

SUSTAINABILITY REPORT



Ferbasa



2023

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MESSAGE FROM THE ADMINISTRATION

GRI 2-22

In a speech given at an Education Seminar in the Chamber of Deputies, in Brasilia in 1983, José Carvalho paraphrased the author E. F. Schumacher, best known as one of the precursors of Conscious Capitalism, when he said that "all subjects, no matter how specialized, are linked to a center. They are like beams emanating from a sun. The center is made up of our most basic convictions, the ideas that really have the power to move us, and, complementing this reasoning, he quoted one of the great educators that Brazil has ever had, Dom Lorenço de Almeida Prado, who asserted that "work is the result of the good formation of man".

The importation of the statements, although at the time channeled to the educational context, are timeless and can be easily displaced to the current context in relation to the traps with which the term Sustainability and ESG can be mistakenly used as a mere propaganda tool, reducing the issue to the "appearance" as the ancients called it and not to the "essence".

Thus, the primary concern of our fifth Sustainability Report is that it is a faithful reflection of the "sun", as the author classified it, or of the soul of our Ferbasa, whose policies and actions adopted must reflect the feeling of responsibility that the Company has historically nurtured with its employees, with the communities, with Brazil, Bahia, with its customers, suppliers, etc. Therefore, this document must reflect its transparent nature, which is not perfect, but amid the struggle for survival in such a volatile economic environment, it invests and dedicates a large part of its efforts in the continuous improvement of its processes and the lives of the people who are part of its trajectory, directly or indirectly.

This leads us to believe that as long as this essence is preserved, the future and longevity of this young 63-year-old lady will be safe, even if the nature of this path is riddled with the ups and downs inherent to the commodities industry and, consequently, to ferroalloys.

EVERYONE STRUGGLES IN LIFE
FOR SOMETHING. IT IS VERY
LACKING IN IMAGINATION
- AS FAR AS WE CAN SEE -
TO LIMIT THE COMPANY'S
OBJECTIVES SIMPLY TO
MATERIAL PLANS.

José Carvalho



Following this logic, 2023 presented an adverse business environment that caused the shortening of our margins, and annual profit of R\$ 383 million. On the other hand, some strategic partnerships were signed in order to guarantee the supply of our main inputs, events that will be presented in the course of this document.

It is therefore worth highlighting the expansion and updating of our quicklime production unit, used in the manufacture of low-carbon ferrochrome, scheduled to reopen in 2024, and the studies for the expansion and modernization of the metallurgical park.

In the area of people management, our first organizational climate survey was carried out, which showed 81% favorability for Ferbasa; we celebrate the lowest accident rates without lost time in history; and we started the FerbaLean program, aimed at finding solutions applied to agile and efficient production.

Through the **Ferbasa's Here** program, we advance in initiatives that boost the development of the regions where we are present, reaching more than 100 thousand people in Bahia. We maintained our special commitment to Education, in line with the principles of our controlling shareholder, the José Carvalho Foundation, and the humanist ideals of our Founder, confident that quality education and shared progress act as vectors of transformation capable of changing the social fabric.

Finally, we are thankful for another year, for the trust and partnership of our customers, investors, suppliers, and, especially, our employees and community, for their engagement and dedication to achieving the Company's objectives and goals.

Good reading!

ABOUT THE REPORT

GRI 2-1/2-2/2-3/3-1

We present the fifth edition of the Sustainability Report of Companhia de Ferro Ligas da Bahia (Ferbasa), referring to the year between January 1st and December 31st, 2023.

This publication gathers data on all areas and businesses of the Company and uses the international standards of the Global Reporting Initiative (GRI), without external verification. The adoption of the methodology seeks to ensure that the information disclosed is in line with the best transparency practices used by the market.

To update the material topics considered relevant to its various stakeholders, a new Materiality Cycle was held in 2023, which resulted in a list of key issues to guide Ferbasa's sustainability strategy for the 2024 and 2025 biennium.



Agile Reading

In the top bar of the pages, an interactive table of contents makes it easy to navigate through this file and access the content of the chapters.



Reference

To structure this report, we followed the guidelines of the Global Reporting Initiative (GRI).



Questions about the information published here can be sent to the Coordination of Communication and Social Responsibility, through the contacts:

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E-mail: comunicacao@ferbasa.com.br

Materiality

GRI 3-1 / 3-2

Ferbasa periodically updates its materiality, in order to maintain the legitimacy of the most relevant topics to be considered in its strategy and management, in accordance with social, environmental, governance and economic factors. The last review, carried out in 2023, included a complete study, which included peer benchmarking, analysis of internal documents, as well as ESG ratings and standards.

interviewed - directors, officers, industry experts and customers, who also participated in the online consultation stage, which extended to shareholders, investors, the community, the third sector, specialized media, employees and suppliers.

In all, there were 249 respondents at this stage. After this careful process, coordinated by the ESG Committee, the Collegiate Board approved eight material topics.

After a list of topics relevant to the segment was raised, some of the main stakeholders were

Material topics



Waste management



Local communities



Attraction, retention and development of employees



Energy resources



Ethics, transparency and compliance



Water and wastewater management



Occupational health and safety



Human rights (new topic added to list)



OVERVIEW 2023

296.6 thousand

TONNES OF FERROALLOYS PRODUCED¹

LOWEST NUMBER AND RATE OF ACCIDENTS WITHOUT LEAVE IN HISTORY.

START OF FERBALEAN PROGRAM.

Completion of more than **95%** OF THE ESG PLAN FOR 2023.

¹ Including the portion used for internal production of LC FeCr.

4,927
employees

including:

3,198
inhouse

1,729
outsourced

273,6k
tonnes
of ferroalloys traded

R\$ **383**
million
of net profit

10.4%

INCREASE IN HP FESI PRODUCTION

81%

FAVORABILITY IN THE FIRST CLIMATE SURVEY, WITH THE PARTICIPATION OF 82% OF THE EMPLOYEES



FERBASA

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WHO WE ARE

GRI 2-1/2-6

Ferbasa is a national organization, with shares listed on the São Paulo Stock Exchange (B3). Founded by engineer José Corgosinho de Carvalho Filho in 1961, the Company is headquartered on Estrada de Santiago, s/n, in the town of Pojuca (BA), Brazil. Currently, its corporate activities are concentrated in the city of Salvador (BA).

To ensure the continuity of the business, the Company adopts an austere, responsible and ethical corporate management, which values the offer of high-quality products and profit generation, with respect for the environment and society. The definition of generating shared wealth is part of Ferbasa's culture, which has in the teachings of José Carvalho the motivation and ambition to give back to the Condery what our Founder received in the form of free quality education.

Participation in other companies

On February 9, 2024, Ferbasa signed the closing term of the share purchase and sale agreement, in the amount of R\$ 37.8 million, for the acquisition of a 45% stake in NK232 Empreendimentos e Participações S.A. (a company of the Auren Energia S.A. group).

The purpose of this company is to operate the Ventos de São Ciro (PI) and Ventos de São Bernardo (PB) wind farms, and will enable Ferbasa to consume, under the self-production by equivalence (APE) regime, the electricity generated in these farms.



Present in the Metallurgy, Mining, Forest Resources and Renewable Energy segments, it is the only integrated producer of ferrochrome in the Americas and the national leader in the production of ferroalloys. It holds about 95% of the known chromite resources in the Condery and is on the list of the ten largest companies operating in Bahia, according to the 2023 Valor 1000 ranking. [\(click here\)](#).

Controlled companies

At the end of 2023, Ferbasa entered, together with Aperam Inox América do Sul S.A., the incorporation of the limited liability company Bahia Minas Bioenergia Ltda., headquartered in the Brazilian state of Minas Gerais, with the specific purpose of acquiring rural properties for the cultivation of eucalyptus and other equivalent forest species, as well as supplying part of the bioreductor consumed in the metallurgy. The new company was recorded in the Financial Statements published in March 2024, and has already received R\$ 25.9 million in investments.

To learn more, access the QR code.



In total, Ferbasa is the parent company of the following companies:

- BW Guirapá S.A.
- Indústria de Minérios Damacal Ltda.
- Mineração Vale do Jacurici S.A.
- Reflora Reflorestadora e Agrícola S.A.
- Silício de Alta Pureza da Bahia S.A. (Silbasa)
- Bahia Minas Bioenergia Ltda.

The largest share of the Company's portfolio is destined to the steel sector and to the manufacture of crude, stainless and special steels, with production directed to the domestic and foreign markets, mainly Japan, the United States and the European Union. To meet this demand, Ferbasa had, at the end of 2023, a team of 3,198 inhouse employees and another 1,729 outsourced employees.



SILBASA

In 2024, Ferbasa and the Japanese companies Marubeni and JMC celebrate 30 years of the Silbasa joint venture, responsible for the production and commercialization of high-purity ferrosilicon (HP FeSi). It was this combination of opportunities and knowledge that opened paths for product diversification, becoming another relevant business of the Company.

However, the importance of Silbasa goes beyond the corporate and business connection by fusing the noblest traits of the Brazilian and Japanese and "ferbaser" cultures. Solid and innovative, the alliance signed in 1994 is part of a successful trajectory, in which characteristics of the customs and traditions of the two countries are present, with emphasis on the intersection between the values of the companies, such as trust in relationships, commitment to quality and the deliberate management of sustainable and perennial businesses.

MISSION, VISION AND VALUES



MISSION

To serve the ferroalloys, chromium ore and renewable energy market, ensuring the satisfaction of customers, shareholders and employees, developing and operating an integrated business model of Mining, Metallurgy, Forestry Production and Energy, in a sustainable and competitive way.



VISION

To be a globally competitive company in ferroalloys and chromium ore, generator of renewable energy, consolidating itself as a reference in sustainability.



VALUES

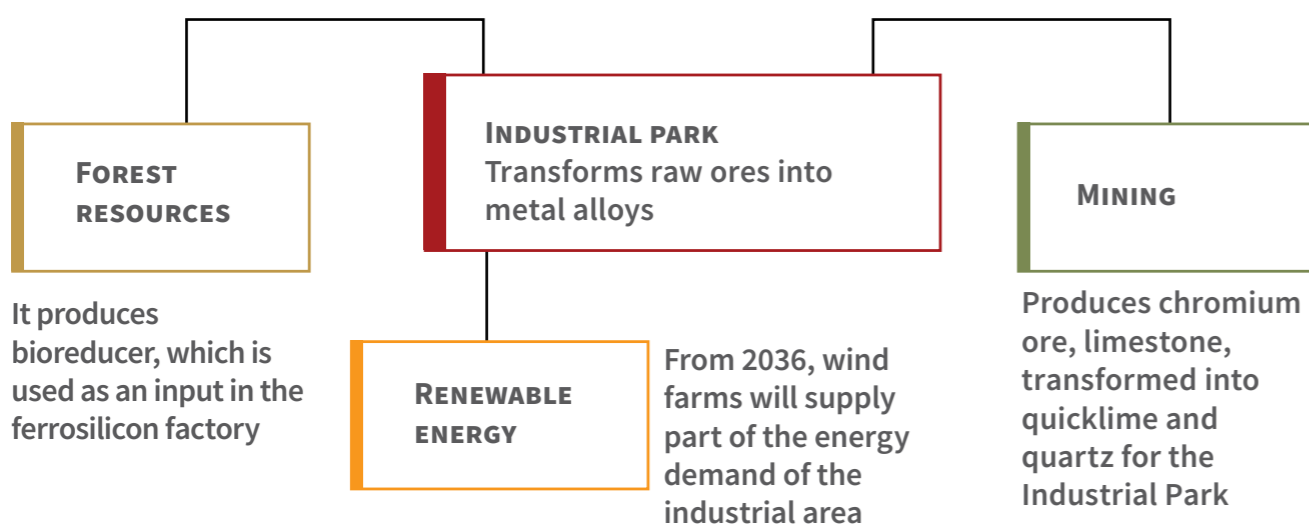
- Ethics and respect for commitments;
- Opportunity for personal and professional growth;
- Quality, safety and solidity;
- Simplicity and humility;
- Sustainability and appreciation of life.

ESG POSITIONING

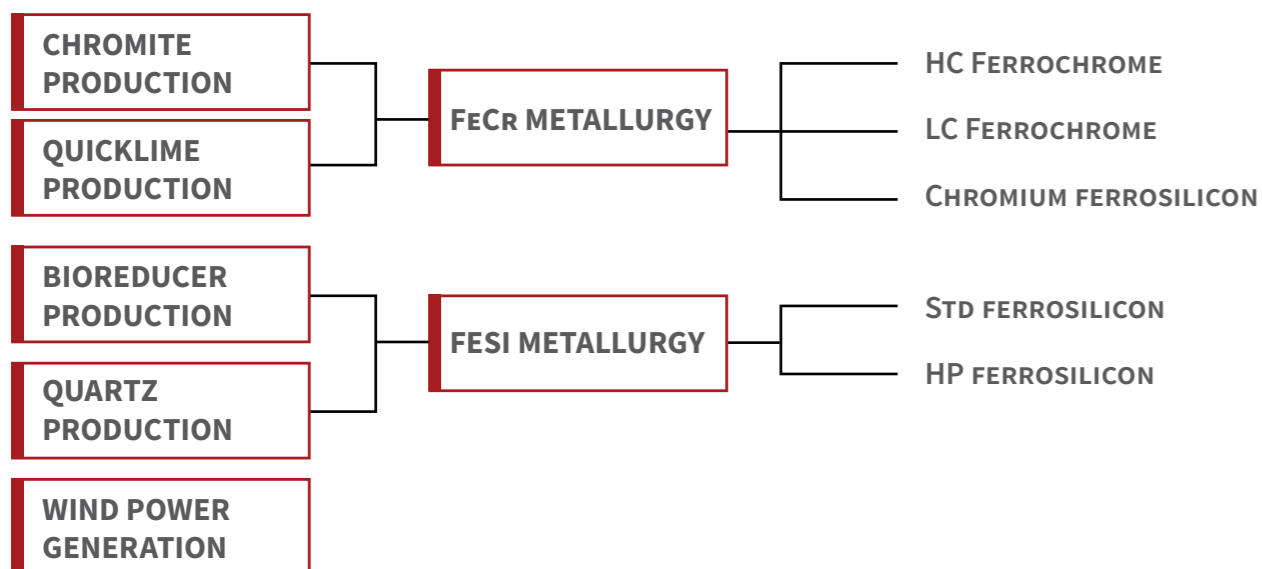
ESG management comes to synthesize and structure the processes related to the topic in the Company, which has its integrated production chain to ensure the competitiveness and continuity of the business. The sustainability agenda is guided

by respect for employees, suppliers, customers, shareholders, society and the environment, as well as the adoption of good corporate governance practices and ethical, responsible and efficient performance.

PRODUCTION UNITS



Portfolio

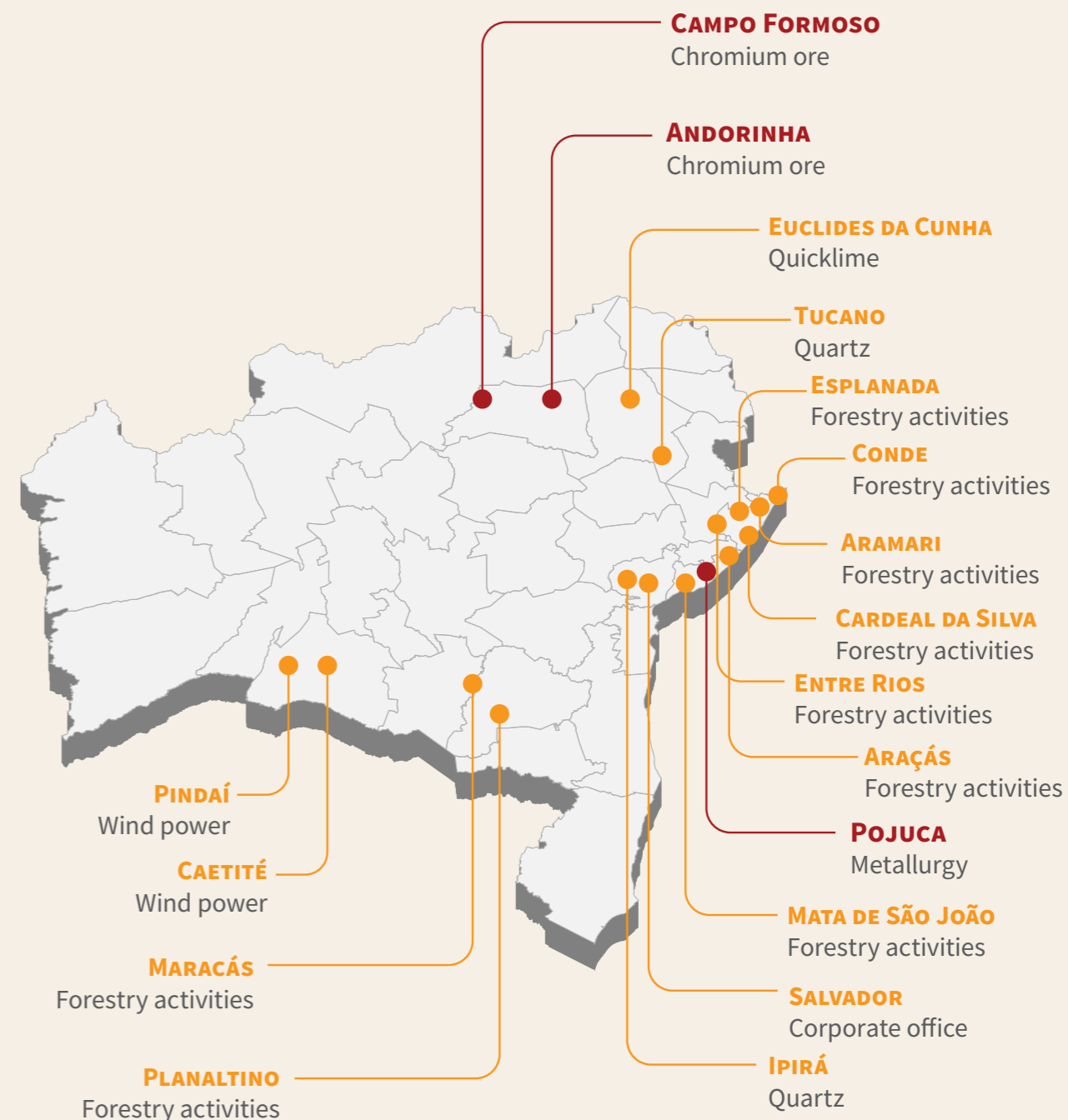


7 wind farms
92 wind turbines

OPERATION MAP

Geographic location of operations in Bahia

GRI 2-1



INTEGRATED PRODUCTION CYCLE

GRI 2-6

To strengthen its value chain, Ferbasa adopts an integrated and verticalized production cycle, which aims at quality and safety in the supply of fundamental inputs for its main products.

The Company is present in the following segments:



Metallurgy



Mining



Forest Resources



Renewable Energy

Several industrial sectors use steels that are manufactured from alloys produced by Ferbasa, such as the segments of household appliances, automotive, oil and gas, civil construction, among others.



Applications by alloy



HC FeCr - as an alloying element, high carbon ferrochrome, or charge chrome, is used in the manufacture of stainless steels and special alloys. Stainless steels are used in the food, petrochemical, chemical, cellulose, civil construction, white goods, dental-medical instruments and household utensils.



LC FeCr - is used in the production of steels to correct chromium content without causing undesirable variations in carbon content. These alloys have as a basic characteristic the presence of carbon at a maximum of 0.15%.



FeSiCr - reducing element in the manufacture of low carbon ferrochrome and steels, for the addition of chromium and silicon.



FeSi 75 standard - production of steel as deoxidizer and alloy element; in the die-casting industry it serves as graphitizing agent.



HP FeSi (high purity) - makes up the production of steels for the manufacture of transformers, hermetic compressors for refrigerators and refrigeration systems, hydroelectric power plants, freezers and hybrid motors for automobiles.

METALLURGY

The main core of the Company's activities, the metallurgical plant, located in Pojuca (a town 76km away from Salvador/BA), comprises 14 electric furnaces (eight ferrochrome and six ferrosilicon).

Metal alloys produced

- High carbon ferrochrome (HC FeCr);
- Low carbon ferrochrome (LC FeCr);
- Ferrosilicon chromium (FeSiCr);
- Ferrosilicon 75 standard (STD FeSi);
- High purity ferrosilicon (HP FeSi);
- Inoculants.

POJUCA METALLURGICAL PLANT



14

Electric furnaces



8

Ferrochrome furnaces



6

Ferrosilicon furnaces

BAGHOUSE FILTERS

Attentive to environmental issues, since 2014, the 14 furnaces of the metallurgy unit have been equipped with baghouse filters, devices that neutralize the release of particulate matter into the atmosphere.

MINING

The ores extracted in the mining operations concentrated in the Center-North and Northeast of Bahia are, almost entirely, destined to supply Ferbasa's Industrial Park. Eventually, surplus material can be directed to sale. Ferbasa has the following units

- An underground chromium ore mine (chromite) in the Jacurici Valley, town of Andorinha (BA);
- An open-pit mine, in Campo Formoso (BA);
- Two quartz mines located in the towns of Tucano and Ipirá (BA); and
- A mine dedicated to the mining of high quality limestone and its transformation into quicklime, in Euclides da Cunha (BA).



FOREST

The segment consists of 64 thousand hectares (about 158,147 acres) and extends over nine towns in Bahia: Araçás; Aramari; Cardinal da Silva; Conde; Entre Rios; Esplanada; Maracás; Mata de São João and Planaltino. The remaining extension of the forest asset encompasses legal reserve areas, firebreaks, native forests, Private Natural Heritage Reserve (RPPN), among other characterizations.

In the areas belonging to Ferbasa, the preservation of native forest reserves is much greater than the limits established by legislation, in addition to the 1,243 hectares (about 3,071 acres) of areas approved as Private Natural Heritage Reserve (RPPN).

Of the more than 60 thousand hectares (about 148,263 acres) belonging to the Company, only 25 thousand hectares (about 61,776 acres) are planted and renewable eucalyptus forests, used in the production of bioreducers. This activity is carried out in 100% mechanized rectangular furnaces, which provide safe and ergonomically correct working conditions.

The input is fundamental as a reducer in the manufacture of ferrosilicon, representing an important differential, as it translates the Company's strategic and sustainable choices for renewable products, as it enables the mitigation of Greenhouse Gas (GHG) emissions.

RENEWABLE ENERGY

A clean and renewable energy source, BW Guirapá occupies an important position in the Company's vertical chain. Its installed capacity is 170 MW, distributed in seven wind farms installed in the Southwest region of Bahia, in the towns of Caetité and Pindaí.

Wind farms have the potential to reduce risks related to the volatility of the energy market

and to expand Ferbasa's sources of supply as of 2036, when the contract signed with the Electric Energy Trading Chamber (CCEE) expires. From this period on, the Company will be able to strategically choose between consuming or selling its electricity generation.





