

 **Green Line**
0800 282 4440
 **meio.ambiente@csn.com.br**

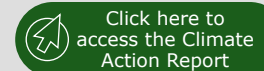
Climate change



 Aerial view of the Engenho mine (Ouro Preto, MG)


CSN Mineração is committed to the fight against climate change and the global effort to prevent the planet's average temperature from rising more than 1.5 °C, a commitment signed by Brazil and other countries in 2015, under the Paris Agreement. The Company's goal is, by 2044, to achieve carbon neutrality in scopes 1 and 2. To this end, CMIN the Company has structured a governance model and established mechanisms to innovate and direct investments with a focus on accelerating the decarbonization of its businesses.

The CSN Group, controlling company, has published its first Climate Action Report, which covers information on the CMIN. Released every two years, the document details the Company's strategy to contribute to the fight against global warming, assess risks and develop action plans to mitigate impacts and adapt its business to potential new weather patterns.



Climate strategy

To direct investments and initiatives towards the transformation of its business to a low-carbon economy, the CSN Group, controlling company, has structured its climate strategy based on three pillars: Mitigation, Adaptation and Stakeholder Engagement. Guided by these axes, 30 fronts of action and about 180 activities were consolidated in the CSN Group's Climate Action Plan (PAC), which includes aspects pertinent to CSN Mineração.

 Ore loading area at the Pires Complex (Ouro Preto, MG)

Mitigation

This pillar includes all actions related to the construction of the decarbonization journey, such as the development of sectoral roadmaps and management of decarbonization projects. Special attention is given to the quality of the data, in order to ensure their reliability so that they can adequately guide the Company's action plans.

Adaptation

Mapping of climate risks and opportunities for the construction of adaptation measures, always considering CSN Mineração's resilience in the face of different climate scenarios. In this context, the physical risks and opportunities and the transition to a low-carbon economy are considered.

Stakeholder Engagement

It is the link between CMIN and its stakeholders. It aims to build partnerships with new stakeholders to continuously incorporate external aspects into the Company's strategy, such as market trends, new technologies and public policies. This pillar also focuses its efforts on disseminating internal progress through reports, such as the Integrated Report and the CDP, to stakeholders.




Climate governance

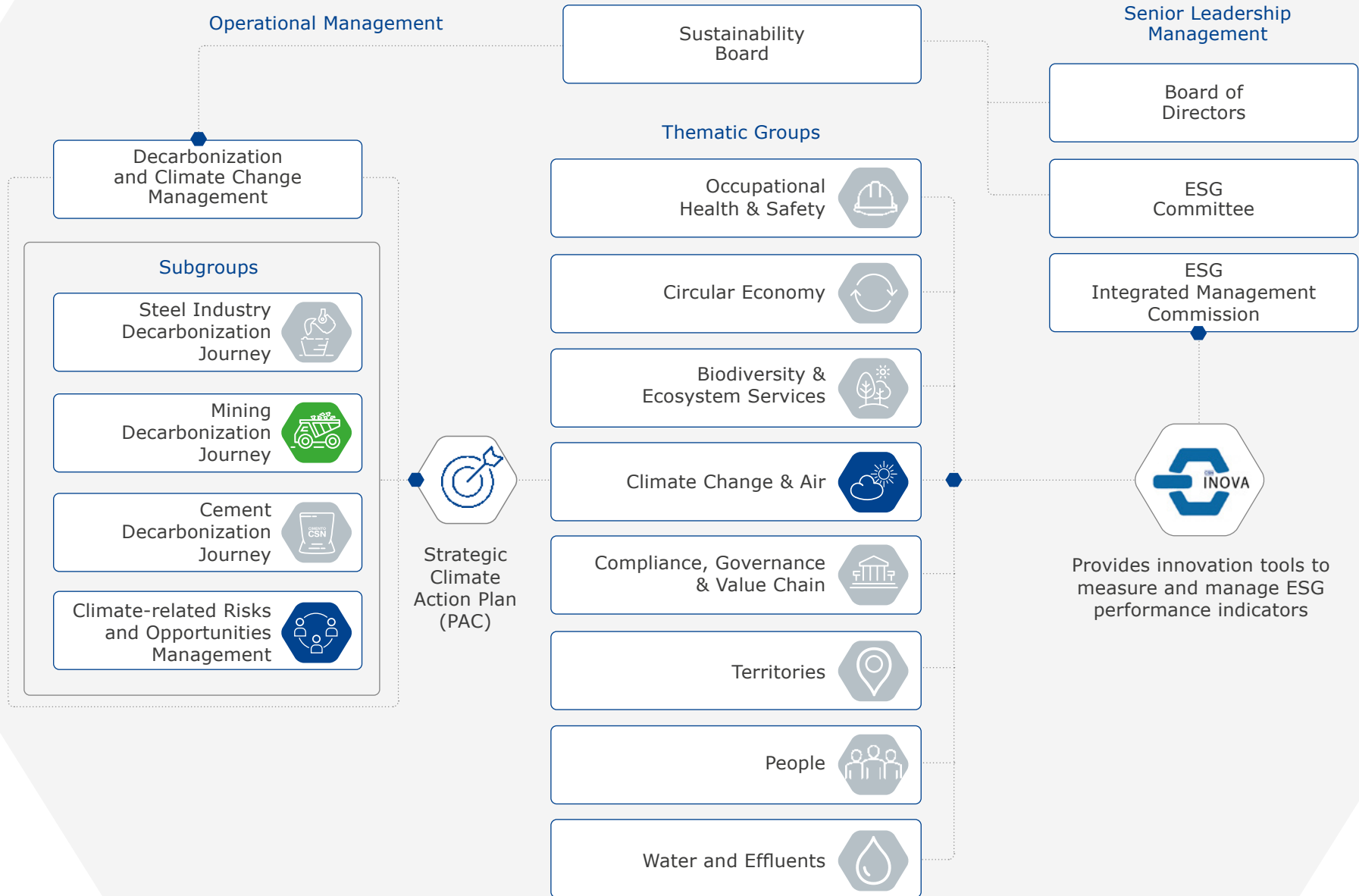
The evolution of the climate strategy is conducted and monitored in a vertical manner, through a governance structure dedicated to the subject that starts from the Board of Directors.

The ESG Committee, a body of the CSN Group that advises the Board of Directors, has the support of the Thematic Group on Climate Change and Air. Executively, the Decarbonization and Climate Change Management is responsible for interfacing with the other areas of the Company and directing the climate strategy.

The Mining Decarbonization Journey and Climate-related Risks and Opportunities Management subgroups were also constituted. All of them are connected to the Climate Change and Air Group and are responsible for managing and building climate indicators, in addition to playing a key role in implementing the climate strategy and operationalizing it in the routine work of operations, and managing the Company's decarbonization projects.

 Aerial view of HPP Quebra-Queixo (Ipuaçu, SC)

Climate governance structure



Mitigation

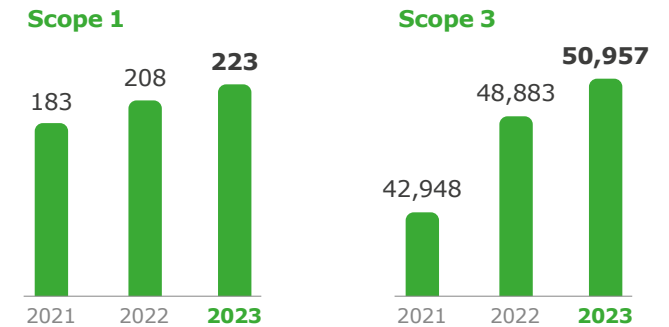
In the mitigation pillar of its climate strategy, CMIN develops and applies the tools to measure greenhouse gas (GHG) emissions and executes decarbonization projects for its businesses. Since 2021, CSN Mineração has been monitoring its emissions independently through a GHG emissions inventory, which is consolidated annually in accordance with the premises and standards of the Brazilian GHG Protocol Program. The inventory is audited by a third party and receives the Gold Seal. The document is available at the [Public Emissions Registry](#).

In 2023, CMIN's total direct emissions (Scope 1) were 223 thousand tCO₂e. This total is 7% higher than the

previous year due to production increase. Scope 2 emissions (purchase of electricity) are equal to zero, as the Company's electricity supply is 100% generated from renewable sources. Emissions intensity was 11.5% lower in the annual comparison, with 7.01 kgCO₂e per ton of ore.

Fuel consumption in operations is the main driver for CMIN's scope 1 emissions. In 2023, the energy generated from these inputs totaled 2.8 million GJ, an increase of 3.8% compared to the previous year, due to the increase in the Company's production volume. Of this total, 99.6% refer to diesel consumption in the fleet.

CMIN's GHG emissions inventory (thousand tCO₂e)¹

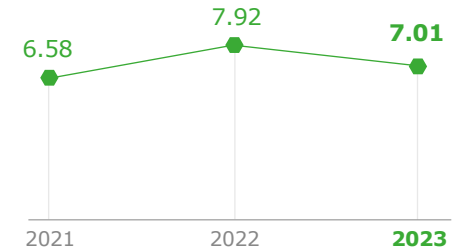


¹ The Company's scope 2 emissions are zeroed out by keeping its electricity consumption 100% renewable.

100%
of the electricity used by CSN Mineração is renewable and self-generated



CMIN emission intensity (kgCO₂e/tons of ore)

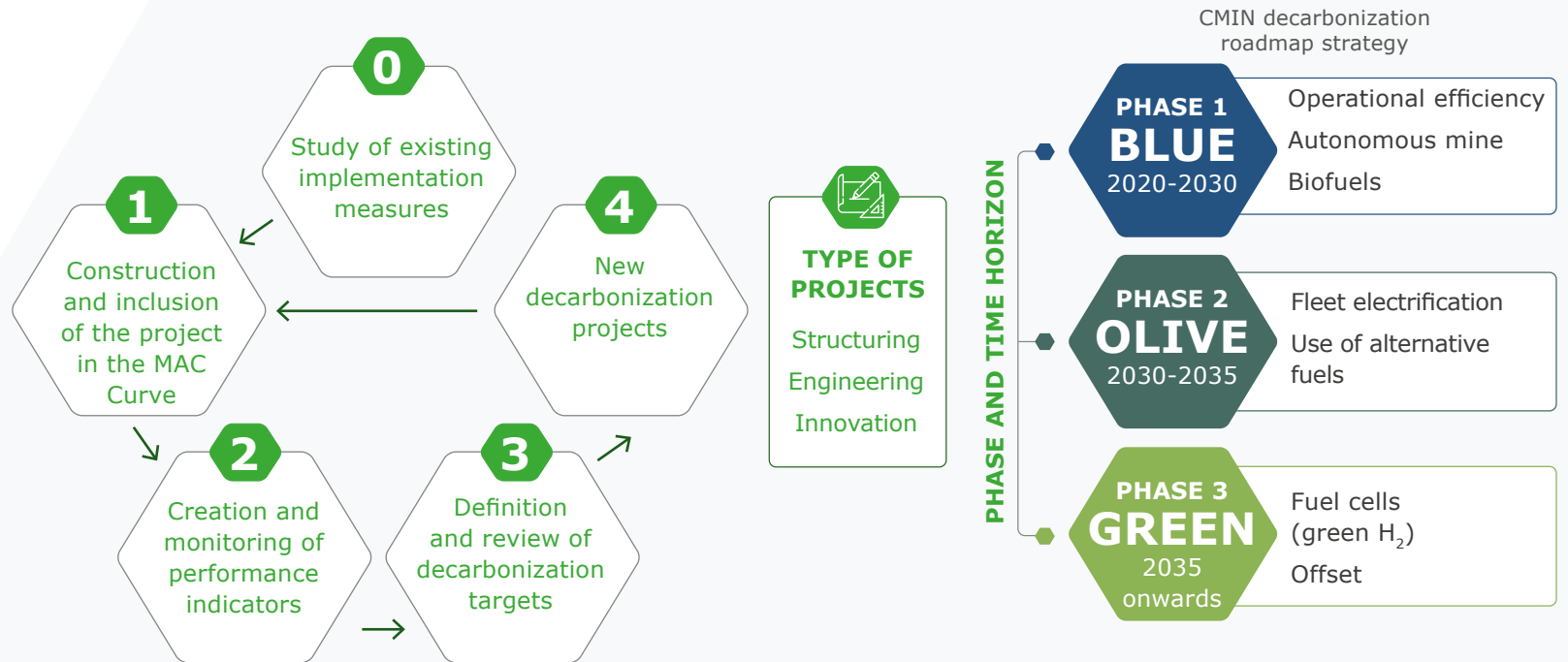


Pile of ore stock in Casa de Pedra (MG)

Decarbonization of CSN Mineração

CSN Mineração's decarbonization roadmap is continuously updated, with a methodology for planning, developing, implementing and improving the initiatives. One of the main tools for this assessment is the MAC Curve (check out on page 105). The instrument enables the analysis of each decarbonization project and technology, considering the mitigation benefits and the cost of implementation.

CONTINUOUS MANAGEMENT OF DECARBONIZATION ROADMAPS



Decarbonization targets Reduce CO₂e emissions per ton of iron ore by 30% by 2035 and be carbon neutral by 2044, considering Scopes 1 and 2. It considers CSN Mineração's mining activities at the Casa de Pedra mine and the Pires Complex. The GHG Protocol methodology is used as a basis for calculation.

Year	CO ₂ e emissions per ton of iron ore	Reduction
2020 (base year) ¹	7.10 kgCO ₂ e/t of ore	-
2023	7.01 kgCO ₂ e/t of ore	1.27% reduction compared to the base year
2035	4.97 kgCO ₂ e/t of ore	30% reduction in emissions
2044	Carbon neutral	-

1. The base year of the target was changed from 2019 to 2020 to consider the period in which the practice of moving dry waste without the use of dams became common. This significant change in the tailings management process impacts the level of GHG emissions in operations and, therefore, the comparison with 2020 is more appropriate.



