

**nexa**

**Annual  
Report  
2025**



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That position carries heightened responsibility, and it demands alignment between our public commitments, how we make decisions, and how we deliver operationally.

# GOVERNANCE, DISCIPLINE AND LONG-TERM VISION

GRI 2-22

2025 was a year of meaningful progress for Nexa – but also one that called for discipline, agility and clear-headed decision-making. Against a backdrop of macroeconomic, geopolitical and regulatory turbulence, governance remained central: steering strategy, tracking material risks, and building long-term value.

As one of the world’s leading zinc producers, we are aware of what our presence means in the territories where we operate, both for the economic role we play and for the importance of the metals we produce across key sectors and in the energy transition. That position carries heightened responsibility, and it demands alignment between our public commitments, how we make decisions, and how we deliver operationally.

Throughout the year, the Board followed closely the issues that matter most to the company – paying particular attention to safety, capital discipline, the progress of strategic projects, and the review of our ESG targets and priorities. A significant milestone was the revision of our materiality matrix, which now incorporates the concept of double materiality: on one side, how sustainability issues affect Nexa’s financial

performance; on the other, how the company shapes environmental and social outcomes. This has broadened our ability to assess ESG topics through both a risk and a financial opportunity lens.

This development strengthens the Board’s role in line with international best practices and the expectations of investors, regulators and other stakeholders. Beyond overseeing risk, the Board is here to help the company move forward responsibly, with coherence and a long-term perspective, always oriented toward sustainable value creation.

We remain committed to diligent, responsible stewardship, supporting Nexa as it continues to strengthen its operational, financial and institutional foundations. We are confident in the company’s ability to grow in a disciplined, transparent and accountable way, preserving the soundness of the business and the trust of its stakeholders, and creating value that endures beyond any single economic cycle.

**Jaime Ardila**  
*Chairman of the Board of Directors*

# RESILIENCE, EXECUTION AND AN UNWAVERING COMMITMENT TO LIFE

## GRI 2-22

2025 demanded resilience, discipline and a full organizational response. It was a year of significant operational challenges – but also of meaningful progress for Nexa’s future. Throughout, we kept our focus on protecting our people, making decisions quickly and executing with rigor.

We entered the year facing headwinds – unusual rainfall in Brazil and Peru, instability at our Brazilian smelters, unfavorable market conditions – that pushed volumes below forecast. We responded with a focus on productivity, rigorous execution and cash preservation, and closed the year with one of the highest Adjusted EBITDA figures in our history, reflecting the strength of our integrated model and the tight cost management we have built over time.

Nexa’s financial performance gathered momentum through 2025, with a clear acceleration in the second half. We grew net revenues, reduced gross debt and strengthened our financial flexibility, supported by favorable zinc and by-product prices, and the focus we have built internally.

Safety is Nexa’s core value. In 2025, we revisited our safety principles, relaunched the Zero Harm Vision and pressed on with building a stronger safety culture – grounded in active leadership, continuous learning and tighter risk management. We know that real progress depends on consistent attention to routine, the ability to learn from setbacks, and an unwavering commitment to life.

We also moved forward on our strategic projects. Aripuanã’s stabilization progressed solidly, and the installation of the fourth tailings filter, scheduled for the first half of 2026, will be an important step toward the operation reaching its full capacity sustainably. In Peru, the Pasco Complex integration project advanced as planned, strengthening the long-term outlook for those operations and improving the efficiency of the tailings disposal system.

Our ESG strategy advanced in step with business execution. We are committed to ongoing improvement, with transparency: acknowledging both our progress and our limitations, and maintaining an open dialogue with our stakeholders.



In 2026, we will stay focused on stabilizing operations, advancing the Cerro Pasco integration project – a cornerstone of our strategy to extend the life and value of our assets – and deepening our ESG integration. We close 2025 clear-eyed about the challenges we faced and confident in the progress we made.

**Ignacio Rosado**  
Chief Executive Officer



We know that real progress depends on consistent attention to routine, the ability to learn from setbacks, and an unwavering commitment to life.💡



# ABOUT THIS REPORT

GRI 2-2, 2-3

Nexa Resources S.A.'s 2025 Annual Report details our main ESG initiatives, results, and challenges from January 1 to December 31, 2025. The information disclosed in this Report covers companies over which Nexa has operational control, as identified in Form 20-F<sup>1</sup>. This edition presents a year marked by operational recovery throughout the second half, financial discipline, advancement of strategic projects, and progress in governance and the ESG agenda, in a still-challenging context for the sector.

