



CIA. DE FERRO LIGAS DA BAHIA – FERBASA
PUBLICLY TRADED COMPANY
CNPJ 15.141.799/0001-03
NIRE 293.000.043.91

MATERIAL FACT

LONG-TERM INCENTIVE PLAN

CIA DE FERRO LIGAS DA BAHIA – FERBASA (B3: FESA3 / FESA4), in compliance with CVM Resolution 44/2021, hereby informs its shareholders and the market in general that, at a meeting of the Board of Directors held **on March 19, 2026**, a proposal was approved to create a Long-Term Incentive Plan (“LTIP Plan”). This plan will be submitted to the Extraordinary General Meeting of the Company, to be convened in due course.

The proposal approved by the Board of Directors forms part of the ongoing update and improvement of the Company’s incentive structure, aiming to optimize strategies for attracting and retaining talent. The main objectives are: (i) to stimulate the expansion, success, and achievement of the Company’s corporate objectives, as well as to optimize aspects that may enhance the Company’s long-term value; and (ii) to align the interests of shareholders with those of the Company’s directors and employees.

The Plan follows the model of granting restricted stock and stock options, providing for the possibility for the Company to: (i) grant participants, under certain terms and conditions (including vesting periods), preferred shares (FESA4) issued by the Company and currently held in treasury (“Restricted Shares” or “RSUs”); and (ii) grant participants, under certain terms and conditions (including vesting periods), the right to acquire preferred shares (FESA4) issued by the Company and currently held in the Company’s treasury (“Stock Options”).

The Plan will be administered by the Board of Directors, which may appoint a specific committee (“Committee”) to advise it and delegate powers for the administration of the LTIP Plan. In this context, the Board of Directors, in accordance with the Plan and applicable regulations, will be responsible for approving the creation of the Plan, defining the eligibility criteria, establishing the terms and conditions of each grant, and taking the necessary steps for its implementation.

As provided for in the Plan, the grant of shares will be limited to **2.94%** (two point ninety-four percent) of the total Preferred Shares of the Company on the date of the resolution at the Extraordinary General Meeting, including those held in treasury at that time.

The full text of the proposed Plan and the respective Extraordinary General Meeting notice, with the information required by applicable regulations, will be made available for shareholder consultation in due course on the websites of the CVM (www.gov.br/CVM), B3 (www.b3.com.br), and the Company (<https://www.ferbasa.com.br/en/>), as well as at the Company’s registered office.

The Company reiterates its commitment to best corporate governance practices and will keep its shareholders, investors, and the market in general duly informed on this matter, in accordance with applicable law.

Pojuca, March 19, 2026.

Heron Albergaria de Melo

CFO and IRO