GOVERNANCE

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CORPORATE GOVERNANCE

GRI 2-1

A publicly traded company since 1961, listed since 2011 on B3's Corporate Governance Level 1, Ferbasa's governance structure is composed of professionals with recognized performance and business experience. Based on its strong organizational culture, the Company adopts high standards of transparency, integrity, equity, accountability and responsibility, both in business and in its relationship with stakeholders. This positioning allows it to remain in line with international best practices.

Guided by clear and non-negotiable definitions related to the responsibilities of the Board of Directors and its Advisory Committees, the Fiscal Council and the Executive Board, the Company reaffirms its unequivocal commitment to valuing life, the continuity of the business and offering high quality products, in line with respect for the environment and the humanist principles inherited from our Founder.

The Board of Directors is a dynamic, with diversity of gender, education and training, and plays a crucial role in the corporate governance system. Its work aims to lead the tripod of sustainability through the definition of strategies for the business, risk management, internal controls, the code of ethics and the compliance system, which are periodically reviewed and establish comprehensive guidelines for all Units.

Since 1989, the female presence has been consolidated in Senior Management. At the end of 2023, the Board of Directors had 25% of women, while in the Executive Board, the female gender represented 10% of executive positions.



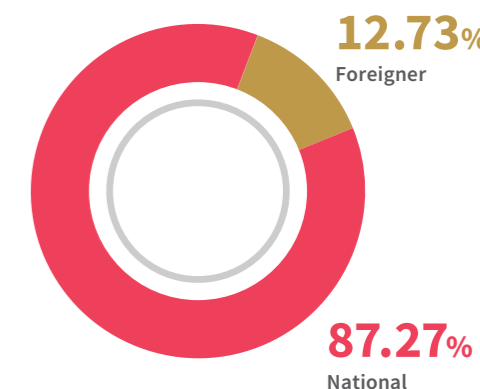
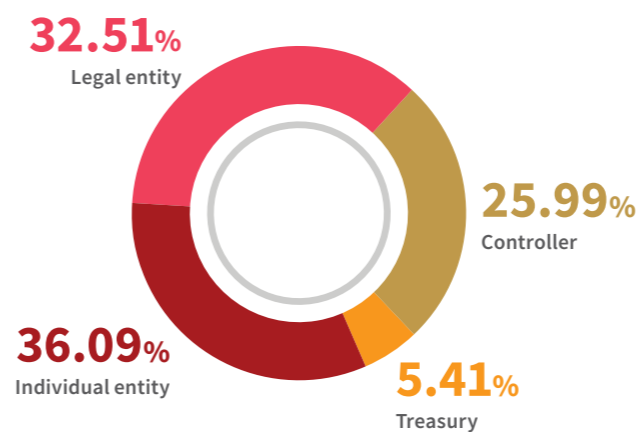
PUBLIC MEETINGS

Due to its assiduity in holding Public Meetings in the last 14 years, Ferbasa received, in 2023, the Gold seal from the Association of Capital Market Analysts and Investment Professionals (Apimec) - an entity that interfaces between the different actors in the financial and capital markets, such as supervisory bodies, executive and legislative branches, the press and investment professionals, in Brazil and abroad.

Shareholding structure

The following table shows the Company's shareholding structure (Preferred Shares) on December 31, 2023.

| Shareholders (number of shares) | ON | % | PN | % | TOTAL | % |
|---------------------------------|-------------------|------------|-------------------|------------|-------------------|------------|
| José Carvalho Foundation | 29,086,696 | 98.8 | 15,300,800 | 25.99 | 44,387,496 | 50.26 |
| Trígono Capital | 3,000 | 0.01 | 8,358,100 | 14.2 | 8,361,100 | 9.47 |
| Black Rock | - | - | 1,703,787 | 2.89 | 1,703,787 | 1.93 |
| Vanguard Group | - | - | 1,555,711 | 2.64 | 1,555,711 | 1.76 |
| JP Morgan | - | - | 744,743 | 1.26 | 744,743 | 0.84 |
| Other shareholders | 310,304 | 1.05 | 28,033,559 | 47.61 | 28,343,863 | 32.09 |
| Treasury Shares | 40,000 | 0.14 | 3,183,300 | 5.41 | 3,223,300 | 3.65 |
| Total | 29,440,000 | 100 | 58,880,000 | 100 | 88,320,000 | 100 |



Organizational structure

GRI 2-9

Three bodies make up the corporate governance structure: Board of Directors (CAD), Fiscal Council and Executive Board.

To ensure rigor in the processes, five non-statutory committees are linked to the CAD:

- Audit Committee;
- Institutional Management Committee;
- People Development Committee;
- Innovation Committee; and
- Strategic Affairs Committee.

GRI 2-9

| NAME, GENDER, FUNCTION (EXECUTIVE OR NON-EXECUTIVE) | INDEPENDENCE | FUNCTIONS AND COMMITMENTS ¹ |
|--|---------------------------|--|
| SÉRGIO CURVELO DÓRIA President | - | He is a member of the Institutional, People Development, and Strategic Management Committees |
| GERALDO DE OLIVEIRA LOPES Co-Chair | - | He is a member of the Institutional, Innovation and Strategic Management |
| JOSÉ RONALDO SOBRINHO Co-Chair | - | Member of the Institutional, Innovation and Strategic Management Committees |
| BÁRBARA KLEIN DE ARAÚJO CARVALHO Counselor | - | Member of the Institutional Management, People Development and Audit Committees |
| GUILHERME DE ALENCAR AMADO Counselor | Independent Member | Member of the Audit Committee |
| MARCOS SAMPAIO DE SOUZA Counselor | Independent Member | Member of the Committee of Innovation |
| MARTA TEIXEIRA BARROSO FERNANDES Counselor | - | Member of the Institutional Management, People Development and Audit Committees |
| RICARDO ANTONIO WEISS Counselor | Independent Member | - |

¹ The members of the governance bodies mentioned above do not hold other positions within Ferbasa. There is no mapping of other external positions.

Board of Directors

GRI 2-9/ 2-10 / 2-11/ 2-12/2-14/2-18

Ferbasa's Board of Directors (BOD) is responsible for overseeing the guidelines and approving the Company's strategic planning, its investment plan and annual budgets, as well as monitoring and evaluating its economic and financial performance. At the same time, the highest governance body examines policies and principles, annually elects the members of the Executive Board and deliberates on corporate and financial risks.

The supervision of the acts of the board of directors, authorization of all actions that exceed those of executive function and the approval of development and expansion plans, according to the Company's Bylaws, are also the responsibility of this group, which must be formed by a minimum of five and a maximum of eight members.

Annually, the members of the Council are elected at the Annual General Meeting (AGM). In 2023, the meeting was held on April 18 and the members of the Board of Directors were elected at a meeting on the same date. At the end of the 2023 fiscal year, the BOD was composed of eight members, two of whom were female and five were over 60 years old. Three members were independent, one of whom was appointed by the minority shareholder.

The characterization of the members of the Board of Directors appointed by the Parent Company as independent is based on statements by the directors themselves, attesting to their compliance with the independence criteria established in Attachment K to CVM Resolution 80, of March 29, 2022.

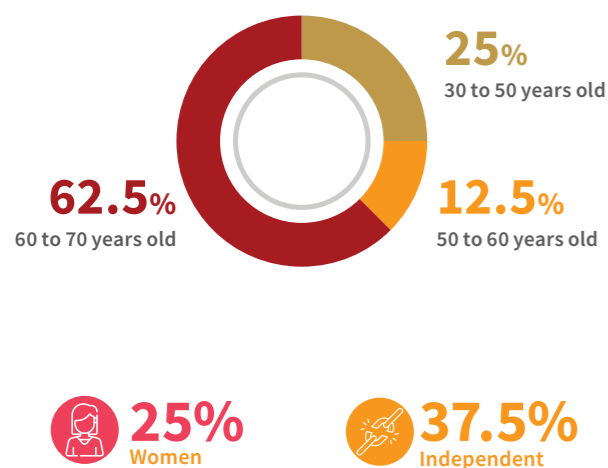


The Corporate Governance Secretariat is the body responsible for:

- Advising the BOD on corporate and governance issues;
- Monitor the execution of the Council's deliberations;
- Update the information required under the Brazilian Code of Corporate Governance;
- Provide information to the control bodies.

In order to better perform its functions, the BOD may create committees or working groups with defined objectives, being integrated by people appointed by the Board itself among the members of the Management and/or other persons directly or indirectly linked to the Company, observing the technical and strategic competencies necessary for the functions performed.

COMPOSITION OF THE COUNCIL GRI 2-9



Fiscal Council

Contributing to the security of the Company's investors, the three sitting members of the fiscal council and the three alternates have an annual term of office and act as supervisors. Among its attributions are the examination and collegiate approval of the financial statements, balance sheets and other statements of Ferbasa's economic and financial performance.

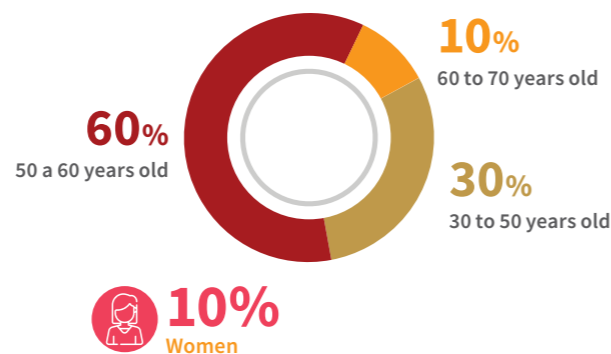
GRI 2-9

| Name | Function (executive or non-executive) |
|---------------------------------|---------------------------------------|
| Cristiano Lima da Mota | Effective Member |
| Alfredo Sérgio Lazzareschi Neto | Effective Member |
| Emanuel Paixão de Oliveira | Effective Member |
| Rosailde de Almeida Cardoso | Substitute |
| José Santos Souza | Substitute |
| Maria Elvira Lopes Gimenez | Substitute |

Executive Board

The Executive Board's mission is to supervise the various control bodies, ensure compliance with internal policies and prepare the budget, investment plan, financial statements and other guidelines and reports submitted to the BOD. Composed of 11 boards and 10 members, the group currently has one female member and has ethnic diversity.

COMPOSITION OF THE EXECUTIVE BOARD GRI 2-9



GRI 2-9

EXECUTIVE BOARD

| NAME, GENDER, FUNCTION (EXECUTIVE OR NON-EXECUTIVE) | NUMBER OF OTHER POSITIONS AND COMMITMENTS, AS WELL AS THE NATURE OF THOSE COMMITMENTS |
|--|---|
| Silvano de Souza Andrade CEO | General management of the Company, the supervision and coordination of the Executive Boards, as well as the articulation between the Executive Board and the Board of Directors. |
| Álvaro Fernandes Santos Innovation and New Business Officer | Direction and coordination of activities aimed at innovation, prospecting and development of new business opportunities and acquisitions, in accordance to the Company's strategic planning. |
| Ana Paula Fontes Mesquita de Oliveira Chief Administrative Officer | Direction and coordination of the processes inherent to the human resources area and the administrative activities of the Organization. |
| Davi Lopes Perez Chief Legal and Compliance Officer | Direction, coordination and supervision of the Organization's legal processes and internal control activities. |
| Eriberto do Nascimento Leite Mining Officer | Direction, coordination and supervision of the Company's mineral production activities. |
| Heron Albergaria de Melo CFO e Investor Relations | Direction, guidance and supervision on the execution of activities related to the Company's finance and accounting areas. Direction and coordination of activities aimed at the relationship with the investing public, ensuring the information provided to the regulatory market and the Brazilian Securities and Exchange Commission (CVM). |
| Marcio Lopes Fernandes de Barros Commercial Officer | Manage the activities related to the Company's trading areas, whether in the domestic or foreign market. |
| Oseias da Rocha Fiau Industrial Officer | Direction, coordination and supervision of the industrial operations of the Organization's metallurgical plants. |
| Sebastião da Cruz Andrade Forest Resources Officer | Management and development of forestry activities, as well as processes related to the production of bioreducer. |
| Wanderley Lins de Oliveira Mining and Geology Officer | Direction, coordination and supervision of activities related to research, prospecting of mineral assets and mineral production. |

Governance mechanisms

GRI 2-13/2-16/2-17

In order to ensure efficiency and technical quality in the discussions of specific issues, five advisory committees, not statutory, are responsible for recommendations on topics within their competence. Currently, made up of BOD members, the committees perform important activities directly linked to Ferbasa’s strategic objectives.

The Company also has multidisciplinary commissions, committees and working groups. Effective professionals, linked to the Executive Board, dedicated to relevant in-depth arts, such as ESG, RD&I, Data Privacy, and Waste Management, among others, participate in these initiatives.

| Committee | Assignment |
|--|---|
| Audit Committee | Advise the Board of Directors in the validation, recommendation and follow-up of matters related to structure, risk management and compliance, providing the necessary guidance for the execution of activities in these areas. |
| Institutional Management Committee | Advise the Board of Directors in defining strategies, including the company’s vision of the future, giving an opinion on relevant issues of operations and protecting the organizational culture, ensuring the preservation and promotion of values, principles and ethical standards in all areas and hierarchies. |
| People Development Committee | Guide the integration of HR strategies with the company’s business objectives, aiming at mitigating risks in people management. Its duties include proposing parameters and guidelines for the compensation policy, developing succession plans and supporting the succession process of the Company’s executives. |
| Innovation Committee | Evaluate and propose to the board of directors’ new innovation opportunities in line with strategic objectives, in addition to stimulating a culture of innovation and creativity. |
| Advisory Committee for Strategic Affairs | Advise the Board on the direction of various topics, referrals and solutions related to matters of a strategic nature or of a highly complex nature, with relevant repercussions on the Company’s business. |

Conflicts of interest

GRI 2-15

To prevent and mitigate conflicts of interest, the BOD monitors the approval and implementation of compliance policies and practices. In the same direction, transparency in the segregation of duties helps the monitoring of potential episodes. The diligence in these actions seeks to ensure preventive action and the early detection of any risks, in accordance with the Code of Conduct.

The Company annually revisits the topic in its Registration and Reference Form.



Remuneration

GRI 2-19/2-20

The overall compensation of the managers is an integral topic of the call notice for the AGM, decided by the shareholders, based on Law 6,404/76, article 152, which determines that the general meeting shall set the global or individual amount of the compensation of the managers, including benefits of any nature and representation funds, taking into account their responsibilities, the time dedicated to their duties, their competence and professional reputation, and the value of their services in the market.

The members of the Board of Directors and the Executive Board of Ferbasa receive during their term of office:

- Fixed monthly fees, thirteen installments per year;
- Short-term variable remuneration: defined by the result achieved in the global goals and specific, limited to up to 10% of net income, as established by the Bylaws and Law 6,404/76;
- Benefits considered as market standard: medical and dental care, private pension, life insurance, exit bonus, among others.

The members of the Fiscal Council, on the other hand, receive compensation of at least 10% of the average amount paid annually to the officers, in compliance with the Brazilian Corporation Law. Variable compensation is linked to global and individual operational performance indicators, aligned with the Company’s strategic plan.



ETHICS, INTEGRITY AND COMPLIANCE

GRI 3-3 on the theme Ethics, transparency and compliance/ 2-27

By accessing Ferbasa’s policies and Code of Conduct, available on the institutional website and on the Intranet, anyone can learn about the Company’s Ethics and Conduct precepts, which explain the guidelines on expected performance and emphasize the obligation of employees, suppliers, service providers and other stakeholders to comply with current legislation. The documents establish control measures, investigation mechanisms, application of penalties and other sanctions.

In 2023, the Conflict of Interest and Related Parties, and Anti-Fraud and Corruption rules were drafted, which, at the end of the period, were in the process of being approved.

The Company has been timely regarding any action that has repercussions for shareholders and/or the community and keeps its websites updated, with a view to preserving its credibility with market agents and interested parties.

Code of Conduct

GRI 2-23/2-24/2-26

The main reference on ethics, integrity and compliance, Ferbasa’s Code of Conduct brings together the principles that guide the relationship with its stakeholders, strengthen its corporate

image before society and clearly demonstrate its expectations regarding conduct, respect for human rights and the routine procedures that must be adopted by all its employees and suppliers, regardless of the position held. The Code also encourages the pursuit of excellence in all of the Company’s practices.

All employees hired receive, during the integration training, a printed copy of the Code of Conduct for future consultations - for about two days, the teams undergo an immersion in the Company’s culture, its procedures and standards.

Conduct Committee

GRI 3-3 on the theme Ethics, transparency and compliance

Diligent in investigating cases of violation of the Code, the Ethical Conduct Committee is responsible for recommending the appropriate corrective measures and actions. Composed of three permanent members, members of the board of directors may eventually participate in the work, at the request of the Committee itself or on the recommendation of the HR representative.

Access the Code of Conduct here



Whistleblowing channel

GRI 2-16/ 2-25

To ensure that all ethical issues, violations and/or misconduct are properly addressed, Ferbasa maintains an active whistleblowing channel. Any occurrence can be reported by the



E-mail:
comiteconduta@ferbasa.com.br



Telephone:
(71) 3404-3199 or by written correspondence.

Open to any interested party, the channel preserves the right to anonymity of the whistleblower, as well as the confidential, impartial and impartial evaluation, carried out by the members of the Ethical Conduct Committee. The flow of processes includes verification and communication according to the situations identified.

In 2023, 15 investigative procedures were initiated as a result of complaints made in specific channels and received by the Conduct Committee, of which nine were closed and six are still under investigation.

Fight against corruption

Aware that the fight against corruption is a task that is the responsibility of the entire society, including its employees, who are responsible for ensuring a good organizational reputation, as well as ensuring the full exercise of activities in accordance with the current legal system and with high ethical standards, respecting internal rules and procedures, Ferbasa discloses in its Code of Conduct the guidelines for the adoption of best practices and preserves it in all contracts signed a clause to combat corruption.

Anti-Harassment Program

The Company is committed to maintaining a safe and healthy environment, establishing zero tolerance for any type of harassment, which includes verbal or physical attitudes, which imply embarrassment, humiliation or threat to employees, suppliers and customers.

In this sense, the approach to the theme was reinforced at Ferbasa in 2023, with the start of an Against Harassment Program, which included awareness lectures and training for leaders and Cipa members. For 2024, the initiative provides for the expansion of the awareness campaign, ensuring the alignment of the guidelines with all workers.

RISK MANAGEMENT

GRI 2-25, 3-3 on the theme Ethics, transparency and compliance

To align the level of exposure to risks with the Company's guidelines, Ferbasa has a Risk Management Policy, which aims to ensure the achievement of business objectives and strategies, identify and communicate, in an agile manner, the need to adapt operational procedures. In this way, Ferbasa maintains risks at an acceptable tolerance level and reduces its degree of exposure, through the implementation of controls and tools for monitoring actions by management.

The procedures for preparing and monitoring remediation plans, contingencies and applicable legislation are defined by the Policy, in accordance with the premises of the Committee of Sponsoring Organizations (Coso).

The Risk Management and Compliance area evaluates the adequacy, efficiency and effectiveness of the control systems, based on the monitoring of the main risks to which the Company is exposed. In line with the Audit Committee and the Internal Controls area, the analyses and classifications are carried out by the leaders, who control indicators, according to the probability of occurrence and the magnitude of the impacts resulting from their materialization. The Company receives feedback and seeks to meet requests, with credibility as the main premise in the relationship.

In 2023, Ferbasa's Senior Management reviewed the Company's main risks, their possible impacts, and mitigating actions. After the assessment, it was determined that the top five risks are:



ESG Agenda

In 2023, the internal teams, acting under the supervision of the ESG Committee, advanced in the Action Plan, with the execution of the 25 initiatives planned for the year, which aim to intensify Ferbasa's engagement with sustainability.

The roadmaps that make up the Company's ESG Agenda - Diagnosis, Governance and Positioning, and Action Plan - focus on achieving goals by 2025.



During the year, more than 95% of the planned initiatives were successfully completed, including:

ESG - Environment



Construction of the Plan for adaptation/mitigation of the scarcity of water resources;



Advancement of the waste management program and monitoring of suppliers responsible for their disposal;



Studies to reduce emissions.

ESG - Social



Raising awareness on the topic of diversity, equity and inclusion aimed at the Company's employees;



Conducting the organizational climate survey;



Technical and behavioral initiatives aimed at reinforcing the safety culture, guided by specialized consultancy.

ESG - Governance



Availability of a Sustainability directory on the Company's website;



Elaboration of Sustainability, Conflict of Interest and Anti-Corruption Policies.

ESG Committee

The ESG Committee works to monitor indicators, as well as to identify and foster opportunities aimed at leveraging the agenda. Composed of five leaders, the group has the function of supporting the Executive Board and related areas in the deliberations and execution of projects on ESG issues, with emphasis on topics related to:



Transparency of communications with stakeholders;



Climate change;



Waste management;



Water resources;



Energy efficiency;



Circular economy;



Occupational safety; and



Territorial development.

The Committee also monitors the Company's performance in national and international indexes and ratings.