Structured in three phases (Blue, Olive and Green) and with four driving forces, CSN Mineração's decarbonization journey directs the Company towards a carbon neutral model of iron ore production by 2044. The roadmap designed foresees the implementation of a series of structuring projects related to the operational efficiency of the Casa de Pedra mine and technological innovation for automation and electrification of the large fleet.

In 2023, CSN Mineração completed tests of two 100% electric trucks with a load capacity of 60 tons for off-road operations at the Casa de Pedra mine and acquired three vehicles of this type. The project foresees the gradual replacement of diesel-powered vehicles with new models powered by rechargeable batteries. In 2024, six more electrical equipment will be tested in operations: an excavator, a loader, two off-road trucks and two other smaller trucks.

 Electric trucks from Casa de Pedra (Congonhas, MG)

According to the estimate provided by the MAC Curve, the potential expansion of the use of electric trucks for current and future operation can reduce approximately 279.3 thousand tons of CO₂ equivalent over a period of ten years (2025-2035). Other routes being studied by the Company include the replacement of diesel with fuels from renewable sources, such as HVO (hydrogenated vegetable oil).

Last year, there was also progress in initiatives that reduce fuel consumption in diesel-powered vehicles. Tests to limit RPM (revolutions per minute) were completed and the start/stop system was developed and installed in large trucks. These projects foresee reductions in diesel consumption, by 2035, of around 1.2 million liters and 37.8 million liters of diesel, respectively.



Electric truck from Casa de Pedra (Congonhas, MG)

2023 HIGHLIGHTS

Positive test results of the two 60t off-road electric trucks

Acquisition of 3 **100% electric off-road vehicles**

Completion of test for RPM (revolutions per minute) limitation and expansion plan (- 1.2 million liters of diesel by 2035)

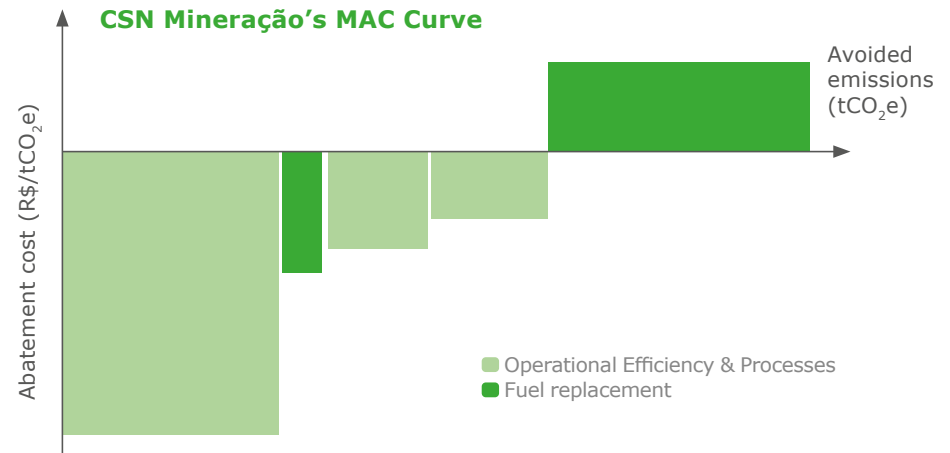
Development and installation of start/stop system for large trucks (-37.8 million liters of diesel by 2035)

Start of tests with additives to optimize fuel burn

Continued cold agglomeration testing with international partner



- Use of alternative fuels and biofuel
- Operational efficiency
- Use of renewable energy
- Fleet electrification



Adaptation

The Adaptation pillar encompasses the Company's initiatives to assess risks and opportunities associated with climate change that could impact all of its businesses. This process has been expanded and strengthened since 2021 and, in 2023, it was incorporated and integrated into the corporate risk management model.

One of the main advances on this front was the integration of the climate risk and opportunity assessment model with those related to nature into a single matrix. In this way, CSN Mineração strengthens its business capacity to adapt to externalities and new scenarios associated with environmental impacts (learn more about this integration on page 51).

Based on this analysis, CMIN started, in 2023, the Climate Vulnerability Study. The objective is to map, in a systemic way, the main vulnerabilities using a rigorous scientific method supported by the constructed climate scenarios, which will support the creation of the Climate Adaptation Plan. The Climate Vulnerability Study and the Plan will be finalized in 2024, supporting decision-making for the Company's transition in the context of a low-carbon economy.

 Environmental preservation area, close to the Casa de Pedra mine (Congonhas, MG)



TCFD Reporting

Governance Pillar

Recommendation	CSN Mineração's management	Learn more in the CDP Climate Change questionnaire	Learn more in the CSN Group Climate Action Report
a) Describe the board's oversight of risks and opportunities related to climate change	<p>The Board of Directors, together with the ESG Committee and the Integrated Management Commission, is responsible for supervising the performance of operational indicators and GHG emissions, the management of climate risks and opportunities, monitoring external discussions on the topic of changes in the climate and investments in decarbonization projects. The ESG Committee reports periodically to the Board of Directors. Furthermore, the management of climate risks and opportunities is integrated into the corporate risk management process, reporting to the Audit Committee. A statutory body, the Audit Committee is an advisory body to the Board of Directors.</p>	Question C1.1	Chapter Climate Governance (pages 19 and 20)
b) Describe the role of management in assessing and managing risks and opportunities related to climate change	<p>CSN's ESG Committee is made up of 15 of the Company's executives and acts as a non-statutory advisory body to the Board of Directors. On a monthly basis, members of the ESG Committee receive an executive report on the progress of the Climate Change & Air Group. In the meetings of the ESG Committee, the advances and challenges in the eight thematic groups that work on sustainability issues connected to the Company's strategy, including Climate Change & Air, are discussed.</p> <p>In its organizational structure, CSN, the parent company, has the Sustainability, Environment and Occupational Health and Safety Department, which reports directly to the CEO. The Department works in synergy with the ESG Committee and its Thematic Groups and has a Decarbonization Management, dedicated to the construction of decarbonization strategies, the control of indicators and the implementation of projects to reduce greenhouse gas (GHG) emissions.</p> <p>The work of the Climate Change & Air Group and the Decarbonization Management is guided by the Strategic Climate Action Plan (PAC, acronym in Portuguese), which brings together 180 initiatives on 30 fronts to promote the decarbonization of business, the management of risks and opportunities, and engagement with stakeholders in the value chain.</p>		

Strategy Pillar

Recommendation	CSN Mineração's management	Learn more in the CDP Climate Change questionnaire	Learn more in the CSN Group Climate Action Report
<p>a) Describe the risks and opportunities related to climate change that the organization has identified in the short, medium and long term</p>	<p>Since 2021, CSN has been carrying out a comprehensive mapping and assessment of the most relevant risks and opportunities related to climate change in the context of the activities, sectors and regions in which its businesses operate. In 2022, this process was improved with scenario analysis, sector benchmarking, and consultation of market studies and reports. As a result, 48 climate risk factors and 33 climate opportunity drivers were identified in 2023. After the Climate Vulnerability Study is completed, new physical risk factors will be added at a higher granularity to the analyses. Risks are assessed for the magnitude of impact, probability of occurrence in three time horizons (1 to 3 years; 4 to 5 years; and 6 years or more). Four critical risks and four opportunities were prioritized:</p> <p>Risks New international carbon pricing systems modifying the dynamics of consumption of raw materials for steel production; Change in precipitation patterns; Change in wind patterns; and Landslides on iron ore transport routes.</p> <p>Opportunities Product portfolio aligned with different climate scenarios and the needs of future society (scenarios for the expansion of sustainable infrastructure and resilient to climate extremes); Demand for higher quality iron ore from the end consumer; Investment in renewable energy and diversification of the energy matrix; and Circular economy and integration between sectors providing efficiency and impact reduction.</p>	<p>Questions C2.1, C2.2, C2.4 and C2.5</p>	<p>Chapter Climate Adaptation (pages 37 to 45)</p>
<p>b) Describe the impact of climate change-related risks and opportunities on the organization's business, strategy, and financial planning</p>	<p>All risks and opportunities are assessed in a 5 X 5 matrix that correlates the magnitude of impact and the probability of occurrence. Critical risks have their impacts assessed qualitatively and quantitatively in each of the three climate scenarios developed by the Company. The qualitative analysis identifies whether and to what extent (low or high) the risk generates an impact, or whether it can configure an opportunity in a given scenario. Quantitative analysis, on the other hand, establishes the financial level of the expected impact if the risk materializes. Critical opportunities are evaluated only qualitatively for each scenario.</p> <p>An example of the application of this methodology is the transition risk associated with the new carbon market in Brazil, which can impact the business strategy. This implies that the Company has in its strategy the vision of a feasible and real roadmap associated with reduction targets that contribute to the decarbonization of the country. Another example is the physical risk of extreme precipitation events that can impact mine operations. To mitigate this, CSN Mineração developed an action plan with measures carried out during the first half of each year (rainiest period), preventing significant production losses. Other critical risks can also impact the business by increasing operating costs, reducing product margins or causing damage to assets. In turn, opportunities such as the sale of iron ore with a content of 67% open up the possibility for the Company to increase revenues by making this material available for direct reduction routes.</p>	<p>Questions C3.3 and C3.4</p>	<p>Annex 2 (pages 64 to 75)</p>
<p>c) Describe the resilience of the organization's strategy, taking into account different scenarios related to climate change, including a scenario of 2°C or lower</p>	<p>The Company has been committed on multiple fronts to ensure the resilience of the business in the face of different climate scenarios. Physical risks will be more pronounced in the BAU scenario (4 °C), while transition risks will be predominant in the NZE scenario (1.5°C). For CMIN, the strategy and action plan remain unchanged regardless of the scenario. The main expected risks and strategic decisions to ensure greater climate resilience are:</p> <p>BAU Scenario More pronounced changes in climate patterns, including precipitation and wind, and a greater frequency of extreme weather events are expected, increasing the risk of landslides. Strategic adaptation measures include: decharacterization of dams; implementation of dry filtration processes, eliminating the generation of tailings in dams; preparation of a prevention plan for critical rainy periods; construction of drainage structures to prevent surface runoff; adoption of an operational plan to face extreme winds; and prioritization of maximum recirculation of water resources for new projects.</p> <p>NZE Scenario Greater pressure from society is expected on companies to reduce their emissions quickly, which implies more challenging decarbonization targets and the accelerated development of decarbonization routes. This scenario also presents opportunities for the production of high-quality ore, essential for the decarbonization of the steel sector. Strategic adaptation measures include: focusing on the production of 67% iron ore; electrification of large vehicles (main source of emissions in operations); and carbon neutrality target by 2044.</p>	<p>Question C3.2</p>	<p>Annex 2 (pages 64 to 75)</p>

Risk Management Pillar

Recommendation	CSN Mineração's management	Learn more in the CDP Climate Change questionnaire	Learn more in the CSN Group Climate Action Report
<p>a) Describe the organization's processes for identifying and assessing climate change-related risks</p>	<p>Since 2021, CSN Group and CMIN have been carrying out a systemic assessment of climate risks and opportunities in a four-phase process:</p> <p>Climate Risks and Opportunities Process Methodology Definition of the parameters for the identification and assessment of risks and opportunities, including granularity and comprehensiveness of the analyses, time horizon, taxonomy, impact ruler and assessment approach.</p> <p>Mapping and prioritizing climate risks and opportunities Identification of risks and opportunities and evaluation of these in a 5 X 5 matrix of magnitude of impact and probability of occurrence, with a scale on each axis from "Very low" to "Very high".</p> <p>Climate Scenario Assessment Assessment of the risks and opportunities considered critical in each of the three climate scenarios.</p> <p>Climate Adaptation Definition of climate adaptation actions.</p>		
<p>b) Describe the organization's processes for managing climate change-related risks</p>	<p>Since 2022, the climate risk management process has incorporated the taxonomy provided for by the TCFD. Based on a qualitative analysis in conjunction with the operation, the risks and opportunities are evaluated considering the magnitude of impact and probability of occurrence. Within the Climate Change & Air Group, a specific subgroup is dedicated to the Management of Climate Risks and Opportunities, continuously assessing the corporate climate risk matrix and incorporating market trends and innovations into the management process.</p> <p>In 2023, the Company initiated a vulnerability study that will raise the level of maturity in risk management. In addition, the matrix of risks and opportunities was revised to incorporate aspects related to nature in an integrated manner, aiming at achieving integrated climate and nature risk management, aligned with the TCFD and TNFD frameworks.</p>	<p>Questions C2.1 and C2.2</p>	<p>Chapter Adaptation Pillar (pages 37 to 45)</p>
<p>c) Describe how processes for identifying, assessing, and managing climate change-related risks are integrated into the organization's overall risk management</p>	<p>Climate and nature risk assessment and management are integrated into the Company's corporate risk management model and are part of the Company's Corporate Risks Matrix. Based on the framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), this model consists of three lines of defense and is monitored by the Audit Committee and the Board of Directors.</p>		

Metrics and Goals Pillar

Recommendation	CSN Mineração's management	Learn more in the CDP Climate Change questionnaire	Learn more in the CSN Group Climate Action Report
<p>a) Disclose the metrics used by the organization to assess risks and opportunities related to climate change in accordance with its risk management strategy and process</p>	<p>The identification and assessment of climate risks is conducted in line with the recommendations of the TCFD and based on strategic external reports (IPCC, IEA, etc.), benchmarking and internal analysis of the Company. The model covers, among other methodologies, the Marginal Cost of Abatement Curve and the Study of Climate Scenarios. The prioritization of risks and opportunities considers a matrix of probability of occurrence and magnitude of impacts in the short, medium and long term time horizons.</p>	<p>Questions C2.1 and C2.2</p>	<p>Chapter Adaptation Pillar (pages 37 to 45)</p>
<p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks</p>	<p>CSN Mineração annually calculates and discloses its greenhouse gas inventory, according to market methodologies: Brazil GHG Protocol Program; IPCC Guidelines for National Greenhouse Gas Inventories, 2006; and ISO 14064-1. The inventory covers scopes 1, 2 and 3 and is verified by a third party. This information is disclosed in the Integrated Report (learn more on page 102), in the Public Emissions Registry of the Brazilian GHG Protocol Program and in the CDP questionnaire.</p>	<p>Sections 5 and 6</p>	<p>Not applicable</p>
<p>c) Describe the goals used by the organization to manage climate change-related risks and opportunities and performance against the goals</p>	<p>CSN Mineração has GHG emissions intensity targets, in addition to having a carbon neutral target. 30% reduction in CO₂e emissions per ton of ore produced by 2035 (scopes 1 and 2); carbon neutral on scope 1 and 2 emissions by 2044.</p>	<p>Questions C4.1 and C4.1b</p>	<p>Not applicable</p>

Stakeholder Engagement

CSN Mineração participates in different initiatives that contribute to investors and other types of stakeholders having access to the climate governance model, risk and opportunity management, and progress of projects aimed at positioning businesses in a low-carbon economy. The evaluations obtained by the Company in recent years show the quality of the mechanisms implemented and the transparency in the disclosure of information.

