

2025 INTEGRATED REPORT



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WELCOME

GRI 2-1, 2-2, 2-3, 2-5, 2-14, 2-22

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About this report GRI 2-1, 2-2, 2-3, 2-5, 2-14

As part of our ongoing commitment to transparency and accountability, CSN Mineração S.A. (CSN Mineração or CMIN) is pleased to present the sixth consecutive edition of our Integrated Report¹, with information on our results of operations and progress on environmental, social, and governance practices. This edition covers all operations under our operational control for the period from January 1 to December 31, 2025. Any scope exceptions are identified throughout the report or noted in specific disclosures, when applicable².

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the International Integrated Reporting Framework, now consolidated under the International Sustainability Standards Board (ISSB). It also incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and references the Taskforce on Nature-related Financial Disclosures (TNFD), in addition to Sustainability Accounting Standards Board (SASB) disclosures for the metals and mining sector. All financial information is compliant with the International Financial Reporting Standards³ (IFRS) and the standards of the Brazilian Accounting Standards Committee (CPC), the International Accounting Standards Board (IASB), and the International Financial Reporting Interpretations Committee (IFRIC). The financial statements were audited by Forvis Mazars Auditores Independentes

S.S. Ltda. and are available on our [Investor Relations website](#).

Supplementing the information in this report, GRI, SASB, TCFD and TNFD disclosures are available in our [ESG Databook](#), designed to meet the specific informational needs of different stakeholders.

All information presented in this report and in the ESG Databook has been reviewed and approved by the Board of Directors and undergone independent limited assurance by Grant Thornton, ensuring its accuracy and reliability. As part of the assurance engagement, the Board of Directors received a report outlining key findings and conclusions. The independent assurance statement is available on page [131](#) of this report.

Additional information is available in our [Annual Report](#), [Reference Form](#), [financial statements](#), [Climate Action Report](#), [previous editions of CSN Mineração's Integrated Reports](#) and at ri.csnmineracao.com.br and esg.csn.com.br. For any queries or feedback about this report, please write to sustentabilidade@csn.com.br.

We hope you find the report useful and informative.



¹ This document may include statements that reflect the current expectations of CSN Mineração regarding future events or results.

All estimates and projections involve risks, external factors, and uncertainties. CSN Mineração cannot guarantee that such statements will prove to be accurate. The Company cautions investors against relying on these statements in other contexts.

² Information related to the Quebra-Queixo operation has not been incorporated in the social and environmental disclosures. Such exceptions are related to materiality criteria. This operation is included in CSN Mineração's financial statements, which are consolidated using the equity method.

³ When translating foreign currencies into Brazilian Real, the exchange rate applied is the U.S. dollar rate in effect on the last day of the reporting period of this Integrated Report, which was BRL 5.50 as of December 31, 2025.

How to navigate this report

See how to navigate the content in this report.

Welcome Corporate profile Corporate governance

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Use the top menu to navigate through the chapters.



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Interactive content

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Learn more

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→ Benjamin Steinbruch,
Chairman of the Board
of Directors

Message from the Board of Directors GRI 2-22

The year 2025 reaffirmed the Board's fundamental conviction: CSN Mineração continues to strengthen its position as one of CSN Group's most important growth platforms and a global benchmark for high-grade iron ore.

The year was marked by record-breaking results that reflected our highly efficient, reliable and vertically integrated value chain, and our consistent execution capabilities. Strong performance across multiple fronts—including production records, operational improvements, and key targets met—reinforced our leadership in efficiency, innovation, and sustainable value creation, further strengthening the foundation for long-term growth.

This strategic direction was reflected in steady progress on our expansion plan, and particularly the P15 Itabirite Plant—a cornerstone project that will convert up to 16.5 million metric tons of previously low-value ore into premium products.

CSN Mineração's strategic plan is fully aligned with circular economy principles. Tailings reprocessing projects to recover materials previously stored in tailings dams, and the conversion of existing

assets to create new sources of plant feed, will allow us to boost production capacity without the need to expand into new mining areas, reducing environmental impacts, optimizing capital use, and extending asset life. By increasing the supply of higher-grade products, CSN Mineração is also helping to decarbonize the global steel value chain. Higher-grade iron ore enables more efficient steelmaking processes and lower emissions intensity in downstream production stages.

We continue to make steady progress in operational safety and tailings management. As a pioneer in large-scale dry stacking, we remain committed to the progressive elimination of tailings dams. Decommissioning and reclamation activities are advancing according to plan, and all facilities are operating with no emergency hazard rating, supported by stability certificates that are regularly verified through independent audits.

Innovation and continuous improvement remain core to our strategy. We continue to incorporate advanced technologies, including artificial intelligence solutions, to enhance operational reliability. In parallel, we have continued to advance our decarbonization agenda, with

initiatives focused on the energy transition and reducing direct emissions. A key program is our adoption of electric haul trucks and equipment which, when powered by our 100% renewable electricity supply, help reduce direct emissions.

We also made consistent progress in the year on our social agenda. After achieving our target for women in the workforce one year ahead of schedule, we have now also increased female representation in leadership positions. In safety, 2025 was our 12th year without fatalities and saw a significant reduction in high-consequence incidents.

During the year, the Board approved the reorganization of our equity stake in MRS Logística through the acquisition by CSN Mineração of an 11% stake previously held by CSN. This will strengthen alignment between production and logistics, improve capital allocation efficiency, and further integrate our logistics assets.



→ P15 construction advancing at a strong pace - Congonhas (MG)

P15 will enable the conversion of up to **16.5 million tonnes** of ore previously considered low-value into premium products

As the industry continues to evolve, CSN Mineração continues to play an active role in addressing industry challenges, combining operational efficiency, social and environmental responsibility, and financial discipline. The Board of Directors would like to thank our employees, partners, suppliers, communities, customers,

and shareholders for their trust and dedication throughout this journey. We will continue to act with discipline to deliver our strategy and create sustainable value over the long term.

Benjamin Steinbruch
Chairman of the Board of Directors, CSN Mineração

Message from the Superintendent Director GRI 2-22

We closed 2025 with our strongest operational performance to date, reflecting a consistent strategy and our team’s strong execution capabilities. CSN Mineração posted adjusted net revenue of R\$ 15.3 billion and adjusted EBITDA of R\$ 6.4 billion, with a margin of 42.1% outperforming our 2024 results and demonstrating the resilience and strength of our business model.

Operationally, the year was marked by a shift in our iron ore profile. We are increasingly processing materials that require greater processing effort, tighter technical control, and continuous adjustments to production workflows to maintain our standards of quality and performance. Even so, CSN Mineração posted record production of 45.5 million metric tons in the year (including produced and third party-sourced ore), along with record sales of 45.8 million metric tons, up 7.7% year over year, reflecting operational strength and a competitive asset base. Logistics efficiency further strengthened our competitive position. TECAR handled a record 41 million metric tons

We achieved record sales volumes of **45.8 million metric tons**

of shipments during the year—improving the reliability, operating efficiency, and resilience of our logistics assets.

These results are not coincidental. They reflect a strong culture of continuous improvement, operational and commercial efficiency, disciplined cost management, our adoption of advanced and sustainable technologies and, above all, the daily commitment of our team. As part of ongoing efforts to increase operational efficiency, we made continued progress in optimizing our production processes, with significant improvements in ore beneficiation and in the performance of our key assets. Improvements at the Central Plant—supported by stronger performance across CMAI 3, the spiral circuits and Flotation 3—contributed directly to higher process efficiency. We also advanced initiatives to reduce operational downtime and increase equipment availability, delivering positive impacts on productivity, cost efficiency and safety.

From a commercial perspective, we took an active contract management approach in the year that included forward sales, price hedging and freight optimization, improving earnings predictability and mitigating risk. This approach supported margin

→ Carlos Mello, Superintendent Director, CSN Mineração





→ A CSN Mineração employee - Congonhas (MG)

preservation and reinforced the resilience of our business throughout the year.

In parallel, we continued to strengthen the sustainability of our operations. From an environmental perspective, we delivered measurable progress in minimizing operational impacts: we reduced emissions intensity by 8% compared with our target baseline, increased investment in dust control by 40%, and achieved a water recycling rate of 93%, approaching our 94% target for 2032.

During the year, the state environmental authority, FEAM, officially recognized the decommissioning of the Vigia Dam within the Pires Complex as complete, an important milestone that has enhanced operational safety, mitigating environmental and social risks. The successful decommissioning reaffirms CSN Mineração's commitment to best practices in tailings management.

From a social perspective, we made consistent progress across both our external and internal priorities. We deepened engagement with our communities through our now-consolidated Community Committee, and implemented initiatives to bring local communities closer to our operations, fostering transparency, active listening and greater understanding of potential social and environmental impacts. These commitments are also reflected in the work of the Fundação CSN. In 2025, the Foundation invested R\$ 48 million in social programs, directly benefiting 6,200 people, including 1,600 in our areas of influence.

Internally, we continued to advanced our diversity and inclusion agenda. We exceeded our target for female representation and continued to foster a safer, more inclusive workplace aligned with best practices in people management.

These advancements are reflected in our performance across leading ESG rating assessments. In the S&P ESG assessment, we improved our score from 55 to 62, placing us ahead of 93% of companies in the global industry. In the Sustainalytics assessment, we rank 7th among 157 companies in the sector. We also improved our FTSE Russell score from 2.9 to 3.4 and our CDP Water Security rating from B to A-. Although using different methodologies, these assessments have consistently recognized the progress and strength of our environmental, social and governance practices.

Looking ahead, we remain confident. We are building a company that is increasingly efficient, safe, and prepared for the transformations already underway in the industry, with a continuing focus on operational excellence, innovation and sustainable value creation for all our stakeholders. This progress reflects the daily commitment of our employees, partners and other stakeholders, to whom we express our sincere thanks. I invite you to explore this report and learn more about the steps we are taking to prepare CSN Mineração for the future.

Carlos Mello
CEO, CSN Mineração

The year at a glance

Operating and financial highlights



45.5 million

metric tons of iron ore (produced + sourced)



45.8 million

metric tons sold, the highest sales volume to date



R\$ 2.4 billion

invested in operational expansion and efficiency throughout the year



Adjusted net revenue of

R\$ 15.3 billion

with an adjusted EBITDA of

R\$ 6.4 billion

and EBITDA margin of

42.1%



Achieved

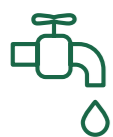
38.9%

progress on the P15 Itabirite Plant, a strategic project to expand high-grade iron ore production

→ Pires beneficiation plant facilities - Ouro Preto (MG)



Environmental highlights



10% reduction

in water withdrawals, improving natural resource efficiency



8% reduction

in GHG emissions intensity from the target baseline (2020)



40% increase

in investment in dust control, reducing particulate matter dispersion across operations



Official recognition by FEAM of the

Vigia Dam **as fully decommissioned,**

improving operational and environmental safety



→ A CSN Mineração employee - Congonhas (MG)

Social highlights



12th year

with no fatalities



121 thousand hours

of health and safety training for employees and contractors



27%

female representation in the workforce, exceeding the target for 2025



R\$ 3.99 billion

in local supplier spend, supporting regional economic development



→ CSN Mineração headquarters - São Paulo (SP)

Governance Highlights



Improved S&P ESG Score from 55 to 62 points, positioning CMIN Mineração ahead of

93%

of industry peers



FTSE Russell score improved from 2.9 to

3.4



Ranked 7th

among 157 global industry peers in the Sustainalytics rating



A- rating

in CDP Water Security, improving from a B score in the previous cycle



100%

of employees completed compliance training, reinforcing a culture of integrity

CORPORATE PROFILE

GRI 2-1, 2-2, 2-6

- About CSN Mineração
- Our operations
- Business model
- Performance



About CSN Mineração GRI 2-1, 2-2, 2-6

CSN Mineração is Brazil's second-largest iron ore exporter and ranks among the top ten producers globally. We are headquartered in Congonhas, and hold certified reserves exceeding 2 billion metric tons. Our operations are located in the Minas Gerais Iron Quadrangle, one of Brazil's most important mining provinces.

Our flagship operations include the Casa de Pedra mine complex and the Engenho-Pires operation, straddling the municipalities of Congonhas, Belo Vale, and Ouro Preto. At the Casa de Pedra Complex, CSN Mineração operates a central processing plant with annual capacity of 22.5 million metric tons of iron ore. This operation is supplemented by our Pires facility, which includes both dry and wet beneficiation plants, providing additional capacity of 13.4 million metric tons per year.

CMIN is Brazil's second-largest iron ore exporter and ranks among the top ten producers globally

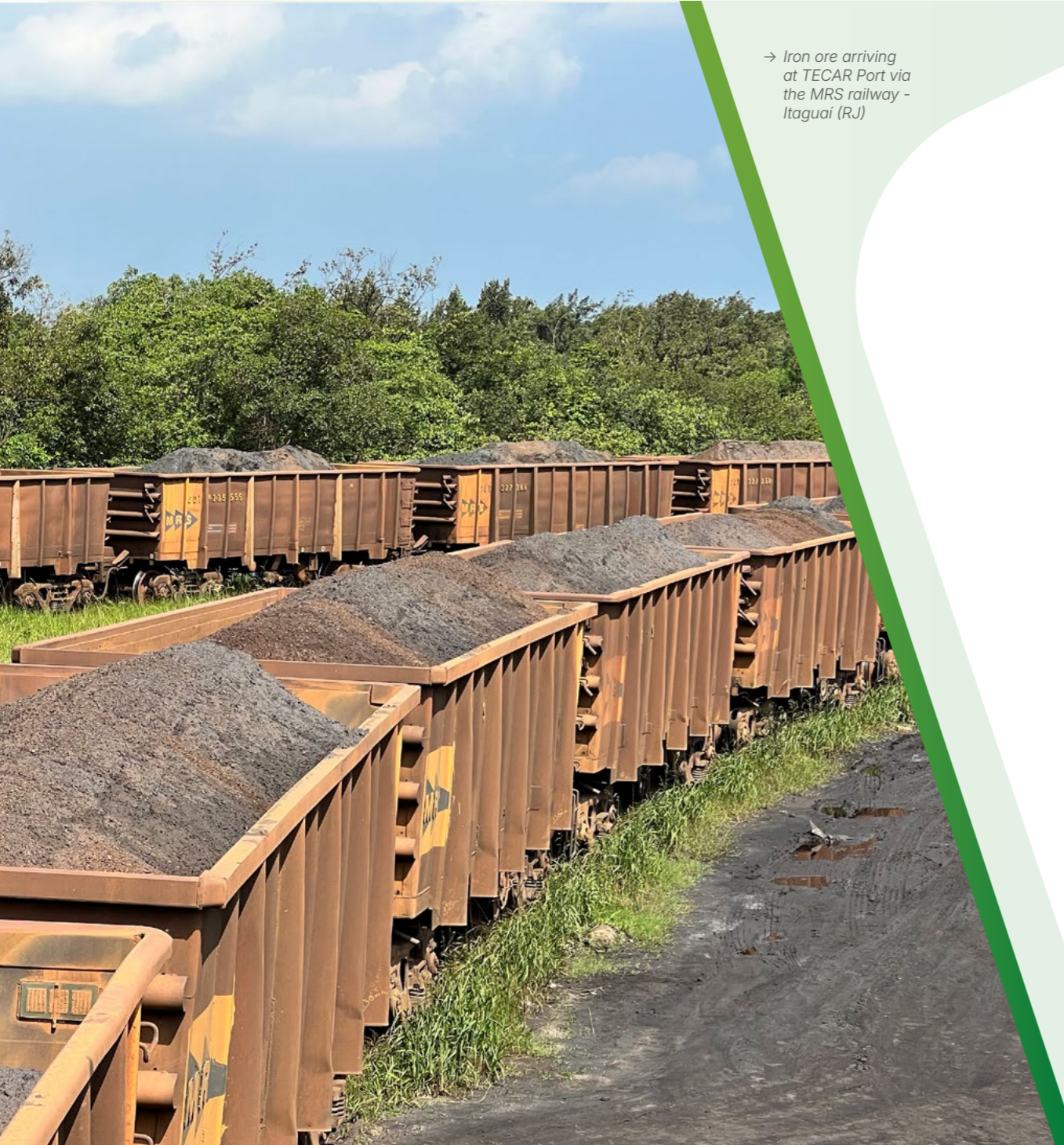
In tailings management, CSN Mineração uses solutions that reduce reliance on conventional tailings dams. All mined ore is processed through filtration and dry stacking, eliminating the need for conventional tailings dams. CSN Mineração was the first in the industry to apply this method at large scale in Brazil, helping establish an operational model with stronger risk control and significantly lower environmental and social impacts.

Logistics infrastructure is also a core pillar of our operations. TECAR, our own port terminal at the Port of Itaguaí, Rio de Janeiro, has an annual capacity to ship 45 million metric tons of iron ore and receive 4 million metric tons of reductants such as coal and coke, used in steel production. TECAR is one of the main export gateways for Brazilian iron ore.

In 2025, these logistics capabilities were further strengthened through an expansion of our stake in MRS Logística S.A., increasing our direct ownership from 18.74% to 29.91%. MRS Logística operates one of Brazil's main freight rail networks, transporting cargo such as iron ore, steel, cement, bauxite and coal. The rail network connects the Iron Quadrangle and southern Rio de Janeiro to the country's principal port terminals. This investment will improve logistics integration for outbound product shipments.

→ CSN Mineração operations - Congonhas (MG)





→ Iron ore arriving at TECAR Port via the MRS railway - Itaguaí (RJ)

CSN Mineração also owns the Quebra-Queixo Hydroelectric Power Plant in Ipuacu, Santa Catarina. With an installed capacity of 120 MW, the facility provides a self-sufficient electricity supply sourced entirely from renewable energy. Any surplus output is sold in the free energy market with renewable certification, enabling other companies to use renewable electricity in their own operations.

CSN Mineração is a member of the CSN Group, Brazil's largest industrial conglomerate, with operations spanning mining, steelmaking, cement, energy, and logistics. Part of the iron ore we produce is sold internally to the Presidente Vargas Steelworks (UPV), located in Volta Redonda, Rio de Janeiro. UPV is one of the country's most important steel producers and supplies steel to sectors including construction, transportation and consumer goods.

As part of an ongoing commitment to innovation and sustainability, our parent company, the CSN Group, operates an innovation platform called *CSN Inova* that develops disruptive technological solutions and leads digital transformation efforts Group-wide. Through *CSN Inova*, CSN Mineração is able to anticipate market trends and consolidate our position as a forward-looking, resilient company.

Adjacent to our core business, CSN Mineração engages in social responsibility initiatives through the Fundação CSN which leads impactful projects across education, culture, and livelihoods. These programs positively impact surrounding communities and form part of CSN Mineração's broader social agenda.

CSN Mineração's Assets

- 2 iron ore mines
- 3 iron ore beneficiation plants
- TECAR Port Terminal
- Quebra-Queixo Hydroelectric Power Plant
- 29.91% ownership stake in MRS Logística

Portfolio GRI 2-6

CSN Mineração offers a diversified portfolio of high-grade iron ore products tailored to meet the evolving needs of the global steel industry, serving both domestic and international markets.



Lump ore

Lump ore is produced through crushing and screening processes. It has particle size ranging from 50 mm to 6.3 mm and can be used directly in blast furnaces without the need for further agglomeration. As a result, it is commonly used in the production of pig iron, the first stage in the steelmaking process.



Sinter feed

Sinter feed is an intermediate product with particle size ranging from 6.3 mm to 0.150 mm, produced during later stages of iron ore beneficiation. Before being used in blast furnaces, the material undergoes sintering, a process in which the particles are heated and partially fused to form a more cohesive mass. This improves furnace performance and supports greater efficiency in steel production.



Pellet feed

Pellet feed consists of even finer particles, with particle size below 0.150 mm. Before it can be used in steelmaking, the material undergoes a pelletizing process that converts the ore into small spherical pellets. These pellets are used in blast furnaces and other metallurgical equipment, improving process stability and contributing to lower emissions in steel production.



CSN Mineração's Essence

CSN Mineração operates under an overarching commitment to excellence, innovation, and sustainability. Guided by a clear mission, an inspiring vision, and solid core values, CSN Mineração strives to balance consistent performance with corporate responsibility, building a future that reflects our pride in being a Brazilian company.

FAZER BEM

We seek to set the standard in everything we do, pursuing operational excellence at all times. We are passionate about what we do, take care of the business as owners, and consistently deliver results—while ensuring safety, quality, and customer satisfaction.

FAZER MAIS

We do more with less as dedicated innovators. We constantly strive to optimize results and processes, ensuring continuous and responsible growth.

FAZER PRA SEMPRE

We are committed to continuous learning as we work to build a sustainable future. That is our definition of success.

MISSION

Leverage integration and innovation to achieve sustainable, lasting development.

VISION

To be Brazil's most respected industrial group and a globally recognized industry leader, accentuating what it means to be Brazilian.

VALUES

We walk a path rooted in respect—for life, for ethics, and for the planet
Our focus is on operational excellence
Our solutions are innovative and integrated
Our strength lies in people who make a difference
We have company pride

Operations map

GRI 2-1

Engenho mine and Pires complex

The Engenho mine is part of the Casa de Pedra Complex and one of its main mining fronts. The Pires complex comprises crushing and screening units, along with dry beneficiation plants.

Quebra-Queixo Hydroelectric Plant (HPP)

Located in Ipuacu, Santa Catarina, the Quebra-Queixo HPP provides a fully self-sufficient, 100% renewable electricity supply to CSN Mineração's operations. Any surplus is sold on the free energy market.

Casa de Pedra

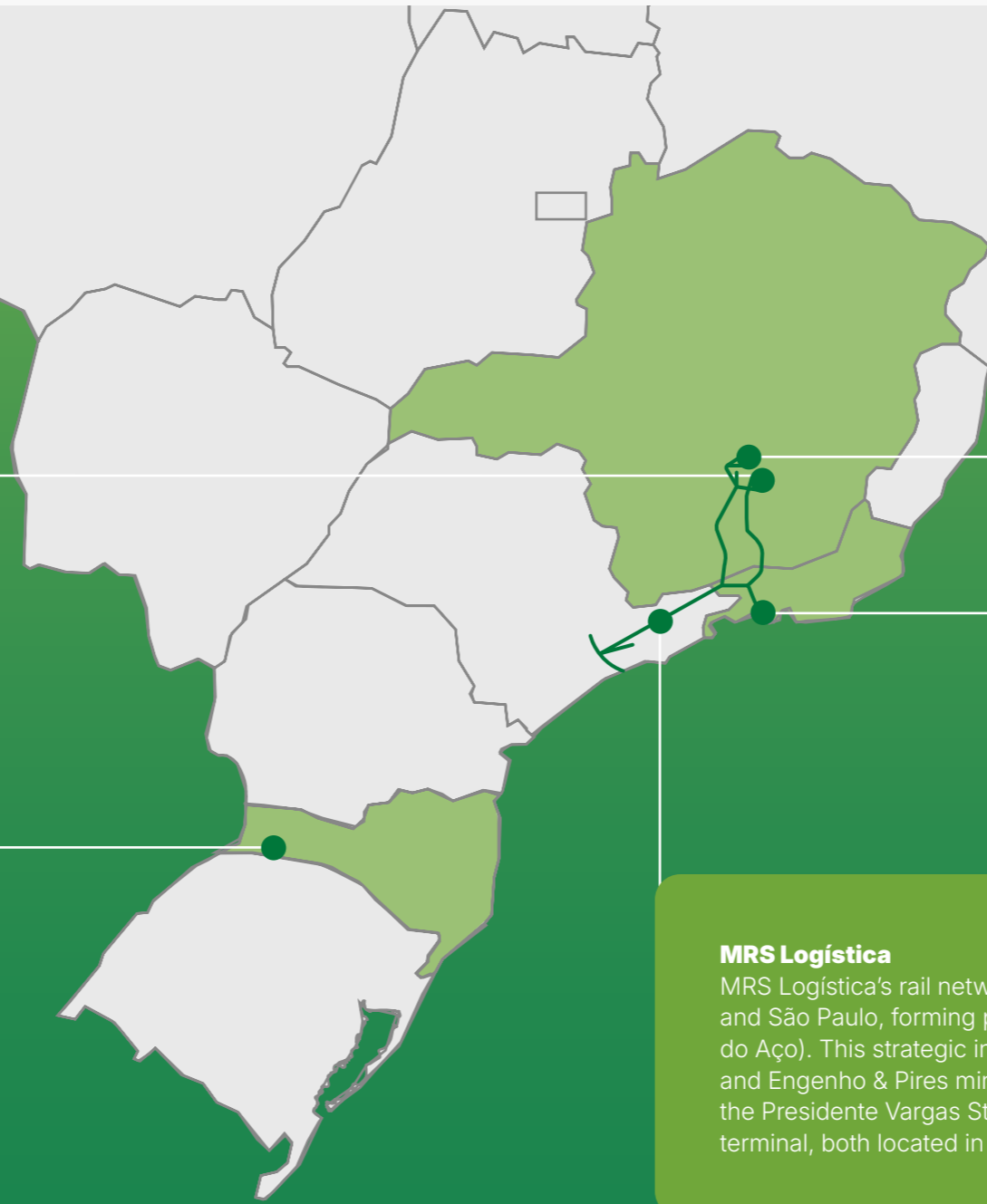
The Casa de Pedra mine, in operation since 1913, holds the distinction of being Brazil's oldest active mine. It is renowned for its high-grade iron ore and world-class reserves, ranking among the largest globally

TECAR

TECAR is a port terminal operated by CSN Mineração. Its strategic integration with MRS Logística's rail network enhances overall logistics efficiency.

MRS Logística

MRS Logística's rail network links Minas Gerais, Rio de Janeiro, and São Paulo, forming part of Brazil's Steel Railway (Ferrovia do Aço). This strategic infrastructure links the Casa de Pedra and Engenho & Pires mining operations in Minas Gerais to the Presidente Vargas Steelworks (UPV) and the TECAR port terminal, both located in the state of Rio de Janeiro.



Business model

CSN Mineração uses the business model framework established by the International Integrated Reporting Council (IIRC) to demonstrate how we create financial and non-financial value. This framework helps explain how we use our different forms of capital—financial, manufactured, intellectual, social & relationship, human and natural—to create value for stakeholders while considering the impacts of our operations on the economy, society and the environment.



Click the icon for each capital to learn more about the different inputs and value creation KPIs.

Financial capital

Manufactured capital

Intellectual capital

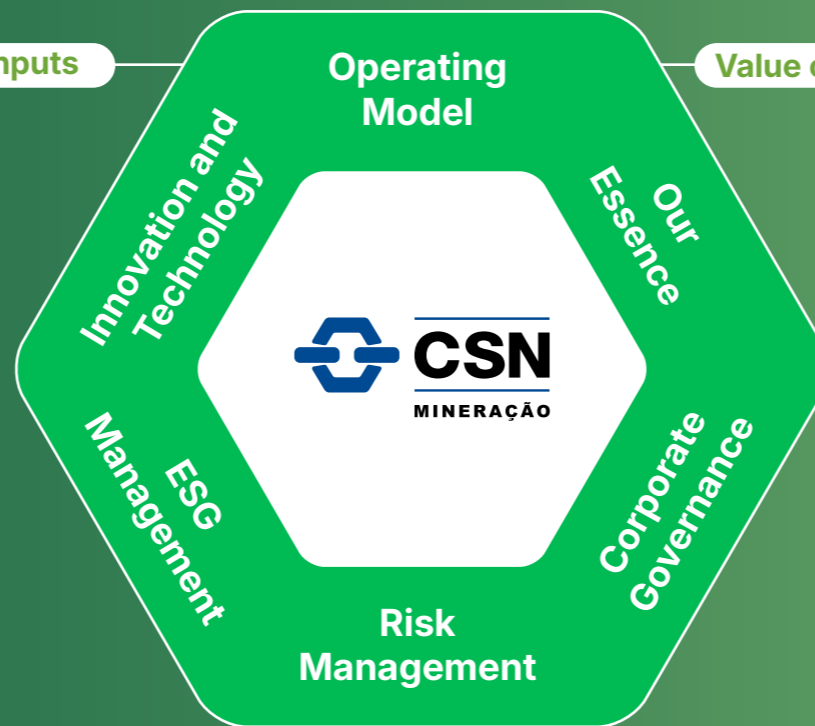
Social and relationship capital

Human capital

Natural capital

Inputs

Value creation



CSN MINERAÇÃO - CMIN

Premium iron ore

With 2 billion metric tons of certified mineral reserves, CSN Mineração implements innovative operational solutions that support our commitment to safety and social and environmental responsibility.



Performance

Strategy

CSN Mineração's strategy is centered on expanding production capacity, improving the iron ore grades we supply to the market, and implementing practices to reduce environmental impacts while increasing operational efficiency. To support these objectives, we plan to invest R\$ 13.2 billion in Minas Gerais through 2030 in projects that combine technological innovation, process improvements, and operational efficiency.

Our flagship project in this investment cycle is the P15 Itabirite Plant ("P15") at the Casa de Pedra Complex in Congonhas, Minas Gerais. P15 marks a major milestone for CSN Mineração. During the construction phase—currently in progress—the project will create approximately 3,200 jobs. Once operational in 2028¹, the plant will support 1,800 jobs, increasing CSN Mineração's workforce in Minas Gerais by 24%.

CSN Mineração is investing R\$13.2 billion in Minas Gerais through 2030

¹ The construction completion schedule for P15 was updated in 2025.