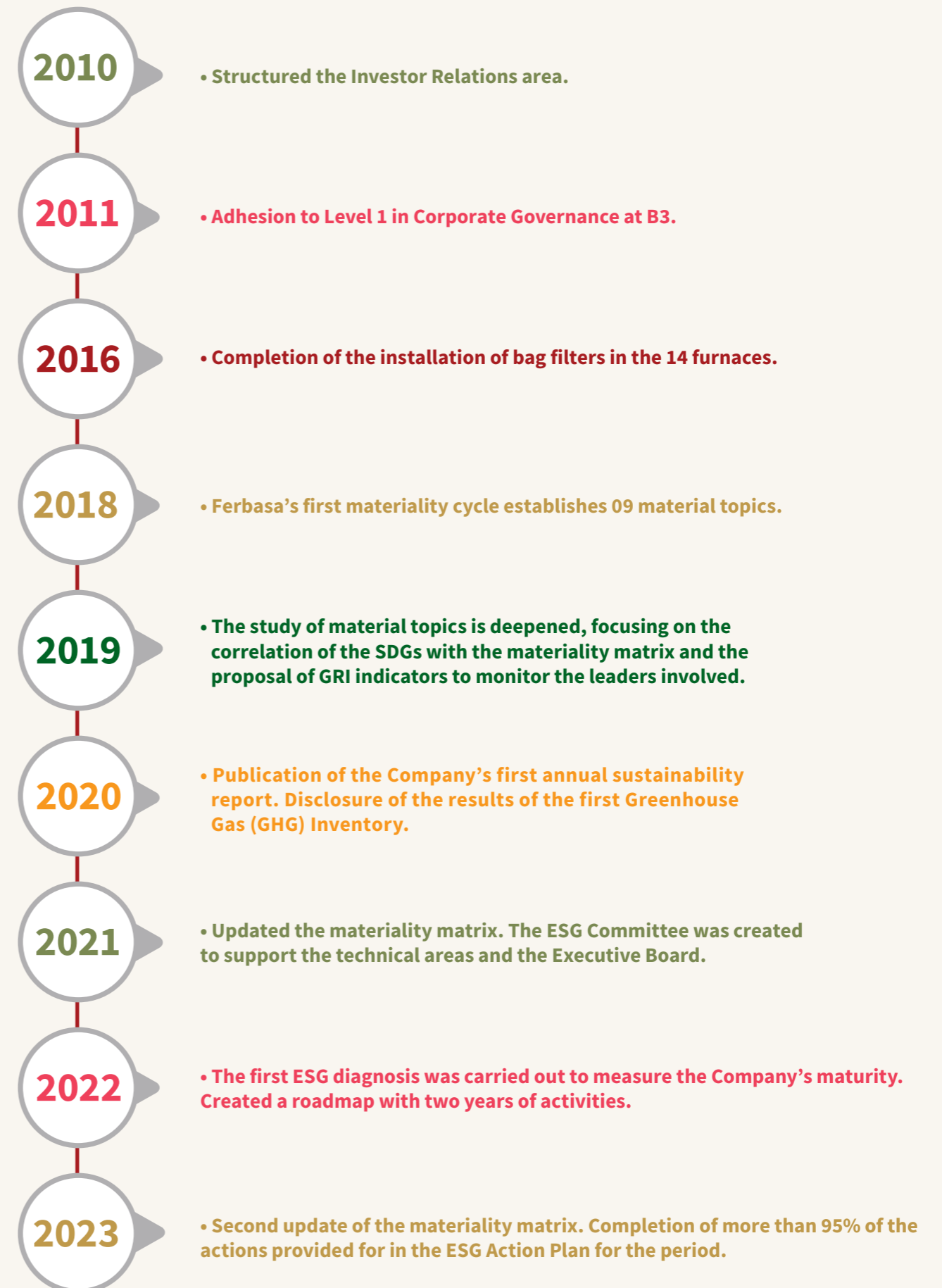
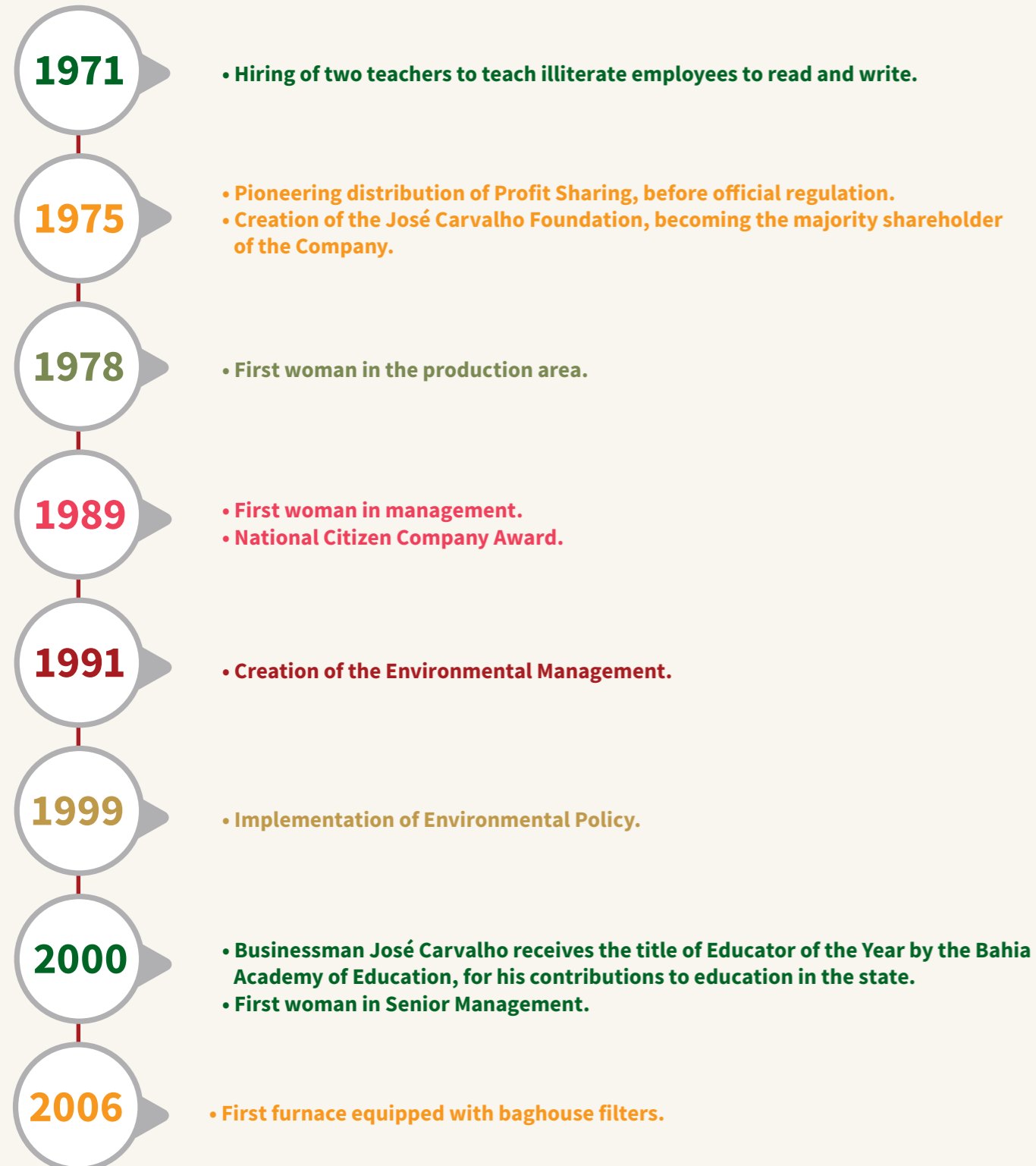


ESG Track

Ferbasa's trajectory has been marked by governance, social and environmental practices, even before the term ESG was consolidated as an international reference, such as care

with people's health and safety, the focus on education as a factor of social transformation and respect for the environment, intrinsic to all operations.

Learn about the steps of this journey:



Engagement and communication

GRI 2-29

Maintaining a transparent and responsible relationship with its stakeholders, Ferbasa prioritizes direct and effective communication - a fundamental approach to strengthen ties and strengthen connections. In this sense, the Company values long-lasting relationships and the continuous strengthening of trust, which are central aspects of its conduct.

The engagement of the public is consolidated through active listening to the demands of society; by climate surveys carried out with employees; annual customer satisfaction survey; and semiannual perception surveys for investors, which make it possible to evaluate the Company's governance and relationship practices.



EMPLOYEES

Key themes

- People management practices;
- Working conditions;
- Freedom of association and collective bargaining;
- Health, safety and quality of life;
- Benefits.

Main channels

- Daily Security Dialogues;
- Internal communication channels;
- Corporate events;
- Structured feedback tools;
- Employee Committees (per unit).



COMMUNITY

Key themes

- Actions aimed at territorial development;
- Support for social projects;
- Job vacancies;
- Vacancies in courses;
- Monitoring of processes aimed at managing impacts on operations;
- Environmental education and recovery.

Main channels

- Social agenda;
- Socio-environmental programs;
- Technical visits;
- Volunteer actions;
- Events;
- Tools for receiving and analyzing support/ sponsorship requests.



INVESTORS

Key themes

- Results (business performance);
- Market analysis;
- Good ESG (Environmental, Social and Governance) practices;
- Partnerships signed.

Main channels

- Ordinary and Extraordinary General Meetings;
- Conference Calls;
- Periodic meetings with investors and market representatives;
- Quarterly earnings press releases;
- Investor Relations (IR) communication channels.



SECTOR ASSOCIATIONS

Key themes

- Environmental practices;
- Projects for the development of communities;
- Governance aspects;
- Regulatory issues;
- Innovation.

Main channels

- Meetings and sectoral meetings;
- Participation in governance bodies, federations and agencies.



GOVERNMENTS AND REGULATORY BODIES

Key themes

- Respect for legislation;
- Social projects and contributions through Tax Incentive Laws
- Waste management;
- Water resources management;
- Land issues.

Main channels

- Technical visits;
- Compliance with official letters and regulations;
- Meetings, visitations and inspections;
- Formal communications.



SUPPLIERS

Key themes

- Trade policies;
- Access to the Supplier Portal;
- register;
- Opportunities for local communities;
- ESG factors.

Main channels

- Supplier portal;
- Technical visits;
- Satisfaction survey.

Presence in Entities and Associations

GRI 2-28

Participation in diversified discussion forums strengthens the Company's corporate structures, helps to update priority topics and contributes to shared socioeconomic development. The Company remains informed and exchanges experiences in relation to the practices developed by the various segments of activity, by ensuring active articulation in class associations:

- Bahia Association of Planted Forests (Abaf)
- Brazilian Wind Energy Association (Abeeolica)
- Brazilian Association of Large Industrial Energy Consumers and Free Consumers (Abrace)

- Brazilian Association of Ferroalloy Producers (Abrate)
- Association of Users of the Ports of Bahia (Usuport)
- Itapicuru River Basin Committee
- Salitre River Basin Committee (CBH Rio Salitre)
- Recôncavo Norte and Inhambupe Basin Committee (CBHRNI)
- State Council for the Environment (Cepam)
- Municipal Council for the Defense of the Environment (Comdema)

- Municipal Council for the Environment of Campo Formoso
- Municipal Council for the Environment of Pojuca
- Municipal Council for the Environment of Esplanada
- Municipal Council for the Environment of Entre Rios
- Municipal Council of the Environment of Itanagra
- Municipal Council for the Environment of Mata de São João
- Institute of the Environment and Water Resources (Inema) - Apa North Coast

- Brazilian Mining Institute (Ibram)
- Brazilian Institute of Investor Relations (Ibri)
- Federation of Industries of the State of Bahia (Fieb)
- Union of Extractive Industries of Metallic Minerals, Noble Metals and Precious, Precious and Semi-Precious Stones and Magnesite in the State of Bahia (Sindimiba)
- Union of Forestry Companies of the State of Bahia (Sineflor)
- Employers' Union of the Metallurgical, Mechanical and Material Industries Electric (Simmeb)



INNOVATION

With its feet in the present and its eyes on the future, the Ferbalnova Program aims to boost and manage the implementation of creative and innovative ideas in the Company.

Created in 2023 and carried out in partnership with an external consultancy, Ferbalnova's basic concept is to establish a collaborative environment,

in which people feel encouraged to create and expose ideas. An extensive portfolio with 28 records was worked on during the year, with projects developed within a schedule that fits into the strategic framework recognized in the market, called "Innovation Horizons".

The main highlights are:



Horizon 1 (H1) - Focus on the Company's core business

- Solutions for mining tailings;
- Briquetting of fines;
- Automations in metallurgy operations.



H2 - Looking at the market

- Use of the induction furnace to improve metallurgical processes and new business;
- Opening of the sale of silica fume to new markets



H3 - Disruptive Projects

- Study of new active ingredients;
- Business analysis in various areas;
- Partnerships with startups and venture capital investments.

Lean Manufacturing

The first cycle of the FerbaLean Program, for the adoption of the Lean methodology, began in the second half of 2023, following a system in which the Board of Directors points out the main challenges in the Company's processes, to be solved by the invited employees. Designed for coordinators, engineers, geologists, analysts and supervisors, the Program also relied on

the experience of the operational team. Senai Cimatec trained all 46 participants.

The leaders and vice leaders of each project (16 employees) went through four training modules to deepen the Lean methodology, which addressed topics such as diagnosis, performance management, tools and support.



FERBALEAN

FORESTRY

Reduction of furnace setup time
Optimization of the Laboratory quality analysis flow

METALLURGY

Fleet Optimization (Plant I Process)
HC FeCr Crushing Optimization

CORPORATE

Improvement in the Invoice Bookkeeping Flow

IPUEIRA MINING

Improvement in the flow of corrective maintenance (drilling fleet: Cabolt/Fandrill)
Increase in the productive capacity of the 200 tertiary crushing plant

MINING PEDRINHAS

Increase in Production Capacity (ore improvement)

Ferbasa Silica Fume

In order to create commercial opportunities and maximize the use of Silica fume in the civil construction sector, Ferbasa invested in initiatives to disseminate the benefits of the product. When added to mortar, Silica Fume improves the characteristics of concrete, increasing its strength, decreasing permeability, increasing electrical and abrasion resistance, and reducing construction costs.

To disseminate these advantages, the Company was one of the participants in the 1st *Expo Construção do Nordeste*, an event that attracted more than 20 thousand visitors in September, in Salvador (BA), Brazil.

Breeding

Ferbasa's genetic improvement program, which began in 2014, featured the testing, in 2023, of 163 clones of a species of eucalyptus with physicochemical characteristics more suitable for the production of the bioreducer. One of the benefits lies in greater adaptation to the various environmental conditions of the region in terms of soil and climate, as well as more resistance to biotic factors, such as pests and diseases. By 2023, 406 new clones have already been tested, with another 12 expected to be evaluated in 2024.

406

new genetically improved clones of the species *Eucalyptus* and *Corymbia*.



Technology and Innovation in Mining

Traditionally, the mining unit is responsible for some of the most prominent innovation projects, which aim at a safer operation, with less exposure of employees to risk, and which enable, transversally, productivity gains. In this sense, the following initiatives are underway:

- Assisted remote management of operations, through which the work fronts and the performance of the teams are monitored, using telemetry - technology for collecting information from vehicles in real time. The adopted system also provides a fatigue sensor module, currently in the testing phase, which monitors the employee's level of stress or fatigue, contributing to the reduction of possible occurrences;
- On-demand energy control of the main fixed assets of the underground mine, such as the ventilation system, enabling greater energy efficiency;
- Continuity of the automation project of underground mine equipment.





RELATIONSHIP WITH STAKEHOLDERS

| | |
|-----------|----|
| Employees | 53 |
| Community | 68 |
| Clients | 80 |
| Suppliers | 81 |

EMPLOYEES

GRI 2-7/2-8

Care for people is part of Ferbasa’s DNA, which values individual efforts to achieve collective success and maintain deliveries to society.

Recognizing that human capital is its most precious foundation, Ferbasa continuously invests in the development of its employees. By carrying out initiatives to strengthen its competencies and organizational culture, the Company reaffirms its diligence with the maintenance of a safe and healthy work environment, open to innovations, where individual rights and human diversity are respected, with equal treatment and encouragement of ethical and frank dialogue.

The permanent workforce closed the year 2023 technically similar to the end of the 2022 fiscal year, with 3,198 inhouse employees - all located in the state of Bahia, except for one professional working in Colombia. Regarding outsourced employees, 1,729 employees were counted, which represented 35% of the total staff.

EMPLOYEE PROFILE



3,198

Inhouse employees



1,729

Outsourced collaborators



18

Executives in governance bodies



9.5%

of female employees



267

New inhouse employees admitted in 2023



7.7%

Turnover rate

See the profile of our staff in the table below:

| Employee information, by type of employment contract and gender ¹ GRI 2-7 | | | | | | | | | |
|--|--------------|------------|--------------|--------------|------------|--------------|--------------|------------|--------------|
| | 2021 | | | 2022 | | | 2023 | | |
| | Man | Woman | Total | Man | Woman | Total | Man | Woman | Total |
| Permanent employees | 2,740 | 217 | 2,957 | 2,820 | 234 | 3,054 | 2,814 | 240 | 3,054 |
| Temporary employees | 88 | 58 | 146 | 82 | 53 | 135 | 81 | 63 | 144 |
| Total | 2,828 | 275 | 3,103 | 2,902 | 287 | 3,189 | 2,895 | 303 | 3,198 |

¹ All employees are in the Northeast region.

| Employee information, by type of work and gender ² GRI 2-7 | | | | | | | | | |
|---|--------------|------------|--------------|--------------|------------|--------------|--------------|------------|--------------|
| | 2021 | | | 2022 | | | 2023 | | |
| | Man | Woman | Total | Man | Woman | Total | Man | Woman | Total |
| Full-time employees | 2,736 | 215 | 2,951 | 2,816 | 232 | 3,048 | 2,811 | 238 | 3,049 |
| Part-time employees | 92 | 60 | 152 | 86 | 55 | 141 | 84 | 65 | 149 |
| Total | 2,828 | 275 | 3,103 | 2,902 | 287 | 3,189 | 2,895 | 303 | 3,198 |

² All employees are in the Northeast region. There are no employees without guaranteed hours.

Ferbasa maintains contracts with companies specialized in support activities, through the provision of services. In general, third-party employees are allocated to the routines of:

- Civil construction and maintenance (32%);
- Planting and maintenance of forests, harvesting and forest transport (21.8%);
- Organization and cleaning of environments (12.9%);
- Property security (7.0%);
- Industrial cafeteria (3.4%);
- Personnel transportation (15.2%);
- Others (5.1%).



Management by Competencies (GPC)

GRI 3-3 on the theme Attraction, retention and development of employees

The main program in the People Management area, the GPC brings together actions to strengthen the eight behavioral competencies adopted by the Company and guides the performance of employees, through the use of the Top Down methodology, including structured feedback

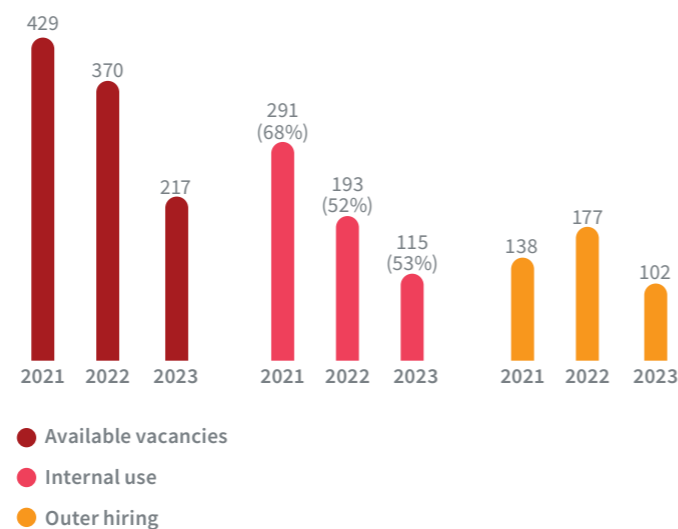
sessions for all hierarchical levels and the preparation of an Individual Development Plan (IDP), with professional development strategies. The good results portray the consolidation of the program, mainly as a management instrument used by the leaders.

Attraction and retention

GRI 3-3 on the theme Attraction, retention and development of employees

People management and selection practices prioritize retention by taking advantage of local labor and offering opportunities for internal advancement. As a way to preserve traditionally low turnover and promote good practices aimed at high performance, competitive remuneration is offered with the market, a robust benefits package and continuing education, with educational incentives at various levels.

OPPORTUNITY FOR PROFESSIONAL GROWTH



Hiring and turnover

| New hires , by age group GRI 401-1 | | | | | | |
|--------------------------------------|------------|------------|------------|------------|------------|------------|
| Age group | 2021 | % | 2022 | % | 2023 | % |
| Under 30 years old | 244 | 81.6 | 109 | 52.7 | 201 | 75.3 |
| From 30 to 50 years old | 55 | 18.4 | 96 | 46.4 | 65 | 24.3 |
| Over 50 years old | 0 | 0 | 2 | 1 | 1 | 0.4 |
| Total | 299 | 100 | 207 | 100 | 267 | 100 |

| New hires, by gender GRI 401-1 | | | | | | |
|----------------------------------|------------|------------|------------|------------|------------|------------|
| Gender | 2021 | % | 2022 | % | 2023 | % |
| Women | 77 | 25.8 | 25 | 12.1 | 85 | 31.8 |
| Men | 222 | 74.2 | 182 | 87.9 | 182 | 68.2 |
| Total | 299 | 100 | 207 | 100 | 267 | 100 |

| Turnover, by age group GRI 401-1 | | | | | | |
|------------------------------------|------------|------------|------------|------------|------------|------------|
| Age group | 2021 | % | 2022 | % | 2023 | % |
| Under 30 years old | 210 | 70.7 | 31 | 25.6 | 122 | 53.7 |
| From 30 to 50 years old | 87 | 29.3 | 64 | 52.9 | 73 | 32.2 |
| Over 50 years old | 0 | 0 | 26 | 21.5 | 32 | 14.1 |
| Total | 297 | 100 | 121 | 100 | 227 | 100 |

| Turnover, by gender GRI 401-1 | | | | | | |
|---------------------------------|------------|------------|------------|------------|------------|------------|
| Gender | 2021 | % | 2022 | % | 2023 | % |
| Women | 87 | 29.3 | 14 | 11.6 | 44 | 19.4 |
| Men | 210 | 70.7 | 107 | 88.4 | 183 | 80.6 |
| Total | 297 | 100 | 121 | 100 | 227 | 100 |

In this rotation, 144 young apprentices from the 2021-2023 class, aged between 18 and 21, had their employment contracts terminated due to the end of the program cycle.

144 new apprentices were selected and hired (74 in Metallurgy and 70 in Mining) to replace vacancies in 2023.

Compensation and benefits

GRI 401-2

Ferbasa's salary and benefits policy encourages professional recognition and seeks to ensure the Company's ability to attract and retain talent. Periodically, specialized consultancies are hired to assess its competitiveness in the job market.

There are no differentiations in base salaries between men and women in the same function, which attests to the Company's commitment to gender equality. The benefits package includes medical and dental assistance extended to direct dependents, scholarships, group life insurance, private pension plan, daycare assistance, restaurants in the operating units, transportation and food assistance, personal accident insurance and vacation premium.





Profit Sharing Program (PLR)

Extended to all employees, the Profit Sharing Program encourages initiative-taking action in search of the best results for the Company. The PLR has annual goals, which follow agreements signed between the company and the committees of employee representatives of each unit, with the participation of a member of their respective union.

Variable Compensation Program

The Program includes management positions and is triggered by net revenue and adjusted Ebitda. With the mission of engaging leaders in meeting the objectives of the strategic planning, sustainability goals, strategic projects, operational and economic efficiency, health and safety performance, and the individual results of the Competency Management Program are established. In this cycle, 103 employees were covered.

Talents up to date

Designed to enhance talents, through the systematic monitoring of technical and behavioral skills, Talents up to date aims at professional growth, continuing education and the reinforcement of Culture. The program allows the manager to have a managerial overview of his team, helping to identify possible successors. In 2023, the pilot project with senior management was evaluated and successfully reached the final format that will be applied to the other leaders in the next two years.

Trainee Program

With a focus on expanding opportunities for professionals at the beginning of their careers, Ferbasa's Trainee Program is one of the gateways to the Company's staff. The initiative includes a personalized trail that combines practical experiences and theoretical knowledge, which is outlined by HR, together with the leadership of each participant. In 2023, five young professionals participated in the Program, whose cycle lasts one year.

Training and qualification

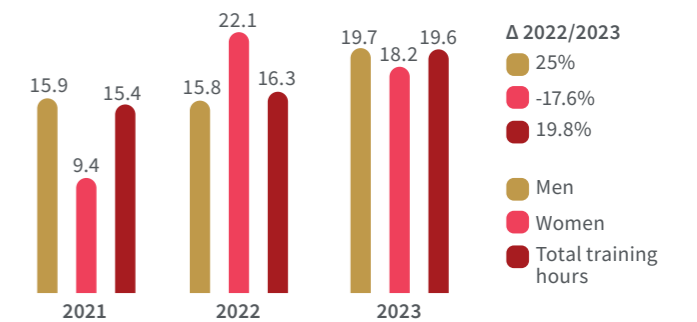
GRI 3-3 on the theme Attraction, retention and development of employees / 404-1 / 404-2

The continuous evolution of the potential of high-performance teams is stimulated, mainly by training aimed at improving technical knowledge, skills and attitudes. In this sense, leaders play a fundamental role in directing and encouraging employees.