One of the main initiatives in which the Company has participated since 2021 is CDP, the main global platform that companies and cities use to report information on governance and impacts associated with climate and water security. In 2023, the Company maintained a B grade in the Climate Change and Water Security questionnaires, a score also obtained in the previous year. In addition, since 2022, CSN Mineração has been part of the Carbon Efficient Index (ICO2) of B3 – the São Paulo stock exchange.

The Company's management and performance in relation to climate aspects have also contributed to the continuous improvement in other international ESG ratings. Sustainalytics, an

agency that assigns ESG performance scores to companies in different countries, is one of these main platforms. In 2023, CMIN obtained a risk-related score of 23.1. See the full performance on page 58.

CSN Mineração has also established partnerships for technological development and innovation in the area of decarbonization. Among the actions, we highlight the development of a system for adding hydrogen to diesel engines for open-pit mining trucks, in partnership with a Brazilian university, and cooperation with the companies Shell and Itochu Corporation, through a memorandum of understanding (MoU) signed in 2022, to implement and test solutions to reduce the sector's GHG emissions and identify and evaluate opportunities in the different phases of the decarbonization journey.

The engagement of partners on climate change is also driven by CSN Inova, which operates on four fronts in the search for industry 4.0 solutions and technologies. Among the key themes developed by CSN Inova, the decarbonization of production processes stands out (find out more on page 60).



Employee of Casa de Pedra (Congonhas, MG)



Protected watercourse
in CMIN area
(Congonhas, MG)

Eco-efficiency



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Thickener in
Casa de Pedra
(Congonhas, MG)

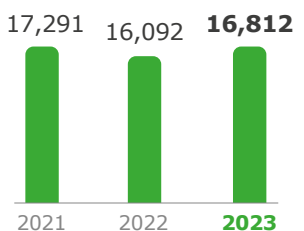
Water & effluents

Water consumption is a priority aspect for CSN Mineração's environmental management. Water resources are essential for operations and, therefore, the Company's focus is to increase actions and projects aimed at increasing water recirculation and reuse, reducing the demand for new withdrawals. In 2023, the total volume of water withdrawn by CMIN was 16.8 thousand megaliters, which represents an increase of 4.5% compared to the previous year due to production increase.

This scenario of operational growth, the investments to improve the ore processing process at the Central Plant and the reuse of water from the dams allowed the reduction of specific water consumption in the mining segment in 2023 – totaling 0.26 cubic meter per ton of ore produced. Also noteworthy is the maintenance of the 88.2% level of water recirculation at the Casa de Pedra unit.

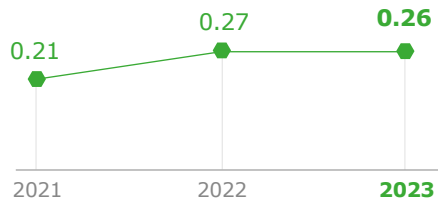
CSN Mineração works to be more efficient in the use of natural resources and in actions to mitigate potential environmental impacts resulting from mining and logistics operations. Guided by the guidelines of the Sustainability Policy and the tools of the Environmental Management System (EMS), both corporate of the CSN Group, CMIN directs investments and carries out projects focused on improving water management and the control of particulate matter emissions

Total water withdrawal from CMIN (megaliters)¹



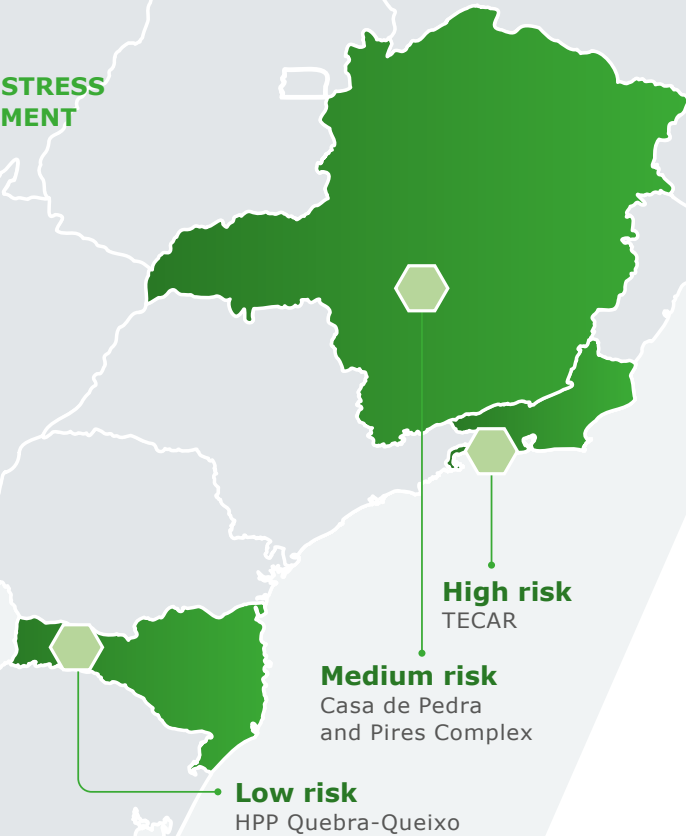
1. In the three-year period, withdrawal in areas with water stress represented 0.7% of the total.

Water intensity at CSN Mineração (m³ withdrawn per ton produced)¹



1. Calculated based on the production of iron ore (wet + dry) and the capture of water intended only for the ore production process, considering the water used in the Central Plant, in the Pires Complex and drinking water.

WATER STRESS ASSESSMENT



CMIN's water management encompasses the establishment of goals related to water consumption, the assessment of water stress and engagement in basin committees

In 2023, CSN Mineração revised its water efficiency goals, establishing the ambition to maintain water intensity below 0.45 cubic meters of water withdrawn per ton of ore produced until 2032. The Company also committed to achieving, by 2032, a water recirculation rate of 94% at the Casa de Pedra unit.

This update reflects the work, throughout the year, of the Thematic Group of Water and Effluents, linked to the ESG Committee. This group analyzed consumption projections for the Casa de Pedra unit, considering the entry of new plants with technologies different from those currently used, the dam de-characterization project and the production of iron ore with high content and high quality, which demands more processing steps. The assessments were consolidated into a detailed water consumption curve for the next ten years.

In addition, the Company updated its water stress risk assessment in the regions where the units are located, using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas platform and the World Wildlife Fund's (WWF) Water Risk Filter. The Casa de Pedra unit, responsible for 99% of the volume withdrawn in operations, is located in an area at medium risk of water stress, a scenario that reinforces the importance of quality management and the search for eco-efficiency in the use of water resources.

CSN Mineração also improves its management of water resources through participation in committees and forums dedicated to the evaluation of shared water use, in particular the Paraopeba River Basin Committee and the Upper São Francisco Basin Committee. In these instances, in partnership with representatives of civil society, the Company seeks to identify opportunities to contribute to the improvement of impact assessment and improve its performance.

Air quality

Atmospheric emissions of particulate matter are a potential environmental impact of CSN Mineração's activities. The aspect is managed through the guidelines, procedures and tools of the Environmental Management System (EMS). In all its units, the Company monitors air quality through automatic and semi-automatic monitoring stations located around operations and acts proactively to ensure compliance with the standards and limits established by the environmental licensing agencies, ensuring the

maintenance of the health and quality of life of the surrounding communities.

CMIN has strict controls in place to mitigate the emission of particulate matter. The Company uses fixed and automated water sprinkler systems on roads and processing plants and constantly cleans vehicles traveling on public roads. Specific polymers are applied to piles and slopes to prevent the suspension of particles, in addition to other techniques such as hydroseeding, application of biomats and nylon meshes.

Air Quality Monitoring (PM<10 Inhalable Particles) (µg/m³)¹

	2021	2022	2023	Air Quality Index ²
CSN Mineração - Novo Plataforma neighborhood	29.0	32.6	43.3	Good
CSN Mineração - Basílica neighborhood	29.9	26.7	27.8	Good
CMIN - EMMA 1 - Plataforma neighborhood	35.0	36.0	30.5	Good
CSN Mineração - Casa de Pedra neighborhood	27.0	28.0	23.6	Good
CSN Mineração - Cristo Rei neighborhood	29.0	28.0	24.1	Good
CSN Mineração - Esmeril neighborhood	24.0	25.0	20.4	Good
CSN Mineração - Comunidade Belo Vale neighborhood	na	na	23.8	Good
TECAR - Vila Califórnia neighborhood	23.7	25.5	23.3	Good
TECAR - Vila Aparecida neighborhood	24.6	25.3	19.5	Good
TECAR - Brisamar neighborhood	24.9	25.0	22.8	Good
TECAR - Sítio Terezinha neighborhood	24.8	27.2	24.1	Good

1. In 2023, an improvement in the indicator was recorded in 8 of the 12 monitoring points, mainly due to the increase in mine sprinkler activities and polymer dissemination, aiming at reducing particulate matter.
 2. Considers the result "Good" in more than 90% of the measurements in the year.

Employee at air quality monitoring station in Casa de Pedra (Congonhas, MG)





Dams and co-products

 Dam monitoring equipment in Casa de Pedra (Congonhas, MG)



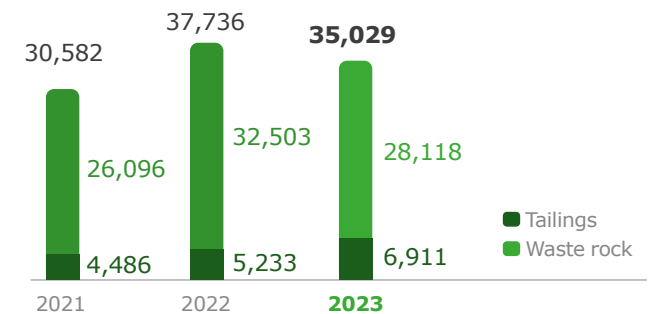
 Casa de Pedra Dam
(Congonhas, MG)

CSN Mineração’s activities generate two types of mineral waste – waste rock (soil without economic use) and tailings (disposal from iron ore processing). Therefore, CMIN has innovated and improved its production process.

The installation of High Intensity Magnetic Concentrators (CMAIs) increases iron recovery during processing, thus reducing the generation of waste rock. After this stage, a complete filtration structure allows the removal of almost all the water from the waste rock. Supported by this production route, the Company has been practicing dry stacking of tailings since 2020, avoiding the use of dams.

CMIN has also invested in research projects aimed at identifying opportunities to increase the reuse of mining tailings. One of them is the feasibility of using this material by CSN Cimentos in the form of pozzolan for additives or replacement of cementitious products. With a focus on reducing tailings generation, CSN Mineração and CSN Inova are evaluating solutions to extract even more iron from the tailings from the central plant, in order to enable its use in the steelmaking process. These are examples of how the CSN Group’s integrated business portfolio provides synergies and value generation, connecting the production routes of the different segments.

Mineral waste generated by CMIN
(thousand tons)



De-characterization of dams

In conjunction with this pioneering transformation in production routes, CMIN has been conducting a large-scale project to de-characterize all existing dams at the Casa de Pedra Mine and the Pires Complex. In 2023, the Company completed the civil works to de-characterize the Vigia Dam, the third to be completed. After the mandatory monitoring period of two years, the structure will be de-characterized by regulatory bodies. Before it, the Auxiliar do Vigia (completed in 2021) and the B5 (completed in 2020) dams were already de-characterized.

CSN Mineração's de-characterization program follows a strict schedule approved with the competent authorities and monitored by the National Mining Agency (ANM). The project even exceeds legal obligations, as it provides for the elimination of all dams, regardless of the construction method. The Casa de Pedra dam, built by the downstream method and, therefore, without legal obligation, will also be de-characterized. The work of this program is monitored by the Company's Dam Committee.

Employees in the dam monitoring room (Congonhas, MG)



In 2023, CSN Mineração completed the civil works to de-characterize the Vigia Dam and contracted the engineering studies to de-characterize the Casa de Pedra Dam

DAM DE-CHARACTERIZATION SCHEDULE

		2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031+
Casa de Pedra	B5	█	✓										
	B4		█	█	█	█	█	█	█	█	█	█	█
	Casa de Pedra				█	█	█	█	█	█	█	█	█
Pires	Auxiliar do Vigia Dam	█	✓										
	Vigia Dam		█	█	✓								

Dam safety

CSN Mineração has no records of accidents at its dams. Even so, the topic is managed as a priority within the scope of the Company's ESG agenda. All of CMIN's dams are classified at zero emergency level and have stability declarations.

Safety routines include visual inspection of dams and dikes no more than every 15 days, with georeferencing drone flights; external audits carried out twice a year; cross-checking (peer review) of audits and projects; online and real-time data capture through automated instruments; data analysis and reading; with the support of software and data analytics to identify alterations; and endoscopic inspection to measure the installed pressure and water levels.