→ The Casa de Pedra operation - Congonhas (MG)

The P15 expansion is advancing rapidly and is currently one of the main drivers of value creation for the business, with an estimated impact of approximately R\$ 4 billion per year in additional EBITDA, while also supporting improved operating margins. When operational, P15 will increment our annual production capacity by 16.5 million metric tons of pellet feed—a high-grade ore with 67% iron content (Fe), ideally suited for producing low-carbon steel using natural gas or hydrogen as reducing agents. The use of natural gas can reduce carbon emissions in steelmaking by up to 50%, while hydrogen could increase this reduction to approximately 98%. Given that the steel industry is among the most emissions-intensive industrial sectors globally, expanding the supply of high-quality pellet feed can make a meaningful contribution to the decarbonization of the steel value chain. In addition to its

environmental benefits, pellet feed strengthens CSN Mineração's position in international markets, where demand for direct-reduction inputs continues to grow steadily, reflecting the global shift toward higher-quality raw materials with lower carbon emissions.

Beginning in 2028, with the start of P15 operations, we plan to convert the central processing plant to support expanded pellet feed production and the processing of finer and more silica-rich ores. Other ongoing projects include CMAI B4, a new plant to reprocess tailings from the B4 dam for pellet feed production. This project will produce up to 3.3 million metric tons annually and aligns with our strategy to recover valuable resources, support dam decommissioning, and apply circular economy principles by reprocessing tailings currently stored in these facilities.

To accommodate projected growth, we are expanding the shipping capacity of our TECAR port terminal in Itaguaí from 45 million to 60 million metric tons per year. In 2025, we strengthened our logistics capabilities by expanding our stake in MRS Logística S.A. through the acquisition of the share previously held by CSN, raising our direct ownership to 29.91%. This will strengthen our position in the main rail network connecting the Iron Quadrangle to ports in Southeastern Brazil, expanding control over both outbound iron ore shipments and inbound operational inputs. This integrated logistics infrastructure supports efficient exports of iron ore to international markets and strengthens our global competitiveness.

Operational performance

In 2025, the iron ore market saw a recovery in prices, mainly driven by strong demand from China. Steel production in China remained at elevated levels, supported by improved steelmaker margins amid declining metallurgical coal costs. In this context, Brazilian iron ore benefited from higher premiums for low alumina content and reduced penalties associated with silica levels. In addition, sustained high volumes of Chinese steel exports became one of the key drivers of global steel production.

Against this backdrop, CSN Mineração delivered strong operational performance, highlighted by record sales and port throughput, as well as continued progress in productivity and operational efficiency. During the year, CSN Mineração achieved a new cycle of operational records, with total iron ore production of 45.5 million metric tons—including both our own output and third-party purchases—exceeding both the previous record set in 2019 and our production guidance for the year. We also achieved a record performance in key indicators across the value chain, including a total of 11.7 million metric tons of tailings handled, up from 11.6 million metric tons in 2024.

This operational progress was supported by a structural transformation in the way we operate our assets—transitioning from a model with partly independent processes to an integrated system

in which the different stages in the value chain operate in a coordinated manner. This approach has improved the utilization of existing assets, operational stability, and predictability. Following the operational redesign, our decision-making has since been informed by integrated operational intelligence and enterprise-wide performance indicators, supporting our culture of continuous improvement and elevating overall operational performance.

Improved tailings filtration performance has been a key driver of efficiency gains. We expanded system capacity to support higher throughput of processed material and increased production at the Central Plant. Meanwhile, revised maintenance strategies have increased the Central Plant's operational availability from approximately 70% to nearly 94%, positioning the facility as a national benchmark in operational efficiency.

New technologies and optimized processing circuits also supported our record-setting results in the year. The full-capacity operation of CMAI 3, following the preceding ramp-up phase, and adaptations to existing circuits to create the Flotation 3 facility, have increased the recovery of iron ore previously lost as tailings, reduced the volume sent for filtration, and improved overall process efficiency. These initiatives have enabled us to expand production capacity with our existing



→ Operations at the TECAR terminal - Itaguaí (RJ)

asset base, maximizing returns on previous investments.

Our operational gains in the year were also reflected in improved logistics performance. TECAR set another operational record, with 41 million metric tons shipped. This has expanded shipping capacity, increased supply-chain reliability, and supported record levels of production and sales.

We also maintained high standards of safety, sustainability and operational efficiency, achieving our 12th year without fatal injuries, even in a complex operating environment marked by a

combination of expansion projects, ongoing maintenance efforts, and infrastructure upgrades. Our results in the year demonstrate the maturity of CSN Mineração's operating model and its ability to reconcile growth, safety, and operational discipline.

45.5 million metric tons of iron ore produced, exceeding our previous record in 2019

Financial performance

In 2025, CSN Mineração delivered strong growth in revenue and cash generation, supported by record production and sales volumes. This performance underscores the strength of our operating model and our ability to capture value in an environment of heightened foreign exchange volatility.

Adjusted net revenue was R\$ 15.3 billion, up 17.7% year over year, primarily driven by higher sales volumes and sustained price levels. These results reflect a consistent commercial strategy and disciplined operational execution throughout the period.

Adjusted EBITDA totaled R\$ 6.4 billion, up 9.4%, with a margin of 42.1%. Despite a slight margin contraction compared to the previous year, profitability remained strong, supported by disciplined cost management and economies of scale.

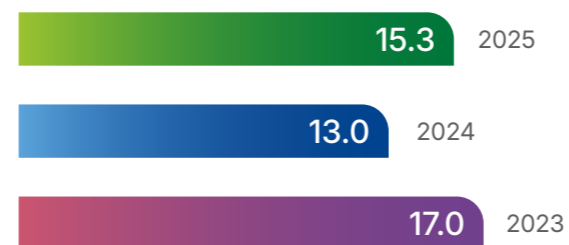
The C1 unit cost, a key mining efficiency metric, closed the year at US\$ 21.5 per metric ton, compared to US\$ 21.0 per metric ton in 2024—in line with guidance—reflecting planned mine sequencing and higher waste stripping volumes during the year. Even so, we maintained a competitive cost position within the industry.

Gross profit totaled R\$ 5.5 billion, with a margin of 35.8%, due to higher costs and an increased share of third-party purchases. Selling, general and administrative expenses totaled R\$ 303.9 million, in line with increased commercial activity.

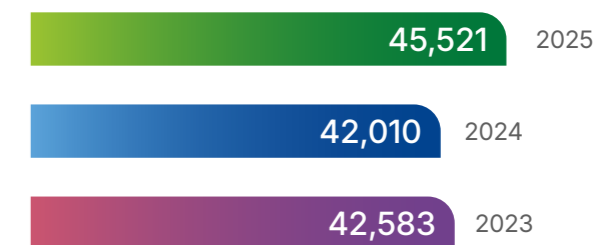
Financial results were impacted by exchange rate variation in financial expenses, reversing the positive performance reported in the prior year. As a result, net income totaled R\$ 1.6 billion, down 63.6% year over year, despite operational improvements and growth across key metrics.

Nevertheless, we maintained strong cash generation and disciplined capital allocation. Capital expenditures totaled R\$ 2.4 billion, primarily allocated to strategic expansion projects, particularly P15 infrastructure works and operational efficiency initiatives. Even after significant investments and the acquisition of a stake in MRS, CSN Mineração ended the year with low leverage, reporting net debt of R\$ 725 million and a Net Debt-to-EBITDA ratio of 0.11x, preserving our capacity to fund growth projects and deliver shareholder returns.

Adjusted net revenue (R\$ billion)



Production volume¹ (thousand metric tons)



¹ Produced and sourced from third parties.

Statement of added value - main line items (R\$ million) GRI 201-1

	2023	2024	2025
Revenue	19,199.43	16,830.30	18,389.25
Inputs purchased from third parties	(10,000.42)	(9,894.30)	(11,069.11)
Gross added value	9,199.02	6,936.00	7,320.14
Withholdings	(1,041.10)	(1,150.00)	(1,275.99)
Net added value produced	8,157.88	5,786.03	6,044.15
Transferred added value	0.65	3,284.90	(614.14)
Total added value to be distributed	8,158.53	9,070.90	5,430.01
Distribution of added value			
Payroll and related charges	773.90	840.02	872.08
Taxes, charges and contributions	1,929.37	1,796.31	1,149.84
Interest on third-party capital	1,886.52	1,906.87	1,758.93
Interest on equity	3,658.74	4,527.72	1,649.16
Total added value to be distributed	8,158.53	9,070.90	5,430.01

CORPORATE GOVERNANCE

GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-23, 2-24, 101-2, 201-2

- Governance structure
- Risk management and audit
- Innovation and technology
- Sustainability



Governance structure

GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17

CSN Mineração is a publicly held corporation (S.A.) whose shares are listed on the Nível 2 "tier 2" corporate governance segment of B3 S.A. – Brasil, Bolsa, Balcão (ticker: CMIN3). This listing segment is reserved for companies implementing high standards of transparency, accountability and protection of shareholder rights. Our governance practices are underpinned by policies and processes aligned with best-practice standards and Brazilian Securities Commission (CVM) regulations.

Beyond meeting regulatory requirements, our governance framework supports integration across assets, strengthens decision-making processes, enhances our ability to anticipate risks and opportunities, and sustains long-term growth. Governance is key to ensuring compliance with regulations and best practices, organizing priorities, aligning interests, and supporting strategy execution.

CSN Mineração's **Board of Directors** plays a central role in setting strategic direction. Its responsibilities include overseeing the activities of executive management, electing and, when necessary, removing members of the Executive Board, and supervising policies and action plans in accordance with our bylaws and applicable

laws and regulations. The Board of Directors may create special committees, responsible for in-depth assessments and analysis in their respective areas, supporting more robust and well-informed strategic decisions. It is also responsible for deliberating on economic, social, and environmental matters affecting the business.

Board members are elected by the General Stockholders' Meeting for two-year terms, with the possibility of successive re-election. The selection of board members is based on criteria that evaluate professional experience and knowledge of CSN Mineração's business model, including the economic, social, and environmental impacts of our operations. Additional considerations include independence, alignment with CSN Mineração's core values, and time availability to fulfill board responsibilities.

In 2025, the Board of Directors consisted of six full members and one alternate member, including two independent directors, representing 33.33% of the total. The Chairman of the Board does not hold an executive role within the Company. This structure supports balanced decision-making and ensures that diverse perspectives are incorporated into the definition of strategic priorities.

→ Harry Morgenstein,
Chief Procurement
and Investment
Officer, CSN



Composition of the Board of Directors as of December 31, 2025¹

Benjamin Steinbruch	Chair
Enéas Garcia Diniz	Effective Member
Helena Brennand Guerra	Effective Member
Yoshihiko Ogura	Effective Member
Miguel Ethel Sobrinho	Independent Effective Member
Yoshiaki Nakano	Independent Effective Member
Hisakazu Yamaguchi	Alternate Member

¹ As of December 31, 2025, women represented 16.6% of the full members of CMIN's Board of Directors, while men accounted for 83.4%. By age group, 16.6% are between 30 and 50 years old, and 83.4% are over 50 years old.

Board members' competencies and skills¹

	Finance	Risk management	ESG and innovation	Economics and policy	Industrial/mining operations
Benjamin Steinbruch	X	X	X	X	X
Enéas Garcia Diniz			X		X
Helena Brennand Guerra	X	X	X	X	X
Yoshihiko Ogura		X			X
Miguel Ethel Sobrinho	X	X	X	X	X
Yoshiaki Nakano	X	X		X	

¹ Additional details on the qualifications and expertise of CSN Mineração's Board of Directors are available on our [Investor Relations website](#).



→ Helena Guerra, a member of the Board of Directors

The Board may establish advisory committees to conduct in-depth analysis of specific matters and support the decision-making process. The **Audit Committee**, for instance, is a non-statutory body composed exclusively of independent members. The Audit Committee operates under its own charter and is primarily responsible for overseeing the preparation of financial statements, assessing the effectiveness of internal controls, supervising risk management and the Compliance Program, and monitoring investigations and related actions arising from reports submitted through the Whistleblowing Channel.

Composition of the Audit Committee as of December 31, 2025¹

Yoshiaki Nakano	Independent Member and Coordinator
Angélica Maria de Queiroz	Independent member
Beatriz Santos Martini	Independent member

¹ All members of CSN Mineração's Audit Committee are over 50 years old. By gender composition, 66.7% are women, and 33.3% are men.

Governance plays a key role in aligning priorities, stakeholder interests, and strategic direction

Another supporting governance body is the ESG Committee, a non-statutory committee established by the Board of Directors of CSN, our controlling shareholder. The committee supports deliberations related to the management of environmental, social and governance risks, impacts and opportunities across all Group companies, including CMIN, and advises the Board on strategy and organizational performance in these areas. The committee is composed of 21 members, including directors and leaders from both industrial and corporate functions. It helps to communicate shared guidelines and to the consolidation of CSN Mineração's sustainability agenda.

Composition of the ESG Committee¹

Victoria Steinbruch	CSN's Deputy CEO – Chair of the ESG Committee
Felipe Steinbruch	Head of CSN Inova – Vice-Chair of the ESG Committee
Alberto de Senna Santos	Advisor to the CSN's CEO – Member
Augusto Cesar Ferreira Lara	Head of Steelmaking – Member
Antônio Marco Campos Rabello	Chief Financial Officer and Investor Relations Officer – Member
Carlos Rodrigues de Campos Mello Júnior	CEO, CSN Mineração – Board Member
Claudia Maria Sarti	Head of Corporate Legal, Governance, and Capital Markets – Member
Edvaldo Araújo Rabelo	Head of Cement Operations – Member
Enéas Garcia Diniz	Executive Director – Member
Felipe Spiri	Head of Innovation – Member
Harry Morgenstern	Head of Procurement and CAPEX – Member
Helena Brennand Guerra	Head of Sustainability, Health, Safety, Environment, and Assets – Member
Igor Estrada Gouvea	Head of Audit, Risk, and Compliance – Member
Leonardo de Abreu	Head of People and Management – Member
Maria Eliane de Souza Pereira	Head of Compliance – Member
Monica Garcia Fogazza Rego	Chair of the Fundação CSN – Member
Nuno Francisco Bruno Saramago	Head of Logistics Planning and Special Sales – Member
Pedro Barros Mercadante Oliva	Chief Financial Officer, CSN Mineração, and Advisor to the CEO – Member
Rogério Bautista da Nova Moreira	Chief Legal Officer – Member
Samantha Carvelli Koene	General Manager, Planning, Control and Budget – Member
Ubaldo Marques Silva Filho	Head of Procurement – Member

¹ The ESG Committee is composed of 21 members, of whom 28.6% are women and 71.4% are men. By age group, 71.4% are aged between 30 and 50, and 28.6% are over 50.

The **Executive Board** is tasked with the day-to-day management of CSN Mineração's operations, in line with policies and strategies established by the Board of Directors. The Executive Board is responsible for implementing strategic decisions and tracking performance across operations.

Executive Board meetings are held whenever convened by the CEO or by at least two other officers. Each member is directly responsible for overseeing activities within their remit, ensuring that decisions are implemented in a coordinated manner and aligned with our corporate strategy. Members serve renewable two-year terms. The

Executive Board is currently composed of five members, including the CEO.

CSN Mineração's leadership team brings together executives with complementary backgrounds and expertise, supporting strategic planning, scenario analysis, and the identification of growth opportunities. This diversity of expertise supports an integrated view of the business and enhances our ability to respond to operational, regulatory and market challenges.

Composition of CSN Mineração's Board of Officers as of December 31, 2025¹

Carlos Rodrigues de Campos Mello Júnior	Chief Executive Officer
Pedro Barros Mercadante Oliva	CFO and Investor Relations Officer
Kan Bito ²	Chief Strategic Planning Officer
Otto Alexandre Levy Reis	Chief Investment Officer
Claudio Musso Velloso	Chief Operating Officer

¹ The Executive Board is entirely composed of male members. By age group, 40% are between 30 and 50 years old, and 60% are over 50 years old. Additional details on the qualifications and expertise of CSN Mineração's Executive Board are available on our [Investor Relations website](#).

² As of April 1, 2026, the Strategic Planning Director is Mr. Yuji Hoshino.



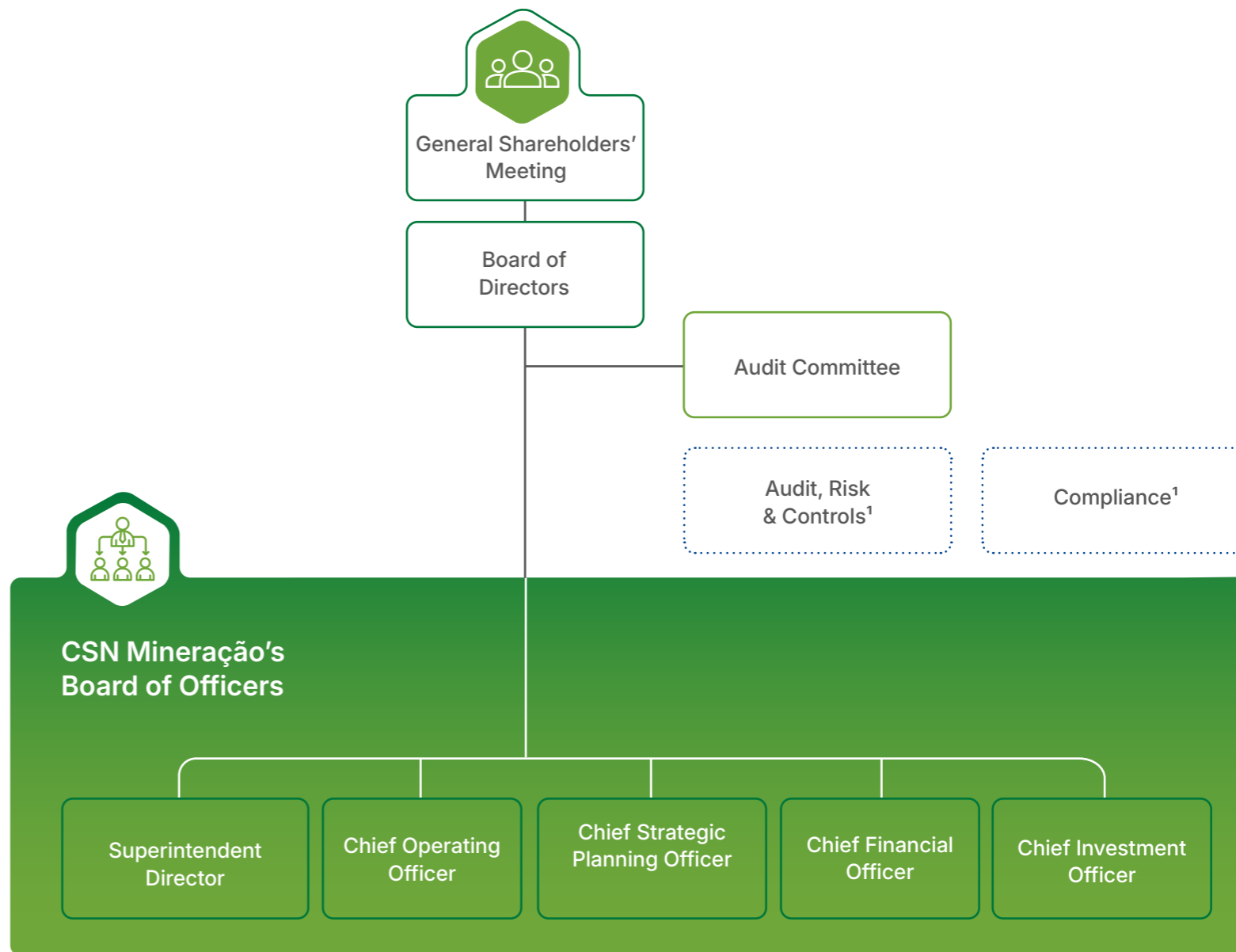
→ Pedro Oliva, Chief Financial Officer

The Executive Board is supported by non-statutory **advisory committees** that review action plans and provide recommendations to prevent and mitigate risks. These include the Crisis Committee, Occupational Health and Safety Committee, Internal Environmental Management Committee, Investment Committee, People, Management, Career & Succession Committee, Portfolio Committee, Dam Safety Committee, and Community Committee. These committees bring together representatives from different functions and allow for more in-depth analysis of the matters under their remit, supporting consistent decision-making and strengthening alignment between strategy and operations.

Governance structure



→ Otto Levy, Chief Investment Officer



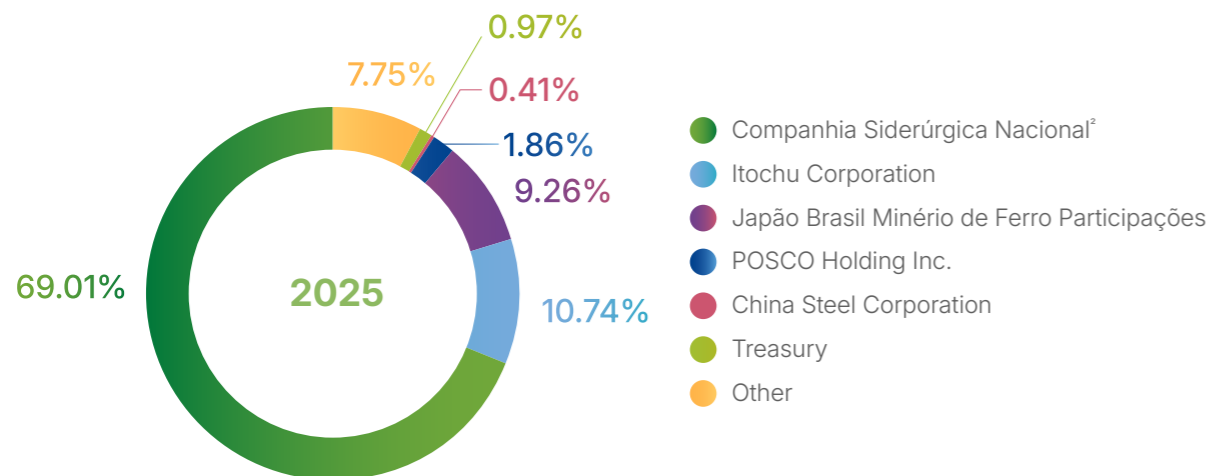
¹ CSN Group's departments.

Ownership structure

CSN Mineração's entire share capital is subscribed and fully paid, consisting exclusively of common, book-entry shares with no par value. This ensures equal rights for all shareholders, as each common share entitles the holder to one vote at the General Stockholders' Meeting. This ownership structure reflects our commitment to transparent, equitable, and participatory governance.

CSN, our controlling shareholder, holds 69.01% of CSN Mineração's common shares. CSN's ownership stake ensures strategic alignment with our parent company, particularly with respect to management guidelines, control standards, and long-term vision. At the same time, CSN Mineração maintains administrative and financial autonomy, preserving our ability to make decisions aligned with the specific characteristics of our business model and the interests of our stakeholders.

Ownership structure¹



¹ Composition as of December 31, 2025.

² Controlling group.

Executive assessment and compensation GRI 2-18, 2-19, 2-20

Executive officers are regularly assessed against both financial and non-financial targets, including ESG aspects. Executives' performance against business targets determines their variable compensation, fostering a results-oriented ownership culture. The CSN Group People & Management team monitors individual and team performance and advises on the continuity or promotion of executives in line with corporate strategy.

CSN Mineração's compensation strategy is designed to ensure competitive market alignment and internal equity across leadership positions. At CSN Mineração, compensation decisions consider both strategic objectives and market benchmarks, ensuring alignment with business priorities and industry best practices. The compensation package for both statutory and non-statutory executives includes fixed and variable pay, plus benefits, guaranteeing external competitiveness and alignment with the responsibilities for each role. Compensation packages are reviewed periodically.

Evaluation processes also extend to the Audit Committee, which conducts an annual self-assessment using individual questionnaires completed by its members. Evaluation results are compiled and discussed collectively to identify improvement opportunities. The evaluation process is recorded in meeting minutes, supporting greater transparency in governance practices. The most recent self-assessment was conducted in August 2025.

For the Board of Directors, factors such as meeting attendance, level of participation and contribution to strategic decisions are considered when evaluating members for re-election. Board members may also evaluate the performance of their peers and suggest adjustments during their term. In 2025, the Board held 13 meetings that altogether reported a 99% attendance rate.



→ Employees at CSN Faria Lima - São Paulo (SP)

Conflict of interests GRI 2-15

CSN Mineração has procedures in place to prevent, identify and address conflicts of interest, ensuring that decisions are made based on technical, ethical, and transparent criteria. These practices help safeguard the integrity of our operations and maintain the trust of stakeholders.

Guidelines on addressing conflicts of interest are given in our Code of Conduct (available [here](#)), which applies to all employees and members of the Board of Directors and Executive Board. Upon assuming their roles, directors formally acknowledge the Code and complete a Conflict of Interest Declaration, under which they commit to reporting any situation that could affect their impartiality or raise concerns about the independence of their decisions.

Whenever a potential conflict is identified, the individual involved must abstain from discussions and decisions related to the matter. For the Board of Directors, this abstention is formally recorded in meeting minutes, ensuring decisions are traceable and governance practices are adhered to. CMIN does not support political candidates or political parties. Employees are also prohibited from doing so on behalf of the Company or from organizing political demonstrations within CSN Mineração's facilities.

Conflict of interest practices help **safeguard the integrity of our operations** and maintain the trust of stakeholders

In addition to these internal procedures, we provide reporting channels through which internal and external stakeholders can report potential conflicts of interest. These reports are reviewed through a structured process that supports corrective actions and upholds a culture of integrity and transparency.

Risk management and audit GRI 2-16

→ CSN Mineração employees - Congonhas (MG)

CSN Mineração uses a structured approach to risk management, recognizing its importance for business continuity and sustainable growth. Risk management guidelines are provided in a Risk Management Manual, based on internationally recognized frameworks such as COSO ERM and ISO 31000, which provide guidance on risk identification, assessment and response.

Risk management is structured around three lines, providing an integrated and coordinated view of business risks and opportunities. This model assigns clear responsibilities and ensures that risks are addressed across different levels of the organization. The first line of defense consists of individual business units, which are each responsible for managing the risks associated with their processes. These teams implement preventive and corrective actions in day-to-day operations, enabling early identification and resolution of potential issues.

The second line is led by the Risk and Internal Controls team, which supports business units in identifying, analyzing and prioritizing key risks. This team monitors mitigation plans and ensures alignment with corporate policies. Its supports sound corporate governance practices, helps to ensure the financial statements are accurate and presented fairly, and enhances operational

transparency. The internal control environment is reviewed by Management and undergoes annual internal and external audits, and results are reported to the Audit Committee.

Strategic, operational, climate, sustainability, financial and regulatory risks are documented in a corporate risk matrix. Each risk is evaluated based on its time horizon, likelihood of occurrence and the magnitude of financial impacts at both the corporate and business levels. Based on this analysis, business units develop plans to mitigate, control or accept risks as appropriate. The entire process is supervised by the CSN Group's Audit, Risk and Controls team, and reported to the Audit Committee, ensuring group-wide consistency in practices and the accuracy of reported information.

In 2025, our internal audit methodology was modernized to align with international standards and incorporate artificial intelligence and data analytics.



A collaborative effort identified and assessed risks and adjacent opportunities

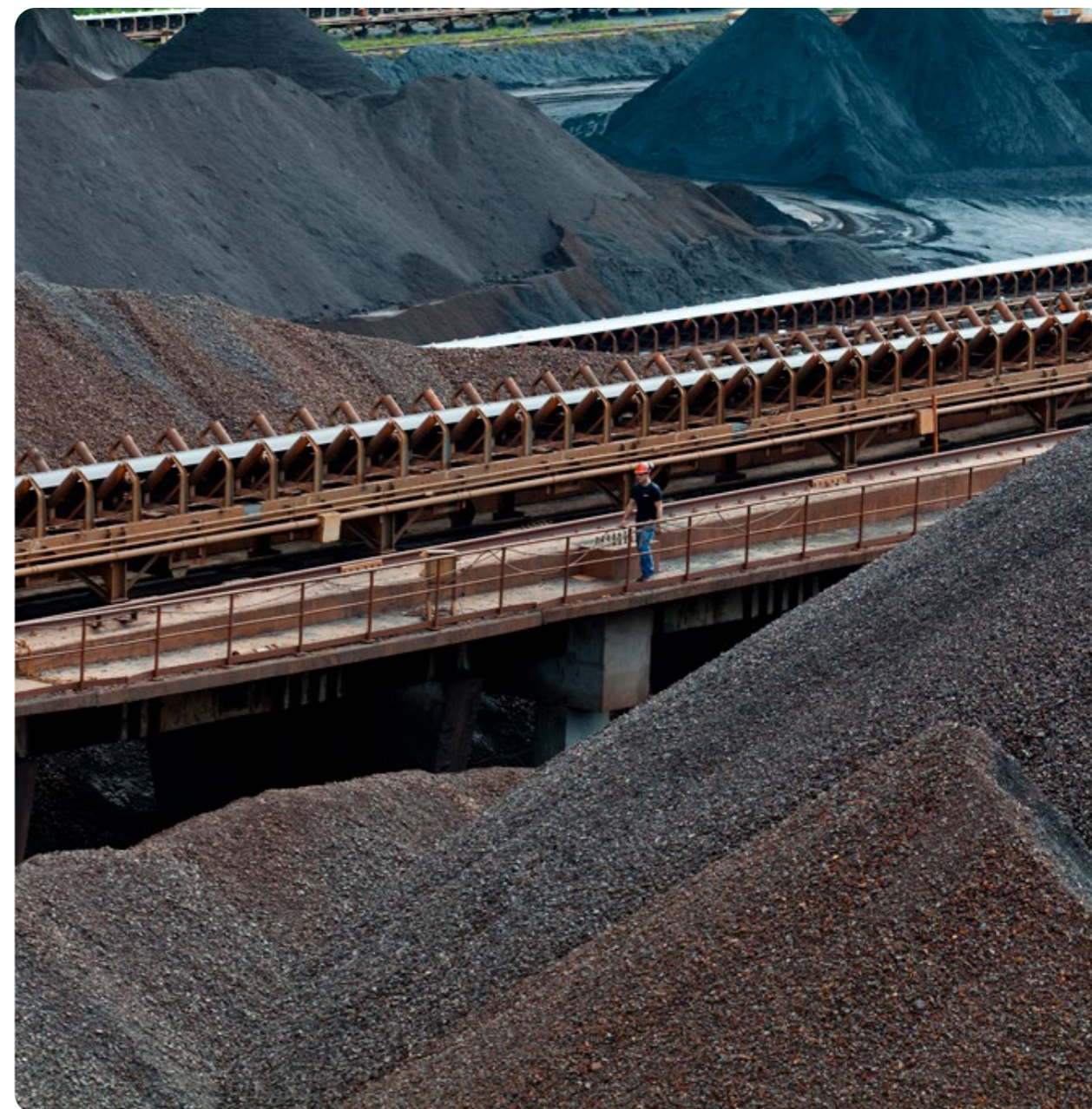
Automated agents have reduced the time required for continuous audits, increased the team's analytical capabilities and enabled more robust assessments. Audit scopes now also include ESG risks, strengthening integration between governance, strategy and sustainability.