Investment in training grew 8.8% compared to 2022. 62,617.5 hours of training were carried out, an amount 14.1% higher than the previous year,

with a positive impact on the safety, quality and efficiency of processes.

Average hours of training per employee, by gender | GRI 404-1



Average hours of training per employee, per functional category | GRI 404-1

| Functional category | 2021 | 2022 | 2023 | Δ 2022/2023 |
|-----------------------------|-------------|-------------|-------------|--------------|
| Management | 23.5 | 51.0 | 47.1 | -7.7% |
| Leadership/coordination | 26.3 | 38.6 | 51.7 | 34.0% |
| Technical/supervision | 25.3 | 27.5 | 43.2 | 57.2% |
| Administrative | 10.3 | 16.1 | 17.5 | 8.4% |
| Operational | 14.9 | 15.3 | 16.0 | 4.6% |
| Total training hours | 15.3 | 17.2 | 19.5 | 30.8% |

TIMAÇO

In addition to the execution of the Annual Training Plan (PAT), Ferbasa celebrated the resumption of *Timaço*, the main initiative aimed at behavioral development, based on the critical competencies of the business, identified in the evaluations of the Competency Management Program. Extended to all hierarchical levels, it had structured actions and used gamification modeling. To ensure the success of the program, 84 internal multipliers from various areas were trained, who actively participated in all its stages.



Climate Survey

GRI 3-3 on the theme Attraction, retention and development of employees

To expand the active listening channels, Ferbasa conducted its first organizational climate survey, with 82% of employees adhering to it and achieving 81% of global favorability.

- 33.4%** I consider my job stressful.
- 29.7%** I don't feel well informed about what happens at Ferbasa.
- 28.2%** The Company's bathrooms and cafeterias are not in good condition for use.
- 27.2%** I don't feel recognized and valued for my contributions.
- 24.4%** I believe here is no good integration and collaboration between different areas of Ferbasa.

From this information, strategies will be developed aimed at the evolution of the main points of care.

KEY SURVEY FINDINGS:

- 93.1%** I have a good relationship with my co-workers.
- 91.0%** The transportation offered by Ferbasa is clean and comfortable.
- 89.7%** I think Ferbasa is a great place to work.
- 89.5%** I see myself working at Ferbasa for a long time.
- 88.6%** I know my goals, activities and I know what the Company expects from me.



Diversity

Based on principles that aim at the sustainable development of business, Ferbasa strives to combat inequalities of any kind. In this sense, the Company nurtures a plural, inclusive and equitable work environment, where diversity is respected. This mission is materialized through initiatives such as the Diversity, Equity and Inclusion (DEI) Program, which has been already born prioritizing an ecosystem of rich perspectives and experiences.

The program makes transparent the non-tolerance of discrimination and the commitment to broaden the view of employees on the theme of diversity. The aim is to promote a space for valuing origins and cultures, creating a fertile ground of opportunities, contributing to the construction of a more understanding, welcoming and humane society.

The first stage of the Diversity, Equity and Inclusion Program is the awareness-raising process, which began with the training of 100% of the Company's senior leadership on the subject. The second goal was to train 100% of managers/coordinators, a stage that began in October 2023 and will be extended to 2024.

During the year, the updating of the registration requirements of diversity (race/ethnicity and gender) helped the Company to review processes and define new goals and indicators.

Through the Diversity, Equity and Inclusion (DEI) Program, Ferbasa makes transparent the non-tolerance of discrimination and expands the view of employees on the topic of diversity.

2023 Census - Carried out by self-declaration

| Gender | % |
|----------------------|-------|
| Men | 76.5% |
| Women | 8.9% |
| Non-binary | 0.2% |
| Other | 14.2% |
| Prefer not to answer | 0.2% |

| Race | % |
|----------------------|-------|
| Yellow | 2.0% |
| White | 12% |
| Indigenous | 0.5% |
| Black | 20.3% |
| Brown | 50.9% |
| Other | 14.2% |
| Prefer not to answer | 0.1% |

GEOGRAPHICAL POSITION



Diversity, Equity, and Inclusion (DEI) related trainings

Ferbasa's distance learning portal provides training on unconscious biases, content considered relevant for self-reflection on the influence of thoughts and beliefs on attitudes towards others.

Integrated Management System (SGI)

GRI 3-3 on occupational health and safety / 403-1 / 403-8

Ferbasa proactively has an Integrated Management System in quality, health, occupational safety, and the environment, which covers all its own and outsourced workers. Thus, all the Company's actions are guided by the Integrated Management Policy, which is committed to:

- Customers: always increase their satisfaction with the quality of the products;
- Colleagues: always ensure to maintain working conditions that guarantee the health and safety of all; and
- Environment: ensure the protection of the environment.

The document also addresses continuous improvement and sustainable growth, by establishing that it is the company's role to constantly optimize work methods in order to improve processes and results, eliminating

hazards and reducing risks, waste and environmental impacts, always counting on the consultation and participation of all.

Permanent dialogue

GRI 3-3 on the topic of occupational health and safety

In the operational units, 20 multisectoral IMS committees meet monthly to discuss issues related to Quality, Health, Safety and Environment. Some relevant topics, such as the performance of indicators, the handling of incidents and the monitoring of action plans seek the continuous improvement of processes, with a focus on prevention. These committees are not restricted only to inhouse employees, but also extend to those hired with representatives of partner companies that follow the same discussion agenda, with the objective of aligning the understanding and compliance with the Integrated Management Policy.

| Workers covered by the occupational health and safety management system * | 2021 | 2022 | 2023 |
|---|-------|-------|-------|
| Number of workers covered by the system | 4,194 | 4,760 | 5,015 |
| Percentage of workers covered by the system | 100% | 100% | 100% |
| Number of workers covered by the system with internal audit | 3,850 | 4,322 | 4,347 |
| Percentage of workers covered by the system with internal audit | 91.8% | 90.8% | 90% |
| Number of workers covered by the system with external audit | 3,850 | 4,322 | 4,347 |
| Percentage of workers covered the system with external audit | 91.8% | 90.8% | 90% |

* Workers at the Mineração Pedrinhas, Damacal, Quartzo, Itiúba and BW Guirapá units (inhouse and outsourced) were excluded from this content due to the lack of certification in the aforementioned units.

Health and Safety

GRI 3-3 on the topic of occupational health and safety

The safeguarding of people is a non-negotiable value.

Ferbasa's health and safety structure encompasses Internal Accident Prevention Committees (Cipas), Specialized Services in Safety Engineering and Occupational Medicine

(SESMTs) and Emergency Brigades in all units. These bodies work independently, due to the differences in the activities and characteristics of each region. The processes related to the topic are consolidated, being certified annually in ISO 45001 and ensured by Bureau Veritas (BV).



SAFETY CULTURE

GRI 403-5

The strategic planning for the transformation and strengthening of the safety culture includes the holding of awareness and risk perception workshops for the entire workforce, behavioral approach, the performance of experts in DDS and accident investigation, mentoring work for directors, as well as the training of managers in operational excellence related to the topic. In 2023, 100 leaders were trained in behavioral safety and another 49 will complete the process in 2024.

Communication and training - In 2023, 12,560 Behavioral Safety Approaches (ACS) were carried out, focusing on behavior change - a growth of 22% compared to 2022 - and 57 Safety Projects with the objective of eliminating or mitigating unsafe conditions. In addition, management

awareness and risk perception workshops were held with 11,000 hours of training, reaching 2,200 employees - 69% of the workforce.

57
Security Projects

2023 highlights

Procedural Compliance Check (VCP) - A systemic tool aimed at keeping high standards of safety and efficiency, which aims to ensure that operating procedures are followed exactly as planned.

Safe Condition Inspection (ICS) - Prevention mechanism focused on identifying and solving deviations in structures, tools and equipment that may cause some type of personal or material accident. Used by all employees, its principle is

“Stop, Think, Practice, your attitude makes a difference”, the theme of Sipat Corporate.

the development of treatments by the area itself that detects and mitigates the risk.

BI (Business Intelligence) System - Incorporated into the management to modernize the control of information on accidents and other related indicators, the BI system enabled a more in-depth view of the data. For example, based on the information that 75% of the accidents that occurred in 2023 involved upper limbs, multidisciplinary teams directed action plans to process automation projects aimed at reducing exposure to this type of injury.

Other activities of the year

- Adaptation of height workstations with the expansion of lifeline installations and anchor points in buildings (certified by international standards);
- Improvement of electrical systems and installations, activities directed to NR-10;
- Development of safeguards and adaptations of machinery and equipment to the protection requirements of NR-12;
- Progress of the anti-collision project (pluriannual);
- Implementation of a solution that allows the global management of mining activities.

procedures and deadlines for defining preventive actions. It also records the application of corrective actions and cases of recurrence of occurrences.

In the investigation process, the participation of employees in non-managerial functions, managers, and specialists in the areas of health, safety and environment is mandatory. Records and evidence are carried out electronically.

It is important to highlight that the Company has a right of refusal procedure, based on Golden Rule No. 10, which makes it mandatory to suspend any activity that poses a risk of accident, and on Golden Rule No. 9, which allows employees not to perform any activity that exposes them to the risk of accidents in the workplace.

With a focus on mitigating risks to employee safety, the actions related to Regulatory Standards NR-10 and NR-12 will continue in 2024, and the total investment in improvements throughout the operation (mining, metallurgy, and forestry) is budgeted at R\$ 14.3 million.

Identification and treatment of occupational risks

GRI 403-2 / 403-5 / 403-7

Ferbasa identifies the risks arising from its activities by carrying out a risk analysis, with the help of the Aspects and Impacts, Hazards and Damages (AIPD) assessment tool, a process that covers all areas.

To assist in this analysis, an electronic accident and near-accident management system is used, which allows gathering and managing the flow of information, controlling responsibilities, accessing

Safety indicators

GRI 403-9 / 403-10

In 2023, Ferbasa recorded the lowest number and lowest rates of accidents without leaves in its entire history - a significant reduction of 50% compared to the previous year. However, the limit rate established for accidents with lost time was not reached - the result obtained was 0.60, compared to the reference of 0.51. In 2022, the rate was 0.99. In comparison with the previous year, in terms of absolute numbers, there was a drop from 11 to 7 accidents with lost time.





For 2024, our goal of continuously reducing these results is kept, until all accidents are down to zero. To this end, several initiatives are underway, with emphasis on the plan to transform the safety culture, initiated in 2019, with the help of a specialized external consultancy.

| Information for employees GRI 403-9 | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|
| Number of deaths resulting from occupational accidents | - | - | - |
| Rate of deaths resulting from work accidents | - | - | - |
| Number of accidents at work with serious consequences (except deaths) | 6 | 9 | 7 |
| Rate of occupational accidents with serious consequences (except deaths) | 0.6 | 1.22 | 0.93 |
| Number of work-related accidents of mandatory communication | 37 | 44 | 18 |
| Rate of work-related accidents of mandatory communication | 5.2 | 6 | 2.4 |
| Number of hours worked | 7,124,650.4 | 7,325,888.8 | 7,498,690.7 |

| Information for contractors GRI 403-9 | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|
| Number of deaths resulting from occupational accidents | - | - | - |
| Rate of deaths resulting from work accidents | - | - | - |
| Number of accidents at work with serious consequences (except deaths) | - | 2 | - |
| Rate of occupational accidents with serious consequences (except deaths) | - | 0.54 | - |
| Number of work-related accidents of mandatory communication | 9 | 10 | 9 |
| Rate of work-related accidents of mandatory communication | 3.2 | 2.72 | 2.2 |
| Number of hours worked | 2,816,687.0 | 3,675,662.0 | 4,115,004.9 |

| Segment GRI 403-9 | 2021 | 2022 | 2023 |
|--|------|------|------|
| Lost Time Accidents Frequency (CAF) | 0.60 | 0.99 | 0.60 |
| Severity | 135 | 53 | 126 |
| Frequency of Accidents Without Leave (SAF) | 4 | 3.9 | 1.7 |

Health and wellness programs and services

GRI 403-3 / 403-6

Ferbasa's inhouse and outsourced workers have a variety of programs and services designed to promote quality of life, through which investments are made in favor of their physical health and emotional well-being. The initiatives aim to maintain a balanced and collaborative environment, in which the team feels integrated with the Company's good practices and purposes.

Employees are accompanied by an internal multidisciplinary team, formed by Occupational

Physicians and Nurses, Physical Educators, Ergonomists (Occupational Physical Therapists), Psychologists, Occupational Nursing Technicians, whose performance is not limited to legal programs. Coverage is available by a Health Plan and workers in the metallurgy, corporate and forestry resources units have access to an exclusive clinic located in Pojuca (BA). The Company's objective is to awaken in employees the importance of comprehensive care, influencing the adoption of good habits.



Promotion of physical and mental health

LIVE+

It offers several activities to stimulate healthy practices on a routine basis, with clinical follow-up of specific groups and actions of dissemination/awareness on the importance of disease prevention. Educational campaigns are carried out that include the employees' families and individualized medical and psychological care. The program monitors the employees with chronic diseases, for whom it provides nutritional and psychological assistance, in addition to psychosocial guidance.



MY DOCTOR NOVAMED

In Pojuca, employees of the Metallurgy and Forestry units, José Carvalho Foundation and their dependents are taken care for in an exclusive medical center, which offers consultations without co-participation in the health plan, in the specialties of gynecology, cardiology, psychology, ophthalmology, family medicine and physiotherapy. The Center also provides services and low-complexity procedures, in addition to performing laboratory and imaging tests, such as X-rays and ultrasound.



GUIDEME

Implemented since the pandemic period, GuideMe is an application that offers emotional health services for employees and families, in a complementary way to the psychological support available at the exclusive clinic MyDoctor Novamed or by specialists from the Health Plan. In 2023, a total of 144 people used GuideMe, of which 65% are owners and 35% are dependents.



APP VIK

It encourages the practice of physical activities through challenges proposed to users, who receive awards and can use the tool as a digital space for socialization.

- More than 750 employees benefited;
- 144 prizes distributed;
- 59 thousand likes on the app;
- More than 21,500 km traveled running or walking;
- More than 103,000 km travelled by cycling;
- More than 123,000 hours of movement without GPS.



MOTHER'S LOVE

Pregnant women (employees, daughters and wives of employees) are monitored, receiving welcome from the Company's medical team, which guides them on care during pregnancy and emphasizes the importance of prenatal care and first care for the baby. In the year, 57 pregnant women were accompanied, 73% of whom are dependents and 27% are holders.



TOTAL PASS

During the year, the Total Pass was added to the benefits bundle, a program to encourage sports practice that provides access to several partner gyms and studios by paying a single monthly fee.



COMMUNITY

GRI 3-3 on the topic Local Communities/413-1

To make its purpose of boosting social mobility a reality, Ferbasa supports and implements structuring actions that encourage and contribute to local socioeconomic progress. Likewise, the Company acts responsibly and participatively towards the communities located in the vicinity of its operations, maintaining an active and transparent dialogue with local populations, representatives of public authorities and other bodies and associations. The information from these interactions garnishes its already robust social responsibility program entitled **Ferbasa is Here**, whose mission is to act in the face of real needs and enhance the vocations of the 34 towns in its coverage area.

The relationship with these stakeholders includes stages of identification and characterization of stakeholders, implementation of engagement plans, receipt and treatment of manifestations, biannual definition of social investments and, when existing, conflict management.

Seeking to honor and perpetuate the legacy of our Founder, José Carvalho, who stood out nationally as a businessman dedicated to social causes and the generation and sharing of wealth **Ferbasa is Here** strives to keep lasting and positive relationships, based on respect and joint growth as a means of promoting the definitive and necessary transformation of society.

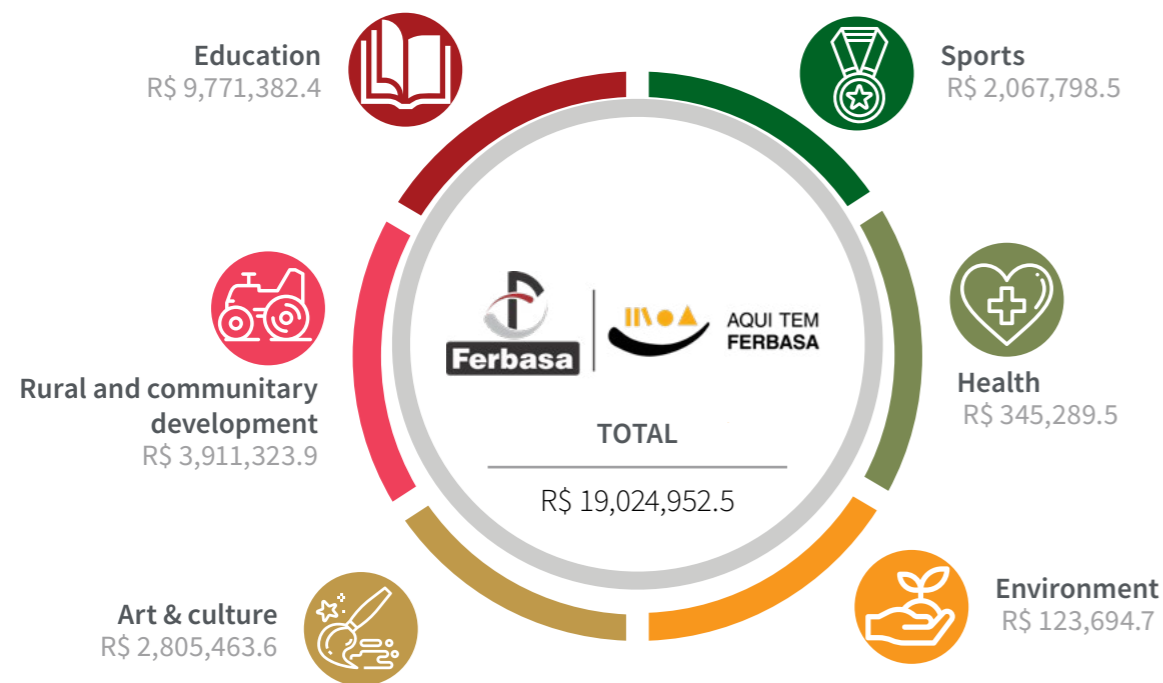
Social investments

In 2023, around R\$ 19 million were used in social investments, with 100% of the resources allocated to projects in Bahia, the state that concentrates all the Company's activities.

Annually, the work plan and its respective budgets are reviewed and submitted to the approval of Senior Management, ensuring the continuity of the program. This plan is guided by the Company's strategic directions and details the activities to be carried out in the six lines of action:



Ferbasa is Here - lines of action



Permanent dialogue

The social responsibility team maintains a schedule of technical visits to the territories served to closely monitor the investments made. In 2023, 26 towns were benefited.

This work has generated positive results, which are also reflected in the peaceful, coherent and respectful way in which the negotiations of the few existing conflicts are handled by community leaders.

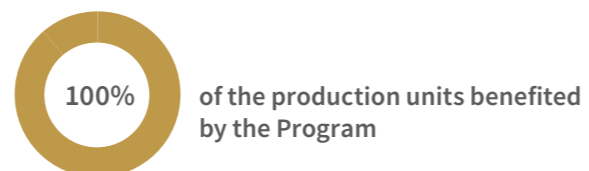
26
Benefited towns

480
Visits made

Social Risk Map

During the year, the construction of a social risk map, which covers 145 communities, was initiated to expand the impact assessment, and increase the assertiveness of **Ferbasa is Here's actions**.

In addition, the verification of local realities takes place periodically, based on diagnoses of territories, interaction with associations and analysis of requests submitted via electronic form, available on the Company's website. Meetings are also held and communication channels are used (formation of Whatsapp groups etc.).



Invasions of Ferbasa lands

In May 2023, a group from the Landless Rural Workers Movement (MST) invaded lands that are part of Ferbasa's list of forestry and bioeducator production projects in the towns of Maracás and Planaltino. Even adopting the necessary judicial measures for the reintegration of the invaded areas, the Company has always maintained dialogue in search of a peaceful and orderly resolution of the situation.

Thus, contacts and meetings were held with various leaders and representatives of Incra, the Ministry of Agrarian Development and Family Agriculture, the Secretariat of Rural Development (SDR), the towns of Maracás and Planaltino and the Military Police, in order to solve the conflict.

Education

Due to its power as a vector of development and permanent social transformation, education is the main axis of Ferbasa's social action.

If, on the one hand, the serious social issue in Brazil reaffirms daily the almost insurmountable barriers that hinder the socioeconomic ascendancy of a huge portion of the population, on the other hand, education shows itself to be the most powerful weapon to combat this reality.

Treated as a priority by Ferbasa and pillar of the Social Responsibility Program, education enables



SOCIAL ACTIONS

In 2023, the communities served by the Social Responsibility Program were contemplated with 39 actions, which were part of 10 projects.

the individual to be aware of their role in society, making them capable of acting as the protagonist of their journey and giving them the freedom to read the world consciously. We show below some initiatives in this line:

Ferbasa Educates – Started in 2014, it promotes the increase in schooling through the EJA (Youth and Adult Education) methodology. The objective is to promote the recognition of knowledge through the life history of each student and stimulate learning in a flexible way, which allows students to study at the place and time of their choice. Employees of the Company (inhouse and

outsourced), the José Carvalho Foundation and their families participate in the program.

179
people enrolled in 2023

610
high school graduates since 2014

83
graduates in 2023

Semi-face-to-face format for
Middle and High School

Face-to-face format for the
Elementary School (1st to 5th grade)



Profession Talent

Held in partnership with Senai, the **Technical Course in Mining** started in 2023, enabling technical training for the residents of Andorinha. With investments of more than R\$ 600 thousand, this important lever for professional development works as a mechanism for retaining talent in the territory itself, in addition to creating tangible opportunities for the sustainable development of the community.

It is worth mentioning that the Town does not have a similar regular course and those interested in this type of professional training need to travel to

neighboring towns. The initiative also meets the demands of the labor market in the Center-North region of Bahia, including Ferbasa itself in the list of possible employers. 30 students, of which:

- 15 Ferbasa employees.
- 15 residents of Andorinha.
- 1,200 hours of lesson time.

Technical training in Mining.

A-grade Student

With the purpose of stimulating interest in education, A-grade Student promoted learning workshops and school reinforcement of Portuguese and mathematics for students from the Municipal School of Medrado, in Andorinha. Aimed at students who had reading and writing difficulties, the classes were taught by Sesi at the Medrado Community Center.