CMIN has, for 100% of its structures, the Dam Safety Plans and the Emergency Action Plans for Mining Dams (PAEBM). These documents help public authorities and civil defenses to develop their safety plans and emergency actions to protect the population in the event of accidents.



100%
of the Company's
dams have a
Declaration of
Stability Condition
(DCE)

 Casa de Pedra Dam
(Congonhas, MG)

Biodiversity

 Legal Reserve of the Casa de Pedra mine (Congonhas, MG)

CSN Group, controlling company of CSN Mineração, has a governance model and structured processes to identify, assess, and address risks and opportunities related to impacts on biodiversity. The guidelines and parameters for this management are established in the Biodiversity Policy, applicable to all CSN Group businesses.

This mode of action has been strengthened since 2021, with the creation of the Biodiversity and Ecosystem Services Thematic Group, linked to the ESG Committee, and has been unfolding in action plans to mitigate negative impacts and enhance contributions to the preservation of biodiversity. In 2023, given the international context and demands and regulations on the biodiversity and ecosystem services agenda, CSN Mineração defined two main work fronts: risks related to nature and preservation.

In 2022, the Company publicly expressed its intention to adopt the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) in the management and disclosure of risks and opportunities related to nature. This movement culminated in the inclusion of the CSN Group in the list released by the TNFD at the beginning of 2024, which brings together companies committed to the adoption and early dissemination (category 2024 or Earlier) of the recommendations of this framework.

CSN Mineração is among the companies that have committed to the early adoption and dissemination of the TNFD recommendations



CMIN
environmental
preservation area




 CMIN Private Natural Heritage Reserve (RPPN)

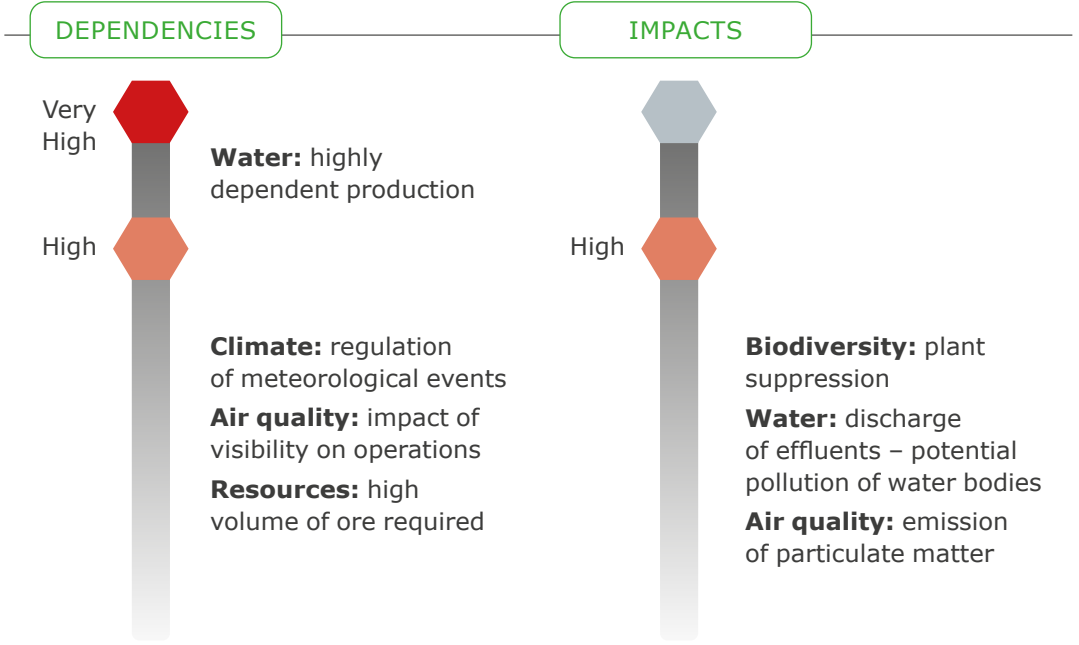
To guide efforts in this context, CSN Group carried out mapping and prioritization of business impacts and dependencies on different types of ecosystem services between 2022 and 2023, consolidated in the Climate and Nature Risk Matrix (learn more on page 51).

This process considered market studies and the methodology developed by the World Resources Institute (WRI), one of the main independent organizations focused on environmental conservation.

The assessment, carried out in line with TNFD recommendations, offers input for the development of a roadmap to establish action plans and projects aimed at biodiversity conservation. The Company's objective is to structure innovation goals and routes with a focus on improving operational performance, establishing mechanisms to mitigate risks and enhance positive impacts.

 [Click here to learn more about the CSN Group's Biodiversity Policy](#)

MAIN DEPENDENCIES AND IMPACTS PRIORITIZED FOR CSN MINERAÇÃO



In 2023, the Company implemented the Biodiversity Index for Operations (BIO). The project was conducted by 15 professionals, involving specialists from CSN Mineração and other areas of the CSN Group. This multidisciplinary group developed a platform to compare relevant aspects of biodiversity under the same metrics, making it possible to identify and rank operations with more or less preserved areas.

The BIO consists of a set of indicators and diagnoses that guide the standardization of biodiversity monitoring systems and the preparation of regular follow-up reports. Its development is based on the Biodiversity Indicator and Reporting System (BIRS) methodology of the International Union for Conservation of Nature (IUCN).

The result of the assessment shows the biodiversity's degree existing at the site and is expressed as the Site Condition Class (on a

scale of 1-10), considering three factors: area of each type of habitat identified; the ecological condition of these habitats, including improvements and threats; and the singularity and ecological importance of each habitat in the regional context. These assessments are weighted by the territorial extension assessed and, therefore, georeferencing from the beginning of the process and the structured control of quantitative and qualitative indicators are fundamental for the assertiveness of the analyses.

BENEFITS OF BIO BIODIVERSITY INDEX

- Improving the measurement of progress towards preserving the condition of existing biodiversity
- Standardization of the numerical expression for the adequacy of biodiversity
- Historical Comparison of Operating Units
- Consolidation of results at national, regional and global levels
- Establishment of goals and metrics to define no net loss and net gain

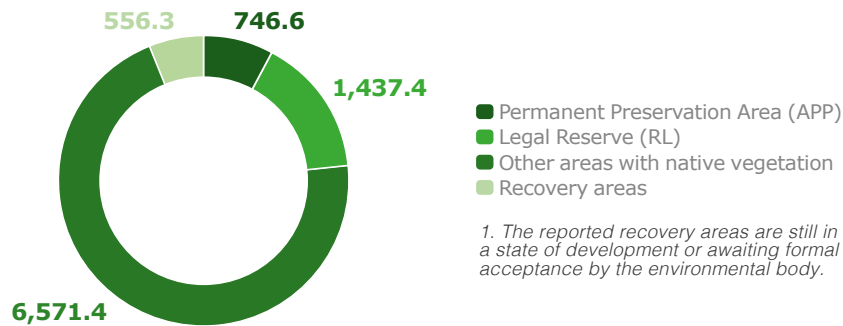


Preservation of natural areas

CSN Mineração is responsible for the maintenance and preservation of approximately 9.3 thousand hectares of natural areas. This total includes areas with native vegetation, sites in the process of restoration, as well as Permanent Preservation Areas (APP), Legal Reserves (RL) and Private Natural Heritage Reserve (RPPN) in the state of Minas Gerais.

Mining activities have the potential to reduce natural habitats as a result of vegetation suppression for access to mineral resources. In this sense, the Company establishes mechanisms to mitigate negative impacts, seeking, in order of priority: to avoid interference in natural areas; minimize potential impacts; and offsetting adverse effects on biodiversity. All mining areas have their closure plans periodically updated and have recovery plans for degraded areas. These areas are gradually recovered as exploration is exhausted (in the case of mines) and end of use (in the case of waste deposits).

Habitats protected or in the process of restoration in 2023 (hectares)¹



1. The reported recovery areas are still in a state of development or awaiting formal acceptance by the environmental body.





 CMIN's Legal Reserve area (Congonhas, MG)

Since 2021, CSN Mineração has been developing a comprehensive study on biodiversity at the Casa de Pedra mine, aiming to meet the Performance Standards on Socio-environmental Sustainability, PS 6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources of the International Finance Corporation (IFC). Among the actions carried out on this front are the preparation of a management plan for the Jurema RPPN, together with the preparation of the Biodiversity Action Plan (BAP) and the Biodiversity Monitoring and Assessment Plan (BMEP).

BIODIVERSITY MANAGEMENT PROGRAMS

-  Flora rescue
-  Phenological monitoring
-  Seed collection
-  Scaring away and rescuing fauna
-  Environmental compensation
-  Revegetation of exposed soil
-  Monitoring of fauna and flora
-  Forest fire prevention
-  Execution of drainage projects
-  Implementation of sediment containment devices
-  Signs of roads against roadkill, fauna
-  Environmental education programs

TNFD Reporting

Governance Pillar

Recommendation	CSN Mineração's management	Learn more
<p>a) Describe the board's oversight of nature-related dependencies, impacts, risks, and opportunities</p>	<p>Since 2023, the Board of Directors, together with the ESG Committee and the Integrated Management Commission, has supervised the Company's main impacts and dependencies related to ecosystem services. Additionally, risks and opportunities related to nature also began to be managed within the scope of the ESG Committee last year. The topic is discussed once a year in the Committee's regular calendar and in an extraordinary manner, whenever necessary.</p>	<p>ESG Management Section (page 55)</p>
<p>b) Describe the role of management in assessing and managing nature-related dependencies, impacts, risks and opportunities</p>	<p>CSN, the controlling company, has an ESG Committee, which supports the Board of Directors' deliberations on environmental, social and governance risks. The ESG Committee works together with the Sustainability Department, which reports directly to the CEO of the CSN Group, in the management of indicators, assessment and identification of risks related to nature, development of actions to mitigate risks and capture opportunities and leadership engagement.</p>	<p>ESG Management Section (page 55)</p>
<p>c) Describe the organization's human rights policies and engagement activities, as well as board and management oversight, with respect to indigenous peoples, local communities, affected stakeholders, and other stakeholders, in the organization's assessment and response to nature-related dependencies, impacts, risks, and opportunities</p>	<p>Also within the scope of the ESG Committee, through the Territory Thematic Group, senior management supervises the Company's management related to local communities and traditional peoples, in addition to projects aimed at local development and respect for human rights. In 2023, the Human Rights Due Diligence carried out in Congonhas (MG) stands out.</p> <p>Engagement activities with interested parties to assess dependencies, impacts, risks and opportunities related to nature are carried out through the Company's engagement in internal forums, such as the ESG Committee, and external forums, such as community and river basin committees, public hearings and other social and sectoral participation events.</p>	<p>Human Rights Section (page 77)</p>

Strategy Pillar

Recommendation	CSN Mineração's management	Learn more
<p>a) Describe the nature-related dependencies, impacts, risks, and opportunities that the organization has identified in the short, medium, and long term</p>	<p>Main dependencies mapped:</p> <ul style="list-style-type: none"> • Very high: Water – highly dependent production • High: Climate – regulation of meteorological events; Air quality – impact of visibility on operations; and Resources (fuel and ore) – high volume of ore required <p>Main mapped impacts:</p> <ul style="list-style-type: none"> • High: Biodiversity – plant suppression; Water – discharge of effluents – potential pollution of water bodies; and Air quality – emission of particulate matter <p>Prioritized critical risks (short-term):</p> <ul style="list-style-type: none"> • Change in precipitation patterns • Risks related to the existence of tailings dams <p>Prioritized opportunities:</p> <p>Short-term:</p> <ul style="list-style-type: none"> • Disclosure of positive impacts • Expansion of partnerships with conservation units <p>Medium-term:</p> <ul style="list-style-type: none"> • Expansion of current good practices (water and energy efficiency) • Identification of ecosystem services provided by CSN preserved areas <p>Long-term:</p> <ul style="list-style-type: none"> • Valuation of ecosystem services provided by CSN's preserved areas • Implementation of ecological corridors 	<p>Climate and Nature Risks (page 51) and Biodiversity (page 120) Section</p>
<p>b) Describe the effect that nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analyses in place</p>	<p>The effects on the business model and the value chain have not yet materialized, since the TNFD diagnosis was carried out in 2023 (concurrent with the launch of the framework). For the next few years, the formalization of the strategy and the expansion of the analysis to the value chain are still planned. The effects on the strategy, financial planning or plans in place can now be observed through the incorporation of the results of the TNFD diagnosis in senior leadership committees (learn more on page 55). As an immediate effect, there are discussions at senior leadership level that may eventually culminate in the review or promotion of projects and the review of strategies, action plans or even the emergence of specific work fronts.</p> <p>The effects will be intensified in the coming years, through the maturation and advancement of the ideas discussed and the revisions proposed in the management process, cascading to the business model and the value chain.</p>	<p>ESG Management Section (page 55)</p>

Strategy Pillar (continuing)

Recommendation	CSN Mineração's management	Learn more
<p>c) Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into account different scenarios</p>	<p>The strategy for addressing the identified natural risks is in the process of being formalized in 2024 for subsequent disclosure. Formalization is understood as the compilation and complementation of all existing and current actions, projects and programs aimed at mitigating the critical risks identified.</p> <p>This means that the Company already has structured and ongoing programs, actions and projects, aimed at critical risks: changes in precipitation patterns and risks related to the existence of tailings dams. The stipulated strategies consider unfavorable scenarios and are described in the chapters Eco-efficiency (page 112) and Dams and co-products (page 116). The work has been refined and already demonstrates resilience actions for critical risks.</p> <p>Regarding scenarios, there are still no ready-to-use quantitative nature scenarios, in a similar way to climate scenarios. Science-based scenarios that integrate nature and climate are still a challenge. The climate scenarios described in item "c" of the strategy pillar of the TCFD report (page 108) will be taken as a basis to prepare natural scenarios that will refine the analysis in the future.</p>	<p>Eco-efficiency (page 112) and Dams and co-products (page 116) Sections</p>
<p>d) Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria of priority locations</p>	<p>The Casa de Pedra and Complexo Pires units, located in the municipalities of Congonhas and Ouro Preto (MG), were considered priority locations due to their potential environmental impact and interaction with relevant ecosystems.</p>	<p>Map of operations (page 30)</p>