The Internal Audit acts independently as the third line. Based on an annual audit plan, the Internal Audit evaluates the effectiveness of processes, compliance with internal policies and the organization's ability to prevent financial and non-financial impacts such as losses and fraud through audits of internal controls across operations. Internal Audit results are regularly shared with the Audit Committee, which regularly reports to the Board of Directors, providing a robust basis for strategic decision-making and building trust in business operations.

During the year, we further integrated risk management with our ESG agenda by incorporating the Enterprise Risk Assessment process into discussions led by Thematic Working Groups within the ESG Committee. This aligns with established practices, enhancing consistency

between risk and sustainability agendas while reinforcing alignment with IFRS S1 and S2 requirements, which govern the disclosure of sustainability- and climate-related risks and opportunities with potential financial impacts.

As part of efforts to strengthen our risk management culture, training programs on risk management, internal controls, and ESG topics were attended by leaders, ESG Committee ambassadors, and other employees. We also strengthened internal preparedness for implementing controls required under the IFRS S1 and S2 standards. This effort will continue through a multidisciplinary working group aimed at ensuring the accuracy and transparency of disclosures.



→ Operations at the TECAR terminal - Itaguaí (RJ)

Strategic Risks



Digital security

CSN Mineração's operations are highly reliant on information technology systems, telecommunications, and automated equipment. Any system failures or disruptions resulting from cyberattacks could jeopardize operational continuity, damage our reputation, and weaken stakeholder relationships. To mitigate these risks, we continuously invest in strengthening our digital infrastructure and cybersecurity defenses.




Climate change and energy transition

In the mining industry, physical climate risks arise from both extreme weather events and gradual changes in climate conditions. Increasing frequency and intensity of rainfall, for example, can damage assets and disrupt operations, resulting in significant financial impacts. From an energy transition perspective, CSN Mineração also follows developments in climate-related regulations, such as carbon pricing mechanisms, which may affect our value chain (transportation and customers).



Market volatility

CSN Mineração is exposed to economic volatility that may directly affect our financial performance and results of operation. Changes in interest rates, foreign exchange rates, and iron ore prices can significantly impact our financial assets and liabilities, cash flow, and results of operation. To mitigate these risks, CSN Mineração employs risk management strategies to reduce exposure and ensure financial stability.



→ A CSN-managed
protected area

Climate and nature-related risks GRI 102-2, 201-2

We incorporate climate and nature-related risks in our corporate risk management processes, as we recognize the importance of these factors for the continuity and long-term development of our operations. Since 2021, we have addressed climate-related risks using a structured approach as part of our ESG strategy, expanding the assessment of impacts, dependencies and opportunities related to changes in climate and ecosystems. That year, the CSN Group established a dedicated Climate Risk and Opportunity Working Group under its ESG Committee to enhance Group-wide identification and management of climate-related risks and opportunities.

In 2022, CMIN completed initial climate scenario assessments following the guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD). The assessments covered two main groups of risks: transition risks, associated with changes in regulations, markets, technologies and societal expectations; and physical risks, resulting from shifts in climate patterns, such as intense rainfall, prolonged droughts, and rising temperatures.

To support these assessments, three different future scenarios were used based on the narratives of the Shared Socioeconomic Pathways (SSP) and the models developed by the Network of Central Banks and Supervisors for Greening

the Financial System (NGFS). These scenarios considered average temperature increases of 4°C (HVS – High Vulnerability Society), 2.5°C (SOF – Stay on the Fence), and 1.5°C (LCE – Low-carbon Economy). Approximately 500 simulations were conducted using climate models also employed by the Intergovernmental Panel on Climate Change (IPCC), supporting the identification and prioritization of the main physical risks across different time horizons.

In 2023, the results of these assessments were consolidated and incorporated into CSN Mineração's Climate and Nature Risk Matrix. This stage was based on LEAP (Locate, Evaluate, Assess and Prepare) methodology and the Taskforce on Nature-related Financial Disclosures (TNFD) guidelines on managing nature-related risks and opportunities. Through this process, we have begun mapping our impacts and dependencies on ecosystems and have established a dedicated governance structure to monitor related action plans. Climate and nature risks were also incorporated into the corporate risk matrix, supporting a unified and coordinated approach.

As part of these efforts, a Climate Vulnerability Assessment was completed in 2024. The assessment considered how chronic and acute climate threats may affect operations, infrastructure, and the safety of our assets. Based on this assessment, in 2025, CSN Mineração developed a roadmap of key initiatives to be incorporated into its Climate Adaptation Plan across its operations. The current plan is focused on managing extreme rainfall events through mine drainage works, slope regrading, desilting activities, and the preventive expansion and improvement of sediment containment and improvements to stormwater management infrastructure. In addition, to improve management of other climate threats, the Mining Climate Change Group identified a set of strategic key performance indicators (KPIs) for climate risk management, including operational stoppages of large mining vehicles caused by fog, dust and rainfall events (for more information about the ESG Committee and its Thematic Groups, see page [43](#) of this report).

These metrics will inform more effective actions to reduce unplanned stoppages caused by weather events, improving operational efficiency and reducing losses. Developed in line with ISO 14090, which provides guidance on climate adaptation, the Adaptation Plan sets priorities, defines responsibilities, and outlines monitoring

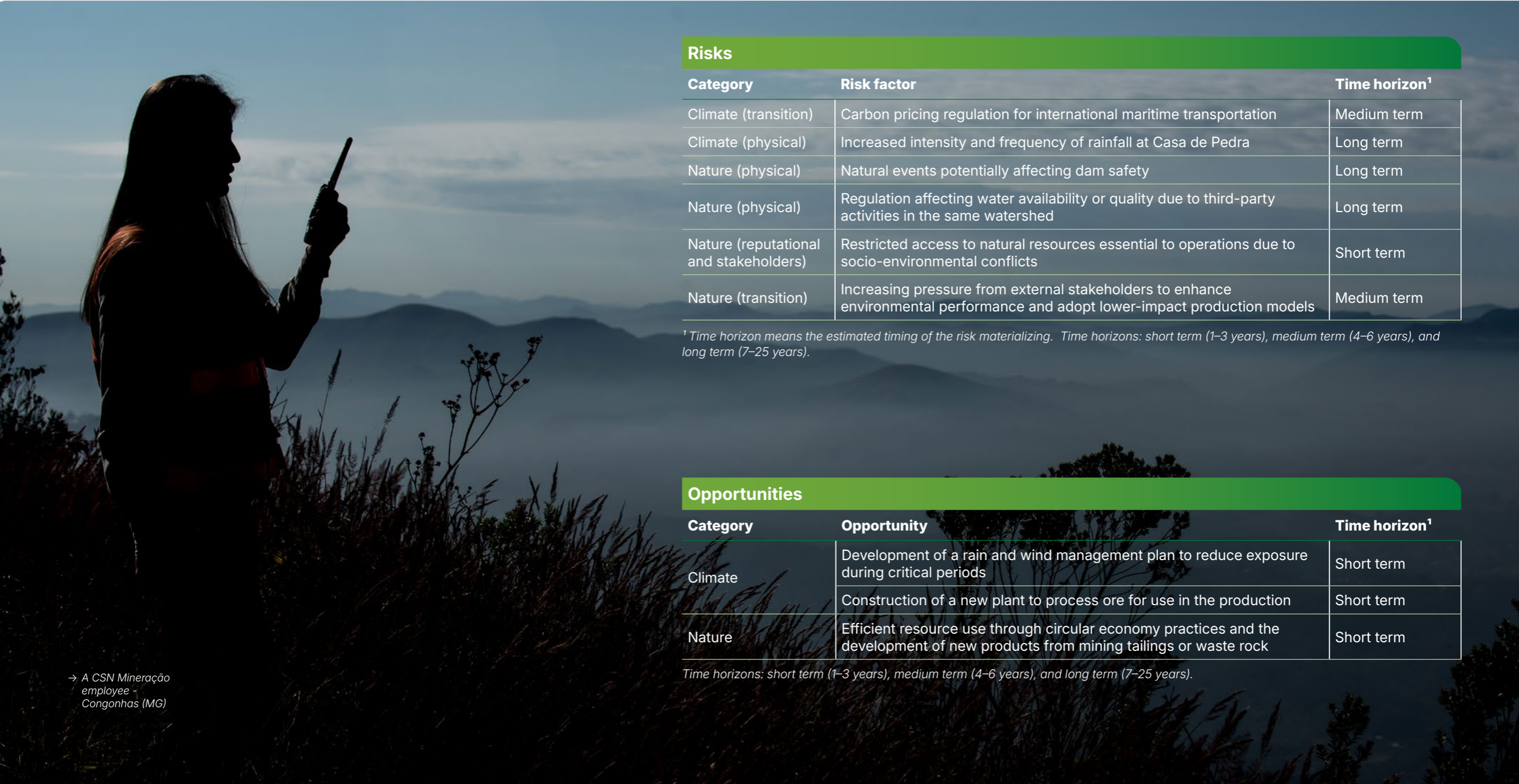
A roadmap of key initiatives was incorporated into our **Climate Adaptation Plan**, with a focus on managing extreme rainfall events

mechanisms overseen by leadership. This allows actions to be implemented in a coordinated way and periodically reviewed, enhancing our ability to respond effectively to climate events.

Every two years, the CSN Group publishes a Climate Action Report, which includes CSN Mineração's assets. The most recent edition, published in 2025 and available [here](#), outlines the process for identifying and prioritizing risks and opportunities, determining their monetary value, and conducting climate scenario analyses, and the governance framework adopted to ensure continuous progress on the climate agenda, while also initiating alignment with the International Financial Reporting Standards Climate-related Disclosures (IFRS S2).

→ Ore homogenization stockpiles, Central Plant - Congonhas (MG)





Risks

Category	Risk factor	Time horizon ¹
Climate (transition)	Carbon pricing regulation for international maritime transportation	Medium term
Climate (physical)	Increased intensity and frequency of rainfall at Casa de Pedra	Long term
Nature (physical)	Natural events potentially affecting dam safety	Long term
Nature (physical)	Regulation affecting water availability or quality due to third-party activities in the same watershed	Long term
Nature (reputational and stakeholders)	Restricted access to natural resources essential to operations due to socio-environmental conflicts	Short term
Nature (transition)	Increasing pressure from external stakeholders to enhance environmental performance and adopt lower-impact production models	Medium term

¹ Time horizon means the estimated timing of the risk materializing. Time horizons: short term (1–3 years), medium term (4–6 years), and long term (7–25 years).

Opportunities

Category	Opportunity	Time horizon ¹
Climate	Development of a rain and wind management plan to reduce exposure during critical periods	Short term
	Construction of a new plant to process ore for use in the production	Short term
Nature	Efficient resource use through circular economy practices and the development of new products from mining tailings or waste rock	Short term

Time horizons: short term (1–3 years), medium term (4–6 years), and long term (7–25 years).

Innovation and technology

Innovation is a core pillar that sustains CSN Mineração's ongoing evolution and competitiveness. We actively engage employees in developing solutions that can drive efficiency gains, process improvements, impact reduction, and new business opportunities. These solutions support our growth strategy and enable the business to continually adapt to new operational and industry challenges, as well as emerging market opportunities.

The CSN Group's Continuous Improvement Program brings together several subprograms known as Labs, each based on well-established innovation methodologies. Their goal is to encourage teams to transform ideas into practical solutions that can be implemented in operations. At CSN Mineração, the program is structured around four Labs: Ideas, based on the Kaizen methodology; CCQ, based on the PDCA methodology; Tech, based on Lean Six Sigma (GMC); and Teen, which combines Kaizen and Lean Six Sigma methodologies.

The Ideas lab—a program dedicated to eliciting and continuously implementing employee suggestions to improve operational processes—takes place every six months, generating two full

→ CSN Mineração received national recognition from UBQ 2025 for excellence and innovation practices



cycles per year. In 2025, pitched ideas resulted in 3,245 improvements implemented and financial benefits exceeding R\$ 337 million, validated through budget management. The program also generated improvements in safety, productivity and resource efficiency. Initiatives ranged from targeted adjustments to operational routines to broader improvements in maintenance, logistics, and operational control processes.

This year's cycle also included **Lab Week**, an internal annual event dedicated to showcasing projects implemented through the Continuous Improvement Program, and disseminating innovation and ESG practices across the organization. During the event, teams present solutions already implemented, discuss common challenges, and collaboratively develop new improvement ideas.

National recognition for innovation and continuous improvement

For the third consecutive year, CSN Mineração received national recognition at the "Grande Encontro: High Performance Teams" event organized by the Brazilian Union for Quality (UBQ). CSN Mineração was presented with two awards in recognition of excellence, innovation, and continuous improvement practices: 3rd place in the 5S category for our project "5S and Cultural Transformation in Maintenance at CSN Mineração (GMMP) – Vila II Complex;" and 3rd place in the Agile Methods category

for the project "OptimusCore – Artificial Intelligence Platform for the Technical and Economic Optimization of Mineral Products (GPIE)". These results reflect strong team engagement, the effectiveness of our Operational Excellence Program, and our commitment to placing people at the center of innovation. This approach fosters a collaborative culture focused on quality, safety, and human development, which has made CSN Mineração a benchmark for the Brazilian mining sector.



→ Employee at Casa de Pedra - Congonhas (MG)

Beyond incremental improvements, we also encourage intrapreneurship and a culture of continuous improvement through *CSN Conecta*, a corporate program focused on operational efficiency, sustainability, and consistent value creation. The program identifies and implements strategic opportunities across industrial and logistics operations, delivering technical solutions with measurable financial impact and associated social and environmental benefits. Now in its third edition, the initiative has built a structured model for prioritizing and executing projects. Each year, initiatives are selected based on social, environmental and financial impact, technical feasibility, and operational relevance. Since inception, the program has generated approximately R\$ 200 million in savings while also delivering process optimization, waste reduction, and improvements in energy efficiency. More than a set of isolated initiatives, *CSN Conecta* has become a structured and scalable platform for ongoing value creation.

Among the finalist projects pitched in the 2024 cycle and implemented in 2025, several initiatives delivered significant operational benefits. One example is a program to reduce dead load transported. This involves applying an anti-adhesive agent to the dump bodies of CMIN's off-road trucks. This solution reduces dead load, increases ore haulage productivity, and reduces the time required for vehicle washing. Another high-impact initiative is the recent implementation of a mobile workshop at the mine. This initiative

During **Lab Week**, teams shared common solutions and challenges and developed ideas for improvement

consists of stationing a mobile maintenance workshop positioned directly at the mining face to reduce travel distances and downtime. This makes the maintenance process more efficient, increasing the volume of material transported and converting maintenance hours into uptime.

Another significant project involved automating soil compaction in tailings management. The project introduced a digital solution to monitor and optimize the compaction of filtered tailings, increasing the structural safety of tailings stacks. The project boosted productivity while reducing operating costs and fuel consumption.

Another pillar of CSN Mineração's innovation culture is *CSN Inova*, a platform created in 2018 to accelerate transformation across CSN Group businesses and develop more innovative and sustainable models. *CSN Inova* identifies challenges across value chains and develops solutions based on Industry 4.0 concepts such as automation, data analytics, and digitalization, improving efficiency, increasing productivity,

Through **CSN Inova**, we assesses the feasibility of scaling pilot projects and new business initiatives aligned with our strategy

reducing emissions, and advancing circular-economy practices.

At CSN Mineração, *CSN Inova* projects have already been implemented in operational routines. One example is a system, called MRS, that has helped reduce the moisture content of sinter feed, making rail transportation more efficient and lowering costs. Another key initiative is developing solutions for reusing fine tailings, creating new applications for them and thus increasing the value of these materials. *CSN Inova* also supports research and development collaborations in areas such as cold agglomeration and the production of sponge iron through direct reduction using pellet feed or tailings, expanding lower-carbon alternatives for the sector. Other initiatives include digital solutions developed in collaboration with strategic partners to address real-world operational challenges.

CSN Inova uses a methodology that begins with identifying strategic challenges, advances through pilot projects and includes technical feasibility

assessments and scalability analysis, in line with strategic business priorities. Between 2018 and 2025, *CSN Inova*-led initiatives have generated approximately R\$ 1 billion for the CSN Group, primarily driven by operational cost reductions.

CSN Inova is structured around two pipelines, an open innovation pipeline focused on identifying new solutions based on real-world operational challenges and financial and operational indicators, and a new business pipeline, centered on building

strategic partnerships and generating new revenue streams. Together, these initiatives deliver competitive advantages for CSN Mineração by bringing ideas into development and real-world applications.

Alongside these two pipelines, *CSN Inova* supports CSN Group's sustainability efforts via *Inova Bridge*—a platform providing high-level coordination of CSN Mineração's ESG Committee. *CSN Inova Bridge* collaborates with leaders

and business units to identify and monitor key challenges and opportunities related to CSN Mineração's material topics, ensuring that innovation strategically contributes to our broader sustainability agenda.



→ A heavy equipment maintenance yard - Congonhas (MG)

Open Innovation (Pipeline 1)

CSN Inova's open innovation pipeline addresses strategic challenges that directly affect the efficiency, cost structure, and sustainability of CSN Group operations, including CSN Mineração. It serves as a structured channel connecting the business with emerging technologies, startups, universities, and research institutions.

Within CSN Mineração, the initiative is playing a central role in our business transformation strategy. Operating as a controlled experimentation platform, the open innovation pipeline enables solutions to be tested on a small scale, allowing risks and benefits to be assessed before scaling technologies to other operations or new business models. This model supports progress in productivity, safety, and sustainability while preserving operational continuity.

In 2025, the open innovation pipeline achieved significant progress in terms of both maturity and results. In total, 110 initiatives are currently under

The open innovation function engages with **emerging technologies**, startups, universities, and research centers to address strategic challenges

development at CSN, approximately 34% of which originate from *CSN Conecta*, reflecting the program's focus on scaling tests and pilot projects into solutions applicable to day-to-day operations.

Collectively, these open innovation initiatives generated approximately R\$ 350 million in savings

for CSN Group business units in 2025. Financial impact is tracked through standardized operational and financial metrics, including comparisons to baseline performance metrics, validation of operational impacts, and translation into financial measures.



→ A heavy equipment maintenance yard - Congonhas (MG)

New Business (Pipeline 2)

Within the new business pipeline, *CSN Inova* operates through corporate venture capital (CVC) and venture building initiatives.

Within the CVC model, *CSN Inova Ventures* provides financial and strategic support to startups, helping them expand their solutions both technically and commercially while connecting them to the CSN Group ecosystem. This model allows CSN Mineração to serve as a testing environment for validating and improving technologies while expanding our ability to capture value over the medium and long term.

Unlike the open innovation pipeline, with its focus primarily on efficiency gains and cost savings, the CVC model is centered on initiatives capable of creating new revenue streams. This approach guides the selection of startups and partners, prioritizing solutions that can be developed, tested within CSN Group operations, and subsequently brought to market. As part of the strategy, newly developed technologies are scaled internationally whenever possible, targeting foreign markets and generating revenue in foreign currencies.

In 2025, *CSN Inova* maintained a diversified New Business pipeline, combining companies already in the scaling phase with others still in earlier stages of development. This balance helps hedge risk while maintaining a continuous pipeline of opportunities. Significant projects within



→ Employees at CSN Faria Lima - São Paulo (SP)

the pipeline include solutions in mobile asset management, optimization of industrial processes using artificial intelligence, and digital decision-support systems. These solutions are already being implemented in different operations across CSN Mineração and the wider CSN Group.

CSN Inova's Venture Building initiatives, in turn, are focused on creating new businesses from the ground up. On this front, the platform identifies opportunities based on the Group's

own operational challenges, assets and technical expertise and, in collaboration with other organizations, develops products, services, and business models that can generate new revenue streams.

CSN Inova actively participates in the development of these solutions, including business model design, validation in real-world operational environments, and development of growth strategies. Through its involvement, the platform

shares in the proceeds from the commercialization of these solutions, creating long-term partnerships. So far, new ventures have been developed in areas such as procurement and green hydrogen, combining technological innovation, improved resource efficiency, and emissions reduction.

The portfolio also includes initiatives focused on developing new products and technological routes. Among them are projects developing pathways to reuse of mining tailings. Other research initiatives are exploring cold agglomeration and hydrogen-based direct reduction technologies using pellet feed and tailings from CSN Mineração as raw materials. These studies, currently underway at laboratory and pilot scale, have demonstrated technical feasibility and can now proceed to future stages of industrial evaluation.

CSN Inova Bridge GRI 2-17

CSN Inova Bridge integrates the CSN Group's sustainability and innovation strategies together, serving as a link between leadership, business units and the ESG Committee under the Board of Directors, while also designing and leading the CSN Conecta program. It connects different perspectives, priorities and initiatives into a cohesive whole, ensuring that innovation efforts align with priority topics as established in our materiality matrix (see page 47 of this report). Through this approach, CSN Inova Bridge supports CSN's sustainable business transition

using a systemic, and collaborative model.

The process begins with identifying challenges and opportunities related to environmental, social and governance issues. Based on this assessment, solutions with potential practical applications are identified and connections are established between internal teams, external partners, and other stakeholders. This process helps accelerate projects and initiatives aligned with CSN Mineração's strategic priorities, functioning as a collaborative space for experimentation and the development of solutions to complex challenges.

Another important area of activity is Territorial Development. On this front, CSN Inova Bridge works with the corporate Sustainability team and the Fundação CSN to support the transformation of the communities where we operate. The focus is on developing a more diversified local economy driven by innovation, strengthening community independence, social development, and environmental stewardship.

CSN Inova Bridge also manages strategic communication and cultural aspects of our ESG agenda. Through an integrated stakeholder engagement approach, it amplifies awareness of the Group's sustainability initiatives, encourages participation from different stakeholders, and strengthens ESG-related practices. This helps to build an organizational culture based on dialogue, transparency, and shared value creation.

Sustainability

Sustainability governance

GRI 2-12, 2-13, 2-17, 2-23, 2-24

CSN Mineração's sustainability management processes are integrated into the wider governance structure of the CSN Group. This ensures that environmental and social risks, opportunities, and impacts are considered in decision-making. This governance model includes a robust technical team with subject-matter experts in the environment and occupational health and safety, which reports directly to the CSN Group Chief Sustainability Officer. The governance structure includes a General Manager for Occupational Health & Safety and Environment, as well as managers, coordinators, engineers, analysts and technical specialists dedicated to ensuring that sustainability topics are fully integrated into our business model. Governance guidelines are formalized in the CSN Group Sustainability Policy (available [here](#)), approved by the Board of Directors of our parent company, CSN, which outlines principles, commitments and responsibilities guiding the Group's sustainability agenda.

Sustainability governance is also supported by a management model that connects strategy, execution, and performance tracking. Within this

approach, two executives from CSN Mineração are members of the CSN Group ESG Committee, a technical and strategic governance body tasked with ongoing oversight of sustainable development challenges and opportunities. The committee composition includes 21 executives and leaders from different functions, providing a multidisciplinary perspective and supporting knowledge sharing, alignment on concepts, and synergy capture across business segments.

The ESG Committee operates through eight thematic groups reflecting the Group's material topics. These groups include 55 ESG ambassadors, including 15 representing CSN Mineração, who are employees nominated by senior leadership based on their expertise and experience in each topic. They play a key role in implementing ESG strategy by connecting corporate guidelines with operational activities. Throughout the year, these professionals receive ongoing training, equipping them to incorporate, apply, and disseminate sustainability concepts across daily processes, projects and decision-making.

ESG Committee's governance structure





The ESG Committee is led by, and the development of CSN's ESG strategic plan is overseen by, the Integrated ESG Management Committee—a collaborative body formed by the CSN Group Sustainability Department and *CSN Inova Bridge*. This commission is responsible for promoting ESG culture, communication,

engagement and training across all Group businesses, ensuring that sustainability is treated as a long-term strategic agenda. Within this governance structure, the Sustainability team sets social and environmental targets, tracks project implementation and reports directly to the CEO of CSN, ensuring alignment with corporate strategy.

Management system GRI 2-13

CSN Mineração operates under an Integrated Management System (IMS) that governs operations in accordance with internationally recognized standards. The system is developed and overseen by the Sustainability team and integrates environmental, health and safety and quality management into a single governance structure. The goal is to standardize processes, procedures and management tools across operations, ensuring greater consistency in operations, more efficient resource use, and improved performance over time. In 2025, the CSN Group published its Integrated Management System Manual, which also applies to CSN Mineração. The manual sets out corporate guidelines and defines the core requirements to be implemented across business units.

In environmental management, the system follows the requirements of ISO 14001, the global gold standard for environmental management systems. All business units are certified under this standard, which verifies they have adopted practices to ensure impact prevention, regulatory compliance, and continuous improvement. In 2025, environmental investments and operating expenditures totaled R\$ 60 million and were directed toward initiatives including the improved tailings management, dam reclamation, deployment of equipment and technologies to control particulate emissions, improved water-use efficiency, restoration of disturbed land, and risk mitigation, contributing to operational safety and environmental protection.

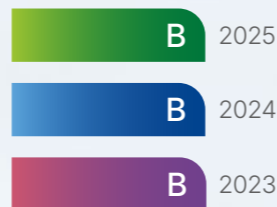
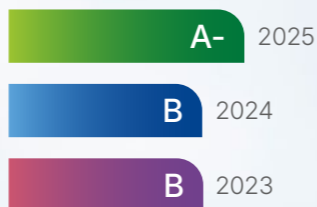
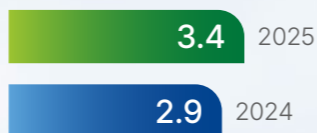
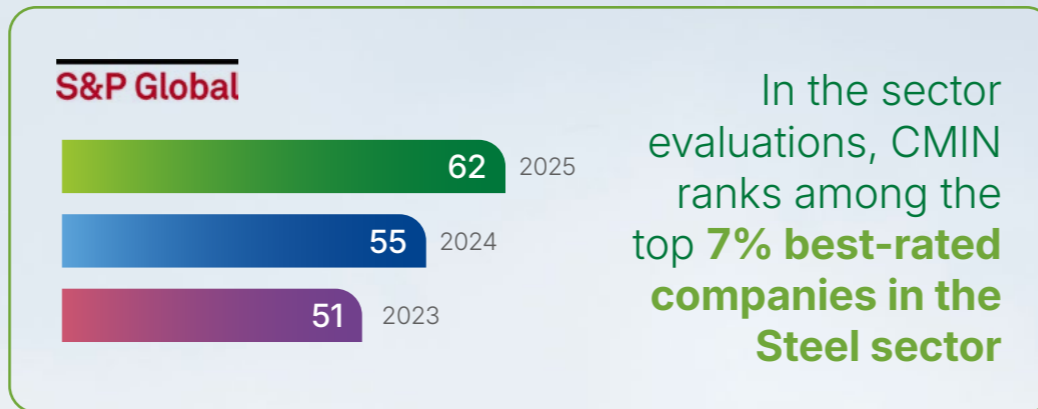
In occupational health and safety, CSN Mineração's management system is designed in accordance with ISO 45001, on which our Occupational Health and Safety Management Manual is based. This manual sets out guidelines and procedures for identifying hazards, reducing risks and preventing accidents, covering employees, contractors and other individuals who may be affected by our activities. Our adoption of this framework illustrates CSN Mineração's commitment to prevention and to protecting the health and physical integrity of people.

In quality management, we hold ISO 9001 certification in our Casa de Pedra and TECAR operations. This certification verifies that processes comply with recognized quality standards and that mechanisms are in place to control, monitor, and continuously improve operational activities. The system enhances operational reliability and helps ensure our products consistently meet customer expectations.