- 50 children and adolescents;
- 8 to 18 years old - age group;
- Elementary and Middle School;

Our Citizen

With a focus on offering labor qualification and providing opportunities for insertion in the labor market, in 2023, six training actions had the participation of 118 people, from six towns.



| Course | Community | Town |
|----------------------------------|--|---------------------------------|
| Building electrician | Imbé | Entre Ríos |
| Doorman | Cidade Nova | Entre Ríos |
| Vigilant | Cidade Nova | Entre Ríos |
| Palm-based cuisine | | Andorinha, Monte Santo and Uauá |
| Production of various seasonings | Mateus | Itanagra |
| Handmade soaps | Medrado, Algodões, Barriga Mole, Pimentel, Lagoa Funda, Praça and Limoeiro | Andorinha and Campo Formoso |

The Sertão Forte project increased production in sheep and goat and poultry farming, expanded product sales channels and benefited towns in the region with structure and equipment.

Sertão Forte

The main project of the Rural and Community Development line, Sertão Forte benefited 193 families through technical assistance provided by veterinarians, fisheries engineers, agronomists, and agricultural technicians. The year's actions promoted positive impacts on the local economy, which had production in the sheep and goat and poultry chains increased between 30% and 40%. This result was possible thanks to the improvement of small agricultural productions, expansion of sales channels for vegetables, eggs, meat, handicrafts and honey, mainly at local fairs and markets, in addition to the formalization of contracts with the town of Andorinha for the use of products in school meals.

193 Families | **14** Communities | **3** Towns

At the end of the period, 11 aviaries were in operation around the mining and in the forest areas. The facilities for the processing of the goat farming chain totaled 13 structures, with a total of 14 breeders and six matrices donated for genetic improvement. Equipment and machinery were also donated to the Lagoa Funda Association, in order to improve the production of special cuts of meat, benefiting 25 families.



FROM LICURI PALM EVERYTHING IS USED

The licuri leaves are inputs for handicrafts.

From its almond, oil is produced and sweets are also manufactured.

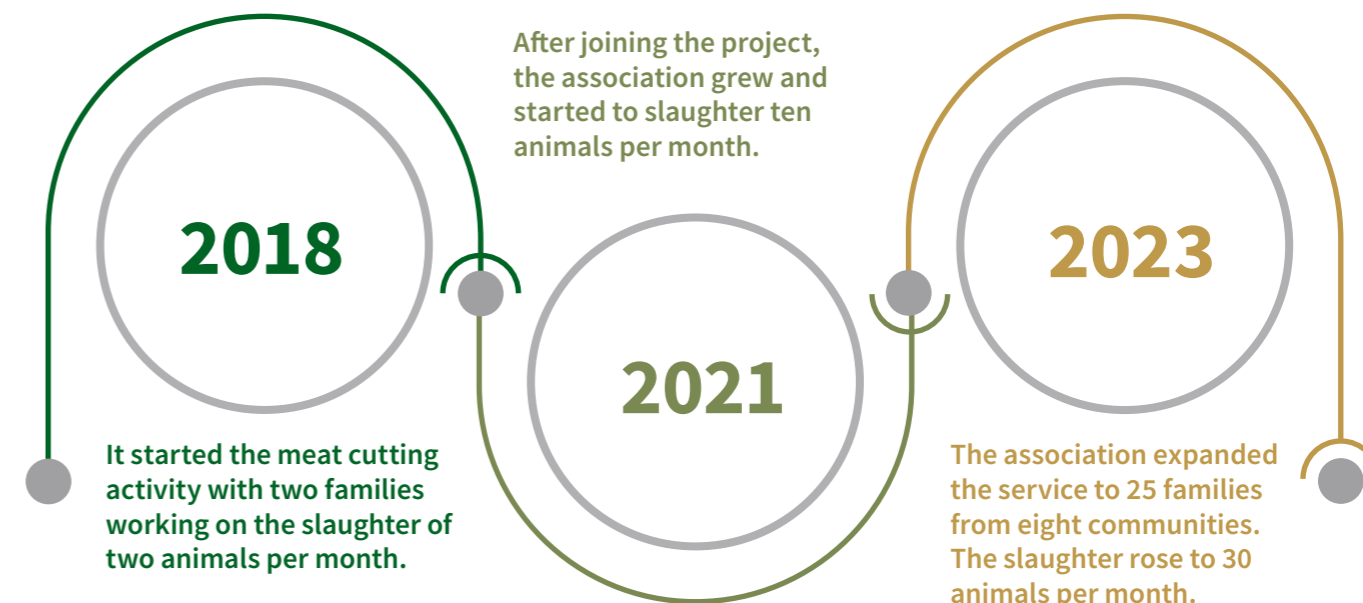
The waste is used in animal feed.

In *Sertão Forte* it is like this: the sustainable extraction of licuri generates income for more than 90 families.

And it doesn't stop there! The "goat licuri", that fruit that was consumed by goats and sheeps in the native pasture and then ruminated, is transformed into biomass, which is used in the drying furnaces of companies in the region. Walking by leaps and bounds, production reached 50 tonnes in 2023.

Lagoa Funda

The Lagoa Funda Association, located in Andorinha (BA), participates in *Sertão Forte* and has been developing year after year.



Additionally, to improve the handicrafts made from licuri straw, vines and ceramics, the groups relied on the training of the National Service for Commercial Learning (Senac), which taught management and design workshops.

In addition to the substantial impact on increasing family income, it is worth highlighting

female entrepreneurship, with the participation of 36 small producers in poultry projects, totaling 80% of women in the leadership of these initiatives in 2023. And the members, who previously performed only domestic work, are now able to participate even more actively in the progress of the families.

DRILLING ARTESIAN WELLS

Located in the semi-arid region, which has water shortages, Ferbasa has advanced studies on the availability of water in the territories that make up *Sertão Forte*. Analyses and tests of flow, drilling and installation of an artesian well were conducted in the town of Praça to serve 150 families. The forecast is to drill, in 2024, four more wells.



Open Doors

The Open Doors project, an action that fosters integration between Ferbasa and visiting institutions, was retaken after a pause in the pandemic period. In all, 365 students from surrounding schools, young people served by social and family projects of employees (Sipat Kids), had the opportunity to visit the units and participate in lectures on Environmental Education, in which they also received information about the production processes.

Playing on the Court

In 2023, a multi-sports court was inaugurated in the town of Monte Santo. In addition to the construction, which directly benefited the village of Praça, the project also included the donation of uniforms and sports materials.

300

students participated in the workshops integrated with the project.

3

communities served: Praça, Medrado and Centro Andorinha.

6 to 14 years old

age group of young athletes.

4

sports (basketball, handball, futsal, and volleyball).

National Festival of June Quadrilles

In 2023, the National Festival of June Quadrilles had the participation of 30 June cultural groups from nine Brazilian states. Sponsored by Ferbasa, the initiative values regional culture and brought together an audience of 12 thousand people in the town of Entre Rios (BA).

Letters to the Future

Presenting essays on the environmental challenges of today's world, 1,700 students from six towns in Bahia participated in the Letters to the Future project. In the end, 500 letters were selected and 18 students were awarded.

Towns covered: Andorinha, Campo Formoso, Catu, Maracás, Planaltino and Pojuca.

Investments in health

Aimed at expanding the access of the population of Entre Rios to oral health, in September 2023 the Sitio do Meio dental office was inaugurated, in the town of Entre Rios (BA). Fully equipped, the place has a monthly capacity to serve about 300 patients.

The House of Children with Cancer (Casa Solange Fraga) received, in the same year, the support of Ferbasa to maintain the approximately 120 free monthly consultations. The Institution, located in the Saúde neighborhood, in Salvador, it welcomes cancer patients and their families, who arrive from the countryside to undergo treatment in the capital.

Human rights

GRI 3-3 on the material topic Human Rights

Based on the premise that freedom, impartial access to opportunities, the right to life and justice are fundamental for the full development of every citizen, at Ferbasa, we believe that people's dignity is a crucial element to promote sustainable practices. Following the completion of the new materiality matrix, human rights have been included as a material topic for the Company, which considers strict compliance with the universal principles related to the topic to be unquestionable.

The incorporation of the topic converges with initiatives already existing in the Company and which are constantly expanded, such as the preparation of standards, documents and contractual clauses that contemplate the subject.

The Conduct Committee is the main instrument for the analysis of any issue and for the receipt and treatment of complaints related to non-compliance with these principles by employees, suppliers, or any interested party. We emphasize that all employees are trained on the rules expressed in Ferbasa's Code of Conduct. [\(read more in the chapter Committee of Conduct, on page 35\).](#)

In the same direction, leaders are guided to establish a respectful and committed relationship with the personal and professional growth of the entire staff. Periodically, educational actions are carried out, such as the annual dissemination of workers' rights, during the Legal Week, and the campaign on Moral and Sexual Harassment, which began during the year.





Human Rights and Ferbasa

Any and all occurrences addressed to the Conduct Committee or the Human Resources area are treated and responded to in the light of human rights principles.

FREEDOM AND EQUALITY IN DIGNITY AND RIGHTS

- Diversity, Equity and Inclusion Program (DEI)
- Legal Week
- Harassment campaign and training
- Integration training on Code of Conduct

RIGHT TO LIFE, LIBERTY AND SECURITY OF PERSON

- Sustainability and valuing life as values
- Behavioral safety programs

VETO ON SLAVERY

- Contractual clauses with suppliers

RIGHT TO FREEDOM OF ASSEMBLY AND ASSOCIATION

- Peaceful relationship with unions and sectoral commissions
- Freedom for employees to organize and participate in unions
- Active dialogue and relationship with associations and cooperatives

PROTECTION AGAINST ANY DISCRIMINATION

- Right to report and guarantee of confidentiality
- Impartial investigation by the Conduct Committee

RIGHT TO EDUCATION

- Availability of vacancies in the José Carvalho Foundation school network for children of employees
 - Training of communities through the Social Responsibility Program
 - Talent Profession - Free Technical Course in Mining (Andorinha/BA)
 - Ferbasa Educates and A-grade Student Project

FAIR AND FAVORABLE WORKING CONDITIONS

- Respect for labor laws and a healthy, challenging, innovative, diverse, and opportunity-rich work environment
- Human capital development and continuous improvement projects
- Benefits and quality of life programs
- Market-compatible remuneration

COMMUNITY CULTURAL LIFE, ARTS, AND SCIENTIFIC PROGRESS

- Appreciation of the northeastern regional culture (*Accordionic Orchestra Sings Luiz*)
 - Itinerant Bicycle (Cine Ferbasa)
 - Itinerant theater (Buzum Project)

Social and environmental impacts

GRI 203-1 / 203-2 / 413-2

Ferbasa strives to create shared and perennial value in the territories where it operates.

With the conviction that all organizations must go beyond their individual objectives, the Company carries out structuring actions aimed at:

- Contribute to the evolution of host territories based on the concepts of sustainability;
- Encourage the generation of employment and income, as well as employability through education and professional training;
- Promote actions for the recognition and appreciation of local socio-cultural customs and vocations, covering traditional peoples and communities;
- Promote sport as a vector of social inclusion;
- Raise awareness of the importance of preserving biomes.

The impacts of Ferbasa's activities, in view of their intensity and severity, are monitored through the ISO 14001 management tools, distributed by sector:

- **Forestry:** emission of particulates (smoke), wear and tear on roads due to the transport of wood and cutting of eucalyptus forests.
- **Mining:** use of roads near the villages, emission of particulates and restriction of access by local residents to other regions through roads owned by the Company.
- **Metallurgy:** noise and emission of particulates (smoke).

Aiming to improve the quality of life of the residents of Cacimbas, in line with the residents' association's request to reduce dust emissions from truck traffic, Ferbasa entered into a partnership with the Town of Itiúba (BA) and completed, in 2023, a work to improve 6.9 km of the road that crosses the locality, with the application of nano stabilizing material and investment in the order of R\$ 1.5 million, benefiting about 300 families.

In addition, about 57 thousand tonnes of quartz, gravel and slag fines were donated to towns in the vicinity of Mining, Metallurgy and Forestry. The material is used by local towns and communities for improvements in roads and renovations of structures of public agencies, community centers and equipment for public use.

R\$ 1.5 million
invested in road improvement

300 families
benefited

6.9 km
of roads benefited by work

CLIENTS

Committed to customer satisfaction, Ferbasa diligently monitors the points of attention presented by the survey on products and services.

An annual survey aims to measure the level of customer satisfaction and identify opportunities in the criteria Products and Services offered by the Company. The points of attention are traditionally focused on price and flexibility in negotiations. The topics are evaluated with the objective of seeking the best condition between price and satisfaction.

Another mechanism for monitoring occurrences involving stakeholders is the systematic control

of customer complaints, monitored by the Integrated Management System working group. During the year, 2 well-founded complaints were registered. Such complaints were duly dealt with and, after verifying the effectiveness of the action plans, they were closed. In the same period, 5 occurrences were evaluated as unfounded.

Ferbasa is always looking to innovate and improve its processes, implementing and reviewing standards, as well as incorporating new controls in order to maintain the traditionally high levels of service and satisfaction of its customers.

FERBASA'S CUSTOMERS

Main representatives of the segments producing crude steel, special steels and Stainless steels in Brazil and throughout the world.



SUPPLIERS

GRI 2-6

In order to foster regional development, local hiring is prioritized. During the year, 43.8% of the volume of funds were traded in Bahia, 40.7% in other states and 15.5% in other countries.

Due to its strategic definition of maintaining the vertical chain, a significant part of the raw materials, such as ores and bio-reducer used for the manufacture of alloys, comes from Ferbasa itself. Electro-intensive, the Company does not use BW Guirapá's energy yet, but may decide between selling or taking advantage of the input

generated in its 7 wind farms as of 2036 [\(learn more on page 24\)](#).

The chain encompasses suppliers of equipment, materials, and services, and is distributed in three main segments:



Raw materials, inputs and auxiliary materials: electricity, coal coke, various ores, bio-reducer, diesel oil and electrode pulp;



Maintenance, repair, and operation (MRO): items for correction, improvement, monitoring, and/or inspection, whether for mobile or fixed equipment; and



Equipment: assorted assets.

In the services segment, the main demands refer to forestry activities, transportation, leasing and maintenance.

Audits on critical suppliers

In 2023, within the ESG agenda, we carried out an audit of 50% of the companies responsible for the treatment of hazardous waste, located in the towns of Pojuca and São Francisco do Conde. The objective was to verify the compliances and adherence of these critical suppliers to Ferbasa's commitments. No non-conformities were identified.

SUPPLIER QUALIFICATION PROGRAM

As an incentive to the qualification of service providers and local merchants, a cycle of the Supplier Qualification Program (PQF) has started, taught by the Euvaldo Lodi Institute (IEL) to 32 companies in the Center-North region of Bahia.

The group, formed by representatives of companies from the towns of Andorinha, Campo Formoso and Juazeiro, was trained in management, financial education, marketing and ESG. An extra module concludes the training, with guidance on the documentation necessary to integrate the Company's supplier database and practical activities to demonstrate, among other points, how to participate in competitive processes on the Ferbasa Supplier Portal.

The objective is to expand the action to boost and boost the regional supply chain, enabling the acquisition of products and the contracting of services to be carried out in the State itself. Local entrepreneurs also gain by optimizing their internal procedures and adapting to the most modern management and compliance practices.





MANAGEMENT ENVIRONMENTAL

| | |
|----------------------------|-----|
| Biodiversity | 87 |
| Emissions | 89 |
| Waste | 92 |
| Materials management | 99 |
| Water resources management | 100 |
| Dam management | 107 |
| Mine closures | 109 |

MANAGEMENT

At Ferbasa, the treatment of environmental issues goes beyond the limits of policies, standards, and legislation, reaching a space of strategic relevance, as a result of its commitment to the responsible use of natural resources, considered fundamental for the continuity of the business. Thus, the Company continuously invests in equipment, systems and programs that contribute to the conservation of nature globally.

With the desire to be a reference in sustainability and to encourage environmental citizenship, in 2023, the Company prioritized the strategic reassessment of plans and programs related to the topic, in line with its ESG Agenda. Additionally,

Preventing and neutralizing significant impacts on the areas covered by the operational units is a priority.

a decarbonization program was structured, submitted to operational managers to carry out a feasibility study. In the same direction, actions are developed aimed at the preservation of biodiversity in the various biomes of our activities (see more on page 87).

During the year, a specialized consultancy was hired to support the design of a climate change adaptation program, considering the stages of mapping, characterization and linking of risks to the company's various businesses. The location of the units and scenarios established for possible impacts of climate change are part of the study, which follows the criteria of the Intergovernmental Panel on Climate Change (IPCC). In 2024, with the conclusion of the diagnosis, control measures will be implemented using the risk management tool already adopted in the Company.

Integrated management

All environmental actions are monitored by the Integrated Management System (SGI), whose policy defines the principles of action, based on the environmental preservation of its areas and the continuous evolution of the environmental performance of the processes. The corporate work platform includes actions to reduce the capture and use of resources. Every semester, the audits evaluate the actions, internally and externally, while the audits of customers and suppliers are carried out according to demand. The Technical Report on Environmental Assurance (RTGA) is presented annually to the environmental licensing agencies.

More sustainable furnaces from Araticum Farm

An innovative and challenging project marked the year: the beginning of the installation gas burners in the 28 furnaces of the Araticum Farm, which is part of the Forestry unit. The equipment will be responsible for capture and burning of gases generated in the production process, enabling the mitigation of the odor generated in charcoal burning and the reduction of 21% of CO₂e emissions.

In addition to the environmental issue, the social benefits of the project, which had investments of around R\$ 30 million, could already be perceived by the community, notably with the generation of new indirect jobs. The filling of vacancies prioritized local labor and, to this end, Ferbasa trained 26 residents of the town of Entre Rios. Of these, 23 joined the service providers responsible for the work and also act as agents in the supervision of the project.

Environmental Education Program (PEA)

Among other topics, the principles of waste management serve as guidelines for the Environmental Education Program (PEA), which promotes the awareness of employees and surrounding populations, encouraging the adoption of sustainable practices such as selective collection, recycling of materials, optimization of water use and correct disposal of effluents.



Material donated in 2023

- 13,852 seedlings
- 63 waste collectors



Environmental awareness actions

- 698 participants
- 09 towns covered



Theatrical show João Ambiente

- 7 thousand children benefited
- 12 towns covered



BIODIVERSITY

GRI 304-1 | 304-2 | 304-3

Biodiversity management is an essential element for the Company's business, as it contributes to ensuring the rational use and preservation of natural resources. In order to improve the efficiency of planted forests, reducing land degradation and optimizing land use over time, we carry out impact analyses related to the topic and invest in technology aimed at monitoring and control. Likewise, we adopt conservation practices in areas of native vegetation aimed at protecting the diversity of species of local fauna and flora, especially those at risk of extinction.

Fundamental to the success of the initiatives, the interaction with communities, social representations and experts in the sector aims to maintain the evolution in the indicators related to the theme and promote the constant review of internal procedures. External relations are also strengthened, since dialogue with important local actors, such as residents, associations, public authorities, and inspection agencies, is intensified.

Transversally, as a way to prevent negative impacts and raise awareness about the importance of vegetated areas, the Company encourages the engagement of stakeholders through environmental education activities and participation in collective campaigns conducted by sectoral representative bodies, such as the one for the prevention of forest fires, developed by the Bahia Association of Planted Forests (Abaf) during the year.

It should be noted that no significant changes in habitats were recorded in 2023. Despite this, new signage is periodically implemented in the protected areas and internal inspection procedures are carried out with an itinerant team to curb illegal practices such as fishing, hunting and burning.



In addition, areas already degraded by operational activities are recovered, especially in mining areas used in the storage of ore and waste piles. The objective of the remediation and recovery actions is to recompose the landscape, maintaining the original characteristics of the territory.

Location and characterization of the Company's operational areas:

Metallurgy - Metallurgical Park (FeCr and FeSi factories) installed in a mixed zone in the town of Pojuca (BA). Atlantic Forest Biome.

Forestry - Activities developed in anthropized areas and/or pastures, avoiding suppression of native vegetation. Predominant biome Atlantic Forest.

Mining - The main mines are located in areas of occupation that are already consolidated. When there is a need for expansion, whether of productive activities or deposits and piles of tailings

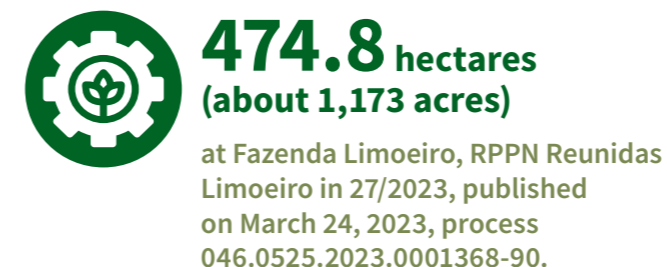
and waste rocks, legal authorizations are requested. Predominant caatinga biome.



Release of animals

Volunteering in the assignment of areas for the release of wild animals, Ferbasa registered, in 2023, an additional 1.09 thousand hectares (about 2,693 acres) of Wild Animal Release Areas (ASAS) with the Institute of the Environment and Water Resources (INEMA). The action makes it possible for the species captured by the agency in several towns in Bahia to be returned to their natural habitat, after being sent to the State Center for the Screening of Wild Animals (CETAS), where they are welcomed, treated and rehabilitated.

The areas are classified as Private Natural Heritage Reserve (RPPN), being:



These two areas are located in the Atlantic Forest Biome domain and covered by Dense Ombrophilous Forest.

Last year, 182 animals were released in partnership with INEMA - Fauna Coordination, most of them (66%) in the RPPN Limoeiro. When we observed the number of species released by group, there were 09 of Avifauna, 18 of Herpetofauna (reptiles and amphibians) and 7 of mammals.

ReVegeta

Launched during Environment Week, *ReVegeta* brings together all of the Company's riparian forest recovery activities (areas for the protection of springs and water bodies), with the objective of expanding the protection of water resources in the areas of influence of the units. The Program acts positively in the preservation of water quality, as well as for the strengthening of socio-environmental networks and local biodiversity.

The action resulted in the recovery of two hectares in stretches of forests neighboring the Metallurgy unit, in the town of Pojuca - areas in the initial phase of regeneration. The purpose was to test the methodology for the preparation of the execution plan for the coming years. In 2024, the second cycle of the Program will be destined at replacing losses of vegetation cover.

EMISSIONS

According to the Greenhouse Gas (GHG) Inventory finalized in February 2024, in 2023 Ferbasa emitted **517,677 tCO₂e**, which denotes stability compared to 2022. This balance is mainly associated with the maintenance of production levels in Metallurgy.

| Emissions by scope (tCO ₂ e) 2023 | | |
|--|----------------|-------------|
| | Emissions | Percentage |
| Scope 1 | 350,421 | 67.7% |
| Scope 2 | 68,005 | 13.1% |
| Scope 3 | 99,251 | 19.2% |
| TOTAL | 517,677 | 100% |

The Company's main source of GHG emissions comes from industrial processes (62.2%), due to the use of reducing agents in electric furnaces in the production of ferroalloys. Next, the purchase of energy is responsible for 13.2% and the logistics of the final product – outbound figures with 10.0%. Together, these 3 sources account for 85.4% of total emissions in 2023.