Risk and Impact Management Pillar

Recommendation	CSN Mineração's management	Learn more
<p>a) (i) Describe the organization's processes for identifying, assessing, and prioritizing nature-related dependencies, impacts, risks, and opportunities in its direct operations</p>	<p>The CSN Group adopted the Locate, Evaluate, Assess, Prepare (LEAP) approach to identify and evaluate its nature-related issues. These stages began in 2022 with the definition of the operations that would be included in the process based on their geographic location characteristics, impact potential and interaction with relevant ecosystems. Next, the impacts and dependencies that the selected operations have in relation to ecosystem services were evaluated, with the most significant being the dependence on water availability and the impacts on biodiversity, water and air quality.</p> <p>In 2023, the Company continued the process with the prioritization of impacts and dependencies on ecosystem services and the consequent assessment of related risks and opportunities. The preparation of a response to these risks and opportunities, with the development of action plans to mitigate risks and capture opportunities, as well as communicating this structured process, occurred for the first time within the scope of the ESG Committee in 2023, and has since been part of the annual agenda of this governance body.</p>	<p>Biodiversity Section (page 120)</p>
<p>a) (ii) Describe the organization's processes for identifying, assessing, and prioritizing nature-related dependencies, impacts, risks, and opportunities in its upstream and downstream value chain(s)</p>	<p>At this early stage of the TNFD journey, CSN Mineração restricted the analysis to its operations. The expansion of this scope will occur over the next two years.</p>	<p>Not applicable</p>


Risk and Impact Management Pillar (continuing)

Recommendation	CSN Mineração's management	Learn more
<p>b) Describe the organization's processes for managing nature-related dependencies, impacts, risks, and opportunities</p>	<p>Dependencies and impacts are related to a wide range of topics: biodiversity, air quality, water, soil, use of fuels and minerals, etc. For each impact, the Company has controls and monitoring mechanisms in accordance with legislation and the respective environmental licenses. The reflection of management, minimization and mitigation of impacts is attested in the validity of environmental licenses, in addition to external certifications of the Integrated Management System (SGI).</p> <p>Regarding dependencies, these are addressed independently of legal requirements through water efficiency programs, maintenance of roads and embankments, energy efficiency, recovery of degraded areas and circular economy and co-processing actions, aiming to optimize the use of resources and minimize pressure on ecosystem services.</p> <p>From 2023 onwards, Climate and Nature Risks will be managed in an integrated manner and complement corporate risk management, providing more robust management. Opportunities are managed by business leaders with support from the ESG Committee Thematic Groups.</p> <p>Structured management of impacts and dependencies and risks and opportunities related to climate and nature is conducted by the Thematic Groups on Climate Change & Air and Biodiversity and Ecosystem Services that make up the ESG Committee, reporting to CSN Group's Board of Directors.</p>	<p>Climate and Nature Risks (page 51), Eco-efficiency (page 112) and Biodiversity (page 120) Sections</p>
<p>c) Describe how the processes for identifying, assessing, prioritizing, and monitoring nature-related risks are integrated and inform the organization's overall risk management processes</p>	<p>Since 2023, climate and nature risks have been categorized in an integrated risk matrix and make up the Company's corporate matrix. The matrix was presented within the scope of the ESG Committee, with validation by the Risk Department.</p>	<p>Climate and Nature Risks Section (page 51)</p>

Metrics and Goals Pillar

Recommendation	CSN Mineração's management	Learn more
<p>a) Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities, in accordance with its risk management strategy and process</p>	<p>The identification and assessment of climate and nature risks is carried out in line with the recommendations of the TCFD and TNFD and based on strategic external reports (IPCC, IEA, etc.), benchmarkings and internal analyzes of the Company. The prioritization of risks and opportunities considers a matrix of probability of occurrence and magnitude of impacts over short, medium and long-term time horizons.</p>	<p>Not applicable</p>
<p>b) Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature</p>	<p>The evaluation criteria adopted to prioritize dependencies were: reliance (degree of dependency of the process/business in relation to ecosystem services); and resilience (the resilience of the ecosystem that provides the ecosystem service or environmental asset).</p> <p>In turn, the prioritization of impacts considered the magnitude (scope, temporality and duration of the impact) and significance. Qualitative and financial criteria classified as low, medium and high were also considered.</p>	<p>Not applicable</p>
<p>c) Describe the goals and objectives used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance in relation to them</p>	<p>Eco-efficiency</p> <ul style="list-style-type: none"> • Maintain water intensity below 0.45 cubic meter of water withdrawn per ton of ore produced, based on the implementation of expansion projects • Achieve 94% water recirculation by 2032 <p>Dams and mineral co-products</p> <ul style="list-style-type: none"> • Carry out the de-characterization of CSN Mineração dams built using the upstream method by 2030 <p>Biodiversity</p> <ul style="list-style-type: none"> • Seek to achieve no net loss (no net loss) in biodiversity and, whenever possible, net positive impact (net gain) 	<p>Materiality Matrix Section (page 9)</p>

Annexes

 Iron ore reclaimer
at TECAR port
(Itaguaí, RJ)

Complement to GRI and SASB disclosures

GRI 2-7 | Employees

Employees by gender and region¹

	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Indefinite term	6,064	1,063	7,127	5,814	1,090	6,904	5,860	1,187	7,047
Fixed term	1	3	4	4	7	11	11	19	30
Fixed term (Apprentice and Capacitar Programs)	78	268	346	156	501	657	163	635	798
Total	6,143	1,334	7,477	5,974	1,598	7,572	6,034	1,841	7,875

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31 of each year. All of them work in the Southeast Region and full-time. CSN has a working hours policy for operations in Brazil, which establishes respect for the 8-hour workday, as established in the CLT. Employees may not work more than 2 hours of overtime per day in order to ensure compliance with labor legislation.

GRI 2-8 | Workers who are not employees

SASB EM-MM-000. B | Total number of employees, percentage contractors

Workforce

	2021	2022	2023
Direct employees	7,477	7,572	7,875
Third party	3,828	2,266	3,927
Percentage of representation of third parties over employees ¹	51.2%	29.9%	49.9%

1. Increased representativeness of third parties refers mainly to the accounting of CBSI, a CSN Group company, for outsourcing.

GRI 2-21 | Annual total compensation ratio

Proportion of annual compensation and increase

	2022	2023
Proportion of the highest-paid individual's compensation vs. the average of other employees	28.8	27.6
Proportion of the annual increase in compensation of the highest-paid individual vs. the average of other employees	82.9%	54.7%

GRI 2-27 | Compliance with laws and regulations
SASB EM-MM-140a.2 | Number of incidents of non-compliance associated with water quality permits, standards and regulations

In 2023, CSN Mineração received four notices of infraction with significant fines, two of them related to the emission of dust and particulate matter, one referring to alleged pollution of water resources and one associated with an incident with an ore cargo vessel in Sepetiba Bay. Together, these records represented fines in the amount of R\$ 14.1 million. In addition, a notice of infraction was received with a warning from the Municipal Department of the Environment (SEMMA) of the municipality of Congonhas for alleged damage to the water supply pipeline that compromised the quality of the water supply to the population and a notice of infraction with a fine of R\$ 304 thousand for alleged carrying of mining waste that compromised the permanent preservation area and watercourses. In all cases, the Company has filed administrative defenses that are awaiting trial.

GRI 2-28 | Membership associations

CSN Mineração participated in the following associations and class entities in 2023: Federation of Industries of the State of Minas Gerais (FIEMG); Brazilian Association of Port Terminals (ABTP); and SINDIEXTRA - Union of Extractive Industries of Minas Gerais. The company participated in working groups in the three entities and was part of ABTP's board of directors.

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

The lowest salary paid by CSN Mineração in 2023 was equivalent to 47% of the national minimum wage for both men and women, as in the previous two years. The only salaries practiced below the minimum wage are related to apprentices, who follow the regulation and differentiated workload, with compensation governed by municipal or national floor agreements, presenting differentiated CLT regulation based on the workload performed. The Brazilian minimum wage considered in 2021 was R\$ 1,100, in 2022 R\$ 1,212, and in 2023 R\$ 1,320.

GRI 204-1 | Proportion of spending on local suppliers

Percentage of spending with local suppliers¹

	2021	2022	2023
Materials	38.3%	41.0%	37.9%
Services	40.9%	29.7%	28.7%
Consolidated	39.1%	37.2%	34.7%

1. Local suppliers are considered to be those that are located in Minas Gerais, state in which CSN Mineração operates.

GRI 205-2 | Communication and training about anti-corruption policies and procedures

Employees trained in ethics and compliance¹

	2021		2022		2023	
	Number of people trained	% over headcount at 12/31	Number of people trained	% over headcount at 12/31	Number of people trained	% over headcount at 11/30
Executive	2	100.0%	4	66.7%	3	100.0%
Leadership	244	84.4%	290	97.3%	326	100.0%
Expert	240	69.8%	40	87.0%	51	100.0%
Engineer	176	87.1%	201	98.0%	215	100.0%
Higher Level	1,243	80.0%	1,289	90.3%	1,488	100.0%
Technician	100	100.0%	96	98.0%	110	100.0%
Administrative	3,790	80.8%	4,051	86.1%	4,878	100.0%
Operational	383	100.0%	124	50.8%	180	100.0%
Capacitar Program	20	100.0%	20	100.0%	0	100.0%
Apprentice Program						
Total	6,178	82.6%	6,752	87.5%	7,595	100.0%

1. Considers effective and eligible employees in the CLT, Apprentice Program and Capacitar Program categories, all of which work in the Southeast region. Premise changed in 2023, starting to calculate the percentage of trained over the headcount on 11/30, since the internal procedure provides for the training of new employees within 30 days after admission. For 2022 and 2021, the percentage was calculated as the total number of employees trained throughout the year divided by the headcount on 12/31.

GRI 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

CSN Mineração has not been involved in any lawsuits for unfair competition practices in the last three years.

GRI 301-1 | Materials used by weight or volume

Material consumption (tons)

	2021	2022	2023
Non-renewable virgin materials	10,562	11,519	12,104
Renewable virgin materials	0	0	0
Total materials consumed	10,562	11,519	12,104

GRI 302-1 | Energy consumption within the organization

Energy generated by fuel consumption and electricity acquisition (GJ)¹

	2021	2022	2023
Fuels			
Diesel/Brazil	2,604,852	2,675,282	2,775,717
Liquefied petroleum gas (LPG)	2,660	3,010	3,260
Gasoline/Brazil	6,466	6,424	7,461
Subtotal non-renewable fuels	2,613,978	2,684,715	2,786,439
Hydrous ethanol (renewable fuel)	0	0	0
Subtotal energy generated from fuels	2,613,978	2,684,715	2,786,439
Electric power (GJ)			
Electricity/Renewable	1,242,045	1,286,952	1,477,821
Subtotal electrical energy consumed	1,242,045	1,286,952	1,477,821
Total energy consumed (fuels + electricity)	3,856,024	3,971,667	4,264,259

1. There is no purchase of other types of energy, nor the sale of energy. Conversion factors: National Energy Balance, GHG Protocol and specific CMIN data.

GRI 302-2 | Energy consumption outside of the organization

Energy consumption outside the Company (GJ)

	2021	2022	2023
CSN Mineração	4,670,945	26,954,248	35,426,649

GRI 302-3 | Energy intensity

Energy intensity

	2021	2022	2023
Energy consumption (GJ) divided per ton of ore produced ¹	0.142	0.164	0.151

1. Considers all energy consumed within the organization (Scope 1+2) and the total production of the Casa de Pedra unit.

GRI 303-3 | Water withdrawal

Water withdrawal by source (megaliters)¹

	2021	2022	2023
Total withdrawal			
Surface water	1,697.0	1,691.0	1,666.5
Groundwater	10,505.6	8,849.1	9,493.7
Rainwater	4,981.4	5,425.7	5,510.3
Third-party water	107.4	126.7	141.8
Total water withdrawal	17,291.4	16,092.5	16,812.2
Withdrawal in water-stressed areas			
Third-party water	107.4	126.7	141.8
Total withdrawal in water-stressed areas	107.4	126.7	141.8

1. The entire volume withdrawn (100%) has a concentration of total dissolved solids equal to or less than 1,000 mg/l. Increase of 14.2% in the volume of water withdrawn by CSN Mineração in areas with water stress due to the higher production volume in 2023, as well as the growth of 6.8% in the total withdrawn. Historical data represented. **GRI 2-4**

GRI 303-4 | Water discharge

Water discharge by source (megaliters)¹

	2021	2022	2023
Total discharge			
Surface water	7,008.0	6,693.6	8,425.7
Groundwater	0.0	2.5	2.5
Seawater	0.0	101.8	111.1
Total water discharged	7,008.0	6,798.0	8,539.3
Discharge in water-stressed areas			
Seawater	2.1	101.8	111.1
Groundwater	0.0	2.5	2.5
Total discharged in water-stressed areas	2.1	104.4	113.7

1. The entire volume discharged (100%) has a concentration of total dissolved solids equal to or less than 1,000 mg/l. CSN Mineração's increases in the total discharge (31.3%) and in the volume discharged in water-stressed areas (14.3%) due to the increase in production in 2023. Historical data represented. **GRI 2-4**

GRI 303-5 | Water consumption

Water consumption (megaliters)¹

	2021	2022	2023
Total	10,283.5	9,294.5	8,272.9
In water-stressed areas	105.3	22.3	28.2

1. Variations reflect the combination of factors that impacted water withdrawal and discharge (see GRIs 303-3 and 303-4). Historical data represented. **GRI 2-4**

GRI 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

CMIN operation¹

	Location in relation to the Conservation Unit
Port operation - TECAR	Nearby (radius of up to 5 km) from the APP of Canal do Martins
Casa de Pedra	Nearby (radius of up to 5 km) from the Cachoeira Ecological Park and the Poço Fundo RPPN
Pires Complex	Nearby (radius of up to 5 km) from the Cachoeira Ecological Park

1. The reporting of this GRI disclosure uses the National System of Conservation Units (SNUC) as the main source of information, in addition to state and municipal databases, when available.