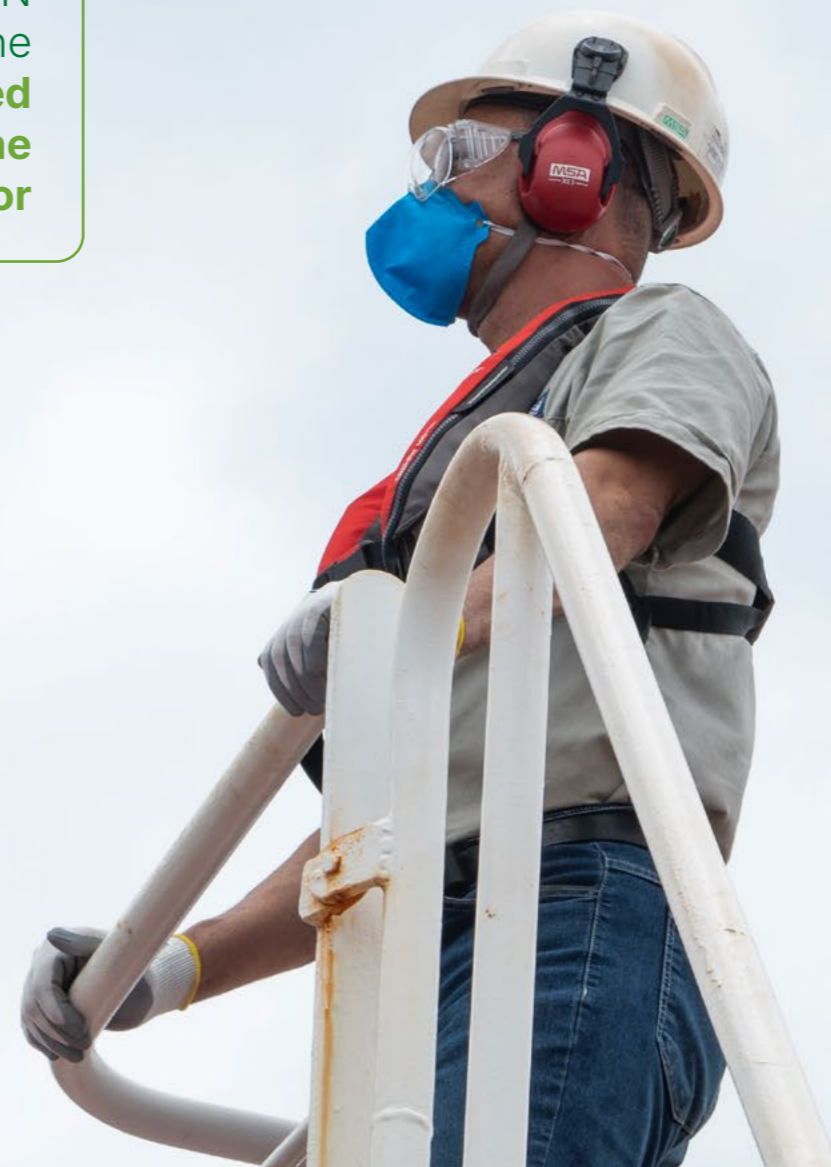
The IMS standardizes processes, procedures, and tools across operations, driving **greater operational efficiency and improved performance**

ESG ratings performance

In 2025, we continued to evolve our ESG practices, and this was reflected in related ratings and certifications. These ratings reflect our ongoing progress in managing environmental, social and governance issues, as well as its commitment to transparency and continuous improvement. We maintained a B score for our CDP Climate Change disclosures, and improved our Water Security score to A-, demonstrating improved maturity in managing these topics and the quality of our disclosures. Sustainalytics ranked CSN Mineração among the top 7% of companies in the Mining and Metals sector among 155 companies assessed globally, highlighting the strength of our ESG risk management practices. Our performance also improved significantly in the S&P Global Ratings assessment, with our score increasing from 55 points in 2024 to 62 points in 2025. CSN Mineração now ranks ahead of 93% of companies evaluated globally in the Steel sector. FTSE Russell upgraded our score from 2.9 to 3.4 over the same period, and included CMIN in the FTSE4Good Index, underscoring alignment with internationally recognized sustainability and governance best practices.



→ An employee at the TECAR terminal - Itaguaí (RJ)



MATERIALITY ASSESSMENT

GRI 3-1, 3-2

- The materiality assessment process
- Process steps
- Significant changes





The materiality assessment process GRI 3-1

CSN Mineração regularly conducts materiality assessments to review and update our priority topics, ensuring alignment with stakeholder expectations, market trends, and the Company's strategic planning. In 2025, we carried out a new materiality review to reflect the key challenges and opportunities facing the business in a context of regulatory, environmental, social, and economic transformation.

The process used a double materiality approach, which considers two complementary dimensions: risks and opportunities related to value creation (financial perspective), and the positive and negative impacts of our operations on society, the economy, and the environment (impact perspective). Combining these two dimensions provides an understanding both of how the material topics influence our performance and long-term resilience and how our activities affect the territories, ecosystems, and communities where we operate.

The updated matrix enhances **analysis of business impacts and risks** and incorporates a broader set of reference frameworks

The methodology also considered the relevance of the material topics to different strategic stakeholders, including both internal and external perspectives. This analysis was supplemented by structured engagement with leadership, external specialists and capital providers, ensuring a comprehensive and diverse assessment aligned with global trends in sustainability and responsible finance.

Process steps GRI 2-14, 2-29, 3-1

The materiality review followed a structured five-stage process: scoping identification, prioritization, analysis and validation, ensuring methodological rigor, decision traceability, and alignment with corporate strategy. During the scoping stage, a kick-off meeting was held to align objectives, scope, criteria, and analytical tools. This stage also defined the methodological references, organizational boundaries, and stakeholder groups that would participate in the consultation process.

In the identification stage, we mapped out and prioritized the stakeholders involved, considering factors such as level of dependence, influence, and level of interaction. Stakeholder groups included employees and contractors, surrounding communities, customers, suppliers, regulators, labor unions, the media, investors and financial institutions. Concurrently, a shortlist of topics was defined along with their respective impacts, risks and opportunities (IROs). The shortlist was based on an internal taxonomy and widely recognized sector and financial market frameworks, including the SASB Sustainability Accounting Standards for the Iron & Steel Producers and Metals & Mining sectors, GRI 14: Mining 2024, the MSCI ESG Industry Materiality Map – Diversified Metals & Mining, the European Sustainability Reporting Standards (ESRS) topics, and topics identified via benchmarking with peers. For each topic,

potential environmental and social impacts, risks, opportunities, and possible financial effects were described, creating a shared analytical basis for the following stages.

The prioritization stage combined quantitative and qualitative assessments. In the quantitative assessment, environmental and social impacts were assessed in working sessions with sustainability teams from both the CSN Group and CSN Mineração, who rated 16 positive and negative impacts according to criteria such as reversibility, scope, probability, and intensity. Risks and opportunities were assessed by internal teams through an asynchronous evaluation process that considered the time horizon, likelihood of occurrence, feasibility, and potential magnitude of financial impacts at both the corporate and business levels. Stakeholder perceptions of relevance were captured through an online survey that received 903 responses from different stakeholders, including employees, suppliers, surrounding communities, customers, regulators, and the media. Results were weighted according to the quality of the sample and the strength of each stakeholder group.

In the review stage, the results from the different assessments were consolidated and compared, and used to rank impacts, risks, and opportunities.



This review supported the identification of topics with the highest combined relevance from a double materiality perspective. Based on this assessment, strategic recommendations were developed to inform both the development of this integrated report and future action plans, strengthening the connection between ESG priorities and business decision-making.

Finally, during the validation stage, the results were presented to our leadership to ensure strategic consistency and alignment with long-term priorities. The final topics were approved by the Board of Directors, underscoring the strategic importance of the material topics and their integration into decision making at the highest governance levels.

Significant changes GRI 3-2

→ CSN Mineração employees - Congonhas (MG)

The materiality process presented in this report represents an evolution compared with the exercise described in the 2024 Integrated Report. Although we had already adopted the double materiality approach in the previous cycle, the 2025 assessment more clearly articulates impacts, risks, and opportunities (IROs) and incorporates a broader set of market references and international frameworks.

The topics are now organized using a more structured taxonomy that distinguishes impact materiality, financial materiality, and topics that address both dimensions simultaneously. This approach strengthens the connection between sustainability, corporate strategy, and risk management.

The new cycle also elevated the role of materiality assessments as a management tool supporting strategic planning and resource allocation, rather than functioning solely as a prioritization tool for reporting purposes. This reflects both the growing maturity of CSN Mineração's ESG agenda and evolving regulatory requirements and market expectations.

A comparison between the two cycles highlights several significant changes:

- **Topics maintained** due to their relevance: Biodiversity, Climate change, Tailings dams and co-products, Health, well-being and safety, and Ethics, integrity and compliance.
- **Conceptual adjustments and expanded scope**, such as:
 - Local communities → Community engagement and local development
 - Supply chain → Supply chain management
- **The topic Eco-efficiency was reframed**, which for CSN Mineração now focuses exclusively on air quality.
- **The topic Diversity, Equity and Inclusion (DE&I)** was reframed; it is no longer treated as a standalone topic and is now incorporated into the topic "Talent acquisition, development and retention," linking it to human capital, employability, and organizational performance.
- **Human rights are now addressed as a cross-cutting issue** rather than a standalone topic, and are incorporated into multiple material topics such as people management and supply chain management, providing a more systemic perspective.





Material topic: Climate Change

This topic refers to CSN Mineração's climate mitigation and adaptation strategies, including efforts to reduce greenhouse gas (GHG) emissions and manage climate-related risks and opportunities.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Higher concentration of greenhouse gases (GHGs) in the atmosphere resulting from emissions generated by our operations and across our value chain.

Main risks:

- Higher maritime freight costs due to carbon pricing regulations on international shipping.
- Increased intensity and frequency of rainfall at Casa de Pedra.

Performance

KPI	2023	2024	2025
Kilograms of CO ₂ e per metric ton of ore	7.01	6.49	6.52

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Reduce CO ₂ e emissions per metric ton of ore produced by 30% by 2035 (Scopes 1 and 2) ¹	CO ₂ e kg/t of ore produced (Scopes 1 and 2). In 2020 (baseline): 7.10 In 2035 (target year): 4.97	6.52	
Maintain a 100% renewable electricity supply	Percent renewable electricity supply. In 2020 (baseline): 100%	100%	

¹ This disclosure does not include emissions from land-use changes.

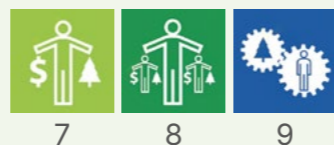


Priority disclosures:

- GRI 102, 103, 201-2, 302
- SASB EM-MM-110a.1, EM-MM-110a.2 and EM-MM-130a.1



Global Compact Principles



Sustainable Development Goals (SDGs)



Integrated Reporting Capitals





Material topic: Biodiversity

This topic describes the organization's practices to mitigate biodiversity impacts and offset, reforestation, monitoring, and conservation efforts. It also addresses the identification of ecosystem services and nature-related risks and opportunities.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Fragmentation and reduced ecological connectivity resulting from the clearing of native vegetation in connection with the expansion of industrial and logistics facilities, leading to habitat loss and declines in native species populations in affected regions.
- Habitat restoration through the reintroduction of native species.

Main risks:

- Potential impacts on expansion projects due to proximity to ecologically sensitive areas.
- Limited access to natural resources essential to operations as a result of social or environmental conflicts.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance up to 2025	Status
Sustain no net loss for biodiversity and, whenever possible, a net gain	A composite indicator based on quantitative factors (area impacted × area protected or restored to offset impacts). 2017 Baseline ¹	<ul style="list-style-type: none"> • 502.37 hectares of area cleared • 1445.59 hectares of protected areas 	

¹ The baseline was changed to 2017 to improve long-term trend analyses and place biodiversity accounting in a period when environmental compliance data and licensing criteria became more standardized and traceable, enhancing transparency around our commitment to no net loss of biodiversity.



Priority disclosures:

- GRI 101
- SASB EM-MM-160a.1



Global Compact Principles



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Sustainable Development Goals (SDGs)



Integrated Reporting capitals



Natural



Material topic: Supply chain management

This topic highlights CSN Mineração's main initiatives to promote the sustainable development of suppliers. It covers the processes in place to ensure compliance and uphold ESG best practices within the supply chain.

Perspective: Impact.

Potential environmental and social impacts:

- Environmental and social impacts associated with our suppliers' activities, including greenhouse gas emissions, use of natural resources, waste generation, and impacts on working conditions.
- Related to the need to ensure that contractors are provided with adequate working conditions in line with CMIN Mineração's social responsibility guidelines.

Main risks:

- Human rights violations and poor labor practices in the supply chain.
- Environmental non-compliance associated with the procurement of mineral raw materials.



Priority disclosures:

- GRI 201-1, 204, 205-1, 308, 407, 408 and 414
- SASB EM-MM-320a.1



Global Compact Principles



Sustainable Development Goals (SDGs)



Integrated Reporting capitals



Social and relationship

Performance

KPI	2023	2024	2025
Percentage of spending on locally-based suppliers ¹	34.7%	39.5%	38.9%
Suppliers assessed through compliance due diligence ²	3,394 ³	1,616	1,768

¹ Local suppliers are defined as those based in the Brazilian states where CSN Mineração has operations.

² The data is for the CSN Group as a whole, as this is a corporate process and cannot be reported specifically for CSN Mineração.

³ The significant increase in 2023 reflects the integration of assets acquired by CSN Cimentos in 2022.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Assess 100% of critical suppliers using the Supply Chain ESG Risk Matrix for social and environmental aspects by 2026 ¹	Percentage of suppliers assessed	70%	

¹ This is a corporate target for the entire CSN Group, including CSN Mineração.



Material topic: Community engagement and local development

This topic describes CMIN's community engagement practices, efforts to minimize impacts from operations on communities, and social investments aimed at reducing inequalities, fostering transparent dialog, and promoting local development.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Changes in the quality of life of surrounding communities associated with increased vehicle traffic, noise emissions, and dust generation.
- Impacts on social relationships resulting from failures or limitations in local dialog and community engagement.
- Expansion of local employment opportunities and contribution to reducing regional inequalities, through the social and economic development of local communities.

Main risks:

- Impacts on strategic project timelines due to territorial conflicts.

Performance

KPI	2023	2024	2025
Number of meetings held with local communities	2	4	6

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
By 2027, complete 100% of the recommendations from the human rights due diligence conducted in Congonhas (MG)	Percentage of recommendations implemented	92%	

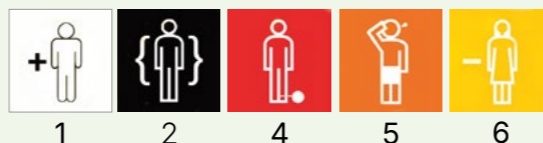


Priority disclosures:

- GRI 203-1, 411, 413 and 14: 14.9.6/ 14.11.3/ 14.11.4/ 14.10.4
- SASB EM-MM-210a.1 and EM-MM-210b.1



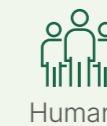
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Sustainable Development Goals (SDGs)



Integrated Reporting Capitals



Human



Social and relationship



Material topic: Eco-efficiency

This topic addresses our practices to manage air emissions associated with operations, including particulate emissions management and air quality monitoring, implementation of preventive and corrective measures, and mitigation of potential impacts on the health of employees and surrounding communities, ensuring environmental compliance and contributing to improved quality of life in communities.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Changes in air quality resulting from particulate matter emissions associated with operations, resulting in potential impacts on employees and nearby communities.

Main risks:

- Administrative sanctions resulting from operational impacts on regional air quality.
- Risks to reputation and operational continuity due to increasing social pressure and scrutiny from authorities and local communities.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Reduce critical events related to particulate matter emissions within the area of influence of the Casa de Pedra Complex.	Number of dust-related complaints Number of dust-related regulatory notices or fines	-	

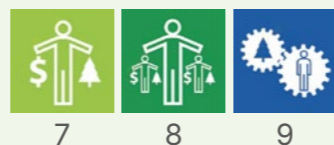


Priority disclosures:

- GRI 305
- SASB EM-MM-120a.1



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Sustainable Development Goals (SDGs)



Integrated Reporting Capitals





Material topic: Ethics, integrity & compliance

This topic addresses governance and management practices to ensure compliance with applicable laws and ethical business conduct, including approaches to prevention, detection and remediation and the mechanisms in place for reporting, investigating, and addressing misconduct through both corrective and disciplinary action.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Strengthening a culture of integrity and business ethics within the business environment through participation in trade associations, employee training programs, and actions to promote transparency and engagement with communities.

Main risks:

- Legal, regulatory, and operational risks arising from failure to comply with, implement or ensure the effectiveness of ethics and compliance guidelines, as well as from misconduct by employees, management, third parties, or business partners which may result in non-compliance with applicable laws, regulations, and internal policies.

Performance

KPI	2023	2024	2025
Percentage of employees trained in compliance.	100%	100%	100%

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Maintain 100% of active employees trained in compliance, covering the Code of Conduct and Anti-corruption Policy.	Percentage of employees trained in compliance	100%	



Priority disclosures:

- GRI 205, 206, 207 and 14: 14.22.5/ 14.22.6/ 14.23.8
- SASB EM-MM-510a.1 and EM-MM-510a.2



Global Compact Principles



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Sustainable Development Goals (SDGs)



Integrated Reporting Capitals



Human



Social and relationship



Material topic: Tailings dams and co-products

This topic addresses dam safety, tailings management, and repurposing mine tailings. It also describes CMIN's dam closure and reclamation practices.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Permanent occupation of land and changes to the landscape, limiting land use and restricting the environmental restoration of affected areas.
- Impacts on the psychosocial well-being of surrounding communities associated with the presence of tailings dams, even when they are inactive.
- Pressure on local communities and environmental and social impacts resulting from the need for additional areas for dry tailings stacking.

- Positive influence on peers from large-scale adoption of tailings filtration practices.

Main risks:

- Regulatory, social and environmental sanctions, unplanned emergency investments and impacts on operational and financial continuity resulting from failures in dam management.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Decommission CSN Mineração's upstream-raised tailings dams by 2030	Number of decommissioned dams In 2020 (baseline): 1 In 2030 (target year): 4	Three tailings dams decommissioned since the baseline: Auxiliar do Vigia, Vigia, and B5	

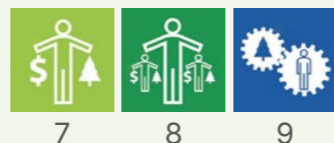


Priority disclosures:

- GRI 14: 14.6.2/ 14.6.3/ 14.15.3/ 14.15.4
- SASB EM-MM-120a.2 and EM-MM-540a.1



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Sustainable Development Goals (SDGs)



Integrated Reporting Capitals





Material topic: Health, safety and well-being

This topic describes efforts to promote a safe and healthy workplace for employees and contractors through occupational health and safety programs. It also includes health promotion efforts going beyond occupational safety to foster quality of life and wellness for the workforce.

Perspective: Impact.

Potential environmental and social impacts:

- Workplace incidents associated with the nature of operational activities, potentially affecting employees' health, safety and integrity.
- Improving employee well-being by encouraging physical activity and running campaigns to combat sedentary lifestyles.
- Promoting employee health through mental health awareness campaigns and disease prevention initiatives.

Main risks:

- Legal and reputational risks arising from workplace injuries, non-compliance with occupational health and safety (OHS), or near misses, which may result in sanctions, litigation, impacts on operational continuity, and reputational damage.
- Material damage, physical harm, occupational illness, and loss of life resulting from accidents associated with CMIN's operational activities.

Performance

KPI	2023	2024	2025
Number of fatal accidents	0	0	0
TRIFR ¹	1.09	0.99	1.04

¹ Total Recordable Injury Frequency Rate: includes both lost-time and non-lost-time injuries involving employees and contractors, calculated per 1 million hours worked.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Reduce the reportable injury frequency rate by at least 30% by 2030. ¹	The reportable injury frequency rate includes both lost-time and non-lost-time accidents for employees and contractors, per 1 million hours worked. In 2021 (baseline): 1.96 In 2030 (target year): 1.37	1.04	
Reduce the number of lost workdays among employees by 30% by 2030.	Lost workdays involving employees. In 2021 (baseline): 746 In 2030 (target year): 522	1,349	

¹ This target was met in 2024 and will be maintained through 2030.

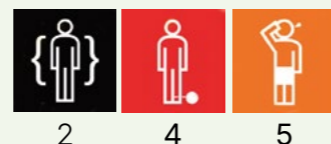


Priority disclosures:

- GRI 403, 408, 409, 410 and 14: 14.6.2/ 14.6.3/ 14.15.3/ 14.15.4
- SASB EM-MM-320a.1



Global Compact Principles



Sustainable Development Goals (SDGs)



Integrated Reporting Capitals



Human



Social and relationship



Material topic: Talent acquisition, development and retention

This topic addresses CSN Mineração's strategy and key initiatives to develop employees, retain talent, improve the organizational climate, and ensure alignment with our strategic objectives and culture. It also includes efforts to foster a diverse, equitable, and inclusive workplace, particularly regarding gender, race, and the employment of individuals with disabilities.

Perspective: Financial and impact.

Potential environmental and social impacts:

- Increased employability through the creation of job opportunities, including early-career opportunities, resulting from the expansion of structured gateway programs (apprenticeships, internships, and trainee programs).

Main risks:

- Shortages of qualified operational labor.

- Reduced engagement and retention among operational employees due to concerns related to career pathways and internal advancement opportunities.

Performance

KPI	2023	2024	2025
Female representation in the workforce ¹	24.0%	26.0%	27.0%
Female representation in leadership positions ²	11.5%	12.1%	12.8%

¹Includes direct employees in Brazil as well as participants in the Apprentice, Internship, and Capacitar programs. These figures differ from GRI disclosures as the GRI data does not cover the Internship Program.

²Includes the following levels: Supervisors, Coordinators, Middle Managers, General Managers, and Executives.

Positive
 Negative
 Met
 Exceeded
 New target

Targets

Target	KPI	Performance in 2025	Status
Double the percentage of women in the workforce by 2025 ¹	Percentage of women in total workforce. In 2019 (baseline): 13% In 2025 (target year): 26%	27.0%	

¹Includes direct employees in Brazil as well as participants in the Apprentice, Internship, and Capacitar programs. These figures differ from GRI disclosures as the GRI data does not cover the Internship Program.



Priority disclosures:

- GRI 401, 404, 405 and 406
- SASB EM-MM-000.B, EM-MM-310 a.2, EM-MM-310 a.1



Global Compact Principles



Sustainable Development Goals (SDGs)



Integrated Reporting Capitals



ETHICS, INTEGRITY AND **COMPLIANCE**

GRI 2-23, 2-24, 2-25, 3-3, 205, 207

- Compliance culture
- Whistleblowing hotline
- Tax management



Compliance culture GRI 2-23, 2-24, 2-25, 205-2, 205-3

→ CSN Mineração employees - Congonhas (MG)

CSN Mineração's Compliance Program is a core pillar of our governance structure, and is focused on preventing, detecting, and addressing corruption, bullying, harassment, and other misconduct. In 2025, our compliance structure was enhanced with the creation of an independent Compliance team, separate from the Audit, Risk and Internal Controls team. This reorganization has increased the autonomy of the Compliance function, strengthened governance, and amplified the central role of integrity in our strategy. Both functions report directly to the Audit Committee, in line with international best practices in corporate governance. The Audit Committee periodically reviews matters related to ethics, integrity and compliance, including key risks, trends observed through the Whistleblowing Channel, and the effectiveness of internal controls, helping guide the strategic direction of our Compliance Program.

As part of our efforts to strengthen integrity structures and processes, we have also expanded our engagement in certification programs and public initiatives. During the period, CSN, the parent company, maintained its commitment to the UN Global Compact, and CMIN was recognized with the Ethos Award for Integrity, Prevention and Combating Corruption, granted by the Ethos Institute. In addition, the Company joined the Business Pact for Integrity and Against Corruption, publicly reaffirming its

commitment to transparency. These initiatives illustrate our commitment to upholding the highest national and international standards of integrity and corporate ethics.

Our Compliance Program is designed to ensure that employees, leadership and business partners operate in accordance with applicable laws and our internal guidelines. The program architecture is aligned with the Brazilian Anti-Corruption Act (Law No. 12.846/13), the U.S. Foreign Corrupt Practices Act (FCPA), and OCDE Guidelines. The role of the Compliance function includes conducting ongoing assessments of corruption risks across operations, implementing preventive controls, and implementing response and remediation mechanisms in cases of potential non-compliance.

The CSN Group Code of Conduct (available [here](#)), which has been approved by the Board of Directors, forms the foundation of our Compliance Program. The Code establishes clear standards of conduct, guides daily decision-making, and supports our commitments to human rights, diversity, respect, integrity, and transparency. All newly hired employees must formally accept the Code within their first 30 days of employment, and annual recertification is required following mandatory training. This ensures that the guidelines outlined in the Code are understood,



regularly updated, and consistently applied throughout the organization.

In 2025, 100% of CSN Mineração's operations underwent corruption risk assessments, and individual business functions receive targeted guidance to mitigate risks according to their level of exposure and operational context. These practices are supplemented by ongoing training to strengthen a culture of integrity.

Annual mandatory training is provided to all employees on the Code of Conduct, Anti-Corruption Policy, and other components of the Compliance Program. These training programs address essential topics including anti-corruption, bribery and fraud practices, harassment, discrimination, diversity, conflicts of interest, human rights, and data protection—promoting a safe, inclusive, and ethical workplace aligned with international best practices. For the third consecutive year, 100% of our workforce attended training. In addition, Senior Management participated in dedicated anti-corruption training covering bribery-related practices. The training was delivered with support from a specialized law firm and covered the requirements of Brazil's Anti-Corruption Law (Law No. 12,846/13) and the FCPA, with emphasis on risks relevant to CSN Mineração's operations.

Communications related to anti-corruption are supported by a Compliance Champions Program, composed of representatives from different

business functions and regions. These employees serve as local liaisons, providing advice, relaying best practices, and facilitating communication with the Compliance function. In 2025, the program was redesigned and now includes clearer guidelines, a structured charter, and an ongoing selection process aligned with the CSN Group's strategy. Compliance Champions' are equipped to perform their role in disseminating an integrity culture through dedicated training programs offered by our Corporate University. These programs cover strategic topics such as workplace harassment, conflicts of interest, interactions with government officials, and third-party compliance, and include recognition through certificates and performance scoring. The program also supports preventive and educational engagement with leaders and employees, providing clear guidance on the appropriate handling of reports, upholding our zero tolerance stance on harassment, promoting safe work environments, and ensuring compliance with our Code of Conduct. In total, 145 people participated in the initiative during the reporting period across the CSN Group, including 29 representatives from CSN Mineração.

CSN Mineração has also invested in technology to improve efficiency, traceability and access to information related to ethics and compliance. In 2025, we completed implementation of our BeCompliance platform, developed based on recommendations from Brazil's Office of the Comptroller General (CGU) and international best practices in integrity management. The



→ An employee at the TECAR terminal - Itaguaí (RJ)

platform is designed to bolster our integrity culture and facilitate employee access to information, declarations, requests, and compliance advice. In addition to automating metrics, accelerating analyses, and enabling real-time monitoring of key processes such as conflict-of-interest management, gifts and hospitality, compliance risks, and action plans linked to our risk matrix,

the platform centralizes documentation and standardizes workflows. It has also helped reduce response times, strengthen governance, and standardize practices across all business units, in line with the CSN Group's and CSN Mineração's commitments to maintaining best-in-class management practices.



→ A CSN Mineração employee - Congonhas (MG)

Whistleblowing channel GRI 2-25, 2-26

Our Whistleblowing Channel is a key pillar of our Compliance Program. It provides a safe, accessible, and confidential mechanism for employees, business partners, local communities, and other stakeholders to report situations that may violate human rights, our Code of Conduct, applicable laws, or our internal policies. The channel operates 24 hours a day and can be accessed by telephone, email, website or mail. Reports may be submitted anonymously, ensuring whistleblower protection while encouraging the responsible use of the Whistleblowing Channel. We maintain a strict non-retaliation policy as part of our commitment to protecting good-faith whistleblowers and creating a safe environment for raising concerns.

The channel is managed by an external and independent firm, which ensures data security and confidentiality and the impartial handling of reports. All reports are recorded, organized and forwarded to the Company for review, investigation, and implementation of appropriate action when necessary. Within CSN Mineração, the Investigation and Compliance Management function is responsible for managing this process, assessing each case according to its nature and level of complexity. More sensitive cases, such as reports involving sexual harassment or discrimination, receive priority handling.

The channel leverages AI to **enhance the efficiency, standardization, and quality of case investigations**

When reported by telephone, these cases may be addressed by a specialized team to ensure appropriate support from the first point of contact. When necessary, we also offer psychological or social assistance to victims, as part of our commitment to the well-being and integrity of those involved.

Lessons learned from reported cases are incorporated into communication and training initiatives, supporting continuous improvement of our Whistleblowing Channel, and related remediation procedures. We also track key performance indicators for the channel, including the volume of reports, average response time and case resolution rate. These metrics are used to identify opportunities for improvement, strengthen internal controls, and enhance process efficiency.

During 2025, the Whistleblowing Channel underwent changes including the introduction of new criteria for report classification, screening, and forwarding. These improvements increased

the speed of case handling, supported more accurate reporting to the appropriate departments, and enabled more precise monitoring of each case. As of year-end, 440 reports had been lodged, of which 79% were concluded within the same year. Investigations identified substantiated issues or improvement opportunities in 37% of cases, leading to corrective actions, guidance to the departments involved, and the continued strengthening of internal controls. Where reports are considered unsubstantiated or unqualified, we reassure whistleblowers of our rigorous evaluation process and our commitment to responsible and impartial investigations.