In scope 1, the reduction in combustion emissions (-37%) stands out due to the fact that the Company reported petroleum coke in the 2022 inventory and did not use the product in 2023. It is also possible to mention the lower consumption of fuel oil (39%). In forestry activities, the reduction of 12.2% is justified by the lower consumption of inputs (fertilizers) in silviculture. On the other hand,

fugitive emissions showed a relevant increase (61%), associated with the higher consumption of R-410A gas (101%).

The acquisition of electricity (scope 2) is listed as the third source of emissions (-12%) that contributed the most to the Company's reduction, a direct reflection of the variations in the emission factor of the National Interconnected System (SIN) (-10%), which is associated with the Country's energy matrix in the year.

Scope 3 showed a reduction of 19.4% in the outbound line due to the lower load transported by road (-47%) and the reclassification of rail transport, which is now accounted as Input Transport. Consequently, the Input Transport line, which also included the maritime modal, grew 350%. It is important to highlight that the reporting metric of emissions related to road transport received greater accuracy, with calculations that consider the data of the load and mileage traveled.

In the period, the addition of two sources of scope 3 emissions, carried out by third parties, was also verified: indirect effluents, related to the treatment of mining effluents, and the use of lubricants in machinery and equipment (indirect industrial processes).

A specialized consultancy was hired to assist in the design of an action plan, which indicates goals related to the decarbonization plan and reduction of GHG emissions.

| Evolutionary framework (tCO ₂ e) ¹ | | | |
|--|----------------|-------------------|----------------|
| | 2020 | 2022 ² | 2023 |
| Scope 1 - Direct emissions from sources | 356,184 | 363,484 | 350,421 |
| Scope 2 - Emissions indir. by purchased energy | 105,790 | 77,525 | 68,005 |
| Scope 3 - Other indirect emissions | 93,256 | 82,422 | 99,251 |
| TOTAL | 555,231 | 523,431 | 517,677 |

¹No inventory was carried out in 2021.
²After the process of verifying the 2023 GHG inventory by an external outsourced audit accredited by Inmetro, some data from the 2022 GHG emissions inventory were also revised. Thus, the results of the GHG emissions inventory for the year 2022 presented in this report are updated and differ by 1.1% from the total values disclosed in the 2022 Sustainability Report. [GRI2-4]

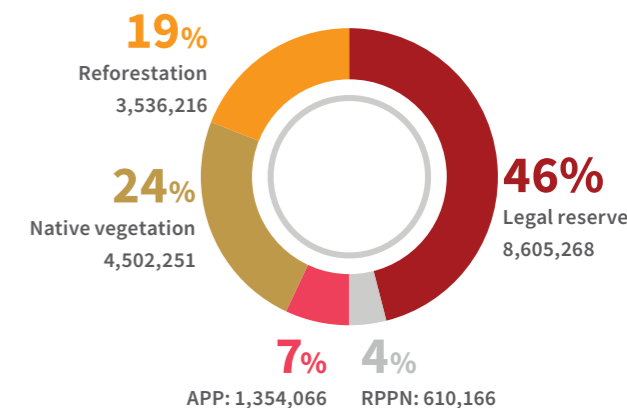
The areas conserved by the Company include Permanent Preservation Areas (APP), Private Natural Heritage Reserve (RPPN), Legal Reserve and Native Vegetation. At the end of 2023, the biogenic carbon stock accumulated by these areas corresponded to 15,071,751 tCO₂e. Ferbasa's reforestation areas provided a Biogenic Removal of 128,865 tCO₂e in 2023.

Carbon Stock

3,536,216 tCO₂e
of accumulated carbon stock

18,607,996 tCO₂e
total carbon stock of the Ferbasa in 2023

CARBON STOCK (tCO₂e; %)



Forest Area

Part of Ferbasa’s verticalized production chain, the Forest Resources unit is essential to guarantee the supply of bioreducers to the metallurgical plant. Its strategic potential is due to its contribution to the environment, since forests play a crucial role in capturing carbon from the atmosphere, helping to mitigate the impacts of climate change. Likewise, the use of bioreducers to replace inputs of mineral origin is a differential, which brings significant benefits to the environment, reducing the consumption of non-renewable sources and Greenhouse Gas (GHG) emissions.

In 2023, 3,330 hectares of forest were planted, an increase of 11% on the previous year. As for meeting current demand, the year’s production was not enough to fully supply the ferrosilicon plant.

More than 50% of the Company’s areas are preserved, either as Legal Reserves (RL), riparian forests (Permanent Protection Areas - APP) or native vegetation. Fertilizers and pesticides are only used when approved by the responsible agencies (Ministry of Agriculture, Livestock and Supply - Mapa) and strictly follow internal procedures.

In the area of the forestry enterprise, there are three Private Natural Heritage Reserves (RPPN) - conservation units of private domain, recorded in perpetuity in the property registrations, in order to conserve biological diversity. They are located in the Atlantic Forest biome - one in the town of Maracás (BA) and two in the North Coast region of Bahia, in the towns of Conde and Esplanada. The farms have several water bodies, with their respective APPs preserved.

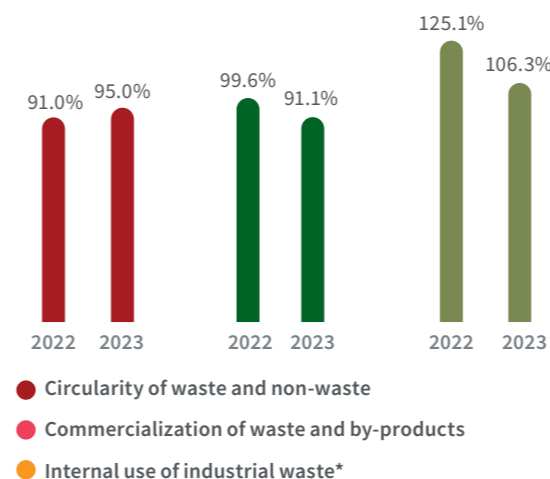


WASTE

GRI 3-3 of the theme Waste management / 306-1 306-2

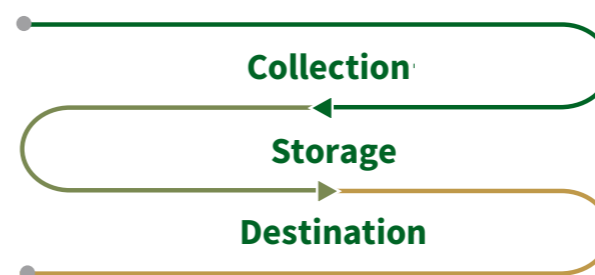
Waste management focuses on reducing generation and increasing internal and external use. To this end, technologies are implemented to mitigate the environmental impact and better adapt the temporary storage areas. In the year, generation fell 7.29%, as shown in the table on page 96, due to the drop in production.

The effectiveness of the annual work plans is monitored by the ISO 14001 objective and indicator evaluation system, based on the Solid Waste Management Plan (PGRS). The results for the year were:



*The indicator exceeds 100% due to the consumption of waste not used in previous cycles, whose use depends on the production mix.

WASTE MANAGEMENT PROCESSES



Note. The destination is carried out according to the characteristics and classification of each waste generated in industrial, support and administrative activities.

A By-Product and Waste Management Committee, made up of representatives from various areas of the Company, works to promote strategies aimed at the continuous control of waste and the stimulation of the circular economy. The group is also responsible for defining strategic indicators within the Environmental Management System.



Integrated management and circular economy

One of the most relevant lines of the ESG roadmap was the elaboration of the Integrated Solid Waste Management Program, which meets the principles of integration of production processes (or other external processes) and the circular economy aimed at valuing waste from the perspective of the life cycle of products.

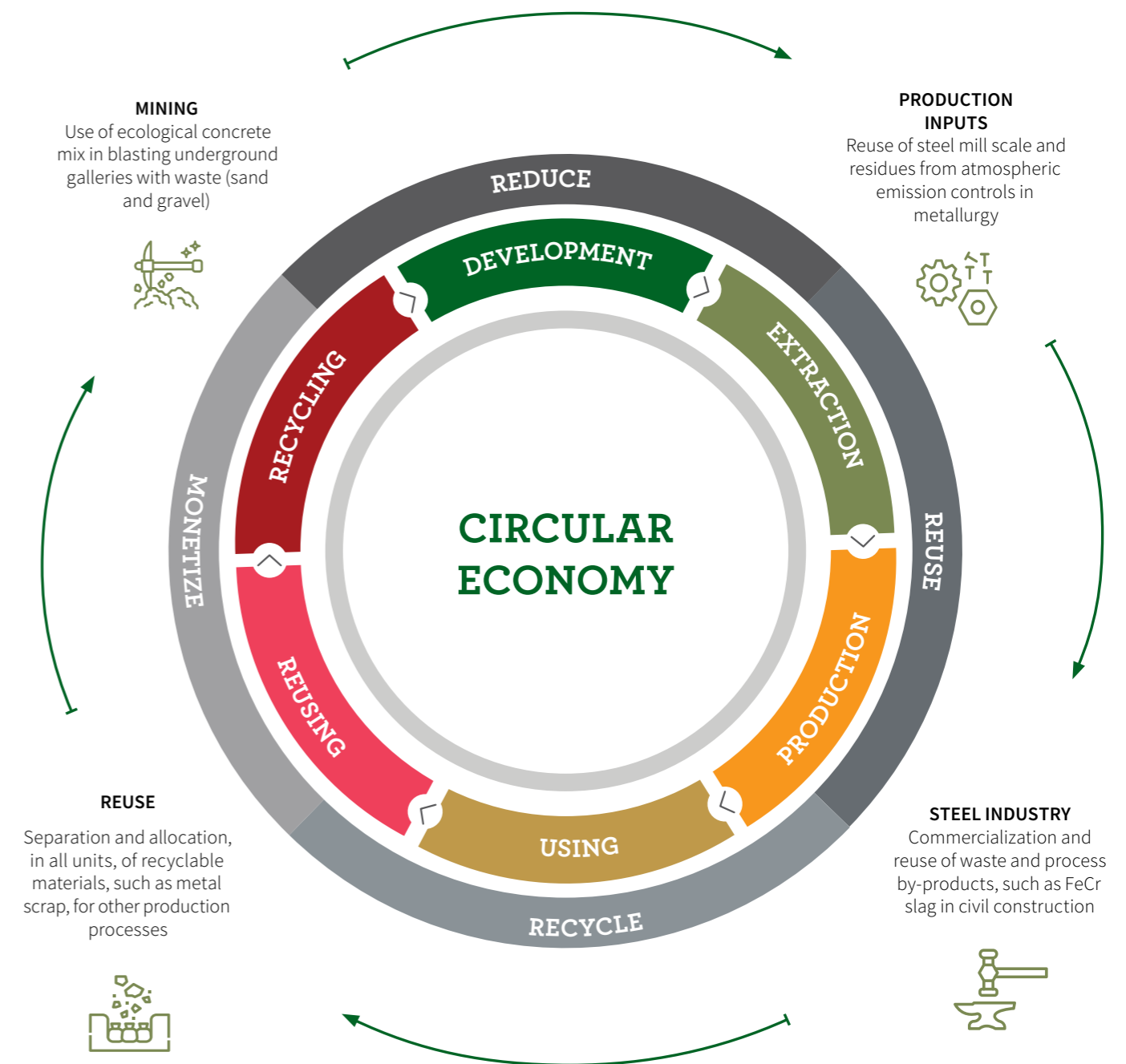
The Program revisited the actions already carried out by the Company, expanding or adapting them to a more comprehensive vision, with corporate objectives that consider the specificities of each site.

Actions aimed at waste management during the year included:

- Studies focused on the inerting process of LC slag, still in generation, by forced cooling, whose conclusion is scheduled for 2024;

- Research in partnership with specialist professors, working in national universities, for the development of new products or by-products, such as the study for the recovery of the alloy still contained in the stored slag;
- Environmental content aimed at the correct disposal and reduction of waste generation in all internal training, aimed at ensuring quality in operations;
- Environmental education activities aimed at raising awareness about the importance of reusing waste;
- Initiatives aimed at developing new markets to commercially introduce by-products and waste generated.

CIRCULAR ENVIRONMENTAL OPERATION - UNITS



Responsible disposal

Since 2020, the Waste Management Policy has been the document that guides the full management of waste produced according to the life cycle of its products, from origin, through storage, to its destination.

Metallurgy

The principle of circular economy is present, among other examples, in the management of high-carbon ferrochrome slag, which has been used in civil construction. Low-carbon ferrochrome residues, on the other hand, are the target of several studies for future use as a co-product.

All waste is managed in accordance with pre-established legal and regulatory standards and controls.

Mining

GRI 306-3

The main waste generated in the Mining, tailings and waste rock are stored and diligently monitored in the storage piles, which are part of the Degraded Areas Recovery Program (PRAD), formulated for each site and approved by the competent environmental agencies.



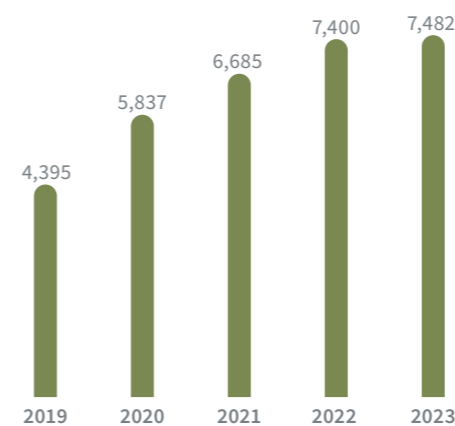
REVERSE LOGISTICS

One of the main mechanisms used for the reuse of waste, reverse logistics is applied both in internal processes and in the acquisition of inputs (batteries, tires, metal drums, plastic packaging). The idea is that the materials, as a priority, return to suppliers or receive environmentally appropriate disposal.

Ecological Sand

In underground mining operations, the blasting activity of the galleries reached 100% use of the sand generated from the tailings, completely discarding the use of material extracted from nature. In 2023, there was a slight increase in the volume of sand used at the Ipueira Mine, as shown in the table below. The unit also applies gravel internally in blasting and civil construction processes. Together, the two correspond to a volume of 19,200 tonnes of tailings reused in the year.

ECOLOGICAL SAND CONSUMPTION (TONNES/YEAR)



Forest

GRI 306-3

Organic waste from vegetation (tips, bark and branches) is donated to neighboring communities. The activity of collecting and selling the material generates employment and income, in addition to being an important link for the relationship with associations.

Other waste is reused for the recovery of the extraction zones of sandy-clay material (gravel or clay) or aggregates for resurfacing the internal traffic routes of the unit itself.

Contaminant inorganic waste

Contaminating inorganic waste is rare, even considering the high complexity of the activities carried out at Ferbasa's units and their consequent generation potential. The destination is carried out responsibly to companies licensed for appropriate treatment.

Waste management indicators

GRI 306-3

| Waste generated in metric tonnes per composition (in tonnes) | 2021 | 2022 | 2023 | △ 2022/2023 |
|--|------------------|-----------------|-----------------|--------------|
| Hazardous waste (Class I) | 5,268.2 | 4,77.3 | 4,321.5 | -9.5% |
| Non-hazardous waste (Class II) | 129,271.2 | 67,312.5 | 62,512.7 | -7.1% |
| Total | 134,539.5 | 72,088.8 | 66,834.2 | -7.3% |

In the year, the reduction in the generation of hazardous waste (Class I), compared to 2022, was mainly due to the decrease in production in Metallurgy, which reduced the volume of waste from the filters

of the FeCr furnaces. There was also a reduction in batteries and accumulators, as a result of the development of a charge transfer instrument between automotive batteries, extending their useful life.

The slight deceleration in Metallurgy, with a consequent reduction in support activities and the generation of industrial waste, also promoted a drop in the volume of non-hazardous

waste (Class II). It should be noted, however, that the eucalyptus bark in stock was not accounted, due to the absence of a defined methodology.

GRI 306-4

| Waste not destined for disposal by composition and recovery operations (in tonnes) | 2021 | | | 2022 | | | 2023 | | |
|--|----------------------------------|-----------------------------------|-----------------|----------------------------------|-----------------------------------|-----------------|----------------------------------|-----------------------------------|-----------------|
| | Recovery within the organization | Recovery outside the organization | Total | Recovery within the organization | Recovery outside the organization | Total | Recovery within the organization | Recovery outside the organization | Total |
| Hazardous waste (Class I) | 5,327.3 | 6.5 | 5,333.8 | 4,650.6 | 122.9 | 4,773.5 | 4,009.0 | 102.8 | 4,111.8 |
| Preparation for reuse | 361.9 | 0.0 | 361.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Recycling | 4,965.4 | 0.0 | 4,965.4 | 4,650.6 | 52.0 | 4,702.6 | 4,009.0 | 19.0 | 4,028.0 |
| Various treatments | 0.0 | 6.5 | 6.5 | 0.0 | 66.8 | 66.8 | 0.0 | 83.8 | 83.8 |
| Other recovery operations (External ETE treatment) | 0.0 | 0.0 | 0.0 | 0.0 | 4.1 | 4.1 | 0.0 | 0.0 | 0.0 |
| Non-hazardous waste (Class II) | 71,667.1 | 3,063.4 | 74,730.5 | 56,341.6 | 3,663.5 | 60,005.1 | 52,256.2 | 2,895.1 | 55,151.3 |
| Preparation for reuse ² | 61,068.5 | 50.7 | 61,119.2 | 44,836.9 | 0.0 | 44,836.9 | 45,303.0 | 0.0 | 45,303.0 |
| Recycling | 10,552.5 | 2,350.5 | 12,903.0 | 10,277.6 | 1,020.4 | 11,298.1 | 7,349.0 | 1,966.6 | 9,315.6 |
| Reuse in areas of environmental regularization | 0.0 | 0.0 | 0.0 | 1,143.0 | 1,686.0 | 2,828.9 | 6,483.0 | 0.0 | 6,483.0 |
| Energy recovery | 46.1 | 334.7 | 380.8 | 84.1 | 657.9 | 741.9 | 91.2 | 611.5 | 702.6 |
| Embasa ¹ Treatment | 0.0 | 327.5 | 327.5 | 0.0 | 299.2 | 299.2 | 0.0 | 317.0 | 317.0 |
| Other recovery operations | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Grand Total | 76,994.4 | 3,069.9 | 80,064.3 | 60,992.2 | 3,786.4 | 64,778.6 | 56,265.2 | 2,997.9 | 66,222.0 |

¹ Empresa Baiana de Águas e Saneamento S.A., a state-owned concessionaire of basic sanitation services for almost the entire state of Bahia.

² In 2022, there was a reduction in generation, due to the reduction in production.

GRI 306-5

| Waste destined for disposal by composition and by disposal operations (in tonnes) | 2021 | | | 2022 | | | 2023 | | |
|---|-------------------------------------|--------------------------------------|--------------|-------------------------------------|--------------------------------------|--------------|-------------------------------------|--------------------------------------|--------------|
| | Disposition within the organization | Disposition outside the organization | Total | Disposition within the organization | Disposition outside the organization | Total | Disposition within the organization | Disposition outside the organization | Total |
| Hazardous waste (Class I) | 1.0 | 698.1 | 699.1 | 0.0 | 126.2 | 126.2 | 0.0 | 113.1 | 113.1 |
| Incineration (with energy recovery) | 0.0 | 210.4 | 210.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Incineration (without energy recovery) | 0.0 | 0.0 | 0.0 | 0.0 | 28.7 | 28.7 | 0.0 | 29.4 | 29.4 |
| Landfill confinement | 0.0 | 439.2 | 439.2 | 0.0 | 11.4 | 11.4 | 0.0 | 15.3 | 15.3 |
| Other disposition operations | 1.0 | 48.5 | 49.5 | 0.0 | 86.2 | 86.2 | 0.0 | 68.4 | 68.4 |
| Non-hazardous waste (Class II) | 0.0 | 121.2 | 121.2 | 0.0 | 331.9 | 331.9 | 644.5 | 211.9 | 856.4 |
| Incineration (with energy recovery) | 0.0 | 61.9 | 61.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Incineration (without energy recovery) | 0.0 | 0.1 | 0.1 | 0.0 | 15.8 | 15.8 | 0.0 | 0.0 | 0.0 |
| Landfill confinement | 0.0 | 52.1 | 52.1 | 0.0 | 312.0 | 312.0 | 0.0 | 211.9 | 211.9 |
| Other disposal operations (storage) | 0.0 | 7.1 | 7.1 | 0.0 | 4.1 | 4.1 | 644.5 | 0.0 | 644.5 |
| Total | 1.0 | 819.2 | 820.2 | 0.0 | 458.1 | 458.1 | 644.5 | 325.0 | 969.4 |

MATERIALS MANAGEMENT

GRI 301-2

Always with a view to optimizing the use of natural resources, Ferbasa seeks to acquire raw materials from recycled materials, in a variable percentage, according to market conditions and availability. The standards defined by ISO 14001 and legal regulations guide the management of inputs and raw materials necessary for its operations, which includes the acquisition of electronic pulp, cement, explosives, fuels and others.

The Company is also looking for new suppliers in the domestic market that can guarantee the best operational and environmental performance, as well as the reuse of industrial waste, replacing hematite (iron ore).

Currently, about 100% of the waste and by-products of Metallurgy are reused, such as FeSi 75 and FeSiCr slag, ferrochrome, and ferrosilicon dedusting fines - the latter in the Sintering Plant.

In 2023, non-renewable materials had a reduction in consumption of 3.3% due to the reduction in production and the difficulty in obtaining co-products in the market, such as scale.

Renewables maintained practically the same performance as the previous year. Supplied mostly by the company itself, they contribute to the guarantee of products with a lower carbon footprint, such as ferrosilicon.

Non-renewable materials | GRI 301-1

| Materials | Measure | 2021 | 2022 | 2023 |
|---|---------|-----------|----------|----------|
| Mill scale | tonne | 55,634.1 | 33,050.5 | 33,220.0 |
| Editors (metallurgical coke) | tonne | 155,531.1 | 80,837.9 | 78,801.0 |
| Dedusting powder (External) | tonne | 7.0 | 0.0 | 0.0 |
| Waste generated in the dedusting of the FeSi and FeCr processes | tonne | 10,137.0 | 10,313.0 | 8,072.4 |

Renewable materials

| Materials | Measure | 2021 | 2022 | 2023 |
|-----------------------|---------|-----------|-----------|-----------|
| Reducers (Bioreducer) | tonne | 160,679.0 | 171,348.2 | 172,625.0 |



ENERGY

GRI 3-3 on the topic Energy Resources | 302-1 | 302-4

Ferbasa prioritizes the contracting of energy from renewable and clean sources.