GRI 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations

Number of species identified in flora and fauna monitoring by extinction level¹

	2021		2022	
	CNCFlora	IUCN	CNCFlora	IUCN
Critically endangered	2	1	0	1
Endangered	11	0	2	0
Vulnerable	19	3	2	2
Near threatened	5	9	2	3
Safe or least concern	430	487	11	14

1. The reduced number of species identified in 2023 reflects an update of the counting methodology.

GRI 305-1, 305-2 and 305-3 | Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, and Other indirect (Scope 3) GHG emissions

GHG emissions (tCO₂e)

	2021	2022	2023
Scope 1			
Gross emissions	183,437	208,488	223,136
Biogenic emissions	20,471	14,959	19,215
Scope 2			
Purchase choice-based approach	0	0	0
Scope 3			
Gross emissions	42,948,338	48,882,721	50,957,318
Biogenic emissions	38,639	35,272	43,709

GRI 305-6 | Emissions of ozone-depleting substances (ODS)

In 2023, CSN Mineração emitted 0.16 tCFC-11e, in line with the volume of 0.17 tCFC-11e emitted in 2022.

GRI 306-1 and 306-2 | Waste generation and significant waste-related impacts and Management of significant waste-related impacts

Waste management follows the guidelines and procedures established in the Solid Waste Management Plan, which meets the rules and legislation of environmental licensing bodies and international standards. The priority is always to allocate materials for reuse or reuse. Hazardous waste is preferably co-processed or, in cases where this is not possible, disposed of in duly licensed and approved industrial landfills.

GRI 306-3 | Waste generated

Waste generated by type (tons)¹

	2021	2022	2023
Hazardous			
Contaminated residue	293.3	899.9	258.4
Oily residue	1,486.3	1,724.5	1,948.4
Other	438.8	62.2	47.6
Total hazardous waste generated	2,218.4	2,686.7	2,254.4
Non-hazardous			
Recyclable	93.6	82.2	101.2
Equipment scrap	332.0	161.0	49.2
Scrap metal	2,240.0	6,746.5	5,289.5
Other	9,396.5	5,055.9	8,117.4
Total non-hazardous waste generated	12,062.1	12,045.7	13,557.4

1. All waste generated is stored until it reaches an ideal volume for disposal or treatment. As a result, the generation and disposition volumes differ. The variations in 2023 are mainly explained by the increase in the generation of debris from TECAR works. Historical data represented. **GRI 2-4**

GRI 306-4 | Waste diverted from disposal

Waste diverted from final disposal (tons)¹

	2021	2022	2023
Hazardous			
Co-processing	1,099.6	1,490.8	1,186.0
External recycling	40.5	16.1	2.4
Re-refining	894.0	1,085.0	1,131.2
Hazardous waste diverted from final disposal	2,034.1	2,591.9	2,319.5
Non-hazardous			
Co-processing	469.4	0.0	0.0
External recycling	6,283.1	2,144.9	3,157.9
In-house recycling	0.0	6,989.9	7,030.3
Non-hazardous waste diverted from final disposal	6,752.5	9,134.8	10,188.2

1. All waste is destined for external treatment and disposal, with the exception of internal recycling. There is no internal energy recovery in the waste treatment and final disposal processes. The increase in 2023 was mainly caused by the higher volume of rubber scrap at the Casa de Pedra and TECAR units destined for recycling. Historical data represented. **GRI 2-4**

GRI 306-5 | Waste directed to disposal

Waste destined to final disposal (tons)¹

	2021	2022	2023
Hazardous			
Class I landfill	0.0	27.8	0.0
Incineration	0.1	0.0	0.0
Wastewater treatment	184.0	87.7	38.4
Other	0.2	0.0	0.0
Hazardous waste to final disposal	184.3	115.5	38.4
Non-hazardous			
Class IIA and IIB landfill	3,990.5	2,220.0	3,237.4
Wastewater treatment	1,678.8	1,545.4	1,907.2
Other	24.3	0.0	0.0
Non-hazardous waste to final disposal	5,693.6	3,765.5	5,144.6

1. All waste is destined for treatment and external disposal. There is no internal energy recovery in the waste treatment and final disposal processes. The increase in 2023 refers to the higher volume of construction debris intended for landfill. Historical data represented. **GRI 2-4**

GRI 401-1 | New employee hires and employee turnover

Hiring and dismissals¹

	2021		2022		2023	
	Hiring	Dismissals	Hiring	Dismissals	Hiring	Dismissals
By gender						
Men	1,404	874	986	1,196	972	938
Women	711	326	538	262	583	341
By age group						
Under 30 years of age	1,205	561	126	35	874	670
Between 30 and 50 years of age	849	576	1,395	1,420	618	558
Over 50 years of age	61	63	3	3	63	51
Total	2,115	1,200	1,524	1,458	1,555	1,279

1. Considers permanent employees in the CLT, Apprentice Program and Capacitar Program categories. 12.3% reduction in the number of dismissals (2023 vs 2022) mainly due to actions aimed at employee development, increasing the retention of professionals.

Hiring and turnover rates¹

	2021		2022		2023	
	Hiring rate ²	Turnover rate ³	Hiring rate ²	Turnover rate ³	Hiring rate ²	Turnover rate ³
By gender						
Men	23.3%	14.4%	16.4%	19.9%	16.4%	15.9%
Women	56.6%	24.9%	36.1%	18.0%	34.8%	21.4%
By age group						
Under 30 years of age	51.6%	23.8%	39.3%	25.6%	36.9%	28.8%
Between 30 and 50 years of age	19.9%	13.4%	12.2%	17.9%	14.1%	12.9%
Over 50 years of age	8.9%	9.0%	6.8%	9.9%	7.5%	6.1%
Total	29.1%	16.3%	20.3%	19.5%	20.5%	17.0%

1. Considers permanent employees in the CLT, Apprentice Program and Capacitar Program categories. A 12.6% reduction in the turnover rate in the last year is due to the decrease in the number of dismissals.

2. The hiring rate is calculated as the number of hires in the month over the effective headcount for the month. For the annual data, the monthly rates were added.

3. The turnover rate is calculated as the number of dismissals in the month over the effective headcount for the month. For the annual data, the monthly rates were added.

GRI 405-1 | Diversity of governance bodies and employees

Gender diversity by functional level¹

	2021		2022		2023	
	Men	Women	Men	Women	Men	Women
Executive	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Leadership	89.6%	10.4%	88.6%	11.4%	88.5%	11.5%
Expert	66.7%	33.3%	60.9%	39.1%	63.5%	36.5%
Engineer	82.8%	17.2%	78.9%	21.1%	77.5%	22.5%
Higher Level	42.6%	57.4%	42.9%	57.1%	43.8%	56.2%
Technician	80.0%	20.0%	85.6%	14.4%	84.1%	15.9%
Administrative	56.6%	43.4%	53.1%	46.9%	46.1%	53.9%
Operational	89.0%	11.0%	83.8%	16.2%	81.5%	18.5%
Capacitar Program	9.1%	90.9%	10.7%	89.3%	6.2%	93.8%
Apprentice Program	46.7%	53.3%	38.8%	61.2%	41.0%	59.0%
Total	82.2%	17.8%	78.9%	21.1%	76.6%	23.4%

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31 of each year. Total increase of 10.8% in the representation of women driven by actions in favor of diversity, mainly at the administrative and operational levels, which registered growth of 15.0% and 14.3%, respectively.

GRI 405-1 | Diversity of governance bodies and employees

Age group diversity by functional level¹

	2021			2022			2023		
	Under 30 years of age	Between 30 and 50 years of age	Over 50 years of age	Under 30 years of age	Between 30 and 50 years of age	Over 50 years of age	Under 30 years of age	Between 30 and 50 years of age	Over 50 years of age
Executive	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Leadership	2.1%	78.9%	19.0%	3.4%	77.5%	19.1%	4.0%	77.1%	18.9%
Expert	0.0%	81.0%	19.0%	4.3%	76.1%	19.6%	1.9%	69.2%	28.8%
Engineer	13.2%	82.1%	4.6%	10.9%	82.4%	6.7%	11.8%	80.1%	8.1%
Higher Level	16.3%	75.6%	7.9%	14.6%	77.6%	7.8%	15.1%	76.3%	8.7%
Technician	26.3%	67.2%	6.4%	22.3%	70.6%	7.1%	21.2%	70.3%	8.5%
Administrative	34.3%	57.6%	8.1%	34.7%	56.1%	9.2%	35.3%	56.9%	7.8%
Operational	33.3%	55.4%	11.3%	34.0%	53.6%	12.4%	32.5%	54.3%	13.2%
Capacitar Program	72.3%	27.7%	0.0%	77.4%	22.6%	0.0%	66.1%	33.9%	0.0%
Apprentice Program	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	99.5%	0.5%	0.0%
Total	30.9%	59.3%	9.8%	32.0%	57.4%	10.6%	30.6%	58.0%	11.4%

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31 of each year.

GRI 405-1 | Diversity of governance bodies and employees

Ethnic-racial diversity by functional level in 2021¹

	Yellow	White	Indigenous	Black	Brown	Not declared
Executive	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Leadership	1.4%	68.9%	0.0%	4.2%	24.9%	0.7%
Expert	2.4%	83.3%	0.0%	0.0%	11.9%	2.4%
Engineer	0.3%	68.5%	0.0%	6.0%	24.2%	1.0%
Higher Level	3.0%	72.3%	0.5%	4.0%	18.3%	2.0%
Technician	3.0%	53.8%	0.3%	9.2%	33.3%	0.4%
Administrative	4.0%	48.5%	0.0%	8.1%	35.4%	4.0%
Operational	2.6%	33.4%	0.4%	13.1%	48.3%	2.2%
Capacitar Program	0.8%	28.9%	0.0%	19.0%	49.4%	2.0%
Apprentice Program	2.2%	26.7%	0.0%	17.8%	53.3%	0.0%
Total	2.5%	41.7%	0.3%	11.5%	42.2%	1.7%

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31.

Ethnic-racial diversity by functional level em 2022¹

	Yellow	White	Indigenous	Black	Brown	Not declared
Executive	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Leadership	1.0%	68.5%	0.0%	3.7%	26.5%	0.3%
Expert	4.3%	76.1%	0.0%	2.2%	17.4%	0.0%
Engineer	1.2%	63.3%	0.0%	6.2%	28.2%	1.2%
Higher Level	2.4%	73.2%	0.5%	5.4%	16.1%	2.4%
Technician	3.1%	50.6%	0.4%	9.7%	35.6%	0.7%
Administrative	3.1%	45.9%	0.0%	9.2%	38.8%	3.1%
Operational	2.6%	32.9%	0.4%	13.6%	48.7%	1.9%
Capacitar Program	2.1%	26.3%	0.0%	21.0%	49.8%	0.8%
Apprentice Program	1.9%	35.0%	0.0%	18.4%	44.7%	0.0%
Total	2.5%	40.4%	0.3%	12.1%	43.1%	1.5%

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31.

GRI 405-1 | Diversity of governance bodies and employees

Ethnic-racial diversity by functional level em 2023¹

	Yellow	White	Indigenous	Black	Brown	Not declared
Executive	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Leadership	1.2%	66.3%	0.0%	5.0%	27.2%	0.3%
Expert	3.8%	65.4%	0.0%	5.8%	23.1%	1.9%
Engineer	1.4%	62.7%	0.0%	6.1%	28.3%	1.4%
Higher Level	2.3%	70.8%	0.5%	4.6%	20.1%	1.8%
Technician	2.8%	49.1%	0.3%	9.8%	37.2%	0.8%
Administrative	3.9%	42.2%	1.0%	8.8%	41.2%	2.9%
Operational	2.3%	33.3%	0.3%	13.7%	48.4%	2.1%
Capacitar Program	1.4%	24.6%	0.0%	22.1%	51.9%	0.0%
Apprentice Program	0.5%	38.7%	0.0%	16.0%	44.8%	0.0%
Total	2.3%	40.2%	0.3%	12.2%	43.5%	1.6%

1. Considers permanent employees hired in the CLT, Apprentice Program and Capacitar Program categories on the base date of December 31 of each year.

GRI 405-2 | Ratio of basic salary and remuneration of women to men

Proportion of the average salary of women in relation to that of men by employment level¹

	2021	2022	2023
Executive	na	na	na
Leadership	115.4%	116.5%	124.8%
Expert	91.7%	87.4%	90.9%
Engineer	84.5%	80.1%	85.6%
Higher Level	81.3%	86.0%	86.6%
Technician	83.7%	90.5%	92.1%
Administrative	89.9%	87.0%	86.2%
Operational	89.3%	89.3%	90.0%
Capacitar Program	100.0%	102.3%	100.8%
Apprentice Program	100.0%	100.0%	103.0%
Consolidated	91.3%	84.5%	83.3%

1. Considers permanent employees in the CLT, Apprentice Program and Capacitar Program categories. The calculation of this indicator does not consider factors such as length of service, area of specialty, and collective bargaining agreements applicable to specific categories, so the occurrence of wage differences can be perceived. The compensation of each function in the company is defined based on market research, following Hay Group's methodology, and does not consider gender as a criterion for defining compensation.