In response to the expansion of our Whistleblowing Channel, we also implemented upgrades including the introduction of an artificial intelligence agent designed to improve efficiency, standardization, and investigation quality. The solution supports operational and structural activities, allowing professionals to focus on critical, contextual, and ethical analysis of reported cases. These enhancements enabled more accurate classification of reports, improved categorization of incidents, and more effective handling of cases, resulting in faster responses, greater analytical consistency, and reduced risk. All reports received are assessed and handled in accordance with our Code of Conduct and internal policies.

How to access the whistleblower channel

By phone:
0800 884 2006 (Brazil)

By email:
canal_denuncia@csnmineracao.com.br

Via website:
www.canalconfidencial.com.br/csn
(available in Portuguese, English, German, and Spanish)

By mail:
Attn: Compliance Department. Estrada Casa de Pedra, s/ nº – Zona Rural Caixa Postal 101, Congonhas (MG) – Brazil. CEP: 36415-000.

For questions or additional compliance information:
compliance@csn.com.br

All reports received are assessed and handled in accordance with our **Code of Conduct and internal policies**

Reports received via the Whistleblower Channel

by category



Tax management

GRI 207-1, 207-2, 207-3; 14.22.5

CSN Mineração's tax management practices are designed to ensure full compliance with applicable tax laws and industry-specific regulations on tax transparency across all operations. We calculate and pay taxes in an organized, accurate and timely manner while also assessing opportunities for tax incentives to improve competitiveness.

Tax management processes are led by the CSN Group Tax Planning Department and regularly reviewed by the Chief Financial Officer, working with the Group Tax-Legal Department, in line with corporate guidelines. Our tax strategy is reviewed annually by the Tax Council and aligns with business guidelines and sustainable development objectives across social and economic impacts, inequality reduction, and environmental effects. This alignment is achieved through goal-setting, financial impact assessments, analysis of risks and opportunities, and periodic reviews.

Strategically relevant tax matters are addressed by both the Executive Board and the Board of Directors. To ensure ongoing compliance, the relevant department follows developments in federal, state and municipal legislation as well as regulations issued by tax authorities in the regions where we operate. Tax practices and processes are subject to quarterly external audits, covering

both direct and indirect taxes as well as tax compliance issues.

Our approach to tax management also involves ongoing monitoring of tax risks through audits, regulatory analysis, and transaction reviews. This oversight is supported by structured processes, clearly defined responsibilities, ongoing engagement with authorities, and advice provided by specialized consulting firms. Tax filings are subject to internal and external audits, along with routine reviews and document verification processes. CSN Mineração's financial statements are publicly available on our Investor Relations website.

Alongside our practices to ensure tax transparency, CSN Mineração, either individually or through its parent company CSN, is a member of industry forums and associations, such as the Minas Gerais State Minerals Industry Union (SINDIEXTRA), the Minas Gerais State Industry Federation (FIEMG), the National Industry Federation (CNI), the Brazilian Association of Wholesale and Free-Market Power Consumers (ABRACE), and the Brazilian Mining Institute (IBRAM). This enables us to follow and provide inputs into discussions on public policies, standards, and regulations affecting our activities. We also allocate funding to social and cultural



→ CSN Mineração employees - Congonhas (MG)

initiatives through the Fundação CSN and via tax incentive laws, supporting projects spanning culture, sports, and the protection of children, adolescents, and the elderly.

To strengthen dialogue with stakeholders, CSN Mineração includes tax matters in institutional engagement activities. Our tax teams, together

with the Group's Legal Department, continuously follow legislative developments to ensure compliance in all jurisdictions where we operate. Questions and suggestions may be submitted through a dedicated channel at tributariocsn@csn.com.br, and feedback received contributes to the continuous improvement of our strategy and tax practices.

PEOPLE MANAGEMENT

GRI 2-29, 3-3

- Workforce profile
- Talent acquisition, development and retention





→ An employee at
TECAR - Itaguaí (RJ)

Workforce profile

GRI 2-7, 2-8, 2-30; SASB EM-MM-000.B

CSN Mineração ended 2025 with a workforce of 7,589 direct employees, all under formal employment contracts and covered by collective agreements negotiated with unions representing their respective trades. Our workforce includes professionals with diverse educational backgrounds and professional experiences who work collaboratively to meet the technical, operational and managerial demands of our mining and port operations.

We also employed 5,916 contractors, including 584 in administrative roles and 5,332 in operational roles. These workers are similarly covered by collective bargaining agreements, ensuring working conditions are aligned with legal requirements and industry standards.

As part of a strategic people-management transformation, the People and Management team continued efforts in 2025 to shift from a model focused primarily on structuring processes to a more results-oriented approach. This transition aims to align people management practices more closely with our operational and strategic objectives—improving planning, monitoring and decision-making related to workforce development, succession planning, and leadership development.

Talent acquisition, development and retention

Acquisition and retention GRI 2-29, 3-3

Throughout 2025, CSN Mineração maintained a talent acquisition and retention strategy focused on building our employer brand as a company committed to people development. The strategy is being advanced through structured early-career gateway programs, including trainee, internship, and young apprentice programs, which consistently show high internal retention and hiring rates.

CSN's Apprentice Program is aimed at young individuals between 14 and 24 years old seeking their first professional experience. Participants engage in practical activities in our operations while also receiving theoretical training delivered in partnership with the Fundação CSN. The program aims to provide an initial workplace experience and support the development of the skills needed to build long-term professional careers. This journey is further expanded through our *Mentoria Cidadã* mentoring initiative, which connects young participants from the CSN Foundation's *Garoto Cidadão* program with leaders from the CSN Group and CSN Mineração. The initiative promotes discussions about the world of work, career choices, and personal development. The mentoring program contributes to our efforts to promote diversity and inclusion while supporting

the future employability of young participants, particularly those living in socially and economically vulnerable communities.

In 2025, the CSN Group and the Fundação CSN launched the fifth cycle of the initiative, with 57 young participants, eight of whom were residents of Congonhas (MG), the municipality hosting CMIN's main operational site. These participants were supported by mentors based in the same locality, with this geographic proximity enhancing the relationship between mentors and mentees and improving the effectiveness of the guidance provided. It also allowed participants to share experiences directly relevant to operations at our main operational site. At the end of the program, participants are referred to the CSN Group's apprenticeship programs. In the previous cycle, 12 young people participated in the initiative at CMIN, seven of whom expressed interest in joining as apprentices, with a 100% hiring rate among interested participants. In the mentoring cycle concluded in 2025, three young participants were hired as employees in the same year, while the remaining participants are expected to be hired during the first quarter of 2026, maintaining a full conversion rate among participants interested in joining the company.

→ A CSN Mineração employee - Congonhas (MG)



Our Internship Program is another key gateway for new hires. Designed for technical and undergraduate students, the program provides participants with the opportunity to apply academic knowledge to real-world work situations across different operational areas. Throughout the year, interns follow a structured development journey designed to prepare them for future career opportunities both at CSN Mineração and in the broader labor market.

The Trainee Program offers recent graduates an 18-month development journey combining technical training with leadership and soft skill development. During this period, participants lead projects in different areas of the business, applying their knowledge to real-world operational challenges. At the end of the program, trainees are mentored by senior professionals of medium- and long-term career planning.

Each of these programs provides equal opportunity and ensures inclusion and respect regardless of gender, nationality, age, sexual orientation, race or religion, helping foster a workplace free from discrimination. In 2025, CSN Mineração had 226 apprentices, of whom 39% were hired; 132 interns, with a hiring rate of 34%; and 14 trainees, all hired by CSN Mineração.

In addition to developing new talent, we also have practices in place to attract experienced professionals from the market. Job opportunities are advertised through institutional and internal

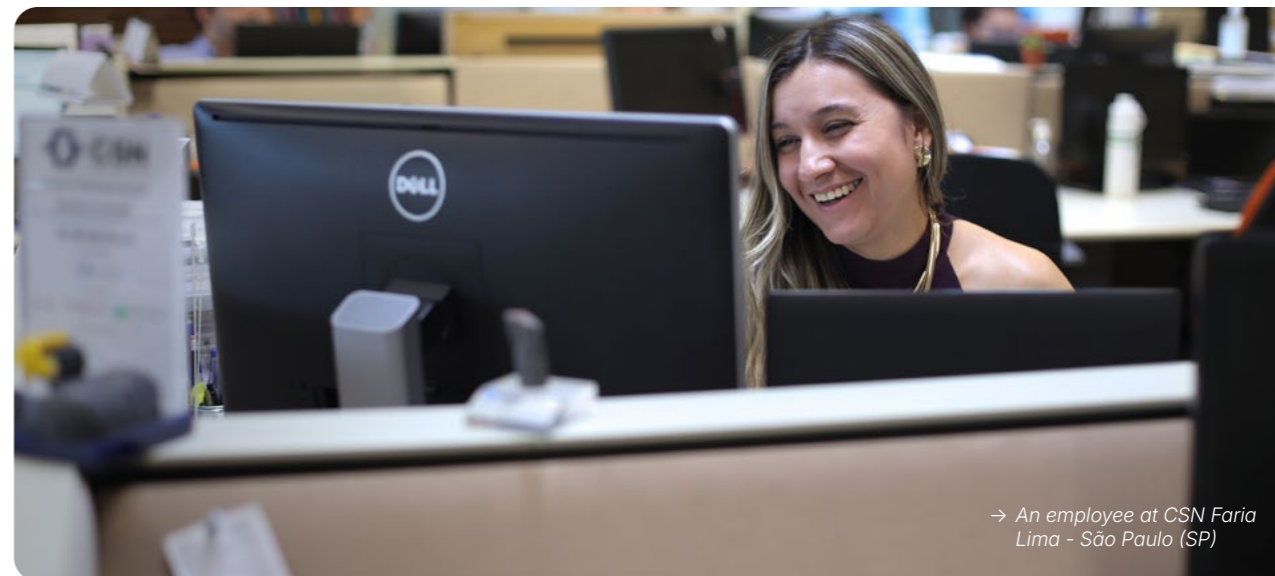
channels, with internal mobility given priority. This approach values employees who are already part of the organization, recognizing performance and alignment with our culture as key factors for professional advancement.

Compensation and benefits

GRI 401-2

CSN Mineração's compensation policies and practices are based on technical, structured, and objective criteria. Our salary structure is informed by an integrated assessment of roles, positions and functions, which serve as an official compensation benchmark. Compensation packages are defined through a consistent and transparent process that considers factors such as job complexity, organizational structure, market benchmarks, and the geographic location of operations. CMIN's compensation policy does not treat gender as a factor in determining compensation and is applied uniformly and equitably across all positions. The model is supported by globally recognized job evaluation and job structuring methodologies, ensuring accuracy, comparability, and alignment with international best practices. This approach supports our commitment to a fair workplace environment that is free from discrimination and grounded in equal opportunity.

CSN Mineração follows International Labor Organization (ILO) conventions and fully complies with Brazilian labor laws, including the requirement for a standard 48-hour workweek and a maximum of



→ An employee at CSN Faria Lima - São Paulo (SP)

60 hours when overtime is included. These practices help employees preserve a healthy work-life balance. All employees whose employment contracts are governed by Brazil's Consolidated Labor Laws (CLT) are covered by collective bargaining agreements, ensuring that wages comply with negotiated minimum salary floors and applicable regulations. The only exceptions are apprentices, whose compensation follows specific regulatory rules reflecting reduced working hours and the educational nature of the employment relationship.

Total compensation includes monthly salary, paid vacation, and the statutory 13th salary, in addition to an annual bonus program. Our compensation model links financial recognition to collective performance and individual contributions toward strategic objectives.

Employee benefits follow union agreements and are available to all employees regardless of contract type or working hours. Core benefits include health and dental insurance (extended to immediate dependents), life insurance, meal allowances, and childcare allowance. Maternity leave is voluntarily extended to six months, while paternity leave is extended to 20 days, providing additional support to employees and their families.

Additionally, we offer supplementary pension plans administered by Caixa Beneficente dos Empregados da CSN (CBS), a closed, non-profit entity dedicated to employees and former employees of the CSN Group and CSN Mineração. These plans support long-term financial planning and retirement security.



→ Employees at CSN Faria Lima - São Paulo (SP)

People management cycle GRI 404-3

Our People Cycle is our primary strategic tool for performance evaluation, talent development, and strengthening the leadership pipeline. The program covers 100% of the workforce, excluding interns, apprentices and employees hired after September of the previous year. The aim of the program is to map talent, identify high-potential professionals and successors, and evaluate skills and alignment with organizational values.

The methodology integrates the assessment of performance results and soft skills into a single model. One of the key tools we use is the 9 Box Grid, which intersects performance and competencies to provide a structured view of organizational talent and support people management decisions in a consistent and transparent manner.

More than an evaluation process, our People Cycle transforms its results into concrete development actions—including training plans, leadership development programs, succession preparation initiatives, and internal talent pipelines, enabling structured professional growth.

In 2025, the program continued to progress in connecting performance reviews to decision-making. The methodology now more directly informs training initiatives, career progression, recognition, and internal mobility. This ensures that employee development remains aligned with current and future business needs while also helping reduce reliance on external hiring for key positions.

CSN Corporate University

Employees at CSN Mineração have access to the CSN Corporate University, the Group's primary platform for professional training and development. The platform offers more than 240 on-demand digital learning titles, enabling employees to build personalized learning journeys aligned with their individual development needs and career interests. These digital resources are supplemented by in-person training programs, ensuring continuous development aligned with business challenges and institutional priorities.

In 2025, we continued to deliver development tracks covering both hard and soft skills requirements. A highlight from the year was an in-person training program on Self-awareness, designed for professionals with higher education, engineers and specialists. The program was designed to help participants build individual skills and take greater ownership of their career development. Another high-impact initiative was a program, called "Window to Knowledge," that brought together technical content from different industrial areas and provided an opportunity for teams from different operational sites to share experience and solutions, fostering collective learning.

The Corporate University is structured into five training schools: School of Excellence, Innovation School, Business School, ESG School, and Leadership School. This structure enables the

University to deliver both core training content, such as programs related to corporate values, principles and internal policies, and team-specific content, including technical and regulatory training for operational employees. A component of the School of Excellence, our Mining School is focused on managing and disseminating industry-specific knowledge, helping build the technical skills and competencies needed to support our mining operations.

The Leadership School and Business School play a central role in preparing future managers. Through structured learning tracks that combine hard and soft skills, these schools support succession planning and leadership development across different management levels, preparing employees to take on new responsibilities and lead teams while strengthening our internal leadership pipeline and aligning individual development with future business needs.

In 2025, the Corporate University continued to be a key differentiator in CSN Mineração's people strategy. Employee engagement and recognition of the importance of the training content for ongoing professional growth and development remained high throughout the year.

→ Employees at CSN Faria Lima - São Paulo (SP)

Average hours of training per employee¹ GRI 404-1

By gender	2023	2024	2025
Men	29.2	29.4	28.7
Women	28.4	26.1	28.2

¹ CSN Mineração's training metrics are based on the average number of training hours per employee.



International journey

As part of our people development strategy, in 2025 CSN Mineração continued to pursue an international secondment program aimed at developing talent by providing opportunities to gain practical experience in global business environments. During the year, 10 CMIN employees took international secondments in the United States, Germany, Switzerland, Hong Kong/China and Portugal, working on strategic projects. In the year, the program was expanded to new destinations such as Switzerland and China, allowing participants to interact directly with technologies, suppliers, operational models, and market dynamics different from Brazil's.

Participants worked on the development of real-world projects connected to business challenges. More than offering a conventional secondment experience, the program is designed to generate outcomes that can be applied to operations, while helping to build both hard and soft skills including ownership, systems thinking, negotiation, problem-solving, and the ability to represent CSN in international settings. The impact of this learning model has been observed both in participants' performance and in the incorporation of new practices within daily routines.

Diversity, equity, and inclusion GRI 405-1

CSN Mineração is committed to increasing the participation of women, black professionals, persons with disabilities (PwDs) and other historically underrepresented groups across our operations. To achieve this, we aim to ensure that everyone has equal access to development opportunities, career advancement, and leadership positions, fostering a workplace that is more diverse and representative of society.

To lead this agenda, we maintain a dedicated Diversity, Equity and Inclusion (DE&I) team responsible for developing engagement initiatives, training programs, and performance metrics.

As a key outcome from this commitment, we have achieved a significant increase in female participation in the workforce. In 2025, CSN Mineração reported 27% female representation among employees, exceeding our target of 26% for the year and doubling the 2019 baseline. This result reflects a strategy that combines clear targets, awareness initiatives, and investment in professional training. One of our flagship initiatives is the *Capacitar Mulheres* program, which offers free training courses in partnership with the Fundação CSN to prepare women for operational roles. In addition to technical training, the program includes a development track designed to support retention and career progression for female employee. In 2025, more than 130 women were



→ Participants in the Internationalization Program - São Paulo (SP)

hired through our *Capacitar* program, as part of a strategy for retaining and developing early-career talent.

During the year, CSN Mineração also relaunched our training program to help women obtain a truck driver's license, introduced exclusive learning modules within the Corporate University and provided specialized training in mine equipment operation designed specifically for women. These initiatives expand access to roles historically held by men and help reduce structural barriers to women entering these jobs.

CSN Mineração's inclusion strategy also covers people with disabilities. Our Capacitar Program has been expanded to cater to this audience, with a particular focus on technical training and employability. We also work to ensure accessibility, adapt internal processes, and raise awareness among teams to create the conditions for inclusion and professional development.

Another key component of our gender equity efforts is *Empodera*, a program designed exclusively for female employees. The initiative was created to increase female representation in leadership roles after identifying that many women did not apply for opportunities due to lack of confidence, absence of role models, or limited exposure.

In 2025, 60% of active participants were promoted after attending a structured development track that

included individual assessments with feedback, training on inclusive leadership—involving the direct participation of managers—as well as modules on impostor syndrome, unconscious bias, and strategic business skills. The program concluded with the development and presentation of individual development plans.

In racial equity, CSN Mineração remains aligned with the CSN Group's commitment as one of the founders of MOVER (Movement for Racial Equity). The initiative includes awareness-raising campaigns, leadership training, and reviews of internal practices to reduce bias in recruitment, development, and promotion processes. In 2025, the partnership expanded to include racial literacy initiatives, scholarship programs, and career acceleration initiatives. Across the CSN Group, 2,500 affirmative-action scholarships were offered, with 520 granted to professionals from CSN Mineração.

Additionally, a campaign titled *MOVER o seu Futuro* provided more than 60 thousand affirmative-action scholarships for black students, an initiative sponsored and organized by CSN Mineração as a member of the MOVER network of sponsoring companies. An additional 96 employees received scholarships in leadership development programs. The MOVER Hello English course, meanwhile, awarded 1,593 scholarships to CSN Group employees in the year, 338 of which were for professionals linked to CSN Mineração's operations, expanding access to job skills and growth opportunities.



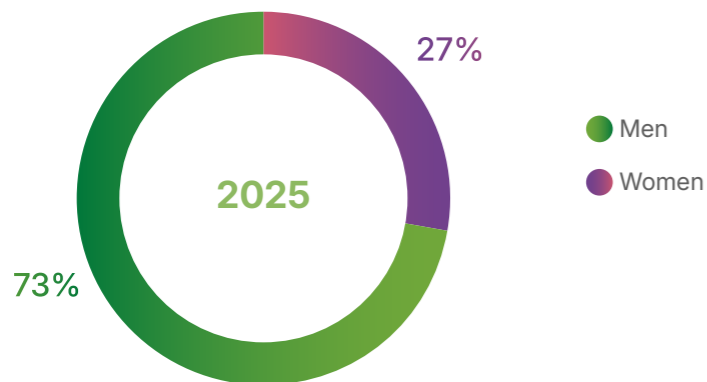
→ Operations at Casa de Pedra - Congonhas (MG)

Adding to these initiatives, we held *workshops*, mentoring sessions and internal training to raise awareness about bias and promote racial and gender equity, encouraging inclusive leadership practices at all levels of the organization.

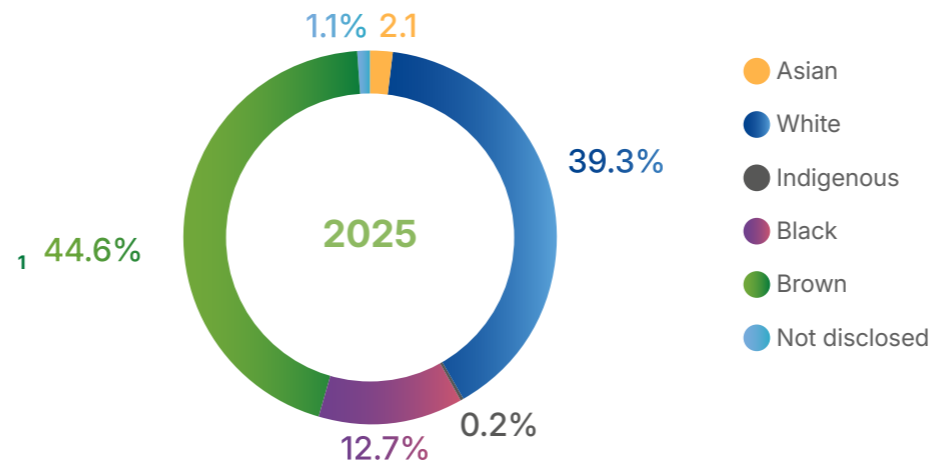
Our Champions program supplements the training led by the Diversity, Equity and Inclusion team

through awareness-building initiatives geared to stakeholders. In 2025, 549 online training courses on diversity, equity and inclusion were made available through our Corporate University, in addition to activities marking ESG Week.

Workforce by gender¹

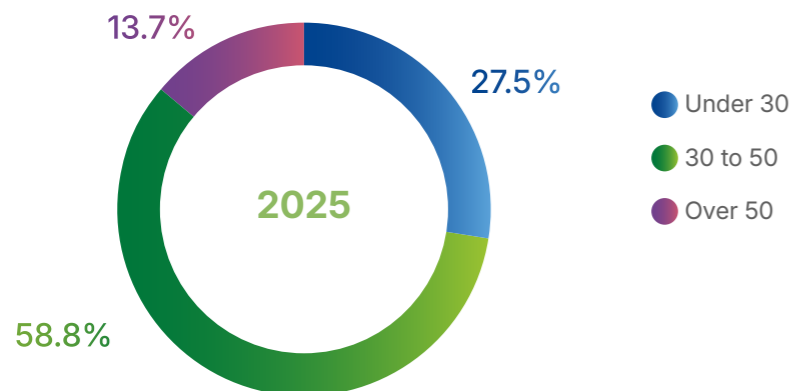


Workforce by ethnicity

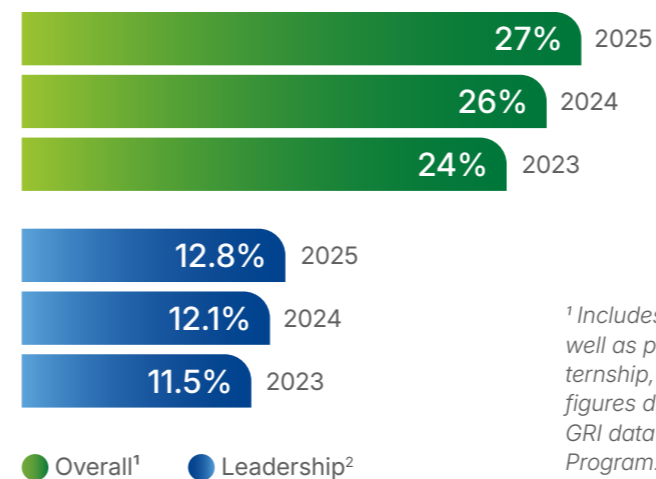


CSN Mineração
 mets its target and
**celebrates a historic
 advance in female
 representation**

Workforce by age group



Women in the workforce



¹ Includes direct employees in Brazil as well as participants in the Apprentice, Internship, and Capacitar programs. These figures differ from GRI disclosures as the GRI data does not cover the Internship Program.

² Includes the following levels: Supervisors, Coordinators, Middle Managers, General Managers, and Executives.

HEALTH, SAFETY AND **WELL-BEING**

GRI 3-3, 403, 410 e EM-MM-310a.1, EM-MM-320a.1

- Occupational safety
- Health and well-being programs
- Asset Security



Occupational safety

GRI 2-29, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8

At CSN Mineração, we view occupational safety as a core value of the way we operate. We have a robust management system in place to protect the health, well-being and physical integrity of our employees and contractors, and to prevent impacts on surrounding communities and the environment. This system is governed by policies, standards and procedures that outline how each task must be planned and carried out, always with a continuing focus on accident prevention and risk mitigation.

These policies are formalized in an Occupational Health & Safety Management Manual (available [here](#)) and Supplier Health & Safety Manual (available [here](#)), which establish responsibilities, minimum control standards, and expected behaviors across all operations. Safety is monitored via our Occupational Health and Safety Management System (OHSMS), which covers 100% of workers and contractors and is used to track progress on action plans and key performance indicators. The OHSMS is compliant with ISO 45001, Brazil's Regulatory Safety Standards (NRs) from the Ministry of Labor, the National Occupational Health and Safety Policy, and World Health Organization standards. The

systems undergo periodic audits to verify effective conformity to established practices.

Hazard identification and risk assessments follow internationally recognized methods aligned with ISO 31000 and internal policies. These processes enable us to anticipate critical situations before activities begin, establish control measures, and review procedures whenever necessary. This routine is supported by digital tools, such as RISKEX software, which tracks all phases of a new project and procurement due diligence, from planning to asset decommissioning, ensuring traceability and consistency in continuous risk management.

CSN Mineração has a **structured management system** in place to protect the health, well-being, and physical integrity of both direct employees and contractors

→ An employee at TECAR - Itaguaí (RJ)





→ A CSN Mineração employee - Congonhas (MG)

Safety risk management is focused on identifying, assessing, and classifying the main critical risks in operations. For each critical risk, dedicated working groups are formed to preventively and continuously plan, implement, and monitor robust operational controls aligned with industry best practices and the specific characteristics of our operations. Critical risks are organized into the following categories:

- Vehicles and mobile equipment
- Exposure to hazardous energy
- Electrical work
- Freight transportation
- Work at heights
- Hot work
- Hazardous chemicals
- Confined space work
- Flammable gases and liquids
- Structural safety

Occupational risks are classified in accordance with Brazilian Regulatory Standard No. 1 (NR 1), which addresses risk management in the workplace. Based on this categorization, we develop solutions to either eliminate or mitigate hazards at the source, such as process adjustments, structural improvements, routine reviews and, when necessary, the use of personal protective equipment. In 2025, the new edition of NR 1 officially came into force in Brazil, expanding the mandatory identification, assessment and recording of psychosocial risks. Importantly, CSN Mineração already had processes in place

to track and address these factors preventively, even before the regulatory update, and this made it easier to adjust our practices with the addition of new features. Among these additions, we introduced new mental health assessment forms, which were piloted in 2025 and are scheduled to be rolled out across the organization in 2026. Data compiled from these questionnaires will provide a more robust basis for identifying specific needs and, when necessary, expanding or adjusting our practices to promote employees' mental health.

Beyond having a set of safety standards and tools, CSN Mineração believes that effective safety hinges on the way tasks are performed, the expectations we communicate, and the day-to-day oversight of team activities. We also believe that building a prevention culture requires tone from the top, with leaders taking responsibility for integrating safety practices into operational routines, reinforcing safe behaviors, and helping create more stable and predictable workplace environments.

This preventive approach also guides activities such as a daily online readiness tests, which assess whether workers are in the right physical and emotional condition to perform critical activities before they begin. We closed the year with 1,363 employees performing the test on a daily basis, representing a 94% increase compared to 2024. In addition, all large mobile equipment, such as off-road trucks, is fitted with operator fatigue detection technology, allowing risks that could

endanger lives to be flagged in advance. We also use smart lockout-tag out systems in maintenance areas, preventing the flow of high-voltage energy when necessary.

Continuous training is another pillar of our occupational safety strategy. In 2025, we delivered more than 121 thousand hours of health and safety training, including 1,670 hours specifically focused on emergency response. Our approach to training combines in-person activities and digital resources, such as interactive platforms, educational games, and virtual simulations, which allow workers to experience risk scenarios in a safe and controlled environment.

CSN Mineração Health and Safety onboarding process has been improved to ensure greater efficiency and standardization, even allowing employee mobility between different Group businesses when training requirements are equivalent. In another ongoing initiative, we are including technical qualification information on contractors' ID badges to make it easier to verify fitness for tasks, reduce the need for additional documents, and enable simpler, faster and more reliable fitness checks, including by scanning a QR Code.

We encourage active employee participation in activities like toolbox talks, Internal Accident Prevention and Environmental Awareness Week (SIPATMA), regular safety meetings, and Internal Accident and Harassment Prevention Committee



(CIPAs) sessions. These spaces provide an opportunity to share experiences, submit suggestions, and identify practical day-to-day improvements in operations.

Safety governance is supported by formal committees. The Executive OH&S Committee meets quarterly to track progress on targets, analyze performance indicators, and assess significant incidents. Local operational committees, in turn, meet monthly to define incident reduction strategies based on site-specific conditions. These forums have decision-making authority, as established in corporate procedures, which ensures that approved initiatives are effectively implemented.

The Health team supplements these practices with active on-site engagement. Medical professionals closely monitor work environments, the risks associated with each role, and the teams' daily routines. This oversight supports more accurate assessments of leaves of absence, rehabilitation processes, and factors influencing absenteeism, including physical and emotional aspects. This broader perspective contributes to more informed decisions and more effective preventive actions.

OHSMS core elements

Tone from the top

Leaders play a central role in the OHSMS, actively promoting a safe work environment. Tone from the top is expressed through daily example, responsible decision-making, and encouraging organization-wide participation in risk prevention.