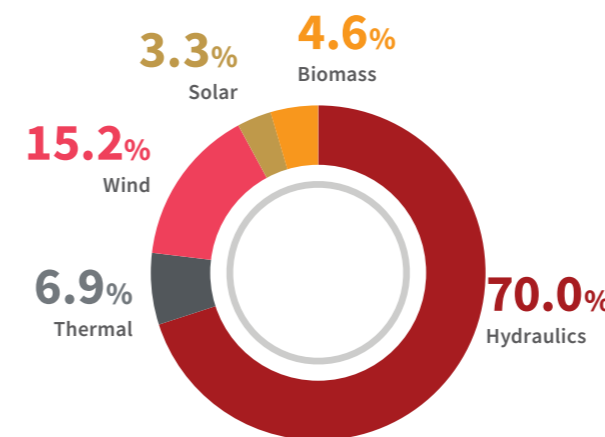
As an electro-intensive company, prioritizing the use of clean energy has always been a practice and has remained so, since in addition to the financial gains in relation to other matrices, they are beneficial to the planet's ecosystem, as they mitigate greenhouse gas emissions and, in this way, contribute to the reduction of global warming. In 2023, Ferbasa remained in line with the Brazilian energy matrix, which reached 93.1% of electricity generation from renewable sources (hydroelectric plants, wind farms, solar farms and biomass plants)*.

In 2023, a working group focused on energy efficiency was created with the objective of contributing to the Company's sustainability. During the year, projects were initiated for the use of mobile electric equipment, obtaining energy certification that guarantees the traceability of renewable sources and the use of less polluting fuels in vehicles for transporting people.

Free Energy Market

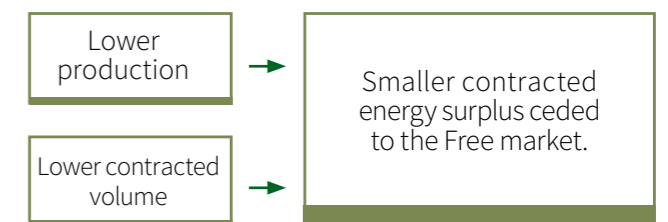
Continuing the diversification strategy and the fundamental guarantee of electricity supply, in 2023, Ferbasa negotiated long-term contracts in the Free Energy Market, which will have a positive impact on future costs.

RENEWABLE ENERGY GENERATION RECORD 2023



* Data from the 2023 Balance Sheet - Electric Energy Market Scenario of the Electric Energy Trading Chamber (CCEE) (https://www.ccee.org.br/o/ccee/documentos/CCEE_1141904).

The volume of energy sold fell 47.9% compared to 2022. The reduction reflects the production plan prepared for the industrial park and the scenario presented in the year, when the privatization process of Eletrobrás (CHESF) was concluded, which led to the revision of the physical guarantee of the Sobradinho Hydroelectric Power Plant - ballast for the energy contract signed between CHESF and Ferbasa. With this revision, the contracted volumes suffered a reduction of around 9.32%, implying a lower availability of energy that can be traded compared to the previous period.





WATER RESOURCES MANAGEMENT

GRI 3-3 on Water and wastewater management/303-1/303-2

Water is an essential resource for Ferbasa's operations, which strives to achieve zero net losses, optimizing the use and implementing practices aimed at expanding the recirculation of treated water and reducing waste.

Semiannual audits of ISO 14001 systems measure the effectiveness of the measures adopted, through environmental control metrics that show the Water Quality Index (IQA). This information is periodically transmitted to the Institute of the Environment and Water Resources (Inema) and remains available for consultation by the public of interest.

The objectives, indicators and targets related to water resources consider:

The monitoring of the performance of two variables related to the theme of water and effluents is carried out by monitoring the following indicators:

- Percentage of raw water withdrawal below 4,147 m³/day in Metallurgy;
- Increased treatment efficiency at the Industrial WWTP;
- In the Forestry unit, the annual limit of groundwater withdrawal granted is 200,750 m³. Of this amount, only 37.3% (74,983m³) were withdrawn;
- In mining, the main indicator is associated with water consumption in the process of benefiting, which was limited to the use of 0.6 m³/ton. In the year, the result of 0.56 m³/t was achieved.

Deviations and non-conformities are dealt with using management tools (investigation, definition of root and potential cause and action plan), with the aim of preventing recurrence.



Audits on the ISO 14001 system are carried out every six months.



Consumption

Throughout the year, the electricity consumed was lower than in 2022, from 6,550,820 GJ to 6,360,943.1 GJ. This result reflects the decrease in the movement of ROMs and waste rock in Ipueira and the decrease in the production

of alloys (-1.7%), especially the more electro-intensive FeSi alloys (-2.2%).

The data below refer to the units of Metallurgy and Mining Ipueira.

| Energy consumption within the organization GRI 302-1 | | | | |
|--|-------------|-------------|-------------|------------|
| | 2021 | 2022 | 2023 | Δ2022/2023 |
| Non-renewable fuels | 184,103.9 | 268,514.3 | 251,995.9 | -6.7% |
| Gasoline (automotive) | 3,258.6 | 12,377.9 | 11,118.4 | -10.2% |
| Diesel fuel | 180,845.3 | 256,136.4 | 239,195.0 | -6.6% |
| Utility electricity consumption | 6,589,953.8 | 6,550,820.1 | 6,360,943.1 | -2.9% |
| Electricity sold | 37,964.2 | 315,895.4 | 164,587.5 | -47.9% |
| Total power consumption | 6,774,057.7 | 6,819,334.4 | 6,613,146.4 | -3.1% |

- a) Improvement of measurements of internal uses;
- b) Permanent inspection and maintenance of equipment and facilities that may generate loss of resources;
- c) Diversification of supply, with surface and groundwater collection, use of rainfall and recirculation of treated water;
- d) Conducting water availability studies in the various business locations, for strategic decision making, in case of setbacks.



Water Scarcity Adaptation and Mitigation Program

In order to guarantee the water supply for the operation, the program establishes the risk management metrics associated with the theme, taking into account the characteristics of the various territories, the current reality of the areas of water stress and the future prospects for the availability of the resource, as a result of climate change. The initiative is based on the methodologies described in ISO 31000/2009 (Risk management - principles, guidelines and orientations) and ISO 14090/2023 (Adaptation to climate change - principles, requirements and guidelines) and defines the guidelines, actions, and execution responsibilities for short, medium, and long-term adaptation.

Efficiency

The use of water resources management practices has resulted, year after year, in the gradual decrease in the use of water, as a result of improvements in its efficiency, such as the expansion of recirculation. From 2022 to 2023, the total reduction in surface water collection was 1.1%.

Maintaining the same level reached in 2022 and obtaining the grant for groundwater collection (around 25% of the water granted from the surface body) are in line with the strategy of optimization and diversification of supply.

Permanent care

Forest plantations are planned in mosaics of different ages to relieve pressures on the water system, while the reforestation of native forest areas in strategic locations, such as permanent preservation, water springs and Legal Reserves, has a direct positive impact on water availability in the region. Periodic water quality assessments are also carried out in several rivers on the North Coast of Bahia, covering 40 strategically distributed control points.

It is worth noting that the semiannual inspection of effluents generated after treatment follows the Effluent Discharge Monitoring Plan.



Rivers monitored by Ferbasa

Inhambupe, Itariri, Jacu, Oitis, Quiricó Grande, Sauipe, Subaúma and their affluents.

Both in the metallurgical plant and for the forest area, the withdrawal is carried out only in waters classified as fresh. In 2023, 1,353.9 ML were collected, a volume 1.1% below the total collected in 2022, coming 100% from surface water springs. The effluent recovery system and rainwater collection generated a 6.2% reduction in raw water collection at the metallurgical plant in 2023.

It is worth noting that the Company did not use water from the Andorinha II Dam, following the recommendations of the New Regulatory Framework, which favors the use of water for human supply in the system. In the Forestry and Metallurgy unit, water comes from wells or surface sources, with a grant that authorizes its use for human and industrial supply, in addition to contemplating demands for bioreducer production, building maintenance, road construction and repair, civil construction and firefighting.

Capture and disposal

A system to monitor the daily consumption of water collected to supply Florestal's processes was implemented, registering an average consumption of 37.9% of the total volume of water available in its underground grants (wells).

The unit maintained stability in collection, with a volume of 77,552 m³, pointing to a slight reduction of 1.6% compared to the previous year, of which 96.7% came from groundwater and 3.3% from surface water springs.

Water abstractions in the forest area are licensed by Inema, either by grant or dispensation, and strategically located in the Bioreducer Production Units (UPBs) or on nearby farms. This process has controls on volume and daily use and the impacts resulting from the operations are evaluated through the Aspects, Impacts, Dangers, and Damages (AIPD) spreadsheet.



Planned plantings in mosaics of different sizes to relieve water pressures.



A control of volume and daily use was established in order to mitigate water impacts.



Water collections in the forest area are licensed by Inema.

Water Collection (ML) | GRI 303-3

| | 2021 | 2022 | 2023 | Δ 2022/2023 |
|--|---------|---------|---------|-------------|
| Total water collection | 2,032.5 | 1,652.0 | 1,708.8 | - |
| Surface water - Metallurgy (Total) | 1,447.8 | 1,368.2 | 1,353.8 | -1.7% |
| Surface and groundwater - Forestry (Total) | 67.3 | 75.0 | 77.6 | 3.4% |
| Surface and groundwater - Mining (Total) | 517.4 | 208.8 | 277.5 | 32.9% |
| Surface and Groundwater - Ferbasa (Total) | 2,032.5 | 1,652.0 | 1,708.8 | 3.4% |
| Outsourced water (public supply) | - | - | 0.0 | - |
| Water collection in water-stressed areas | 1,965.2 | 0 | 277.5 | - |
| Surface and groundwater Mining (Total) | 517.4 | 208.8 | 277.5 | 32.9% |
| Surface and groundwater Ferbasa (Total) | 517.4 | 208.8 | 0.85 | 32.9% |
| Outsourced water | - | - | 0.85 | - |

Water Consumption (ML) | GRI 303-5

| | 2021 | 2022 | 2023 ¹ |
|--------------------------------------|---------|---------|-------------------|
| Total Water Consumption (Forestry) | 67.3 | 75.0 | 77.5 |
| Total water consumption (Metallurgy) | 1,399.7 | 1,322.8 | 1,353.8 |
| Total Water Consumption (Mining) | 517.4 | 208.7 | 277.5 |
| Total water consumption | 1,984,4 | 1,606,5 | 1,708,8 |

¹Groundwater replenishment considered

The water resources consumed in the industrial operations of the metallurgical plant come from the Catu River, an affluent of the Pojuca River (part of the Recôncavo Norte hydrographic basin)

and undergo treatment in ETAs and in a WWTP, working below the grant limit and with a positive internal balance of capture and consumption.

Regarding water disposal, in 2023, there was a small reduction of 3.4%, due to better use in the system and reduction in collection.

In Mining, the closed-loop process avoids the disposal of water, with a small volume lost through evaporation.

In Metallurgy, due to the quality presented from the moment of collection, eventually, the

return to the water body of origin occurs outside the appropriate parameters (coliforms and DBO), depending on the quality of the water collected.

In forestry activities, the low volumes disposed of underground through sinks undergo treatment involving physical, biological and chemical processes, in compliance with the standards provided for in the legislation and reinforced in the Effluent Treatment and Monitoring Plan.

Water Disposal | GRI 303-4^{1,2}

| | Unit measure | 2021 All areas | 2022 All areas | 2023 All areas | |
|--|---|-------------------|-------------------|-------------------|------|
| Surface water | ML | 48.2 | 45.4 | 43.8 | |
| Total volume of water disposed (ML) | | | | | |
| By water type disposed | Freshwater (≤1000 mg/l of Total Dissolved Solids) | ML | 48.1 | 45.4 | 43.8 |

¹There is no disposal into groundwater, marine water, or water sent to outsourced or other organizations. There is no disposal in areas of water stress.

²All disposal occurs in freshwater only.



DAM MANAGEMENT

Five tailings dams, located in the towns of Andorinha and Campo Formoso, and 11 water dams, located in Andorinha, Campo Formoso and Entre Rios, make up Ferbasa’s portfolio of containment structures.

The work focused on dam safety continues to be monitored by specialized companies recognized for their know-how on the subject, with the objective of improving dam safety management, optimizing tailings management and increasing the percentage of water reuse, as well as ensuring adherence to current legislation.

Among the main contracted activities are the Dam Hypothetical Rupture Study (dam break), that is, the identification of the dam’s damage potential considering the hypothesis of rupture, the Dam Safety Plan (PSB) and the geotechnical investigation of the structures. It should be noted that these actions were expanded due to the reclassification of potential damage associated with the structures.

All water dams are reported and classified by Inema, as established by the Resolution of the

National Council of Water Resources (CNRH) 143/2012 and Inema Ordinance 16,481/2018. Periodically and regularly, these structures undergo inspections conducted by their own teams or external consultancies, in addition to being inspected by government agencies.

Deposition

A project was initiated with the aim of improving the way in which drained and stacked waste is disposed of. The initiative, which has already gone through a phase of studies and subsequent environmental licensing, allows total control of humidity - the tailings are filtered or cycloneated, causing the concentration of water to be drained and reduced abruptly.

With the compaction of the material in ascending piles, from the completion of the study in 2024, it will be possible to reduce the risks of deposition at the low level and characterize the consequences as low potential.



RECLASSIFICATION OF DAMS

The reclassification of the Company’s dams by regulatory agencies, as of 2022, raised the requirements from a regulatory point of view. As a result, some of them began to fall under the National Dam Safety Policy (PNSB), leading to the need for more in-depth studies and a greater volume of documentation, as well as a new look at internal processes.



FERBASA’S DAMS

| Type | Dam | Risk category | |
|----------|-------------------------------|---------------|-----------------------|
| | | Previous | Post reclassification |
| Reject | Medrado I | Low | Low |
| | Medrado II | Low | Low |
| | Medrado III | Low | Low |
| | Cava Camarinha | Low | Low |
| | Cava Pedrinhas S4 | Low | High |
| Water | Buri | High | High |
| | Barriguda Acumulação | Low | High |
| | Barriguda – Controle de cheia | Low | High |
| | Campinhos | Low | High |
| | Pedrinhas | Low | High |
| | Serjana | Low | High |
| | Mato Limpo | Low | High |
| | Lagoinha | Low | High |
| | Teixeira | Low | High |
| | Divisa | Low | High |
| Araticum | Low | High | |

FINE CLOSURES

GRI G4 -MM10

Throughout the year, there was no closure of mining activities. Therefore, the actions developed in this area maintained the planned schedule for the reconversion of the mined areas, with the objective of ensuring the integrity and physical and chemical stability of the units, even after their useful life. All legally binding processes are duly instructed with the respective Mine Closure Plans. Ferbasa annually updates the Financial Provision for Mine Closure, and issues reports that identify the actions for this phase. In 2023, R\$ 17.73 million were set aside for this purpose.

The plan for the future use of the mines is decisive for the sustainable development of the territories where the Company operates. Thus, Ferbasa follows the guidelines and good practices guided by Resolution 68/2021 of the National Mining Agency (ANM), which determines the description of preliminary data on the situation of the areas, the planning for the total deactivation of the structures and the guidelines regarding the environmental and socio-cultural actions to be carried out until their complete decommissioning, considering the impact on stakeholders.

| Mine | Regime | Substance | Status |
|--|-------------------|-----------|--------|
| Grupamento Mineiro do Vale do Jacurici - Jacurici Mine | Mining Group | Chromite | Active |
| Grupamento Mineiro de Campo Formoso - Coitezeiro Mine | Mining Group | Chromite | Active |
| Damacal Mine | Mining Concession | Limestone | Active |
| Jacaré Mine | Mining Concession | Quartz | Active |
| *Rancho Alegre Mine (operation ended in 2022) | Mining Concession | Quartz | Active |
| Itapura Mine | Mining Concession | Manganese | Active |
| Campinhos Mine | Mining Concession | Chromium | Active |
| Sacambira Mine | Mining Concession | Quartz | Active |
| Mina Bela Vista | Mining Concession | Quartz | Active |
| Tiririca Mine | Mining Concession | Quartz | Active |
| Mina Araticum | Licensing | Clay | Active |
| Mina Juruaba | Licensing | Clay | Active |
| Limoeiro Mine | Licensing | Clay | Active |

*The Rancho Alegre Mine had the Transfer of Mining Rights - Total Assignment effective on 04/09/2024 to Cristalgran Mármore e Granitos Ltda.

FERBASA'S MINES

In all, 13 mining operations are mapped with the possibility of closure.





PERFORMANCE

| | |
|---------------------|-----|
| Operational results | 115 |
| Financial results | 118 |
| Investments | 120 |

PERFORMANCE

Uncertainties and major economic challenges marked 2023, with emphasis on the slowdown in domestic investments, due to the need to migrate a large part of the sales previously destined for the domestic market for export. U.S. interest rates have worried the global market, which in the first half of 2024 is still waiting for the announcement of a rate easing by the Federal Reserve (FED).

The easing of tensions in the post-pandemic period and the conflict between Russia and Ukraine have reduced the imbalance in supply chains. This scenario caused the retreat in the prices of commodities and ferroalloys. Other factors had an impact throughout the year: the conflicts in the Middle East, which caused problems in world logistics, due to the passage through the Suez Canal, and the slowdown of the Chinese economy, driven by the difficulty of the real estate sector to honor debts after the pandemic.

Despite this challenging situation, the Company maintained the competitiveness of its business, promoting actions aimed at ennobling the product portfolio, maximizing productivity, containing costs, efficient cash management, innovation and evolution of the ESG agenda.

TOTAL PRODUCTION

296.6 k

tonnes of ferroalloys¹

1.7%

reduction compared to 2022

TRADING

273.6 k

tonnes of metal alloys

R\$ 382.9 million

net profit

R\$ 2,435.1 million

net revenue

R\$ 115.9 million

financial result

¹ Including the portion used for the internal production of FeCr BC.

OPERATIONAL RESULTS

Metallurgy

PRODUCTION VARIATIONS

10.4%
of growth - high purity ferrosilicon (HP FeSi)

1.4%
of shrinkage - chromium alloys

2.2%
of shrinkage - silicon alloys

273.6 thousand tonnes of ferroalloys were sold in 2023, equivalent to an increase of 1.4% compared to the previous year. Most of the increase was due to sales to the domestic market, which grew 1.7% in this period, as a result of the weak performance of domestic steel production, which was greatly impacted by Chinese steel imports.

The result of the year also reflects the combination of the 12.1% drop in sales of silicon alloys and the 4.1% increase in sales of chrome alloys in the domestic market. The foreign market increased sales by 1.0% in 2023, reflecting the combination of the decrease in shipments of silicon alloys (-3.2%) and the increase in the volume exported of chromium alloys (+6.9%).

The response to this adverse scenario confirms the competitive advantage inherent to Ferbasa's activity of arbitrating the direction of its products between the Brazilian market and exports, according to market circumstances. The Company also has the benefits of the Industrial Development and Economic Integration Program of the State of Bahia (ICMS *Desenvolve*), aiming to increase the production of ferroalloys.

Mining

TOTAL PRODUCTION

485.5 k
tonnes | **5.5%**
of reduction
compared to 2022

During the year, the planned deliveries of ore to the metallurgical park were ensured, ensuring compliance with the budget for the production of alloys. Also noteworthy are the initiatives aimed at expanding ore reserves and the evolution of the unit's safety indexes.

Regarding technological aspects, equipment was acquired and refurbished to mechanize the tasks in order to improve the performance and safety of the activities, including the commissioning of an asset capable of simultaneously performing drilling and cable installation in the underground mine (cable bolter).

For 2024, the most relevant goals are to improve the Safety Plan for dams that, although they do not present significant risks, aims to further certify the reliability of the structures, providing greater transparency in the relationship with communities and public entities. In addition, investments will be made in mechanization of mining, in the expansion of operational reserves, consolidation of the waste use program and also in the improvement and rationalization of water and energy consumption.

Forest

TOTAL PRODUCTION

123.7 k
tonnes of
bioreducer | **10.87%**
of reduction
compared to 2022

The drop in bioreducer production led to the need to purchase additional input from third parties, with high acquisition costs. This scenario was mainly caused by operational problems experienced by the forestry unit, which required maintenance stoppages for the carbonization furnaces far beyond what was expected for the year.

For 2024, the challenges focus on the resumption of production capacity, compromised in 2023 due to the intense rainy seasons, the increase in furnace

maintenance rates, as well as planting and forest management activities, which aim to supply bioreducers to Metallurgy.

Wind power

Average total generation
72.5 MW | **1.2%**
below the annual
physical warranty

In 2023, BW Guirapá presented its best energy generation and, consequently, the best net result in recent years. The performance was due to more favorable weather conditions, operational improvements implemented and the reduction of the financial impact related to the amortization of financing with the National Bank for Economic and Social Development (BNDES).

Electricity generation in the parks reached 72.5 average MW in 2023, a volume 12.4% higher than in 2022 and 1.2% below the 73.3 average MW contracted for the year with the Electric Energy Trading Chamber (CCEE). Electrical losses (internal and external), one of the main restriction factors, reduced 5.7 average MW of annual generation, while the level of restrictions imposed by the National Electric System Operator (ONS) reduced generation by 1.7 average MW in the period.

For 2024, the expectation is to advance in the management of the operation and maintenance of wind turbines, as well as to carry out boroscopy inspection in 100% of the Gearboxes, carry out internal and external inspection of the blades to map the existence and extent of damage and

program preventive repair, in order to mitigate the risk of breakdowns; and reduce performance losses. These actions will have an immediate and negative impact on availability, but they are essential for good medium and long-term management of the park's assets.



FINANTIAL RESULTS

Ferbasa faced a challenging scenario in 2023, after registering, in the previous year, the best financial performance in its history. Even so, it posted annual profit of R\$ 383 million, an amount that reflects the result of the reaction to a business environment that caused the shortening of its margins.

Net revenue for the year fell 22.4% compared to 2022, reflecting the decline of 23.8% in the average dollar prices of ferroalloys and 3.1% of the average dollar practiced, as well as the increase of 1.4% in the volume transacted.

On the other hand, when analyzing the behavior of the Cost of Goods Sold (COGS) of ferroalloys, between 2023 and 2022, an increase of 11.2% is observed, mainly justified by the increases in the costs of inputs and raw materials, especially bioreducer and chromium ore, in addition to other inflationary impacts that affected the vertical chain of the business.

The financial result reached R\$ 115.9 million, which exceeded 2022 by 39.0%. The increase expresses the increase of 12.4% in financial revenue, due to the higher average amount invested during the year and the change in the mix in the portfolio of financial investments. Due to its industrial complex installed in the area of operation of the Superintendence of the Development of the Northeast (Sudene), the Company enjoys the tax benefit of income tax reduction - 75% reduction percentage on income tax and non-refundable additions, levied on revenues.

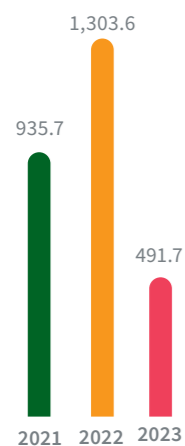


LEARN MORE ABOUT THE RESULTS FROM THE COMPANY ON OUR WEBSITE

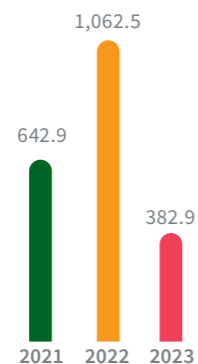
Total monetary value of financial assistance received by the organization from any government (R\$ thousands) | GRI 201-4

| Type of assistance | 2021 | 2022 | 2023 |
|--|------------------|------------------|-----------------|
| Physical Incentives | 983.0 | - | 1,104.0 |
| Grants for investment, research and development, and other relevant types of concessions | 156,637.0 | 226,535.0 | 32,836.0 |
| Economic value retained | 157,620.0 | 226,535.0 | 33,940.0 |

ADJUSTED EBITDA (R\$ MILLION)



NET PROFIT (R\$ MILLION)



The Company monitors its internal indicators through the Integrated Management System (SGI), which monitors the historical series of data relevant to its material topics, with impacts on its economic and financial indicators, which allows it to evaluate and, if necessary, promote changes in related actions and guidelines.