GRI 403-9 | Work-related injuries

Health and safety indicators¹

	2021			2022			2023		
	Employees	Third party	Consolidated	Employees	Third party	Consolidated	Employees	Third party	Consolidated
Total man-hours worked	11,880,492	8,528,265	20,408,757	12,435,839	9,121,021	21,556,860	13,094,324	8,955,336	22,049,661
Number of accidents requiring reporting	18	22	40	18	10	28	13	11	24
Number of accidents with serious consequences (except fatalities)	1	0	1	1	0	1	1	1	2
Number of fatal accidents	0	0	0	0	0	0	0	0	0
Total number of days lost and debited	746	449	1,195	845	543	1,388	436	360	796
Frequency rate of mandatory reporting accidents ²	0.30	0.52	0.39	0.29	0.22	0.26	0.20	0.25	0.22
Frequency rate of mandatory reporting accidents ³	1.52	2.58	1.96	1.45	1.10	1.30	0.99	1.23	1.09
Frequency rate of accidents with serious consequences (except deaths) ²	0.02	0.00	0.01	0.02	0.00	0.01	0.02	0.02	0.02
Frequency rate of accidents with serious consequences (except deaths) ³	0.08	0.00	0.05	0.08	0.00	0.05	0.08	0.11	0.09
Frequency rate of fatal accidents ²	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Frequency rate of fatal accidents ³	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Accident severity rate ²	13	11	12	14	12	13	7	8	7
Accident severity rate ³	63	53	59	68	60	61	33	40	36

1. Considers permanent employees in the CLT, Apprentice Program, Capacitar Program and Trainee Program categories and third parties. There was a 14.3% reduction in the number of recordable accidents, even with an increase in the number of man-hours worked, reflected in the 15.4% decrease in the frequency rate of recordable accidents. Despite the occurrence of two accidents with serious consequences in 2023 (compared to 1 in 2022), the severity rate decreased by 46.2% in the annual comparison.

2. Rates calculated with the factor of 200 thousand man-hours worked.

3. Rates calculated with the factor of 1 million man-hours worked

GRI 403-10 | Work-related ill health

Hazards to workers' health are identified and mitigated through health and safety risk management audits and routines (learn more about these practices on page 78). Among the risks listed are: noise, dust, oil and grease, vibration, exposure to chemical agents and ergonomic hazards. In 2023 and 2022, there were no cases of occupational disease at CSN Mineração. In 2021, six cases of osteomolecular disorders among employees had been recorded. No deaths due to occupational diseases were recorded in the three-year period.

GRI 411-1 | Incidents of violations involving rights of indigenous peoples SASB EM-MM-210a.2 | Percentage of (1) proved and (2) probable reserves in or near indigenous land

No indigenous lands were identified within or near (5km radius) of CSN Mineração's operations. The reporting of this indicator uses as a source of information the official data available on the website of the National Foundation of Indigenous Peoples (Funai). There is no record of violations of the rights of indigenous peoples in the CSN Mineração's operations. The Company fully complies with Brazilian legislation and the determinations of Funai and the Brazilian Institute of Environment and Renewable Natural Resources (Ibama).

SASB EM-MM-130a.1 | (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable

Energy indicators

	2021	2022	2023
Total energy consumption (GJ)	3,856,013	3,971,667	4,264,259
Renewable energy consumption (GJ)	1,242,045	1,286,952	1,477,821
Percentage of renewable energy	32.2%	32.4%	34.7%
Consumption of grid-supplied electricity (GJ)	0	0	0
Percentage of electricity from the grid	0.0%	0.0%	0.0%

SASB EM-MM-110a.1 | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations

Gross scope 1 emissions by gas type (tCO₂e)

	2021	2022	2023
CO ₂	173,327.0	198,658.7	214,305.4
CH ₄	3,003.5	2,588.2	858.4
N ₂ O	2,512.9	2,610.6	2,712.7
HFCs	4,593.7	4,630.1	5,259.1
PFCs	0.0	0.0	0.0
SF ₆	0.0	0.0	0.0
NF ₃	0.0	0.0	0.0
Total	183,437.1	208,487.6	223,135.6
Percentage of emissions subject to some type of regulation	100.0%	100.0%	100.0%

SASB EM-MM-140a.1 | (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress

Water indicators

	2021	2022 ¹	2023
Total freshwater withdrawal (thousand cubic meters)	17,291.4	16,092.5	16,812.2
Freshwater withdrawal in water-stressed areas (thousand cubic meters)	107.4	126.7	141.8
Percentage of withdrawal in water-stressed areas	0.6%	0.8%	0.8%
Total water consumption	10,283.4	9,294.5	8,272.9
Water consumption in water-stressed areas	105.3	24.0	28.2
Percentage of consumption in water-stressed areas	1.0%	0.3%	0.3%
Percentage of recirculated water	83.2%	88.2%	88.2%

1. Historical data represented. **GRI 2-4**

SASB EM-MM-150a.4, EM-MM-150a.7 and EM-MM-150a.8 | Total weight of non-mineral waste generated, Total weight of hazardous waste generated, and Total weight of hazardous waste recycled

Hazardous waste indicators (tons)

	2021	2022	2023
Total waste generated	14,281	14,732	15,812
Total hazardous waste generated	2,218	2,687	2,254
Hazardous waste destined for treatment	2,033	2,592	2,320

SASB EM-MM-150a.9 | Number of significant incidents associated with hazardous materials and waste management

There is no record in CSN Mineração’s operations of any significant incident related to the management of hazardous materials and waste.

SASB EM-MM-160a.2 | Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation

There is no risk of acid drainage occurring in CSN Mineração’s operations.

SASB EM-MM-160a.3 | Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat

Reserves – Casa de Pedra Mine and Engenho Mine in 2023¹

Total volume of proven mineral reserves (million tons)	122,51
Average percentage of Fe in proved reserves (%)	39,4%
Total volume of probable mineral reserves (million tons)	1.925,50
Average percentage of Fe in probable reserves (%)	41,1%
Which study (name and year) serves as the basis for the reported data	SEC Reporting 2022

1. All reserves are within sensitive areas for biodiversity

SASB EM-MM-210a.1 | Percentage of (1) proved and (2) probable reserves in or near areas of conflict

CSN Mineração’s units are not located in or near areas of active conflict. The reporting of this indicator uses the official definitions of the Upssala Conflict Data Program (UCDP): “A conflict, both state-based and non-state, is deemed to be active if there are at least 25 battle-related deaths per calendar year in one of the conflict’s dyads.”

SASB EM-MM-210b.2 | (1) Number and (2) duration of non-technical delays

There were no delays due to non-technical reasons in CSN Mineração’s operations in 2023.

SASB EM-MM-310a.2 | (1) Number and (2) duration of strikes and lockout

There has been no significant strike or blockade (involving at least 1,000 workers and lasting at least 1 day) in the last three years at any CSN Mineração unit.

SASB EM-MM-320a.1 | (1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees

OSHA-compliant health and safety indicators

	2021		2022		2023	
	Employees	Third party	Employees	Third party	Employees	Third party
Number of man-hours worked	11,880,492	8,528,265	12,435,839	9,121,021	13,094,324	8,971,236
Number of workers at the end of the period	7,477	3,828	7,572	2,266	7,709	3,927
Number of near misses recorded	5,981	405	9,056	1,638	12,100	1,528
Number of recordable incidents in mines	18	22	18	10	13	11
Number of fatal accidents	0	0	0	0	0	0
Near miss frequency rate ¹	100.69	9.50	145.64	35.92	184.81	34.12
Frequency rate of recordable incidents in mines ¹	0.30	0.52	0.29	0.22	0.20	0.25
Fatal accident frequency rate ¹	0.00	0.00	0.00	0.00	0.00	0.00
Hours of health, safety, and emergency preparedness training	110,552	na	118,840	na	85,130	16,197
Average hours of health, safety, and emergency preparedness training	14.79	na	15.69	na	4.08	4.12

1. Rates calculated with the factor of 200 thousand man-hours worked. Among employees, the 33.6% increase in the number of near misses was higher than the increase in man-hours worked, leading to a 26.9% increase in the frequency rate of near misses. In relation to recordable accidents involving employees, there was a reduction of 27.8%, the effect of which, combined with the increase in man-hours worked, led to a reduction of 31.4% in the frequency rate of recordable accidents.

SASB EM-MM-510a.2 | Production in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index

CSN Mineração’s production takes place only in Brazil, which occupies the 94th position (out of a total of 180) in the ranking of Transparency International’s Corruption Perceptions Index.

SASB EM-MM-540a.1 | Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP

Inventory of tailings disposal structures¹

	Operational status	Construction method	Maximum allowed storage capacity (thousand m ³)	Current amount of stored tailings (thousand m ³)	Structure consequence classification	Latest date of independent technical inspection	Material findings and mitigation measures	Existence of a specific emergency preparedness and response plan
Casa de Pedra Dam (MG)	Inactive	Downstream method	70,000.0	65,374.6	Low	September 2023	None	Yes
B4 Dam (MG)	Inactive (decharacterizing)	Upstream method	13,001.8	13,001.8	Significant	September 2023	None	Yes
Vigia Dam (MG)	Inactive (decharacterizing)	Upstream method	0.0	0.0	Significant	September 2023	None	Yes

1. All dams are operated by CSN Mineração. The de-characterization works of the Vigia Dam were completed in 2023, so there is no more storage capacity for this structure, nor stored tailings. There are five tailings piles at CSN Mineração that do not fall into the dam category.

GRI content index

Statement of use: CSN Mineração S.A. has reported in accordance with the GRI Standards for the period January 1 to December 31, 2023.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not applicable