Communication

Clear and continuous communication is essential so that employees and suppliers have access to the information needed to prevent accidents and reduce risks. This process ensures alignment, understanding of applicable policies, and engagement around safety practices.

Standards and procedures

Establishing standards and procedures ensures that all activities, operational and administrative, are carried out safely. This standardization supports greater process predictability and minimizes failures.

Behavioral development

Continuous training and instilling safe behaviors are Central to the OHSMS. The focus is on prevention, continuous process improvement, and building a safety culture in day-to-day operations.

Risk management

Identifying, assessing and controlling the risks associated with processes, activities and facilities. The goal is to eliminate or reduce impacts on people's health and safety.

Management of change

Ensures that changes in processes, facilities or the work environment are assessed in advance and implemented in a controlled manner, keeping risks at acceptable levels.

Compliance with legal requirements

Ensures that all legal requirements related to occupational health and safety are met. Ongoing oversight supports regulatory compliance and risk prevention.

Planning

Establishing a systematic approach so that strategic, operational, and routine actions are organized in a way that minimizes impacts and keeps risks under control throughout processes.

Contractor management

Ensuring contractors implement the same safety standards as CSN Mineração. This is achieved via contractual provisions, periodic assessments, and enforcement of our Supplier Health & Safety Manual.

Competency and skills management

Safety briefing and training to ensure that our employees and contractors are fit to perform their activities safely and responsibly.



Injury Frequency Rate¹



¹ Total Recordable Injury Frequency Rate: includes both lost-time and non-lost-time injuries involving employees and contractors, calculated per 1 million hours worked.

High consequence incidents and fatalities



12 years without fatalities,

reflecting effective prevention measures and risk reduction efforts

AGIR: leadership at the heart of prevention

The AGIR program is a strategic CSN Group initiative designed to reduce the risk of high-consequence events and prevent fatalities. Implemented at all CSN Mineração facilities, the program structures and integrates practices to help build a prevention culture and continuously improve occupational safety. The program is based on the combination of technical methods, structured management and people engagement, reinforcing safety as a non-negotiable value.

In 2025, the AGIR program was further improved based on lessons learned from previous cycles, incorporating a Leadership lever into the Occupational Health and Safety Culture, Critical Risk Management, and Process Safety pillars. With this change, managers now play an even more central role in mitigation and accident reduction, becoming directly

responsible for decisions that impact safety in day-to-day operations. This includes responsibility for authorizing critical activities, monitoring teams, and analyzing deviations, reducing reliance on formal procedures only. By making direct leaders primarily accountable in the event of an incident, AGIR is helping to integrate safety into management routines, rather than it being the sole responsibility of safety departments.

As a result of these changes, in 2025 we recorded a 18% reduction in high consequence incidents and fatalities (PSIF) compared with 2024 and maintained our zero fatality record for the 12th consecutive year. In the same period, the rate of lost-time and no-lost-time injuries among employees and contractors remained stable at 1.04 per million hours worked.

Health and well-being programs

GRI 403-3, 403-6

CSN Mineração continuously invests in initiatives to expand workers' access to medical and preventive services, fostering well-being and improving quality of life both on and off the job. These services are either sought by employees or provided in emergencies or during occupational exams, with employees also receiving advice on prevention and risks associated with their tasks.

These activities are governed by our Occupational Health Medical Control Program (PCMSO), which establishes health checkup schedules depending on role-specific risks, supports early detection of health changes, informs preventive actions, and helps reduce leaves of absence, contributing to operational continuity and a healthy work-life balance.

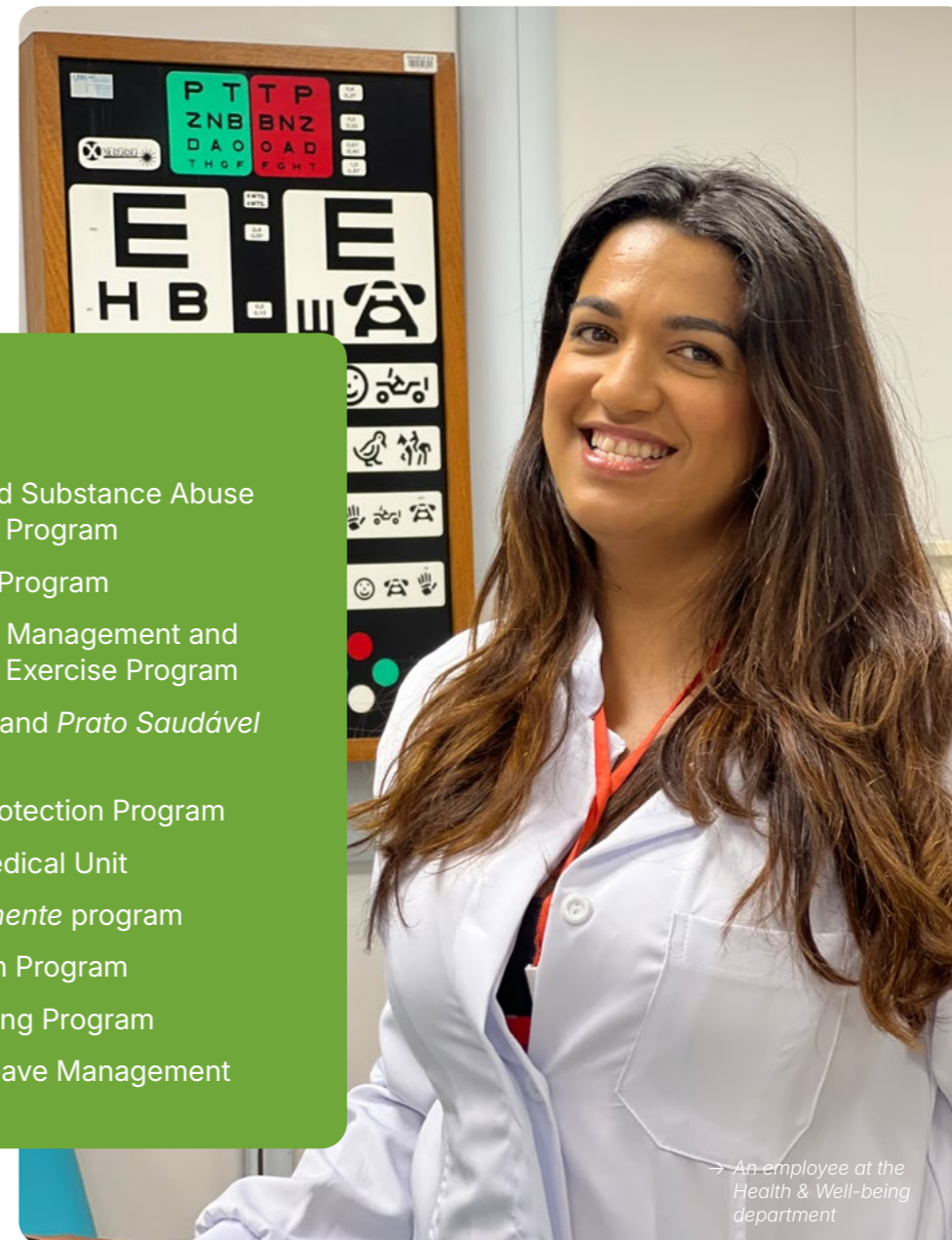
On-site clinics provide consultations, urgent care, preventive checkups, and educational actions, delivering comprehensive care. These clinics are staffed by multidisciplinary teams and follow standardized protocols, ensuring safe, high-quality care. To facilitate access, the clinics are located at strategic points within our operations, serving both own employees and contractors.

In addition to clinical care, CSN Mineração also runs programs to address chronic diseases, mental health, balanced nutrition, the need for regular exercise, and the prevention of alcohol, tobacco, and substance abuse. These matters are addressed in an integrated manner as part of the CSN 10+ program. We also offer our employees TotalPass and WellHub membership, which gives them access to a wide network of fitness clubs as a way to encourage regular exercise and contributes to the physical, emotional and social well-being of both employees and their family members, who can access the platforms as dependents. In addition, employees have access to psychological support for personal or professional situations that require specialized counseling.

Vaccination campaigns are held annually at all operational and administrative sites. In 2025, we carried out our annual Influenza flu immunization campaign, offering the tetravalent vaccine free of charge, which includes protection against the H1N1 strain and other variants. The initiative was conducted with support from occupational health teams, ensuring safe and easy access for workers across the country. In total, 4,800 employees were vaccinated, reinforcing individual and collective protection in the workplace.

CSN 10+

1. Alcohol and Substance Abuse Prevention Program
2. *Despertar* Program
3. Ergonomic Management and Workplace Exercise Program
4. *Em Forma* and *Prato Saudável* programs
5. Hearing Protection Program
6. Mobile Medical Unit
7. *Saudavelmente* program
8. Skin Health Program
9. Anti-smoking Program
10. Medical Leave Management



→ An employee at the Health & Well-being department

Asset Security GRI 410-1

CSN Mineração's Asset Security department is tasked with mitigating risks and ensuring that personal and property security operations are compliant with applicable laws and respect human rights requirements. The department is structured to ensure that security measures are effective, proportionate and aligned with the needs of each operation, without interfering with operational activities. CSN Mineração does not employ armed security, as part of a commitment to responsible for security practices.

Our approach to security is based on three main pillars. The first is Organic Security Management, which ensures compliance with the laws governing private security activities and defines standardized procedures for protecting assets, facilities, and equipment through clear guidelines on responsibilities, workflows, and incident response protocols.

The Security team is integrated within CMIN's organizational culture, contributing to safer environments aligned with the principles of respect, integrity, and accountability

The second pillar is Access Control and Monitoring, involving software-based control of site entries and exits. This system monitors the movement of people, vehicles, and cargo, supporting loss prevention and movement traceability. CSN Mineração has a monitoring center that operates 24 hours a day, equipped with technology resources that integrate surveillance images into a single platform and enable intelligent monitoring of objects and sensitive areas.

The third pillar is Asset Security Risk Management, which uses a standardized methodology to identify vulnerabilities, analyze scenarios, and define control measures, through an approach that considers the particularities of each site, allowing specific adjustments in order to maintain security without compromising the efficiency of operations.

Established in 2024, the Corporate Security Committee further strengthened its role throughout 2025 as a governance body dedicated to enhancing risk management and standardizing security practices across the CSN Group. The Committee also provides an opportunity for security teams to share experience, encourages alignment on practices, and strengthens integration across security departments. Security activities are carried out by duly qualified professionals who have completed training



→ A Security employee

programs at specialized institutions accredited by the Federal Police. Training covers key areas such as asset protection, applicable legislation, self-defense, first aid, fire prevention and response, crisis management, electronic security, and human rights, among other essential topics required for the role. Brazilian regulations require mandatory refresher training every two years, as well as maintaining an up-to-date National Security Guard Identification Card (CNV) within the Federal Police system.

At CSN Mineração, security teams also receive training in the use of non-lethal equipment, delivered by specialized providers accredited by the Federal Police, addressing topics such as applicable legislation, human rights, interpersonal relations, and ethics. In addition, all security personnel annually acknowledge our Code of Conduct and complete mandatory compliance training, which establishes operational guidelines and reiterates our commitment to human rights, accountability, and respect in professional relationships.

SUPPLY CHAIN MANAGEMENT

GRI 3-3, 201-1, 204, 308, 407, 408, 414

- Supplier relations



Supplier relations GRI 2-6, 2-29, 204-1, 407-1

In 2025, CSN Mineração transacted approximately R\$ 10.3 billion in spending on 1,400 suppliers of different sizes and sectors. Our supplier network comprises local, national, and international suppliers that provide products, raw materials, equipment and a wide range of services, as well as logistics partners, subcontractors, and third-party service providers. Among the main services we procured during the period were rail transportation, vehicles, fuels, engineering, and maintenance. Overall, 25% of our supplier spend went to material suppliers, while 75% went to service providers. There were no major changes in our supply chain structure during the year.

CSN Mineração helps to strengthen local economies where we operate by sourcing from local suppliers whenever possible. In 2025, 38.9% of supplier spend went to in-state suppliers, especially for material procurement. Certain applications, however, require suppliers with

a high degree of specialization or proprietary technologies, which are not always available regionally. Even so, CSN Mineração maintains initiatives aimed at developing and expanding the share of local suppliers whenever possible.

Our supplier management practices are guided by rigorous standards of ethics, compliance, and transparency. All business partners undergo a formal screening and assessment process, in which they commit to comply with the CSN Group's [Code of Conduct](#), [Anti-Corruption Policy](#), and notarized [General Terms and Conditions for the Provision of Services and Materials](#).

Signed contracts include specific clauses related to compliance with environmental, labor, and integrity requirements. Depending on the nature of the procurement, certifications such as ISO 9001 (quality management) and ISO 14001 (environmental management) may also be required, in addition to applicable licenses and permits.

This set of guidelines and controls helps ensure that, across CSN Mineração's operations, there are no activities classified as at risk of violating workers' rights to freedom of association or collective bargaining, or practices involving the exploitation of children, adolescents and women. Our General Terms and Conditions of Service



Provision and Supplier Health and Safety Manuals reiterate the importance of these rights and promoting labor relations grounded in legality, respect, and integrity.

In 2025, our Procurement team made further progress in incorporating sustainability criteria into procurement processes, following ISO 20400 guidelines on good practices in responsible procurement. An initial assessment showed that CSN Mineração already meets 86% of these

requirements. The assessment was supported by in-person and remote evaluations, audits based on recognized methodologies for assessments of supplier processes and quality, site visits to critical suppliers, and the implementation of stricter controls for essential materials and services or those involving a higher level of risk. For 2026, we plan to expand our supplier audits, especially in those segments that are more sensitive or more exposed to reputational risks.

In 2025, CSN transacted **R\$ 10.3 billion** in spending on **1,432 suppliers** of different sizes and sectors

Supply chain ESG risk matrix

CSN Mineração's ESG Supply Chain Risk Matrix, initially developed in 2024, will be updated in 2026 in line with market best practices, which recommend reviews every two years. The review, conducted by the Procurement department in collaboration with the Sustainability department and *CSN Inova Bridge*, will identify, classify and ensure continuous oversight of environmental, social, governance, and reputational risks associated with suppliers, informing preventive and structured actions.

The matrix organizes our suppliers into 48 high-level categories based on the type of procurement, the level of exposure to risks and strategic relevance to operations. This framework offers a clear view of significant ESG risks in the supply chain, informing priority-setting, corrective actions, and efforts to develop partners over time.



→ Employees at CSN Faria Lima - São Paulo (SP)

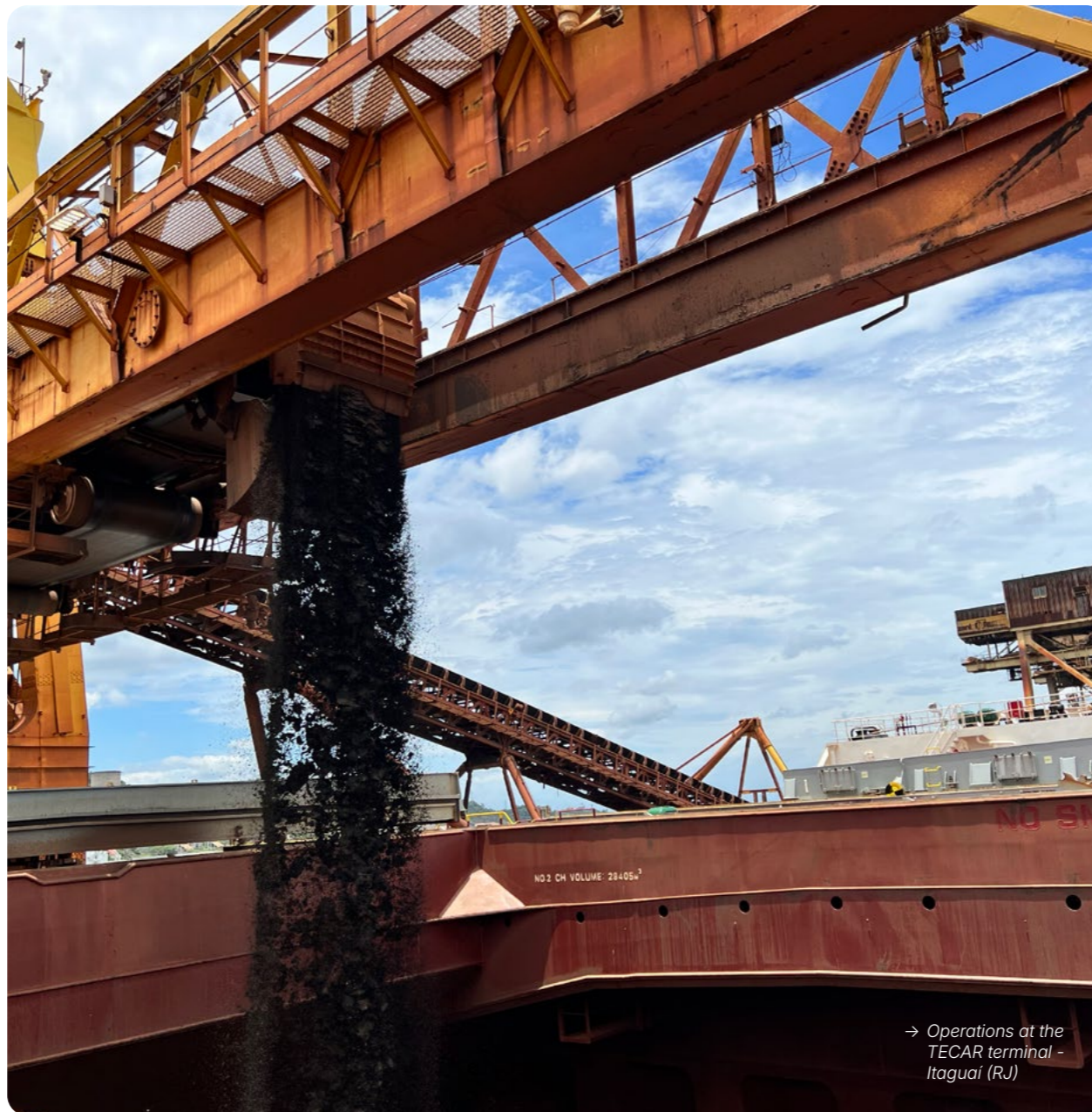
The matrix provides a comprehensive view of the **key ESG risks across the supply chain**, setting priorities and guiding corrective actions

Throughout 2025, we made continued progress in implementing an approach that is even more focused on risk management, based on the lessons learned from the ISO 20400 assessment initiated in the previous cycle. This process deepened our understanding of the most critical supplier categories, supported a review of internal procedures, and enhanced control and governance mechanisms, laying the groundwork for the ESG Risk Matrix review planned for 2026.

As another highlight, we introduced an ESG questionnaire based directly on the Ariba platform and applied to more than one thousand new suppliers classified as high and very high risk. New weights, scores and automation features have enhanced due diligence and information traceability, supporting more consistent data analysis. This has improved our ability to compare performance, identify weaknesses, and design targeted actions for each supplier profile.

As a result, CSN Mineração has developed a more robust supplier onboarding model, which now incorporates detailed analyses, systematic screening, and deep diligence, both in person and remote. This process is supported by a new monitoring dashboard, which allows real-time tracking of the status of each active supplier, including documentation, compliance, and any pending issues.

In 2025, we began implementation of a Supplier Control Tower designed to integrate the supplier's entire life cycle within the Company into a single view. The control tower will allow analysts to consolidate information such as qualification, ESG risks, performance, compliance, documentation, audits and external data, creating a 360° view of our supply chain. The goal is to enable continuous and proactive risk monitoring, anticipate supply issues, monitor reputational exposures, and support strategic decisions related to supplier development, recovery or discontinuation. Implementation will be phased throughout 2026.



→ Operations at the TECAR terminal - Itaguaí (RJ)

Compliance assessments during supplier onboarding

GRI 205-1, 407-1, 408-1, 409-1; SASB EM-MM-510a.1

Compliance assessments are carried out as part of supplier onboarding to ensure that all business partners are aligned with the ethical, legal and human rights principles we have adopted in our operations. These assessments are designed to prevent risks associated with practices such as child labor, forced or compulsory labor, degrading conditions and other violations that may compromise the integrity of our value chain.

Before onboarding, each supplier undergoes integrity due diligence including compliance and anti-corruption background checks and Know Your Customer (KYC) assessments, verifying the prospective business partner's history, reputation, and structure. These analyses consider factors such as the type of activity, country of operation, ownership structure, ultimate beneficial owners, any sanctions and litigation, as well as negative media exposure. The due diligence process is supported by a compliance risk matrix, which classifies suppliers according to their level of criticality and defines the degree of depth required in each case, with reference to the National Classification of Economic Activities (CNAE) to identify more sensitive segments.



→ Operations at the TECAR terminal - Itaguaí (RJ)

Critical suppliers undergo a more in-depth background check, led by the Investigation and Compliance team, to identify any potential misconduct. All supplier contracts include anti-corruption clauses and formal commitments to minimum standards of conduct and management of conflicts of interest, reinforcing the requirement for compliance throughout the business relationship.

CSN Mineração has not identified any suppliers at risk for degrading labor practices, including child labor or forced labor. We recognize that there may be potential risks to freedom of association and collective bargaining among suppliers and contractors in our operations. To mitigate this exposure, we have implemented a zero-tolerance policy, specific procedures, regular document reviews, ongoing monitoring, and audits. All business partners must formally agree to CSN Mineração's principles and guidelines when entering into or renewing their contracts.

Oversight of labor and social security obligations is carried out by our Third-Party Management Unit (NGT), linked to our Integrated Management Center (CIG), which reviews supplier and service provider documentation monthly, ensuring compliance with legal labor requirements. Where irregularities are identified, any further payments are withheld or the contract is terminated. In 2025, the NGT made further progress in digitalizing

All suppliers undergo **integrity due diligence** based on methodologies that evaluate their track record, reputation, and organizational structure prior to engagement

document control and expanding analytics capabilities, resulting in improved control through greater standardization and process automation on the Supplier Management Portal.

In 2025, we expanded the scope and efficiency of due diligence analyses and contract reviews. During the period, 1,768 suppliers were screened, involving the review of 6,159 individuals and legal entities across the CSN Group. Because supplier onboarding systems are integrated between CSN and CMIN, due diligence conducted for one company automatically qualifies the supplier for the other.

COMMUNITY

ENGAGEMENT AND LOCAL DEVELOPMENT

GRI 203-1, 413-1, 3-3; SASB EM-MM-210b.1

- Engagement practices
- Fundação CSN



Engagement practices

GRI 2-25, 2-26, 2-29, 413-2; 14.9.6; 14.10.4

CSN Mineração engages closely and in a structured manner with neighboring communities, continuously assessing and monitoring both potential and actual impacts that may affect them. In each community, assessments are carried to identify and characterize these impacts based on criteria such as intensity, duration, and possibility of reversal. This informs mitigation measures and the implementation of engagement and grievance handling mechanisms.

Among the main aspects we monitor are those that could affect the community's quality of life, such as noise, particulate matter emissions, and other environmental factors, in addition to social issues related to human rights. In terms of environmental impacts, we operate an Air Quality and Noise Monitoring and Control Program featuring automatic and semi-automatic stations, and implement preventive measures such as continuously spraying roads to reduce the dust generated by vehicle and equipment traffic, as well as applying dust suppressants and hydroseeding techniques.

Our commitment to communities is also reflected in the way we prioritize hiring from the regions hosting our operations. Expanding the local

workforce in operations, in fact, is one of the targets set for our P15 project, expanding job opportunities in our communities. By supporting jobs and livelihoods in the regions where we operate, we are contributing to local social and economic development while forging lasting ties with communities.

Our engagement with communities is supported by structured relationship channels. One example is our Green Line, a platform that receives reports, complaints, suggestions, and inquiries regarding environmental and social matters. All communications are reviewed by specialized teams, with a response to the community given within 15 days. Consolidated case information is regularly reported to Senior Management and discussed in governance meetings.

During the reporting period, our Green Line channel initiated a modernization process to expand its reach and efficiency, transitioning from a manual system to an automated model and diversifying access channels. These include WhatsApp, telephone, digital forms, local channels, and a dedicated website that can be used on a fully anonymous basis. Reports received are handled by an independent team,



→ View of the chapels of the Sanctuary of Bom Jesus de Matosinhos – Congonhas (MG)

ensuring confidentiality and the protection of the reporting party, if desired. These enhancements will strengthen the channel's capillarity and expand community access to our grievance and engagement mechanisms in 2026.

Another important initiative is our Community Support Center near the Casa de Pedra Mine, operated by the Fundação CSN. This facility serves as a permanent point for engagement, orientation and clarification, including on topics such as dam safety and job opportunities. In 2025, the Community Support Center handled 1,540 community inquiries, most of them related to job openings and recruitment processes as part of our local hiring efforts, and 254 interviews were conducted based on resumes received.

Green Line

Telephone and WhatsApp:
0800 282 4440

Email:
meio.ambiente@csn.com.br

Website:
www.linhaverdecsn.com.br



→ Facilities at the Fundação CSN Cultural Center

Community engagement is also supported by our Communities Committee, made up of 23 local representatives, including community leaders and civil society organizations. The group meets every two months to discuss community needs, assess impacts and the status of Company-led initiatives.

We also run an Environmental Education Program (PEA) in the municipalities of Congonhas, Belo Vale and Ouro Preto, based on the International Finance Corporation (IFC) Performance Standards. In 2025, the program organized 738 activities, reaching 17,776 participants, including activities in public schools, workshops, lectures and educational events.

As part of the development of the P15 Itabirite Plant, we structured a pipeline of social and community monitoring measures that are being phased in as a project progresses. Among these measures was the third cycle of the Social and Economic Monitoring Program (PMS), which annually tracks the living conditions and well-being of communities in Congonhas and Belo Vale (MG).

The PMS generates data that informs decisions to reduce negative impacts and expand positive ones. An environmental and social impact and risk assessment of the project was also carried out based on IFC Performance Standards 1 and 4, combining technical studies and interviews with *stakeholders*. The assessment findings

have helped to refine the management system, enhance community safety, and continuously improve processes.

In addition, CSN Mineração social management and human rights practices are informed by Human Rights Due Diligence (HRDD) carried out in Congonhas (MG) and completed in 2023, following the United Nations Guiding Principles on Business and Human Rights. The due diligence assessed topics related to community safety, working conditions, quality of life and local dynamics, identifying 37 potential adverse impacts, of which 14 were prioritized. As a result, 49 action plans and 95 mitigation initiatives were planned, and to date 92% of these actions have been completed or are underway. Continuous HRDD informs our practices within the region, enhancing our ability to anticipate risks, adjust processes, and Foster more balanced relationships with communities.

In 2025, we also developed a Local Productive and Economic Development Program, an initiative designed to strengthen local technical capabilities and production capacity. The program is expected to launch in 2026, focusing on the provision of technical assistance and capacity-building for residents within the direct area of influence of the Casa de Pedra Complex, supporting employability, livelihoods, and the development of local economic potential.

Fundação CSN

The Fundação CSN acts as a link between CSN Mineração and the communities surrounding our operations. Foundation activities are organized into four complementary fronts—Education, Culture, Institutional Support, and Curation. In each of these fronts, long-term initiatives are developed that are designed to expand opportunities, strengthen local capabilities, and empower the communities served.

In 2025, the Foundation invested R\$ 48 million in social responsibility initiatives and scholarships, directly benefiting 1,600 young people in the areas where we operate. The year was one of expansion and institutional strengthening for the Foundation, with the completion of structuring projects, improvements in working methodologies, and increasing integration with the corporate strategies of the CSN Group and CSN Mineração.

The Fundação CSN works across four fronts: **Education, Culture, Institutional Support, and Curation**



Fundação CSN works to drive sustainable change and strengthen public programs based on a deep understanding of the unique context of each community. The Foundation’s operating model is anchored in continuous engagement with public authorities, local institutions, associations, and civil society, and in the belief that operational growth must go hand in hand with the creation of shared social value while respecting the unique characteristics of each territory. Throughout the year, the Foundation also continued to perfect its impact measurement and monitoring processes, incorporating more consistent metrics and tools to continuously assess the impacts of its initiatives in the medium and long term.

Education

On the Education front, the Fundação CSN focuses its efforts on promoting quality education and creating pathways for young people to enter the world of work. In Congonhas (MG), the Foundation operates a Technological Education Center (CET) which offers primary, secondary and trade education, along with vocational training courses. The school serves students from the region with a curriculum that combines academic education, life skills development, and preparation for the labor market. In 2025, CET benefited 419 students, of whom 35% were scholarship recipients, expanding access for socially vulnerable youth to structured

educational opportunities. In the same period, nine CET students won three silver medals and six bronze medals in the Brazilian Astronomy and Astronautics Olympiad (OBA), a result that reflects the quality of the education provided and the support provided for students’ scientific development.

The Foundation also runs a program, called *Capacitar para Crescer*, aimed at preparing teenagers and young people to participate in Young Apprentice programs. The program approach combines hard skills, soft skills, and guidance about the world of work, increasing participants’ chances of entering formal



→ Participants in the CSN Foundation's Garoto Cidadão program

apprenticeship programs. In 2025, 83 participants received training.

Another flagship initiative is *Conexão Aprendizagem*, a program that offers young people the opportunity to engage in hands-on activities at a partner company, combined with theoretical training in their chosen field and instruction about how the labor market works and about personal and professional development. In 2025, the Foundation reached 719 young people in cities in Minas Gerais, strengthening local networks and expanding access to experiences that bridge education with employment.