Direct economic value generated and distributed (R\$ thousands) | GRI 201-1

| | 2021 | 2022 | 2023 |
|---------------------------------------|--------------------|--------------------|--------------------|
| Added value to distribute | 1,431,380.0 | 1,985,001.0 | 1,005,869.0 |
| Net revenue | 2,389,477.0 | 3,139,016.0 | 2,435,135.0 |
| Distributed economic value | 905,925.0 | 1,236,250.0 | 848,913.0 |
| Personnel (compensation and benefits) | 358,802.0 | 415,705.0 | 416,724.0 |
| Taxes, fees and contributions | 249,366.0 | 379,079.0 | 159,661.0 |
| Remuneration of outsourced capital | 180,305.0 | 127,743.0 | 46,599.0 |
| Interest on equity and dividends | 117,452.0 | 313,723.0 | 225,929.0 |
| Economic value retained | 525,455.0 | 748,751.0 | 156,956.0 |

INVESTMENTS

In 2023, CAPEX totaled **R\$ 328.8 million**, 26.4% higher than in 2022

Investments by Business Unit

| CAPEX (R\$ million) | Metallurgy | Mining | Forest | Wind Power | 2023 | 2022 |
|-------------------------|-------------|--------------|--------------|-------------|--------------|--------------|
| Machinery and equipment | 44.7 | 91.8 | 17.9 | 16.7 | 171.1 | 145.3 |
| Biological assets | - | - | 71.7 | - | 71.7 | 64.5 |
| Mines | - | 24.1 | - | - | 24.1 | 14.3 |
| Buildings | 6.4 | 8.2 | 8.8 | 0.2 | 23.6 | 24.4 |
| Land | - | - | 23.4 | - | 23.4 | - |
| Vehicles and tractors | 0.7 | 2.1 | - | - | 2.8 | 2.6 |
| Furniture and utensils | 1.4 | 0.2 | - | - | 1.6 | 0.5 |
| Other (i) | 5.1 | 1.5 | 2.9 | 1.0 | 10.5 | 8.6 |
| Total | 58.3 | 127.9 | 124.7 | 17.9 | 328.8 | 260.2 |

(i) Includes: advances, information technology, intangibles and others.

The investments in the year were largely allocated to the acquisition of machinery and equipment (52.0%), especially for Metallurgy and Mining, and for the Forest Resources area aimed at maintaining the biological asset

(21,8%). These destinations represented 73.8% of total budgeted CAPEX. Among the year's investments, it is worth highlighting the quicklime production area, which continued the renovation of its plant.





ATTACHMENTS

| | |
|-----------------------|-----|
| Impact study | 123 |
| GRI content index | 127 |
| Corporate information | 141 |
| Credits | 142 |

IMPACT STUDY

GRI 3-3

| Material topics | Disclosure GRI | Resources/ stakeholders affected | Impacts |
|--------------------------------|---|--|--|
| Health and occupational safety | GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 403-10 | Shareholders, employees, communities, and the environment. | By putting people first, we give safety a prominent place in strategic and operational decisions. Thus, the management of the theme has the function of providing a safe environment for all employees . However, we recognize that, due to the nature of our operations, investments in continuous improvement are essential to prevent the occurrence of work and commuting accidents, expenses with leaves due to accidents and fires . All initiatives to safeguard people also aim to avoid occupational diseases and labor lawsuits, especially in the operational units. |
| | | | The real positive impacts on communities are generated by the jobs offered; operations carried out in the local commerce and services sectors; the initiatives of the social responsibility program Ferbasa is Here, which provides employment and income generation ; the development of children and young people in the surrounding communities through support for education and sports; lasting relationships , based on constant and transparent dialogue with the surrounding localities; and women's progress by encouraging entrepreneurship. However, despite being robust, the amount invested annually does not allow the fulfillment of all the social demands presented by the associations, with priority being given to structuring actions, which benefit a large number of people. |
| Local communities | GRI 203-1 GRI 203-2 GRI 413-1 GRI 413-2 | Communities, government, and press. | The populations surrounding the operations live with intense logistics for transporting raw materials and inputs, which generates noise and a high flow of vehicles on the roads. These impacts cause complaints in the form of road stoppages and requests for improvements in public roads. Claims for job vacancies in the Company are also registered. In addition, requests are submitted for support to increase the availability of water resources by drilling wells, water trucks or supply via exhausted pits. |

| Material topics | Disclosure GRI | Resources/ stakeholders affected | Impacts |
|-------------------------------------|---|--|--|
| Ethics, transparency and compliance | GRI 205-1 GRI 205-2 GRI 205-3 | Shareholders, employees, communities, the environment, and the Company's operations. | Since its foundation, it has been part of Ferbasa's culture to continuously strengthen conducts that ensure transparency and control in the business management . Thus, the Company enjoys credibility with stakeholders , as well as good performance and relationship with the market , reflected in the creation of value for shareholders. Nevertheless, there is constant attention to respect the commitments made in order to maintain the Company's good image and prevent any conflict of interest . Likewise, the diligence of management aims to protect the Company and its investments, preserving production activities and enabling new business, which often requires large financial capital. Thus, the Company is always attentive to maintaining its investment capacity to avoid the destruction of value for shareholders . |
| Waste management | GRI 301-1 GRI 301-2 GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5 | Environment and the Company's operations | Ferbasa's environmental management excels in preventing and mitigating impacts related to its production processes. Thus, all actions related to the control and disposal of waste comply with a policy that provides for the full management of the waste generated (from origin to final destination). This care is reflected in the reduction of waste disposal and prioritization of reuse. Due to the nature of the activities, the operations may result in damage to biodiversity, mainly due to the disposal of hazardous waste - a priority issue for the Company. In addition, industrial activities are closely monitored by environmental technical teams in order to prevent or reduce changes in water springs (for example, pollution and siltation) and contamination of soil and water by waste and tailings. |

IMPACT STUDY

GRI 3-3

| Material topics | Disclosure GRI | Resources/ stakeholders affected | Impacts |
|---------------------------------|---|--|--|
| Water and wastewater management | GRI 303-1 GRI 303-2 GRI 303-3 GRI 303-4 GRI 303-5 | Communities, economic and the environment. | <p>Ferbasa recognizes the great relevance of water for the ecosystem, especially in locations that have historically been water scarcity. Thus, it considers it essential to adopt sustainable and effective practices in the management of the input, exemplified by the decrease in the volume captured by the reuse of water in the facilities.</p> <p>In synergy with this precaution with the theme, the Company seeks to reduce the possibility of worsening the quality of water resources due to disposal, as well as remains attentive to prevent the application of fines for non-compliance with the legislation. In addition, it closely monitors activities that can unfold in silting of water sources and respects the grants to avoid reducing the volume of water in water bodies and, consequently, the availability of the resource to local communities.</p> |
| | | | <p>An electro-intensive company, Ferbasa recognizes the importance of efficient energy management that aims at the sustainability of the business with attention to its impacts on the planet's ecosystem. In this sense, it prioritizes the use of clean energy, highlighting the operation of seven BW Guirapá wind farms which, as of 2036, will allow the company to choose between its own supply or commercialization.</p> <p>The Company invests in strategies that seek to mitigate Greenhouse Gas (GHG) emissions mainly from industrial processes.</p> |

| Material topics | Disclosure GRI | Resources/ stakeholders affected | Impacts |
|---|---|--|---|
| Employee attraction, retention, and development | GRI 401-1 GRI 401-2 GRI 402-1 GRI 404-1 GRI 404-2 | Shareholders, Company, employees, and suppliers. | <p>Ferbasa strives to promote a work environment with engaged teams, which is why it continuously invests in the training of employees and in the improvement of working conditions, which are reflected in increased productivity, low turnover and consequent increase in intellectual capital.</p> <p>The shortage of skilled labor in the communities neighboring the Company's operational units is still a reality, which reinforces the importance of defining effective strategies for retaining and developing talent, avoiding the loss of intellectual capital to the market.</p> |
| | | | <p>Socially responsible since its foundation, Ferbasa's commitment to human rights has been translated into concrete actions that strengthen the Company's credibility with stakeholders and promote a positive corporate image.</p> <p>The Company remains aware of the importance of strict compliance with the universal principles related to the topic, also encompassing its commercial relations, avoiding the occurrence of labor lawsuits in its units, which impact reputational damage.</p> |

GRI CONTENT INDEX

| | |
|---------------------------|--|
| Statement of use | Ferbasa reported in accordance with the GRI Standards for the period from January 1 st , 2023, to December 31 st , 2023. |
| GRI 1 used | GRI 1: Foundation 2021 |
| GRI G4 sector disclosures | GRI MM4 / MM 10 |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---|------------|--|--|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |
| General disclosures | | | | | |
| The organization and its reporting practices | | | | | |
| | 2-1 | Organizational details | 9, 15, 19, 27 | | |
| | 2-2 | Entities included in the organization's sustainability reporting | 9 | | |
| | 2-3 | Reporting period, frequency and contact point | 9 | | |
| GRI 2: General Disclosures 2021 | | | 90 Change in the base period (2023), which will be compared with previous years (2020, 2021 and 2022). | | |
| | 2-4 | Restatements of information | GRI 303-3 Do not consider abstraction in areas with water stress in previous years or in the current report (2023). According to Water Risk Atlas, the points granted for abstraction are located in areas classified as Low Water Stress. The catchment figures for 2022 have been rectified. | | |
| | 2-5 | External assurance | There will be no external assurance. | | |
| Activities and workers | | | | | |
| GRI 2: General Disclosures 2021 | 2-6 | Activities, value chain and other business relationships | 15, 21, 81 There were no significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous report. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---------------------------------|------------|---|---|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |
| Activities and workers | | | | | |
| | 2-7 | Employees | 53, 54 The number of permanent and temporary, full-time and part-time individual workers, active and on leave in the last period of the year 2023 on the payroll, excluding interns, was taken into account. | | |
| GRI 2: General Disclosures 2021 | | | 53 The permanent workforce ended the year technically similar to the end of 2022, with 3,198 direct employees. There were 1,729 outsourced employees, representing 35% of the total workforce. This contingent includes 1,555 fixed contractors and 174 floating contractors, who carry out maintenance, renovation, planting, and harvesting services in the Forestry area. | | |
| | 2-8 | Workers who are not employees | | | |
| Governance | | | | | |
| | 2-9 | Governance structure and composition | 28, 29, 30, 31, 32 | | |
| GRI 2: General Disclosures 2021 | 2-10 | Nomination and selection of the highest governance body | 30 | | |
| | 2-11 | Chair of the highest governance body | 30 The Chairman of the Board of Directors does not hold a senior executive position in the Company. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---------------------------------|------------|---|--|------------|---|
| | | | Requirements omitted | Reason | Explanation |
| Governance | | | | | |
| GRI 2: General Disclosures 2021 | 2-12 | Role of the highest governance body in overseeing the management of impacts | 30 The engagement of the Board of Directors is mediated through the Executive Board and the Committees that support it in its operational actions. | | |
| | 2-13 | Delegation of responsibility for managing impacts | 33 The company has not appointed a senior executive to be responsible for managing impacts. The different boards and committees share this management, with periodic reports to the DAC. | a ii. | Not applicable The different boards and committees share this management, which is also reported to the DAC. |
| | 2-14 | Role of the highest governance body in sustainability reporting | 30 The Board of Directors composed the survey carried out by the Company to define the material themes of this cycle, following the same methodology applied to stakeholders. After the process of collecting information and producing the report, the result is checked, evaluated, and approved by the CAD before final publication. | b i, b ii. | Not applicable The company has not experienced the issues addressed in the periods analyzed. |
| | 2-15 | Conflicts of interest | 34 The DAC monitors potential episodes of conflicts of interest through the implementation of segregation of duties, the use of IT systems (RP), its Policies, Internal and External Audits, and whistleblowing channels. | | |
| | 2-16 | Communication of critical concerns | 33, 36 | | |
| | 2-17 | Collective knowledge of the highest governance body | 33 | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--|------------|--|--|----------|--|
| | | | Requirements omitted | Reason | Explanation |
| Governance | | | | | |
| GRI 2: General Disclosures 2021 | 2-18 | Evaluation of the performance of the highest governance body | 30 | a, b, c. | Not applicable The practice addressed in the question has not been experienced by the company in the periods referred to. |
| | 2-19 | Remuneration policies | 34 | a iv. | Not applicable The company has not experienced the issues addressed in the periods analyzed. |
| | 2-20 | Process to determine remuneration | 33 There is no supervision of the remuneration determination process by independent members of the highest governance body. | | |
| | 2-21 | Annual total compensation ratio | | a, b, c. | Confidentiality constraints Issues are addressed confidentially within the Company. |
| Strategy, policies, and practices | | | | | |
| GRI 2: General Disclosures 2021 | 2-22 | Statement on sustainable development strategy | 7 | | |
| | 2-23 | Policy commitments | 35 The commitments do not refer to intergovernmental instruments The commitments of the Code of Conduct. provide for respect for human rights. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---|------------|--|--|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |
| Strategy, policies and practices | | | | | |
| GRI 2: General Disclosures 2021 | 2-24 | Embedding policy commitments | 35 | | |
| | | | 36, 37 | | |
| | 2-25 | Processes to remediate negative impacts | 36, 37 Suppose the mitigation/repair is of a social nature. In that case, the situation is initially dealt with by the Social Responsibility team, which gathers all the evidence and brings it to the attention of the board of directors for the appropriate procedures. Effectiveness is verified after feedback has been given to stakeholders. We usually check this during the meetings themselves and also when we monitor the recurrence of complaints. | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 35 | | |
| | 2-27 | Compliance with laws and regulations | 35 In 2023, no significant fines or non-monetary sanctions were recorded. | | |
| | 2-28 | Membership associations | 45 | | |
| Stakeholder engagement | | | | | |
| GRI 2: General Disclosures 2021 | 2-29 | Approach to stakeholder engagement | 43 For the Company, objective dialog and efficient communication are dynamic and diligent ways of staying close to its stakeholders and strengthening the different relationships it proposes. Long-lasting relationships based on the constant strengthening of trust are part of the Company's culture. | | |
| | 2-30 | Collective bargaining agreements | 100% of the Company's employees are covered by collective bargaining agreements, but according to their respective business segments. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---|------------|--|----------------------|----------------|---|
| | | | Requirements omitted | Reason | Explanation |
| Material Topics | | | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | 10 | | |
| | 3-2 | List of material topics | 10 | | |
| Local communities | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 68, 123 | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 | Infrastructure investments and services supported | 79 | | |
| | 203-2 | Significant indirect economic impacts | 79 | | |
| GRI 413: Local Communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs | 68 | | |
| | 413-2 | Operations with significant negative impacts - actual and potential - on local communities | 79 | | |
| Ethics, transparency, and compliance | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 35, 37, 124 | | There is not metric which covers all the processes for tracking the effectiveness of actions. |
| GRI 205: Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption | a, b. | Not applicable | As a result of the diagnosis of the Integrity Program, the Anti-Corruption Policy, among other activities, was drawn up and is currently being evaluated by the leadership. |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--------------|------------|-----------------|----------------------|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |

Ethics, transparency, and compliance

| | | | | | |
|-------------------------------|-------|--|---|--|--|
| GRI 205: Anti-corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | In 2023, Ferbasa's Anti-Corruption Policy was drafted and was approved by Senior Management at the end of the year. | | |
| | 205-3 | Confirmed incidents of corruption and actions taken | There were no cases of corruption registered this year. | | |

Energy resources

| | | | | | |
|-----------------------------|-------|--|---|--|--|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 100, 125 Ferbasa is seeking electricity certification to ensure the traceability of renewable sources and is evaluating more sustainable fuels for transportation vehicles. It is developing projects for the use of electric mobile equipment to increase energy efficiency. | | |
| | | | In 2023, the Company created the Energy Efficiency Committee to deepen studies on energy certification and improve the efficiency of production equipment. The Company also focuses on reducing emissions, prioritizing energy from renewable and clean sources in its energy supply contracts. | | |
| | | | There is no established policy on the subject. There are no measures to manage actual and potential positive impacts at present. The Company has no targets for reducing energy-related emissions. | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 100, 101 | | |
| | 302-4 | Reduction of energy consumption | 100 | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--------------|------------|-----------------|----------------------|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |

Water and wastewater management

| | | | | | |
|-----------------------------------|-------|--|--|-----------------|---------------------|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 102, 125 There was no direct interference from stakeholders, and the actions were carried out within the framework of continuous management. Communication takes place within the framework of ISO 14001 audits and the Technical Report on Environmental Guarantee - RTGA. | | |
| | | | Learning is associated with results, verifying that solid actions generate equally solid benefits for everyone. | | |
| GRI 303: Water and Effluents 2018 | 303-1 | Interactions with water as a shared resource | 102 | | |
| | 303-2 | Management of impacts related to water discharge | 102 | | |
| | 303-3 | Water withdrawal | 105 | | |
| | 303-4 | Water discharge | 106 | a II, III e IV. | Not applicable |
| | 303-5 | Water consumption | 105 | | No records in 2023. |

Waste management

| | | | | | |
|-----------------------------|-----|-------------------------------|---|--|--|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 92, 124 We have no real negative impacts mapped. The approach to the subject is guided by formal principles established by the SGI Policy, the Code of Conduct, and the Solid Waste Management Plan (PGRS), the latter being responsible for covering all legal and operational aspects, as well as bringing together good management practices, including document control, which guarantees the traceability of information | | |
| | | | | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--------------|------------|-----------------|----------------------|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |

Waste management

| | | | | | |
|------------------------|-------|--|--------|--|--|
| GRI 306: Waste 2020 | 306-1 | Waste generation and significant waste-related impacts | 92 | | |
| | 306-2 | Management of significant waste-related impacts | 92 | | |
| | 306-3 | Waste generated | 95, 96 | | |
| | 306-4 | Waste diverted from disposal | 97 | | |
| | 306-5 | Waste directed to disposal | 97 | | |

Attraction, retention, and development of employees

| | | | | | |
|---|-------|--|-----------------|----|----------------|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 55, 58, 59, 126 | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 55, 56 | | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 56 | b. | Not applicable |
| | 404-1 | Average hours of training per year, per employee | 58 | | |
| GRI 404: Training and Education 2016 | 404-2 | Employee skills enhancement and career transition assistance programs | 58 | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--------------|------------|-----------------|----------------------|--------|-------------|
| | | | Requirements omitted | Reason | Explanation |

Human rights

| | | | | | |
|--|-------|---|---|--|--|
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 76, 126 | | |
| | | | There is no formal Human Rights policy, but the issue is dealt with in the Company's Code of Conduct | | |
| GRI 402: Labor/Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | | | |
| | | | There are no processes used to track the effectiveness of actions; objectives, targets, and indicators to evaluate progress. | | |
| GRI 408: Child Labor 2016 | 408-1 | Operations and suppliers with significant risk of child labor cases | | | |
| | | | No cases were identified in 2023. Ferbasa does not yet monitor its suppliers, however, in all contracts signed there is a social responsibility clause, whereby the supplier undertakes not to adopt child labor practices. | | |
| GRI 409: Forced or compulsory labor 2016 | 409-1 | Operations and suppliers with significant risk of cases of forced or compulsory labor | | | |
| | | | Ferbasa does not yet monitor its suppliers, however, in all the contracts signed there is a social responsibility clause, whereby the supplier undertakes not to adopt forced or slave-like labor practices. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|--|------------|--|--|--|-------------|
| | | | Requirements omitted | Reason | Explanation |
| Occupational health and safety | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 61, 62, 123 The indicators are monitored and discussed monthly at committee meetings and senior management meetings, proposing actions and planning to achieve and exceed the targets set. The effectiveness of these measures is measured and directs new challenges each year, making the system more competitive and effective. | | |
| | | | The company discloses its results internally at the annual critical analysis meeting and at the monthly meetings of the SGI committees, the results and actions of the impacts and indicators are disclosed, monitored, and reassessed. | | |
| | | | 403-1 | Occupational health and safety management system | 61 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 64 | | |
| GRI 403: Occupational Health and Safety 2018 | 403-3 | Occupational health services | 66 The management of ergonomic risks in the workplace is carried out through the Ergonomics Program. In addition, ergonomic assessments are carried out at all workstations with the implementation of an action plan. Ergonomic assessments are reviewed whenever the action plans are completed or when there are significant changes in ergonomic risks. | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | | |
|--|---|---|--|--------|-------------|--|
| | | | Requirements omitted | Reason | Explanation | |
| Occupational health and safety | | | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Ferbas holds monthly meetings of its IMS committees, which are widely publicized and open to all employees and third parties, to discuss work incidents and action plans, indicators, targets, and other situations related to Health and Safety issues. | | | |
| | 403-5 | Training of workers in occupational health and safety | 62, 64 | | | |
| | 403-6 | Worker Health Promotion | 66 | | | |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 64 | | | |
| | 403-8 | Workers covered by an occupational health and safety management system | 61 | | | |
| | 403-9 | Occupational Accidents | 64, 65 | | | |
| | 403-10 | Work-related ill health | 64 There were no occupational deaths or illnesses for employees or non-employees. | | | |
| | Extra GRI Disclosures - indicators not included in the materiality, but Ferbas decided to report to maintain the historical series and comparability | | | | | |
| | GRI 201: Economic performance 2016 | 201-1 | Direct economic value generated and distributed | 119 | | |
| | | 201-4 | Financial assistance received from government | 118 | | |

| GRI Standard | Disclosure | Location/Answer | Omission | | |
|---|------------|--|----------------------|--|-------------|
| | | | Requirements omitted | Reason | Explanation |
| Extra GRI Disclosures - indicators not included in the materiality, but Ferbasa decided to report to maintain the historical series and comparability | | | | | |
| GRI 301: Materials 2016 | 301-1 | Materials used, broken down by weight or volume | 99 | | |
| | 301-2 | Raw materials or recycled materials used | 99 | The recycling percentages are minimal and apply mainly to metallurgy. This indicator is already assessed together with waste. In the case of the Forestry Mining area, the item does not apply, since no raw materials or recycled material are used as substitutes for the production of its final product (Bioreductor), and Mining is characterized by mineral extraction and ore processing. | |
| GRI 304: Biodiversity 2016 | 304-1 | Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside of environmental protection areas | 87, 88 | | |
| | 304-2 | Significant impacts of activities, products, and services on biodiversity | 87, 88 | | |
| | 304-3 | Protected or restored habitats | 87, 88 | | |
| GRI 415: Public Policy 2016 | 415-1 | Political contributions | | No contributions were made to political parties during 2023. | |



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