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
General disclosures								
GRI 2 General Disclosures 2021	2-1 Organizational details	29, 30 and 41	-	-	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	7	-	-	-	-	-	-
	2-3 Reporting period, frequency and contact point	7	-	-	-	-	-	-
	2-4 Restatements of information	68, 69, 90, 113, 136, 137, 138, 139 and 146	-	-	-	-	-	-
	2-5 External assurance	7, 160 and 161	-	-	-	-	-	-
	2-6 Activities, value chain and other business relationships	29, 30, 32, 33 and 89	-	-	-	-	-	-
	2-7 Employees	67, 68 and 133	-	-	-	6	8 and 10	-
	2-8 Workers who are not employees	70 and 133	-	-	-	6	8 and 10	-
	2-9 Governance structure and composition	39, 40 and 41	-	-	-	-	-	-
	2-10 Nomination and selection of the highest governance body	39 and 40	-	-	-	-	5 and 16	-
	2-11 Chair of the highest governance body	39	-	-	-	-	16	-
	2-12 Role of the highest governance body in overseeing the management of impacts	39, 40, 44 and 56	-	-	-	-	16	-
	2-13 Delegation of responsibility for managing impacts	40, 55 and 56	-	-	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	7	-	-	-	-	-	-
	2-15 Conflicts of interest	43	-	-	-	-	16	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
GRI 2 General Disclosures 2021	2-16 Communication of critical concerns	40	-	-	-	-	-	-
	2-17 Collective knowledge of the highest governance body	40	-	-	-	-	-	-
	2-18 Evaluation of the performance of the highest governance body	42	-	-	-	-	-	-
	2-19 Remuneration policies	42	-	-	-	-	-	-
	2-20 Process to determine remuneration	42 and 72	-	-	-	-	-	-
	2-21 Annual total compensation ratio	133	-	-	-	-	-	-
	2-22 Statement on sustainable development strategy	3, 4, 5 and 6	-	-	-	-	-	-
	2-23 Policy commitments	44, 55 and 56	-	-	-	-	-	-
	2-24 Embedding policy commitments	44, 55 and 56	-	-	-	-	-	-
	2-25 Processes to remediate negative impacts	45, 46 and 96	-	-	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	45 and 46	-	-	-	10	16	-
	2-27 Compliance with laws and regulations	134	-	-	-	-	16	-
	2-28 Membership associations	134	-	-	-	-	16	-
	2-29 Approach to stakeholder engagement	9 and 10	-	-	-	-	-	-
2-30 Collective bargaining agreements	72	-	-	-	3	8	-	
Material topics								
GRI 3 Material topics 2021	3-1 Process to determine material topics	9 and 10	-	-	-	-	-	-
	3-2 List of material topics	10, 11, 12, 13, 14, 15, 16, 17, 18, 19 and 20	-	-	-	-	-	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Material topic Ethics and compliance								
GRI 3 Material topics 2021	3-3 Management of material topics	11, 36, 37, 44, 45, 46, 47, 48, 55, 56, 57, 58 and 59	-	-	-	-	-	-
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	44 and 90	-	-	-	10	16	-
	205-2 Communication and training about anti-corruption policies and procedures	47, 48 and 135	-	-	-	10	16	-
	205-3 Confirmed incidents of corruption and actions taken	45	-	-	-	10	16	-
GRI 207 Tax 2019	207-1 Approach to tax	36 and 37	-	-	-	-	1, 10 and 17	-
	207-2 Tax governance, control, and risk management	36 and 37	-	-	-	-	1, 10 and 17	-
	207-3 Stakeholder engagement and management of concerns related to tax	37	-	-	-	-	1, 10 and 17	-
	207-4 Country-by-country reporting	37	-	-	-	-	1, 10 and 17	-
Material topic Value chain								
GRI 3 Material topics 2021	3-3 Management of material topics	12, 55, 56, 57, 58, 59, 89, 90 and 91	-	-	-	-	-	-
GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	134	-	-	-	-	8	-
GRI 308 Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	89	-	-	-	8	-	-
GRI 414 Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	89 and 90	-	-	-	2	5, 8 and 16	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Material topic People management and DE&I								
GRI 3 Material topics 2021	3-3 Management of material topics	13, 55, 56, 57, 58, 59, 67, 68, 69, 70, 71, 72, 73, 74, 75 and 76	-	-	-	-	-	-
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	140	-	-	-	6	5, 8 and 10	-
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	68	-	-	-	6	4, 5, 8 and 10	-
	404-3 Percentage of employees receiving regular performance and career development reviews	69	-	-	-	6	5, 8 and 10	-
GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	39, 40, 76, 141, 142, 143 and 144	-	-	-	6	5 and 8	-
	405-2 Ratio of basic salary and remuneration of women to men	144	-	-	-	6	5, 8 and 10	-
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	44	-	-	-	6	5 and 8	-
Material topic Human rights								
GRI 3 Material topics 2021	3-3 Management of material topics	14, 44, 45, 55, 56, 57, 58, 59, 77 and 89	-	-	-	-	-	-
GRI 408 Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	44 and 89	-	-	-	5	8 and 16	-
GRI 409 Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	44 and 89	-	-	-	4	8	-
GRI 411 Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	146	-	-	-	1	2	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Material topic Health, safety and well-being								
GRI 3 Material topics 2021	3-3 Management of material topics	15, 55, 56, 57, 58, 59, 79, 80, 81, 82, 83, 84, 85, 86 and 87	-	-	-	-	-	-
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	79 and 80	-	-	-	-	8	-
	403-2 Hazard identification, risk assessment, and incident investigation	79, 81, 83, 84 and 85	-	-	-	-	8	-
	403-3 Occupational health services	86	-	-	-	-	8	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	81, 83 and 84	-	-	-	-	8 and 16	-
	403-5 Worker training on occupational health and safety	81, 82 and 83	-	-	-	-	8	-
	403-6 Promotion of worker health	86 and 87	-	-	-	-	3	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	79	-	-	-	-	8	-
	403-8 Workers covered by an occupational health and safety management system	79	-	-	-	-	8	-
	403-9 Work-related injuries	85 and 145	-	-	-	-	3, 8 and 16	-
403-10 Work-related ill health	146	-	-	-	-	3, 8 and 16	-	
Material topic Local communities								
GRI 3 Material topics 2021	3-3 Management of material topics	16, 55, 56, 57, 58, 59, 93, 94, 95 and 96	-	-	-	-	-	-
GRI 203 Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	93 and 94	-	-	-	-	5, 9 and 11	-
GRI 413 Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	93 and 94	-	-	-	1	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	95 and 96	-	-	-	1	1 and 2	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Material topic Climate change								
GRI 3 Material topics 2021	3-3 Management of material topics	17, 51, 52, 53, 54 55, 56, 57, 58, 59, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110 and 111	-	-	-	-	-	-
GRI 201 Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	51, 52, 53, 54, 98, 106, 107, 108, 109 and 110	-	-	-	7	13	-
GRI 302 Energy 2016	302-1 Energy consumption within the organization	136	-	-	-	7 and 8	7, 8, 12 and 13	B.5.1
	302-2 Energy consumption outside of the organization	136	-	-	-	8	7, 8, 12 and 13	-
	302-3 Energy intensity	136	-	-	-	8	7, 8, 12 and 13	-
	302-4 Reduction of energy consumption	103, 104 and 105	-	-	-	8 and 9	7, 8, 12 and 13	-
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	102 and 138	-	-	-	7 and 8	3, 12, 13, 14 and 15	B.3.1
	305-2 Energy indirect (Scope 2) GHG emissions	102 and 138	-	-	-	7 and 8	3, 12, 13, 14 and 15	B.3.2
	305-3 Other indirect (Scope 3) GHG emissions	102 and 138	-	-	-	7 and 8	3, 12, 13, 14 and 15	-
	305-4 GHG emissions intensity	102	-	-	-	8	13, 14 and 15	-
	305-5 Reduction of GHG emissions	103, 104 and 105	-	-	-	8 and 9	13, 14 and 15	-
Material topic Eco-efficiency								
GRI 3 Material topics 2021	3-3 Management of material topics	18, 55, 56, 57, 58, 59, 113, 114 and 115	-	-	-	-	-	-
GRI 303 Water and effluents 2018	303-1 Interactions with water as a shared resource	113 and 114	-	-	-	8	6 and 12	-
	303-2 Management of water discharge-related impacts	113 and 114	-	-	-	8	6	-
	303-3 Water withdrawal	113 and 136	-	-	-	7 and 8	6	-
	303-4 Water discharge	137	-	-	-	7 and 8	6	-
	303-5 Water consumption	137	-	-	-	8	6	B.1.1 B.1.2
GRI 305 Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	115	-	-	-	7 and 8	3, 12, 14 and 15	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Material topic Dams and mineral co-products								
GRI 3 Material topics 2021	3-3 Management of material topics	19, 55, 56, 57, 58, 59, 117, 118 and 119	-	-	-	-	-	-
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	117 and 138	-	-	-	8	3, 6, 11 and 12	-
	306-2 Management of significant waste-related impacts	117 and 138	-	-	-	8	3, 6, 11 and 12	-
	306-3 Waste generated	117 and 138	-	-	-	8	3, 11 and 12	B.2.1 B.2.3
	306-4 Waste diverted from disposal	117 and 139	-	-	-	8	3, 11 and 12	B.2.2
	306-5 Waste directed to disposal	139	-	-	-	8	3, 11 and 12	-
Material topic Biodiversity								
GRI 3 Material topics 2021	3-3 Management of material topics	20, 55, 56, 57, 58, 59, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130 and 131	-	-	-	-	-	-
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	137	-	-	-	8	6, 14 and 15	-
	304-2 Significant impacts of activities, products, and services on biodiversity	121 and 122	-	-	-	8	6, 14 and 15	-
	304-3 Habitats protected or restored	124	-	-	-	8	6, 14 and 15	-
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	137	-	-	-	8	6, 14 and 15	-

GRI Standard	Disclosure	Page	Omission			Global Compact	SDG	UNCTAD
			Requirement(s) omitted	Reason	Explanation			
Additional disclosures - not included in the materiality, but kept in the report for transparency and comparability								
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	35	-	-	-	-	8 and 9	-
GRI 202 Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	134	-	-	-	6	1, 5 and 8	-
GRI 206 Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	135	-	-	-	-	16	-
GRI 301 Materials 2016	301-1 Materials used by weight or volume	136	-	-	-	7 and 8	8 and 12	-
GRI 305 Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	138	-	-	-	7 and 8	3 and 12	-
GRI 401 Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	72	-	-	-	-	3, 5 and 8	-
GRI 407 Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	44 and 89	-	-	-	3	8	-

SASB content index

Metals & Mining 2023

SASB Topic	SASB Code	Metrics requested by SASB	Page
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	146
	EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	103, 104 and 105
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	115
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	146
Water Management	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	146
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	134
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	147
	EM-MM-150a.5	Total weight of tailings produced	117
	EM-MM-150a.6	Total weight of waste rock generated	117
	EM-MM-150a.7	Total weight of hazardous waste generated	147
	EM-MM-150a.8	Total weight of hazardous waste recycled	147
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	147
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	117
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	57, 113 and 114
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	147
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	147

Metals & Mining 2023 (continuing)

SASB Topic	SASB Code	Metrics requested by SASB	Page
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	147
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	146
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	77
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	95 and 96
	EM-MM-210b.2	(1) Number and (2) duration of nontechnical delays	147
Labour Practices	EM-MM-310a.1	Percentage of active workforce employed under collective agreements	72
	EM-MM-310a.2	(1) Number and (2) duration of strikes and lockouts	147
Workforce Health & Safety	EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	85 and 148
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	44, 45, 46, 47 and 48
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	148
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	149
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	118 and 119
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	119
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	35
	EM-MM-000.B	Total number of employees, percentage contractors	133

Independent auditor's limited assurance report on the non-financial information included in the Integrated Report

(Free translation from the original issued in Portuguese. In the event of any discrepancies, the Portuguese-language version shall prevail.)

Grant Thornton Auditores independentes Ltda.

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To the Directors and Management of **CSN Mineração S.A.**
São Paulo – SP

Introduction

We have been engaged by CSN Mineração S.A. (the Company) to present our an independent auditor's limited assurance report on the non-financial information included in the "Integrated Report 2023" of CSN Mineração S.A. for the year ended December 31, 2023.

Our limited assurance does not cover information relating to prior periods or any other information disclosed in conjunction with the Integrated Report 2023, including any embedded images and audio or video files.

Responsibility of the Company's management

The Company's management is responsible for the following:

- selecting and setting proper criteria for preparing the information included in the Integrated Report 2023;
- preparing the information in accordance with the criteria and guidelines provided by the Global Reporting Initiative (GRI - Standards), with the Indicators for the Metals & Mining (EM-MM) sector from the Sustainability Accounting Standards Board (SASB) and Guideline CPC 09 - Integrated Reporting, related to Integrated Reporting Framework prepared by the International Integrated Reporting Council (IIRC);
- designing, implementing and maintaining internal control over information considered relevant for preparing the information included in the Integrated Report 2023 that is free from material misstatement, whether due to fraud or error.

Responsibility of the independent auditor

Our responsibility is to express a conclusion on the non-financial information included in the Integrated Report 2023 based on the limited assurance engagement conducted in accordance with Technical Communication CTO 07/2022, issued by the Federal Accounting Council (CFC), and based on NBC TO 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, also issued by the CFC, which is equivalent to the international standard ISAE 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that the auditor comply with ethical and independence requirements and other related responsibilities, including as to the application of the Brazilian Standard on Quality Management (NBC PA 01) and, therefore, the maintenance of a comprehensive quality management system that encompasses documented policies and procedures for compliance with ethical requirements, professional standards and legal and regulatory requirements applicable. Additionally, those standards require that we plan and perform our engagement to obtain limited assurance that the non-financial information included in the Integrated Report 2023, taken as a whole, is free from material misstatements.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) primarily consists of making inquiries of the Company's management and other individuals in the entity involved in the preparation of information, as well as applying analytical procedures to obtain evidence that enables us to issue a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires that we perform additional procedures in the event matters come to our attention that cause us to believe that the information disclosed in the Integrated Report 2023, taken as a whole, may contain material misstatements.

The procedures selected were based on our understanding of the aspects relating to the compilation, materiality and presentation of the information included in the Integrated Report 2023 and other circumstances of our engagement and our consideration on the areas and processes associated with the material information disclosed in the Integrated Report 2023 which could contain material misstatements. Our procedures comprised, among others, the following:

- a) planning the work, considering the relevance, volume of quantitative and qualitative information and the operating systems and internal controls based on which the information included in the Integrated Report 2023 was prepared;
- b) understanding the calculation methodology and the procedures for the compilation of the indicators through inquiries with the managers responsible for the preparation of the information;
- c) applying analytical procedures on the quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the information included in the Integrated Report 2023; and
- d) for those cases where there is a correlation between the non-financial data and indicators having a financial nature, match such indicators to the financial statements and/or accounting records.

The limited assurance engagement also included tests to assess compliance with the guidelines and criteria provided in the framework Global Reporting Initiative (GRI Standards), the Sustainability Accounting Standards Board EM-MM (SASB) and Guideline CPC 09 - Integrated Report (related to Integrated Report Framework prepared IIRC) applicable to the preparation of the information included in the Integrated Report 2023.

We believe that the evidence we have obtained during our work is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied in a limited assurance engagement vary in nature and timing and are less in scope than an engagement to obtain reasonable assurance. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained if a reasonable assurance engagement had been performed. Had we performed reasonable assurance engagement, we might have identified other matters and

possible misstatements in the information included in the Integrated Report 2023. Therefore, we do not express an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate such data. Qualitative interpretations of materiality, relevance and accuracy of the data are subject to individual assumptions and judgments. Additionally, we neither conduct any work based on prior-period information nor in relation to future projections and goals.

The preparation and presentation of sustainability indicators have followed the GRI Standards criteria and, therefore, their objective is not to assure that social, economic, environmental or engineering regulations and laws were complied with. Such criteria prescribe, however, the presentation and disclosure of any events of noncompliance with such regulations when significant sanctions or penalties are imposed. Our assurance report should be read and interpreted in this context, in light of the criteria selected (GRI Standards).

Conclusion

Based on the procedures performed, described in this report, and on evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the CSN Mineração S.A.'s Integrated Report for the year ended December 31, 2023 has not been prepared, in all material respects, in accordance with the criteria and guidelines in the Global Reporting Initiative (GRI Standards), the Sustainability Accounting Standards Board EM-MM (SASB) and Guideline CPC 09 - Integrated Report, correlated to the Integrated Report Framework prepared by the IIRC.

São Paulo, May 3, 2024

Grant Thornton Auditores Independentes Ltda.

CRC 2SP-025.583/O-1

Octavio Zampirolo Neto

Accountant CRC 1SP-289.095/O-3

Credits

BOARD OF DIRECTORS

Benjamin Steinbruch (Chairman)
Marcelo Cunha Ribeiro
Victoria Steinbruch
Helena Brennand Guerra
Hisakazu Yamaguchi
Miguel Ethel Sobrinho
Yoshiaki Nakano

EXECUTIVE BOARD

Enéas Garcia Diniz (Superintendent Director)
Claudio Musso Velloso (Director of Production)
Hironori Makanae (Director of Strategic Planning)
Pedro Barros Mercadante Oliva (Chief Financial and Investor Relations Officer)
Otto Alexandre Levy Reis (Chief Investment Officer)

GENERAL COORDINATION

Sustainability, Environment and Occupational Safety Board
Helena Brennand Guerra

Team:

Beatriz Alonso
Eduardo Guadagnini Lima
Fernando Salina
Flavia Tranjan Andreotti
Karoline Castro Oliveira Francisco
Lívia Ballot de Miranda
Pablo Belosevich Sosa
Renan Reis

Institucional Board

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- Pires Processing Complex;
- Casa de Pedra Mine;
- Engenho Mine;
- TECAR - Solid Bulk Terminal;
- Quebra-queixo Hydroelectric Plant.

MATERIALITY, CONSULTING, CONTENT AND DESIGN

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MANAGEMENT OF ENVIRONMENTAL INDICATORS

GRI, UNCTAD, SASB, ODS, sectoral assessments, International Council of Mining and Metals, water risk assessment and GHG Protocol.

PHOTOS

CSN Mineração's image bank