Environmental education is another core component of the Foundation's educational efforts. Through its Environmental Education Program (PEA), the Foundation works in communities in cities such as Congonhas, Belo Vale, Moeda, Ouro Preto and Rio Acima, organizing activities designed to raise awareness about environmental stewardship and the responsible use of natural resources. In 2025, the program was expanded to the city of Itaguaí, in the state of Rio de Janeiro, and is now present in each of the locations where CSN Mineração operates. Activities include revitalizing public spaces, installing compost bins, building rainwater harvesting systems, creating community gardens, providing training on the construction of low-cost solar heaters, organizing handicraft classes, and running awareness campaigns to mark special dates.

Culture

The Fundação CSN develops projects that provide social inclusion and expanded opportunities for children and teenagers in vulnerable situations through art. The Foundation's flagship initiative in this area is *Garoto Cidadão*, a socio-cultural program that provides music, theater, dance, and visual arts workshops for children and youth during after-school hours. The goal is to contribute to participants' full human development, expanding educational, cultural and training opportunities, building life skills, strengthening bonds with the school community, and reducing social inequalities in the communities where the Foundation operates. Participants, between nine and 18 years old, are referred by the Social Assistance Referral Centers (CRAS) of partner city governments, which ensures that the project reaches those who need it most.

In 2025, *Garoto Cidadão* benefited 1,317 children and adolescents, organized 148 cultural events, and reached a total of 23,375 people across Belo Vale, Congonhas, Moedas, and Rio Acima (MG), as well as Itaguaí (RJ). In the same period, the Rio Acima unit underwent a major expansion, made possible in partnership with the municipal government through its Social Assistance Department. In March, the program's new venue in the municipality opened to the public, with capacity expanded to 220 children and teenagers, an increase of 47% compared with the previous facility. The expansion strengthened the project's presence in the Community and broadened access for new participants to cultural activities.

National recognition for social impact

In 2025, *Garoto Cidadão* received the Hugo Werneck Environment & Sustainability Award in the National category, which recognizes initiatives delivering consistent and long-term social impact. The initiative was also present at the 30th Congonhas Winter Festival, with two special performances at the Dom Silvério Theater.

Originating from *Garoto Cidadão*, the *Tambores de Aço* ("Steel Drums") program offers intensive training that combines theoretical and practical classes in musical languages, dance, body expression, and stage presence to scholarship students between 15 and 20 years old. The goal is to deepen artistic skills and expand participants' prospects for cultural and professional inclusion. In 2025, the initiative held nine performances in Belo Vale, Congonhas, Moeda and Rio Acima, for a total audience of 4,180 people. During the year, *Tambores de Aço* was featured in the 29th anniversary celebration of *Raça Brasil* magazine, where the Fundação CSN was honored for its work in promoting black culture and diversity.

Institutional support

On the Institutional Support front, the Fundação CSN recognizes institutional engagement as a key tool for building collective solutions and strengthening relationships with governments, community leaders, local businesses, and civil society organizations. This approach is based on the understanding that territorial development requires cooperation, active engagement, and the coming together of different actors around shared goals. Based on this approach, the Foundation works to understand the potential that exists in each territory and cocreate, with communities, development pathways that make sense for their social, economic, and cultural realities.

In Congonhas (MG), this strategy takes shape through the CSN Support Center, managed by Fundação CSN. The center serves as a permanent venue for engagement and support, designed to strengthen the relationship between CSN Mineração and local communities. There, residents find information about our activities, receive guidance on topics of collective interest, and take part in educational activities, including activities related to dam safety and risk prevention.

In addition to directly serving communities, the Support Center acts as a structured engagement channel, allowing us to identify community needs, answer questions, and forward requests to the

appropriate departments. This helps to build more transparent relationships and reduce information asymmetries between the Company and surrounding communities.

→ Casa de Apoio - Congonhas (MG)



Curation

On the Curation front, the Fundação CSN provides strategic support in selecting projects developed by other institutions, expanding the reach of our social initiatives through the use of tax incentive laws. This aims to ensure our support for these initiatives aligns with the values, guidelines, and social priorities established for the relevant communities.

The process begins with the receipt and technical review of proposals submitted by civil society organizations. The Foundation carries out careful screening, assessing criteria such as social relevance, adherence to Company policies, feasibility, impact potential, and alignment with local needs. Supported initiatives cover different fields, such as culture, sports, childhood and adolescence, care for the elderly, and health. Following this assessment and the pre-selection stage, the projects considered most aligned are referred to the CSN Group Executive Board, which is responsible for the final sponsorship decision. This workflow ensures consistency, transparency and coherence in the allocation of funding in addition to strengthening governance of our social investments.

Projects implemented by the CSN Group throughout 2025 directly impacted 279,640 people, in addition to reaching an estimated audience of 494,925 people through cultural performances.

By managing the curation process, the Foundation helps ensure that our investments support initiatives that are responsive to real territorial needs, strengthening local networks, expanding access to services, and promoting social development opportunities in an integrated and responsible way.

→ Participants in the Fundação CSN's Garoto Cidadão program



Social investment and support for the Sustainable Development Goals (SDGs)

Projects	Impact achieved	States	1 NO POVERTY	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	17 PARTNERSHIPS FOR THE GOALS
Environmental Education Program	17,776 people impacted in 738 initiatives	MG RJ						✓	
<i>Conexão Aprendizagem</i>	336 young people	MG		✓	✓	✓		✓	
<i>Capacitar para Crescer</i>	83 adolescents	MG		✓	✓	✓			
<i>Mentoria Cidadã</i>	23 young people	MG RJ	✓	✓	✓				
Scholarship at FCSN schools	257 children and adolescents	MG RJ		✓					
<i>Garoto Cidadão</i>	1,317 children and adolescents	MG RJ	✓	✓		✓			
<i>Tambores de Aço</i>	9 performances held audience of 4,180 reached	MG		✓	✓	✓			
Community Support Center	1,540 beneficiaries	MG							✓



→ Participants in the Fundação CSN's Garoto Cidadão program

TAILINGS DAMS AND CO-PRODUCTS

GRI 3-3, 14.15.4; SASB EM-MM-540a.2, EM-MM-540a.3

- Tailings recovery
- Dam decommissioning



Tailings recovery

Mining activities generate two primary mineral byproducts: waste rock, consisting of overburden with no economic value for mining, and tailings, which result from iron ore beneficiation. Reducing the volume of these materials while increasing their reuse are a core part of our strategy both to improve operational efficiency and reduce risks, supporting a sustainable production model. In addition to mitigating environmental impacts, tailings recovery creates value for the business by enabling the use of resources that were previously discarded as waste.

As part of these efforts, CSN Mineração has been investing in high-intensity magnetic separator technology to enable the recovery of iron contained in tailings and increase overall resource efficiency, in line with circular economy principles. The B4 magnetic separator plant will process the material deposited in the B4 Dam, with operations expected to begin in 2027. The plant will add up to 3.3 million annual metric tons of premium pellet feed.

In addition to the magnetic separator plant, we are also developing other material recovery fronts. In 2025, we brought online a third flotation stage, a process that separates fine ore particles. This addition increased the capacity of this circuit by about 20% and enable the recovery of some of

the iron that had previously been disposed of as tailings, relieving pressure on filtering systems and accommodating a production increase.

These projects are being developed as part of an operating model that relies primarily on filtering and dry stacking, reducing dependence on dams and increasing control over generated waste streams. We currently have an installed filtering capacity of around 9 million metric tons per year, which has been expanded to approximately 10.5 million tons through operational improvements. Some of the key changes as part of these efforts include adjustments to filtering equipment, such as changing the operating direction of conveyor belts, replacing components with higher-capacity versions, and reviewing the automation parameters of the filters. The length of each filtering cycle was also reduced, making the process faster and more efficient. Improvements at this stage also increase the predictability of upstream stages, which now operate with higher throughputs and a lower risk of stoppages. In 2025, the performance gains in tailings filtering systems were one of the factors behind the new production record we achieved in the year.

Concurrently, CSN Mineração is assessing the feasibility of using tailings as pozzolan material by CSN Cimentos, expanding applications for



→ A tailings filtering plant at Casa de Pedra - Congonhas (MG)

reuse of these materials in other value chains. In partnership with CSN Inova, we are also exploring solutions to extract additional iron from tailings generated at the central processing plant for

reuse in steel production. These initiatives add to our efforts to advance circular models, helping to extend the useful life of natural resources and reduce the need for raw material extraction.

Dam decommissioning

Since 2020, CSN Mineração has adopted the dry stacking method for tailings disposal, eliminating the need for new dams and significantly improving safety levels in our operations. In this method, tailings are filtered and then stacked as solids, reducing geotechnical risks, minimizing environmental impacts and improving reliability in the production process.

As part of this commitment, we are following a strict decommissioning schedule for all of our dams, regardless of the construction method used, as approved by the appropriate authorities. To date, the Vigia, Auxiliar do Vigia and B5 dams have already been decommissioned. The Vigia Dam, in fact, has been officially accepted as

CSN Mineração has comprehensive Dam Safety Plans and Mining Dam Emergency Action Plans (PAEBM) for **100% of tailings storage facilities**

decommissioned by the state environmental authority, FEAM, and has entered a period of passive monitoring, the stage that precedes its definitive removal from the National Mining Agency (ANM) database. Decommissioning works on the B4 Dam are underway and on schedule.



→ The Casa de Pedra dam - Congonhas (MG)

Dam decommissioning 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	✓											
	Vigia				✓								



→ A dam supervision room at Casa de Pedra - Congonhas (MG)

Managing risks associated with tailings containment structures is an absolute priority for CSN Mineração. Even without any record of previous incidents involving our dams, we remain focused on dam safety as a fundamental imperative for ensuring the integrity of our operations, environmental protection, and the well-being of surrounding communities. All dams hold stability certification issued by an independent external auditor, renewed in September 2025, which means they remain in a safe and stable condition.

Our dam monitoring process includes visual inspections every two weeks, carried out with the support of drones equipped for georeferencing,

which allows a detailed assessment of the facilities. Our engineering documents and technical reports also undergo peer review to identify opportunities for improvement. In addition, external audits are carried out every six months, ensuring conformity to industry best practices.

CSN Mineração continuously invests in state-of-the-art technology to achieve even greater precision in dam monitoring. Data is collected online and in real time through automated instruments installed on the structures. This information is analyzed with the support of specialized software and data analytics tools, which enable engineers to detect any variations and anticipate potential risks. Endoscopic

inspections are also carried out to measure pressures and water levels, ensuring reliable measurements and a rapid response to any change.

Dam safety is managed via a structured inspection and monitoring process to identify, record, and address anomalies. State-of-the-art monitoring instruments support real-time assessment of structural conditions, sound engineering design, and rapid response to potential adverse events. Readings are performed on a strict schedule aligned with routine inspections and are supplemented by regular visual inspections to identify cracks, fissures, or structural shifts. All records are stored in specialized systems,

ensuring a detailed historical record of structural behavior over time.

We maintain Dam Safety Plans and Emergency Action Plans for Mining Dams (PAEBM) for 100% of tailing storage facilities, prepared in accordance with current legislation and made available to the [public](#). The plan is built with active community participation, using forms to identify areas that could be potentially affected. We also organize orientation seminars, drills and other preparedness activities annually to ensure readiness for any emergencies.

These activities are led by the Inspection and Risk Assessment Group, under the oversight of the PAEBM Safety Management Committee. The process includes compiling technical data, external consulting reports and independent audit records, supporting continuous assessment of structural stability.

We maintained stability certification for all our dams, with none rated at the emergency hazard level

BIODIVERSITY

GRI 3-3, 101, EM-MM-160 a.1

- Managing impacts on biodiversity
- Conserving native vegetation



Managing impacts on biodiversity

GRI 101-1, 101-2, 101-3, 101-4, 101-6, 101-7, 101-8

CSN Mineração has implemented a governance model to identify, assess, and manage biodiversity-related risks and opportunities. This approach is guided by the [CSN Group Biodiversity Guidelines](#), which outline principles for the sustainable management of the ecosystems hosting our operations, taking into account the key drivers of biodiversity loss, including land-use change, resource extraction, climate change, pollution, and the introduction of invasive species.

We are committed to protecting native fauna and flora, acting preventively and in a structured way to avoid, minimize and offset impacts, in addition to expanding positive contributions to conservation.

Our related policies and commitments are aligned with the 2050 Goals and the 2030 Targets of the Kunming-Montreal Global Biodiversity Framework, as well as with internationally recognized references such as the IPBES Global Assessment Report, the UN Convention on Biological Diversity, the Universal Declaration of Human Rights, the Sustainable Development Goals (SDG 14 – Life Below Water and SDG 15 – Life on

Land), the International Finance Corporation (IFC) Performance Standards, the recommendations of the Taskforce on Nature-Related Financial Disclosures (TNFD), and the Global Reporting Initiative Standards (GRI 101 – Biodiversity). Our policies apply both to our own operations and to our business relationships, including direct suppliers.

Biodiversity governance is supported by a dedicated structure, which we have strengthened since 2021 with the creation of a Biodiversity and Ecosystem Services Thematic Group under the ESG Committee. This group is tasked with setting priorities, developing action plans, and tracking results, integrating the nature agenda into our strategic decisions.

→ A CSN-managed protected area



We systematically apply the mitigation hierarchy to managing impacts on biodiversity, with priority given to avoiding, minimizing, restoring, rehabilitating and, when necessary, offsetting residual impacts.

- **Avoid impacts:** From the project planning stage, prior environmental impact assessments are carried out, lower-impact technologies are selected, and protection areas are established around operations. Offset measures are also planned when unavoidable impacts are identified.
- **Minimize impacts:** This includes using environmental control technologies, providing ongoing training for employees and contractors, and utilizing alternatives that are less harmful to ecosystems.
- **Restore and regenerate:** All operations have Degraded Area Recovery Plans (PRAD) and Mine Closure Plans, which are updated periodically. Rehabilitation is carried out incrementally, in tandem with the project lifecycle. The Company currently has approximately 600 hectares either restored or undergoing rehabilitation. Activities include revegetation with native species, erosion control, drainage adjustments and advancing measurable long-term goals for ecosystem recovery.
- **Offset residual impacts:** When necessary, environmental offset programs are carried out, including the establishment and maintenance of protected areas.

Between 2017 and 2025, 502.37 hectares were cleared in our operations, offset by 1,445.59 hectares in the same biome, ensuring a positive balance of more than double the impacted area, in line with our commitment to No Net Loss and, whenever possible, a Net Gain.

We conduct assessments of risks, impacts and dependencies using recognized methodologies such as IFC PS6, ISO 31000 and the LEAP (Locate, Evaluate, Assess and Prepare) methodology. These assessments were supplemented by benchmarking studies and assessments using the World Resources Institute (WRI) methodology, resulting in a structured roadmap with targets and action plans.

One of the main tools we use is the Biodiversity Index for Operations (BIO), inspired by IUCN's BIRS, which classifies areas from 1 to 10 based on ecological condition, habitat extent, and regional relevance. The methodology integrates georeferenced data, quantitative indicators and qualitative assessments, supporting historical comparisons and more informed decisions on conservation and offsets.

To gauge the effectiveness of these measures, we have maintained a wildlife monitoring program for more than 20 years, focused on threatened species, apex predators, and bioindicator species. This includes monitoring of umbrella species and the use of telemetry to study the maned wolf's home range, supporting assessments of

population persistence and efforts to maintain favorable environmental conditions even with operations underway.

We also publish papers based on monitoring data on threatened mammals, ichthyofauna, and benthic communities, contributing to the advancement of scientific knowledge.

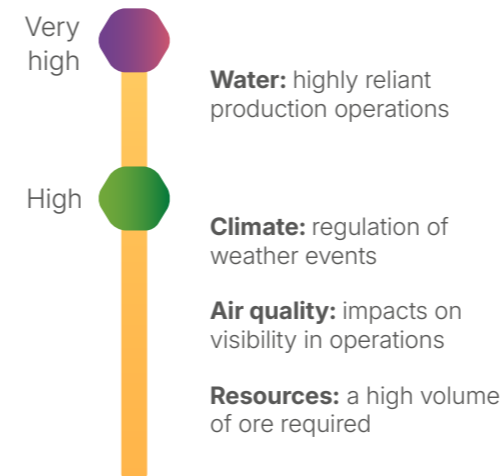
Biodiversity management also interfaces with the climate agenda. Strategic projects—such as reprocessing tailings to produce high-grade ore—reduce the need to extract virgin ore, thus minimizing pressure on new territories while also supporting the decarbonization of the steel value chain.

CSN Mineração maintains continuous engagement with communities, universities, public agencies and civil society organizations, including a partnership with the Wildlife Screening and Rehabilitation Center (CETRAS) and academic collaborations. Environmental education initiatives help to raise awareness and a sense of shared responsibility.

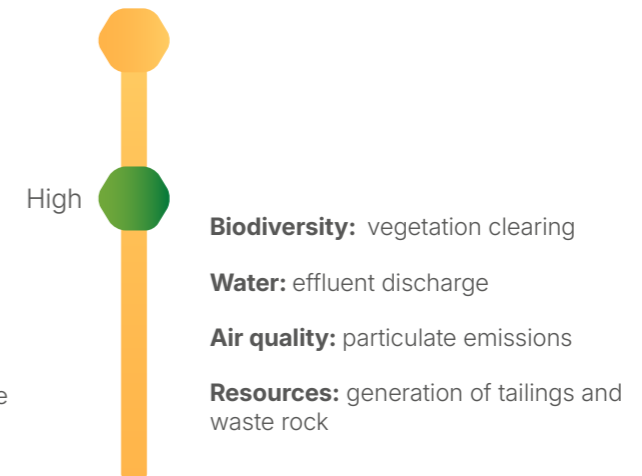
Systematic monitoring, periodic reviews of procedures and transparent communication support ongoing adjustments to strategies, ensuring that the measures adopted minimize negative impacts and maximize social and environmental benefits.

Key prioritized impacts and dependencies

DEPENDENCIES



IMPACTS





→ A CSN-managed protected area

Conserving native vegetation

GRI 101-2, 101-5

CSN Mineração actively works to preserve native vegetation, with approximately 8,300 hectares under conservation and management in Minas Gerais. These areas include native vegetation fragments, areas under restoration, protected areas, legal reserves, and a Private Natural Heritage Reserve (RPPN). These areas play a crucial role in maintaining regional biodiversity, protecting water resources, and ensuring ecosystem stability.

Mining, by its very nature, requires land disturbance such as vegetation clearing to access ore bodies. Within our operations, the Casa de Pedra Mine in Congonhas (MG) has the highest level of interaction with sensitive natural environments. Covering an area of 4.9 thousand hectares, the mine is situated close to high ecological value areas, such as Cachoeira Ecological Park and the Poço Fundo RPPN, which requires an even greater standard of care in impact management.

CSN Mineração uses the mitigation hierarchy in all decision-making regarding the management of biodiversity impacts and risks. Our priority is always to avoid disturbance of native vegetation. When this is not possible, we seek to reduce impacts to the minimum necessary, rehabilitate

all disturb land and, as a last resort, carry out environmental offsets. This approach ensures that preservation is addressed as an integral part of operational planning.

Biodiversity management is carried out through a series of continuous programs. These include salvaging and reintroduction of plant species, phenological monitoring (which tracks fruit and seed production throughout the year), seed collection for genetic banks, wildlife dispersal and salvaging before the start of works, in addition to revegetation activities and the rehabilitation of exposed soils. These efforts are supplemented by forest fire prevention initiatives, drainage works, installation of sediment containment structures and road signage to reduce the risk of wildlife roadkill.

CLIMATE CHANGE

GRI 3-3, 102, 103, EM-MM-110a.2

- Climate governance
- Climate strategy





→ An electric haul truck in the Casa de Pedra operation - Congonhas (MG)

Climate change

GRI 102-4

As part of our commitment to tackling climate change, CSN Mineração has set a target to reduce Scope 1 and 2 greenhouse gas emissions by 30% by 2035. To support this target, we have developed a climate governance framework to steer and track progress on a Climate Action Plan (PAC), a set of initiatives focused on emissions reduction, operational efficiency gains, cleaner technologies, and more efficient resource use.

This framework also takes an integrated approach to managing risks and opportunities associated with climate change. This involves assessing physical and transition risks, incorporating these variables into planning tools, and prioritizing investments in innovation and low-carbon solutions. This approach strengthens operational resilience and drives increasingly sustainable performance over time.

Climate governance

CSN Mineração's climate governance structure is designed to ensure that the decarbonization strategy is implemented in an integrated manner, with well-defined roles and coordination among different decision-making levels. At the top of this structure, the Board of Directors is advised by the CSN Group ESG Committee, which is responsible for monitoring key aspects of the climate agenda and ensuring alignment with corporate commitments and international standards. The Climate Change and Air Thematic Group serves in a technical advisory capacity, supporting the definition of priorities, risk monitoring, and tracking progress on targets.

Initiatives are led by the Decarbonization and Climate Change Management team, which is responsible for integrating related initiatives Company-wide. This team ensures strategic guidelines are implemented at operational sites, and that objectives are translated into structured projects, consistent metrics, and clear processes. The team reports to the Chief Sustainability Officer, who also sits on the ESG Committee and reports directly to the CSN Group CEO, ensuring that sustainability is meaningfully embedded in corporate decision-making.

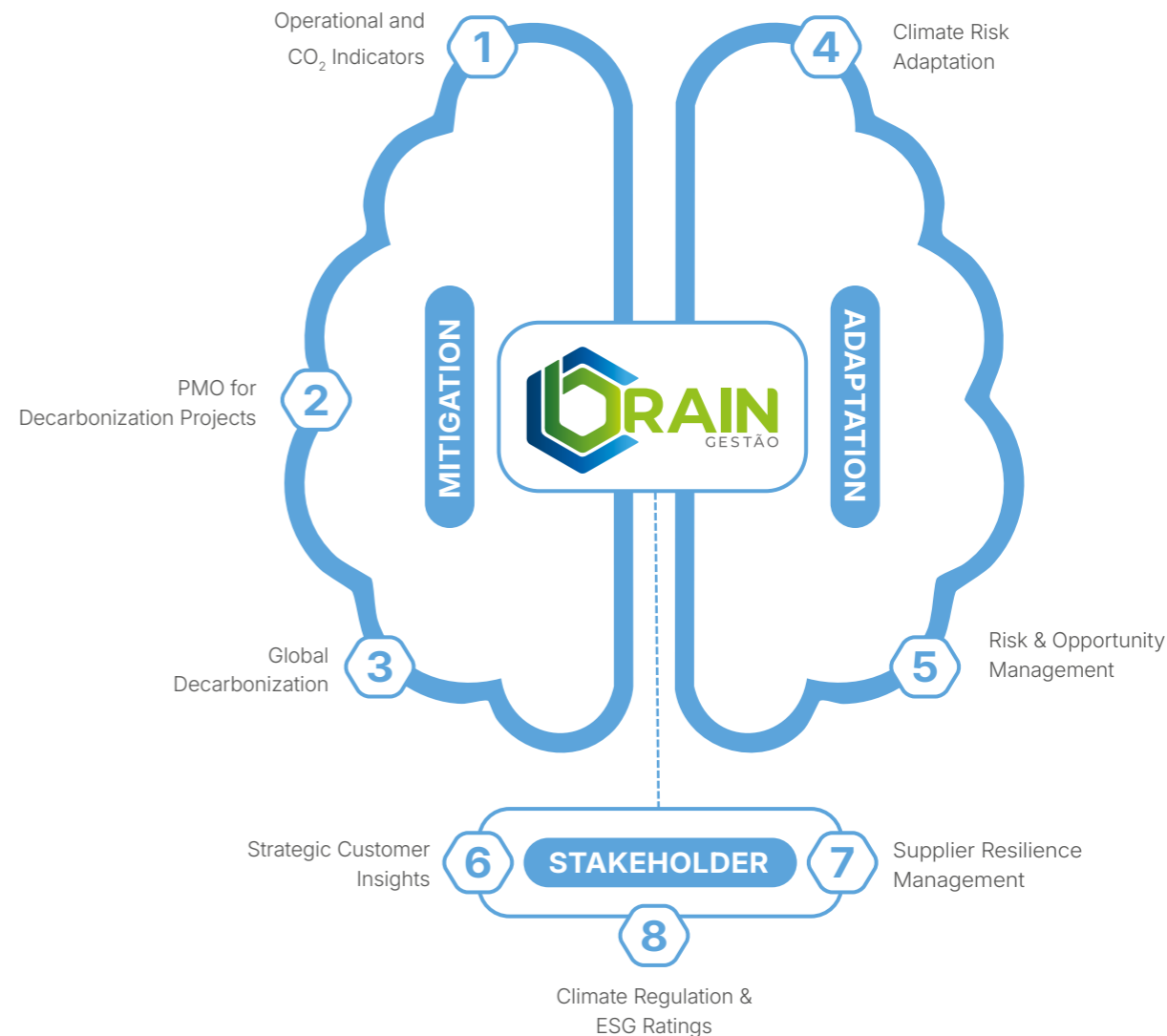
To support strategy implementation, CSN Mineração also has specialized sub-working groups, including groups dedicated to Mining

Decarbonization and Climate Risk and Opportunity Management. These working groups are responsible for detailing guidelines into action plans, monitoring project progress, structuring performance metrics, and making ongoing adjustments to operational processes. This ensures our climate agenda is advanced in a disciplined manner, addressing critical business risks and the priorities of the departments responsible for delivery.

In 2024, this structure was enhanced with the creation of CBRAIN, an internally developed management tool that centralizes data, standardizes metrics and offers a systemic view of the climate agenda by combining process management tools, a structured database, systematized research, and artificial intelligence resources. This ensures greater reliability and traceability of information.

Throughout 2025, CBRAIN incorporated new performance indicators, both for mitigation and adaptation, and became the main tool used in prioritizing, monitoring and evaluating decarbonization projects. The tool includes eight modules directly connected to the three pillars of CSN Mineração's climate strategy: mitigation, adaptation, and stakeholder engagement.

CBRAIN levers



Climate strategy GRI 102-1, 102-4; EM-MM-110a.2

CSN Mineração is a participant in the CSN Group's climate strategy, which aims to transition Group assets toward a low-carbon economy. This strategy is structured around three pillars—mitigation, adaptation and *stakeholder engagement*—which guide our efforts around climate change.

To bring this vision to life, the CSN Group has developed a Climate Action Plan (PAC) comprising 30 strategic initiatives across approximately 180 actions. This set of initiatives includes both reducing environmental impacts and adapting operations to the effects of a changing climate, while at the same time promoting ongoing engagement with stakeholders.

→ TECAR terminal facilities - Itaguai (MG)



New climate risk management structure

In 2025, as part of efforts to strengthen climate governance, our Mining Climate Change Group underwent a structural redesign to sharpen its focus on the risks considered most relevant to the business. Among the main focus areas are physical risks associated with extreme weather events and carbon pricing regulations related to maritime transportation, which are strategic topics for the competitiveness and resilience of our operations.

To support this new approach, the Group was reorganized into four work fronts: Operational indicators and CO₂ Emissions; Global and national regulatory developments related to climate topics; Climate adaptation; and Climate projects. Within this new structure, 100 key performance indicators have been identified, supporting systematic monitoring of key risks and the integration of climate change into operational considerations and decision-making processes.



→ A CSN-managed protected area - Congonhas (MG)

Mitigation GRI 102-1, 102-4, 103-1, 103-5

The Mitigation pillar brings together all initiatives aimed at reducing CSN Mineração’s greenhouse gas emissions and structuring our decarbonization journey. This involves setting targets, preparing a roadmap, implementing structuring projects and investing in innovation, supported by consistent data and technical analyses that inform strategic decisions.

Since 2021, we have tracked our emissions through an independent annual inventory prepared in accordance with guidelines issued by the Brazilian GHG Protocol Program. The inventory is third-party-audited, is Gold-rated, and is published in the Public Emissions Registry, ensuring disclosures are transparent, traceable, and reliable. Systematic reviews of these performance indicators enable us to identify mitigation opportunities and structure emissions reduction pathways for our main operational processes.

This takes the form of a continuously updated decarbonization roadmap, a four-step process comprising development, implementation, assessment and improvement. One of the core tools in this process is the MAC (Marginal Abatement Cost) Curve, which assesses each project or technology based on the relationship between emissions reduction potential and implementation cost. This approach guides the prioritization of investments and the allocation of

resources to the most efficient solutions from both an environmental and operational standpoint.

CSN Mineração’s journey is organized into three phases—Blue, Olive and Green—and is supported by five main fronts, based on the following strategic streams: (1) Fleet electrification; (2) Use of alternative fuels; (3) Operational and energy efficiency; (4) Renewable electricity; and (5) Premium product portfolio (learn more on page [21](#)). This combination supports incremental progress including solution testing, scaling and the preparation of operations for a lower-carbon iron ore production mode, with a goal of achieving net zero by 2044.

In practical terms, the mitigation strategy is achieved through a combination of technological innovation with continuous process improvements. CMIN has been evaluating alternatives to diesel for large-scale equipment and has already begun deploying electric haul trucks within the fleet. When powered by a renewable electricity supply such as ours, these assets offer significant potential to reduce Scope 1 greenhouse gas emissions.

In parallel, CSN Mineração has made significant progress in operational efficiency initiatives. One of our flagship initiatives in this area is decentralized refueling in the field, significantly

reducing vehicle travel and, consequently, fuel consumption. A tool for optimizing ramps and haul roads based on machine learning has also reached full implementation, avoiding approximately 447 thousand kg of CO₂ emissions and generating estimated savings of about 160 thousand liters of diesel. The solution has reduced unnecessary travel, improved road conditions, and contributed to greater fuel efficiency, while also increasing

operational productivity. While relatively targeted in scope, these initiatives have a direct impact on emissions intensity and have already delivered meaningful reductions in diesel intensity compared to the baseline year.

Another key component of these efforts is automation and ongoing mine sustainability projects, with a focus on increasing productivity

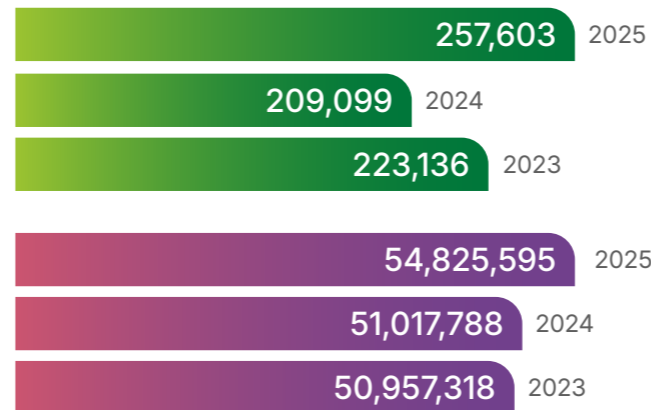
and improving operator safety. In this context, we plan to trial a new technology for remote operation of bulldozers under real operating conditions at CMIN. We then plan to incrementally expand this technology to other equipment and operational areas, improving safety, efficiency, and operations management.



→ Electrical equipment Being loaded at Casa de Pedra - Congonhas (MG)

GHG emissions

(tCO₂e) GRI 102-5, 102-6, 102-7



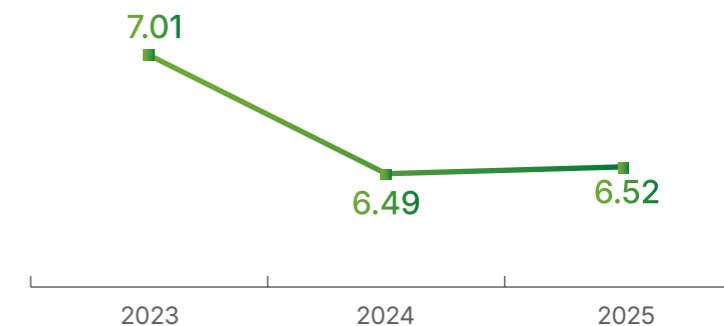
● Scope 1 ● Scope 3

¹ CSN Mineração generates zero Scope 2 emissions as its electricity supply is 100% renewable.

² The intensity calculation covers gross Scope 1 and 2 emissions, including Carbon dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF₆), and Nitrogen trifluoride (NF₃).

GHG emissions intensity

(kgCO₂e/ t of ore)² GRI 102-8





→ The B4 dam perimeter drainage channel - Congonhas (MG)

Adaptation GRI 102-2

The Adaptation pillar guides CSN Mineração’s approach to identifying, assessing and managing climate-related risks and opportunities, with a focus on strengthening asset resilience and ensuring long-term operational continuity. We recognize that the increasing frequency and severity of extreme weather events—such as intense rainfall, heatwaves, and high winds—are already impacting infrastructure and production processes, requiring updated engineering standards and a more preventive approach to asset management.

To support this approach, we have integrated our climate risk and opportunity assessment model with our framework for evaluating nature-related impacts and dependencies. This resulted in a unified climate and environmental risk matrix, enabling a holistic view of both physical and transition risks and enhancing our ability to anticipate potential impacts. Integrating climate and nature considerations also improves decision-making by jointly assessing impacts on ecosystems, natural resources, and operational infrastructure.

In 2024, we made further progress in this process with the completion of a Climate Vulnerability Assessment, which mapped key physical risks across different global warming scenarios and identified the most vulnerable areas of CSN Mineração’s operations. The assessment

considered variables such as changes in rainfall patterns, rising average temperatures, extreme events and their possible impacts on structure stability, logistics, raw material supply, and operational safety.

Based on this assessment, in 2025 we developed a roadmap of initiatives that will form part of CSN Mineração’s Climate and Nature Adaptation Plan, aligned with ISO 14090, an international standard providing guidance on adaptation to climate change. The plan sets priorities, defines responsibilities, and outlines governance and monitoring mechanisms at the leadership level, supporting the coordinated implementation of initiatives and their periodic review. The overarching goal is to enhance operational resilience and reduce exposure to the physical impacts of climate change, in integration with CSN Mineração’s broader process risk management framework.

A key pillar of this effort is the *CMIN Resiliente* program, scheduled for implementation in 2026. The initiative is designed to strengthen our ability to prevent and manage critical operational events that may affect production, asset integrity, employee safety, the environment, or our reputation. The program will establish an integrated risk analysis and management approach, linking climate vulnerability assessments with process risk management. This will include identifying Material Unwanted Events (MUEs), mapping risk impact pathways, and assessing the effectiveness of

existing control measures.

Through technical workshops and cross-functional assessments involving operational teams, the program will consolidate controls, define key performance indicators, and structure mitigation and adaptation initiatives, culminating in the development of a Climate Resilience Plan aligned with ISO 14090 and integrated into CSN Mineração’s strategic and financial planning processes. This approach will further strengthen operational resilience and enhance our ability to respond to adverse climate events. Key initiatives include enhancing the rainfall management plan through improvements to drainage systems and sediment containment structures, continuing the B4 dam reclamation program, implementing projects to increase water recycling, and implementing autonomous mining operations.

The Climate Vulnerability Assessment and Adaptation Plan have thus become central components of our transition strategy in a context of increasing exposure to climate-related impacts. Together, these documents provide a robust technical foundation to inform strategic decision-making, prioritize investments, and identify innovation opportunities—supporting a more resilient, efficient operation aligned with the challenges of a changing climate.

Stakeholder engagement

The Stakeholder Engagement pillar aims to continuously integrate external factors into CSN Mineração's climate strategy, enhancing decision-making quality and increasing alignment with ongoing global economic shifts. This includes monitoring market trends, incorporating emerging technologies, and engaging with public policymakers to align operations with leading practices and evolving societal expectations.

In addition to capturing external signals, we also seek to ensure that stakeholders have access to clear, consistent, and up-to-date information regarding our commitments, targets, and progress on our climate agenda. Our commitment to transparency is reflected in the regular disclosure of information and analysis through voluntary reporting, enabling stakeholders to track progress in governance, risk management, and initiatives supporting the transition to a low-carbon economy.

CSN Mineração actively participates in platforms and forums that support knowledge sharing, collective learning, and validation of practices against international standards. In recent years, results from these external assessments, such as the CDP questionnaires, have demonstrated the consistency of our approach and the robustness of our climate governance structure, building stakeholder confidence in our commitments.

Within the supply chain, engagement also plays a strategic role in advancing the climate agenda. As outlined on page [83](#) of this report, we have amplified engagement with business partners and progressively embedded environmental criteria in our supplier selection, screening, and monitoring processes. In this context, our Supplier Climate Resilience Program is a key initiative,

designed to assess climate maturity in the value chain, support Scope 3 emissions reduction, and strengthen adaptive capacity to both physical and transition risks.

In parallel, we have expanded our portfolio of lower-carbon products, including high-grade pellet feed from P15 and other solutions that

support decarbonization across the steel value chain, contributing to emissions reductions at the customer level. Additional information on the Supplier Climate Resilience Program is provided in the [CSN Group Climate Action Report](#).



→ An employee at CSN Faria Lima - São Paulo (SP)

ECO-EFFICIENCY

GRI 303, 306, SASB EM-MM-120a.1

- Air quality
- Water resources management
- Waste management



Air quality GRI 3-3, SASB EM-MM-120a.1

CSN Mineração takes a preventive approach to mitigating the impacts of our mining and logistics operations, including particulate matter emissions that can affect the well-being of surrounding communities. Our approach integrates planning, continuous monitoring, and the implementation of technical dust control solutions.

These efforts are guided by our Sustainability Policy and implemented under our Environmental Management System (EMS), which integrates procedures, performance indicators, and monitoring tools. Air quality is continuously monitored across multiple locations using automatic and semi-automatic monitoring stations installed in operational areas. A total of 11 stations—7 at the Casa de Pedra Complex and 4 at TECAR—track concentrations of suspended particulate matter and enable the rapid identification of any deviations requiring operational adjustments.

To reduce dust generation and dispersion, CMIN implements a range of complementary measures. These include fixed water spray systems in mining and processing areas, which provide continuous wetting of haul roads, stockyards, and active mining faces. These controls are supplemented by mobile water trucks, particularly during dry periods or in high-traffic areas.

In addition, we deploy an integrated suite of technologies to stabilize exposed surfaces and reduce particulate emissions across operations. On pit slopes, nylon mesh and specialized polymers are applied to minimize wind-driven particle entrainment. On product stockpiles, the application of laterite supports surface compaction and reduces dust generation. In waste rock and tailings areas, hydroseeding is used as a long-term solution to establish vegetation cover, enhance soil stability, and provide ongoing control of fugitive emissions. During the year, dedicated dust-control drones were deployed, alongside a 40% increase in investment in polymer application across mining areas, further strengthening particulate containment efforts. These investments and operational measures resulted in a significant reduction in dust levels in the Congonhas region, directly addressing community concerns and reinforcing our commitment to continuously improving environmental performance.

These actions are complemented by routine inspections and ongoing operational adjustments, ensuring that controls are adapted to weather conditions, project phases, and evolving operational dynamics. The objective is to ensure that emissions mitigation is delivered through an integrated approach, without reliance on any single solution.



→ Weather monitoring by a CSN Mineração employee – Congonhas (MG)

Water resources management

GRI 303-1, 303-2

CSN Mineração considers water resource management a strategic priority for ensuring operational continuity and protecting the ecosystems in which we operate. This agenda is led by the Sustainability function and overseen by the Board of Directors, with support from the ESG Committee, ensuring alignment between operational decisions, environmental commitments, and our long-term business objectives.

Water is used for multiple purposes, including human consumption, industrial processes, ore beneficiation, and for wetting haul roads and stockpiles. All water withdrawals—both surface and groundwater—comply with our Sustainability Policy, Environmental Management System (EMS) requirements and [Corporate Water Stewardship Guidelines](#), and applicable regulatory

We continuously invest in technologies and initiatives to expand water reuse, enhance controls, and reduce reliance on external sources

requirements. To reduce impacts on water resources and improve efficiency, we continuously invest in technologies and initiatives to expand water reuse, enhance controls, and reduce reliance on external sources.

Our water management system at the Casa de Pedra and Pires complexes includes 65 control systems and 35 monitoring points, enabling real-time tracking of water withdrawals, recirculation, and discharges. Water and effluent discharges are managed in a controlled manner, in compliance with quality standards established by COPAM/CERH Joint Normative Resolution No. 08/2022 and other applicable regulations. This continuous monitoring reduces operational risks and enhances predictability in water use. In 2025, there were no material instances of non-compliance related to the company's water and wastewater quality standards.

As part of our efficiency strategy, CSN Mineração has set long-term targets to reduce the water intensity of our operations. Our goal is to achieve a water intensity below 0.45 m³ of water withdrawn per metric ton of ore produced by 2032, recognizing that the beneficiation of itabirite ore at the P15 project will require higher water consumption. In 2025, water intensity stood at 0.2 m³ per metric ton, well within our target. For the

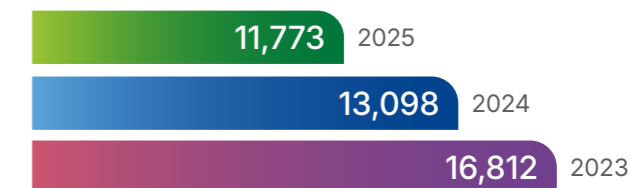


Casa de Pedra and Pires complexes, we have also set a target to achieve 94% water recirculation over the same timeframe. In 2025, our recirculation rate reached 93%, equivalent to 85 thousand mega liters of water reused. These results reflect meaningful progress in process optimization and in reducing pressure on freshwater sources.

In addition to internal efficiency efforts, CSN Mineração actively participates in external initiatives, including the Paraopeba River Basin Committee. These efforts help to improve water availability and quality across the region, benefiting both local ecosystems and surrounding communities.

Water withdrawal

(in ML) GRI 303-3



Water intensity

(in m³ withdrawn per metric ton produced)



Waste management

GRI 306-1, 306-2, 3-3; 14.6.2, EM-MM-150a.10

Our operations generate both hazardous and non-hazardous waste in activities such as equipment maintenance, fleet refueling, and raw material sourcing. Examples of these waste materials include automotive batteries, used lubricating oils, oil- and grease-contaminated solids, and oily effluents.

To mitigate waste-related impacts, we take an integrated waste management approach aligned with the principles of the Brazilian Waste Policy. This approach prioritizes, in order of preference, waste avoidance, source reduction, reuse, recycling, and—only when no technically or environmentally viable alternatives exist—treatment and disposal. Only waste that cannot be reused or recycled is directed to licensed landfills, reflecting ongoing efforts to find more sustainable solutions and advance circular economy practices. In 2025, 51% of total waste was diverted through circular solutions, avoiding final disposal.

All waste management processes are compliant with applicable technical standards and regulatory requirements, including classification

in accordance with NBR 10004. This classification supports standardized protocols for safe handling, proper storage, transportation, and disposal of each waste stream. Internal logistics are designed to ensure proper segregation at the source, preventing cross-contamination and reducing environmental and operational risks. Collection, transportation, and on-site storage is automated through a dedicated waste management platform.

We also invest in employee awareness and training, including programs and campaigns focused on proper waste segregation, handling, and disposal. These efforts are essential to ensuring that established procedures are consistently applied in day-to-day operations.

Waste management performance is monitored through internal controls and periodic reporting, ensuring compliance with environmental requirements and full traceability. Continuous monitoring enables the identification of potential non-conformities, supports timely corrective actions, and informs continuous improvement efforts.

→ A company-operated recyclables depot



APPENDIXES

- GRI content index
- SASB content index
- Assurance Report



GRI Content Index

Statement of use	CSN Mineração has developed its report in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 14: Mining Sector 2024

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
General disclosures							
The organization and its reporting practices							
GRI 2: General disclosures 2021	2-1 Organizational details	4 , 14 , 18 , 25					
	2-2 Entities included in the organization's sustainability reporting	4 , 14					
	2-3 Reporting period, frequency and contact point	4					
	2-4 Restatements of information	Databook ESG					
	2-5 External assurance	4					
Activities and workers							
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	14 , 16 , 83 , Databook ESG					
	2-7 Employees	66 , Databook ESG					8, 10
	2-8 Workers who are not employees	66 , Databook ESG					8

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Governance							
GRI 2: General disclosures 2021	2-9 Governance structure and composition	25					5, 16
	2-10 Nomination and selection of the highest governance body	25					5, 16
	2-11 Chair of the highest governance body	25					16
	2-12 Role of the highest governance body in overseeing the management of impacts	25 , 43					16
	2-13 Delegation of responsibility for managing impacts	25 , 43 , 44					
	2-14 Role of the highest governance body in sustainability reporting	4 , 48					
	2-15 Conflicts of interest	31					16
	2-16 Communication of critical concerns	25 , 32 . In 2025, no material cases of misconduct or inappropriate risk exposures were identified that required reporting to the Audit Committee or the Board of Directors.					
	2-17 Collective knowledge of the highest governance body	25 , 42 , 43					
	2-18 Evaluation of the performance of the highest governance body	30					
	2-19 Remuneration policies	30		b	Confidentiality restrictions	CMIN's remuneration policy is confidential.	
2-20 Process for determining remuneration	30						
2-21 Annual total compensation ratio	Databook ESG						

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Strategy, policies and practices							
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	6 , 8					
	2-23 Policy commitments	43 , 60					16
	2-24 Embedding policy commitments	43 , 60					
	2-25 Processes to remediate negative impacts	60 , 62 , 88					
	2-26 Mechanisms for seeking advice and raising concerns	62 , 88 , Databook ESG					16
	2-27 Compliance with laws and regulations	Databook ESG					
	2-28 Membership associations	Databook ESG					
Stakeholder engagement							
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	48 , 65 , 75 , 83 , 88					
	2-30 Collective bargaining agreements	66					8
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	47 , 48					
	3-2 List of material topics	49					
Ethics, integrity and compliance							
GRI 3: Material Topics 2021	3-3 Management of material topics	59					
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	23 , 52					8, 9

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	52 , 85					16
	205-2 Communication and training on anti-corruption policies and procedures	60 , Databook ESG					16
	205-3 Confirmed incidents of corruption and actions taken	60 . In 2025, we identified no cases of corruption in the operations of CSN Mineração.					16
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Databook ESG					16
GRI 207: Taxes 2019	207-1 Approach to tax	64					1, 10, 17
	207-2 Tax governance, control and risk management	64					1, 10, 17
	207-3 Stakeholder engagement and management concerns related to tax	64					1, 10, 17
	207-4 Country-by-country reporting	Databook ESG					1, 10, 17
GRI 14: Mining Sector 2024	Describe the approach to contract transparency	55 , 64				14.22.5	
	Report the following information about the organization's beneficial owners, including joint ventures: name, nationality and country of residence; whether they are politically exposed persons; level of ownership; how ownership or control is exerted	55				14.22.6	

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Supply chain management							
GRI 3: Material Topics 2021	3-3 Management of material topics	82					
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	83 , Databook ESG				14.9.5	8
	308-1 New suppliers that were screened using environmental criteria	Databook ESG					
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	-		Information unavailable/incomplete	This disclosure has not been reported in the current reporting cycle as a new approach has been implemented for assessing social impacts within the supply chain, as described in the Supply Chain Management chapter. During the period, the new approach was still under development and validation, and a sufficiently robust basis for disclosure was not yet available.		
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	83 , 85					8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	85				14.18.2	5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	85				14.19.2	5, 8

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Databook ESG				14.17.9	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	-	Information unavailable/incomplete	This disclosure has not been reported in the current reporting cycle as a new approach has been implemented for assessing social impacts within the supply chain, as described in the Supply Chain Management chapter. During the period, the new approach was still under development and validation, and a sufficiently robust basis for disclosure was not yet available.			
Talent acquisition, development and retention							
GRI 3: Material Topics 2021	3-3 Management of material topics	65					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Databook ESG				14.17.3	4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	68					3, 5, 8
	401-3 Parental leave	Databook ESG				14.17.5	5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	70, Databook ESG				14.17.7	4, 5, 8, 10
	404-3 Percentage of employees receiving regular performance and career development reviews	Databook ESG					5, 8, 10
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Databook ESG				14.21.5	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Databook ESG				14.21.6	5, 8, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Databook ESG				14.21.7	5, 8

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 14: Mining Sector 2024	Report the number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.	Databook ESG				14.20.3	
Health, safety and well-being							
GRI 3: Material Topics 2021	3-3 Management of material topics	74					
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	75					8
	403-2 Hazard identification, risk assessment, and incident investigation	75					8
	403-3 Occupational health services	75, 80					8
	403-4 Worker participation, consultation, and communication on occupational health and safety	75					8, 16
	403-5 Worker training on occupational health and safety	75					9
	403-6 Promotion of worker health	75, 80					3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	75					8
	403-8 Workers covered by an occupational health and safety management system	75					8
	403-9 Work-related injuries	Databook ESG					3, 8, 16
	403-10 Work-related ill health	Databook ESG					3, 8, 16
GRI 14: Mining Sector 2024	Report the number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them.	56, 57, Databook ESG				14.15.3	

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Community engagement and local development							
GRI 3: Material Topics 2021	3-3 Management of material topics	87					
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	53 , 87					5, 9, 11
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Databook ESG				14.11.2	2
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	87					
	413-2 Operations with significant actual or potential negative impacts on local communities	88					1, 2

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 14: Mining Sector 2024	Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organization's definition used for 'local community'	53 , 88 , Databook ESG				14.9.6	
	For each mine site, report the number and types of grievances from local communities during the reporting period; the percentage of grievances that were addressed and resolved during the reporting period; the percentage of grievances resolved through remediation during the reporting period.	53 , 88				14.10.4	
	List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization.	53 , Databook ESG				14.11.3	
	Report if the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: whether the process has been mutually accepted by the organization and the affected Indigenous Peoples; whether an agreement has been reached, and if so, if the agreement is publicly available.	Databook ESG				14.11.4	
Climate change							
GRI 3: Material Topics 2021	3-3 Management of material topics	103					

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	106 , 107					
	102-2 Climate change adaptation plan	35 , 109					
	102-3 Just transition	-		Information unavailable/incomplete	This disclosure has not been reported in the current reporting cycle as we are in the process of developing our Just Transition approach, integrated with assessments of climate-related risks and opportunities. During the period, the methodology for defining metrics and the associated management framework was still under development.		
	102-4 GHG emissions reduction targets and progress	104 , 106 , 107					
	102-5 Scope 1 GHG emissions	108 , Databook ESG					
	102-6 Scope 2 GHG emissions	108 , Databook ESG					
	102-7 Scope 3 GHG emissions	108 , Databook ESG					
	102-8 GHG emissions intensity	108 , Databook ESG					
	102-9 GHG removals in the value chain	Seedlings in protected areas and conservation reserves to meet environmental licensing conditions and offset requirements generated removals of 44.53 tCO ₂ e of Scope 1 emissions.					
	102-10 Carbon credits			Requirements omitted from "a" through "e"	Exempt from reporting requirement	We do not use carbon credits as part of our decarbonization strategy.	

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
GRI 103: Energy 2025	103-1 Energy policies and commitments	107					
	103-2 Energy consumption and self-generation within the organization	Databook ESG					
	103-3 Upstream and downstream energy consumption	Databook ESG					
	103-4 Energy intensity	Databook ESG					
	103-5 Reduction in energy consumption	107					
GRI 201: Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	35, 50				14.2.2	13
Eco-efficiency							
GRI 3: Material Topics 2021	3-3 Management of material topics	112, 114					
GRI 305: Emissions 2016 ¹	305-6 Emissions of ozone-depleting substances (ODS)	Databook ESG					3, 12
	305-7 NOX, SOX, and other significant air emissions	Databook ESG				14.3.2	3, 12, 14, 15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	114				14.5.2	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	114				14.5.3	3, 6, 8, 11, 12
	306-3 Waste generated	Databook ESG				14.5.4	3, 6, 11, 12
	306-4 Waste diverted from disposal	Databook ESG				14.5.5	3, 11, 12
	306-5 Waste directed to disposal	Databook ESG				14.5.6	3, 6, 11, 12, 15

¹ GRI disclosures 305-1 through 305-5 have been incorporated into the new GRI 102: Climate Change (2025) Standard under the updated GRI framework.

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Tailings dams and co-products							
GRI 3: Material Topics 2021	3-3 Management of material topics	95					
GRI 14: Mining Sector 2024	Report the tailings disposal methods used by the organization.	56 , 57 , 114				14.6.2	
	List the organization's tailings facilities, and report the name, location, and ownership status, including whether the organization is the operator.	56 , 57 , Databook ESG				14.6.3	
	Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not.	56 , 57 , 95				14.15.4	
Biodiversity and ecosystems							
GRI 3: Material Topics 2021	3-3 Management of material topics	99					
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	100					
	101-2 Management of biodiversity impacts	100 , 102					
	101-3 Access and benefit-sharing	87 , 100					
	101-4 Identification of biodiversity impacts	100					
	101-5 Locations with biodiversity impacts	102 , Databook ESG					
	101-6 Direct drivers of biodiversity loss	100					
	101-7 Changes to the state of biodiversity	100					
	101-8 Ecosystem services	100 , Databook ESG					

GRI Standard / Other Source	Disclosures	Location / Answers	Omission			GRI Sector Standard Ref. No.	SDG
			Requirements Omitted	Reason	Explanation		
Additional disclosures not included in the materiality topics but maintained in the report for greater transparency and comparability							
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Databook ESG					5, 8
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Databook ESG					8, 12
	301-2 Recycled input materials used	Databook ESG					8, 12
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	113				14.7.2	6, 12
	303-2 Management of water discharge related impacts	113				14.7.3	6
	303-3 Water withdrawal	113, Databook ESG				14.7.4	6
	303-4 Water discharge	Databook ESG				14.7.5	6
	303-5 Water consumption	Databook ESG				14.7.6	6
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	81				14.14.2	16

SASB Content Index

Metals & Mining 2023

SASB Disclosure	SASB Code	Metrics requested by SASB	Location/Answers
Greenhouse gas emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	50 , Databook ESG
	EM-MM-110a.2	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	50 , 106
Air quality	EM-MM-120a.1	Air emissions for the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).	54 , Databook ESG
Energy management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	50 , Databook ESG
Water management	EM-MM-140a.1	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Databook ESG
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Databook ESG
Waste & hazardous materials management	EM-MM-150a.4	Total weight of non-mineral waste generated	Databook ESG
	EM-MM-150a.5	Total weight of tailings produced	Databook ESG
	EM-MM-150a.6	Total weight of waste rock generated	Databook ESG
	EM-MM-150a.7	Total weight of hazardous waste generated	Databook ESG
	EM-MM-150a.8	Total weight of hazardous waste recycled	Databook ESG
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Databook ESG
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	114
Biodiversity impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	51
	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	Databook ESG
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Databook ESG

SASB Disclosure	SASB Code	Metrics requested by SASB	Location/Answers
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	53 , Databook ESG
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Databook ESG
	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	Databook ESG
Community engagement	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	53 , 87
	EM-MM-210b.2	Number and duration of strikes and lockouts	Databook ESG
Labor relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	100% of employees and contractors are covered by union representation and have the right to freedom of association.
	EM-MM-310a.2	Number and duration of non-technical delays	Databook ESG
Workforce health and safety	EM-MM-320a.1	(1) MSHA 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) full-time employees and (b) contract employees	52 , 57 , Databook ESG
Business integrity and ethics	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	55 , 85
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	55 , Databook ESG
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	56 , Databook ESG
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	95
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	95
Activity metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Databook ESG
	EM-MM-000.B	Total number of employees, percentage contractors	58 , 66 , Databook ESG

assurance letter



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

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

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To the Shareholders, Board Members and Management of **CSN Mineração S.A.**
 São Paulo - SP

Introduction

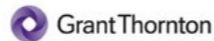
We have been engaged by CSN Mineração S.A. (the Company) to issue our independent auditor’s limited assurance report on the non-financial information included in the Integrated Report 2025 of the Company and its respective supplementary contents from attachment ESG Databook, hereinafter collectively referred to as the “Integrated Report 2025” of CSN Mineração S.A. for the year ended December 31, 2025.

Our limited assurance does not cover information relating to prior periods or any other information disclosed in conjunction with the Integrated Report 2025, including any embedded images and audio or video files.

Responsibilities of the Company’s management

The Company’s management is responsible for the following:

- Selecting and establishing appropriate criteria for preparing the information included in the Integrated Report 2025;
- 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 2025 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 2025 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 (Revised) - 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.

Moreover, the aforementioned standards require that we plan and perform our engagement to obtain limited assurance that the non-financial information included in the Integrated Report 2025, taken as a whole, is free from material misstatements.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000 Revised) 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 2025, 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 2025 and other circumstances of our engagement and our consideration of the areas and processes associated with the material information disclosed in the Integrated Report 2025 which could contain material misstatements. Our procedures comprised, among others, the following:

- 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 2025 was prepared;
- 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;
- 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 2025; and
- 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 the analysis of the 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 Reporting (related to the Integrated Reporting Framework prepared by the IIRC) applicable to the preparation of the information included in the Integrated Report 2025.

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. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the Integrated Report 2025. 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. Furthermore, 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 fines are imposed. Our assurance report should be read and understood in this context, inherent to the criteria selected (GRI Standards).

Conclusion

Based on the procedures performed, described in this report, and on the 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, 2025 has not been prepared, in all material respects, in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI Standards), the Sustainability Accounting Standards Board EM-MM (SASB) and Guideline CPC 09 - Integrated Reporting, correlated to the Integrated Reporting Framework prepared by the IIRC.

São Paulo, April 29, 2026

Grant Thornton Auditores Independentes Ltda.
 CRC 2SP-026.583/O-1

Clayton da Silva Codo
 Accountant CRC 1SP-234-906/O-1

Credits

BOARD OF DIRECTORS

Benjamin Steinbruch
Enéas Garcia Diniz
Helena Brennand Guerra
Yoshihiko Ogura
Miguel Ethel Sobrinho
Yoshiaki Nakano
Hisakazu Yamaguchi

EXECUTIVE BOARD

Benjamin Steinbruch
CEO

Carlos Rodrigues de Campos Mello Júnior
Superintendent Director

Pedro Barros Mercadante Oliva
Chief Financial Officer

Yuji Hoshino.
Chief Strategic Planning Officer

Otto Alexandre Levy Reis
Chief Investment Officer

Claudio Musso Velloso
Chief Production Officer

GENERAL COORDINATION

Sustainability, Health, Safety, Environment, and Assets

Helena Brennand Guerra
Executive officer

Beatriz Candido Alonso
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Eduardo Guadagnini Lima
Fernando Henriques Salina
Ingrid Santos Macedo
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Renan Reis

CSN Inova

Alessandra Steinbruch
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PROJECT MANAGEMENT, DISCLOSURES CONSULTING, CONTENT, DESIGN AND PROOFREADING

Grupo Report

PHOTO CREDITS

CSN image archives
CEDOC - Research and Documentation Center
We would like to thank all individuals who were directly or indirectly involved in preparing the 2025 Integrated Report.

We would especially like to thank the managers, operational teams, and corporate departments whose assistance and collaboration in collecting and reviewing the information contained herein were essential in developing this report.

Published April 2026.