The consolidated financial statements and the independent auditor's report are available on the Company's website, in the Investor Relations section ([ri.nexaresources.com](http://ri.nexaresources.com) and [riperu.nexaresources.com](http://riperu.nexaresources.com)). The previous edition of this Report, published in April 2025, is available [here](#).

The content is structured around three main chapters:

- 1. About Nexa** – Information about the Company, including general data, organizational structure, and business strategy.
- 2. ESG at Nexa** – Description of our materiality matrix and its connection to the sustainability strategy.

### 3. Strategic and Priority Topics –

Presentation of the Company's key ESG topics, with detailed coverage of management approach, evolution of key performance indicators (KPIs), associated targets, and the main initiatives implemented throughout the period.

In addition, the content is in accordance with the Global Reporting Initiative (GRI), guided by the International Integrated Reporting Council (IIRC) Framework, aligned with the Sustainability Accounting Standards Board (SASB) Standards, and following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The Company is also working toward alignment with the Corporate Sustainability Reporting Directive (CSRD).

This edition features more concise chapters and sub-chapters. Detailed performance data that supports these reporting standards and reinforces our commitment to transparency is available in the databook.

The information has been externally assured by Bureau Veritas Brazil. The final report was presented to the Sustainability Committee and approved by the Board of Directors. **GRI 2-14**

<sup>1</sup>A scope reference table is provided in the Appendices, specifying which operating units are included in each indicator covered here.

# ABOUT NEXA

GRI 2-1, 2-6



We are a **global integrated mining and smelting company**. We are among the six largest zinc producers in the world and closed 2025 with consolidated net revenue of US\$ 3.0 billion, production of 530 thousand tonnes of metallic zinc and 35 thousand tonnes of zinc oxide, in addition to the production of copper and lead concentrates, and contained silver and gold.

Our metals play a **relevant role in infrastructure, agribusiness, health, and the transition to a**

**low-carbon economy**. Our products are present in solutions for renewable energy generation, automotive sector, mobility electrification, construction, and high-technology industrial applications, including silver, with growing applications in digitalization and artificial intelligence.

Throughout the year, we continued advancing the operational stabilization of Aripuanã and the execution of the Cerro Pasco Complex integration project – moves that contribute to expanding

efficiency, strengthening our operational base, and sustaining long-term results.

We have **eight operations across Brazil and Peru**: five polymetallic mines and three zinc smelters, including Cajamarquilla, in Peru, the largest zinc smelter in the Americas, which achieved record production in 2025.

Nexa Resources S.A. was incorporated in 2017 through the integration of Votorantim Metais’ operations and Milpo’s operations in Peru, and is part of the portfolio of investee companies of Votorantim S.A., our controlling shareholder, with 64.68% of total capital. Our shares are listed on the New York Stock Exchange (NYSE), and Nexa Peru’s shares are traded on the Lima Stock Exchange (BVL). Our headquarters are in Luxembourg, with offices in São Paulo, Belo Horizonte, and Lima.

We closed 2025 with 20,671 employees, including direct employees, apprentices, interns, and contractors, working with a focus on building a sustainable and innovative mining operation and the continuous improvement of our safety practices, with respect for people and the environment.

The following pages detail our strategy, performance, and commitments, and reflect how we continuously seek to create sustainable value for all our stakeholders.

## WHERE WE OPERATE



### Offices

#### Luxembourg

**Luxembourg City**  
(headquarters, administrative and commercial office)

#### Brazil

##### São Paulo

(administrative and commercial office)

##### Belo Horizonte

(administrative)

#### Peru

##### Lima

(administrative and commercial office)



### Mining Operations

#### Brazil

##### Vazante

##### Aripuanã

#### Peru

##### Cerro Lindo

##### El Porvenir

##### Atacocha



### Smelters

#### Brazil

##### Três Marias

##### Juiz de Fora

#### Peru

##### Cajamarquilla



### Mineral Exploration Projects

#### Brazil

##### Aripuanã

##### Vazante

#### Peru

##### Cerro Lindo

##### Complexo Pasco

(Atacocha and El Porvenir)

##### Florida Canyon

##### Magistral

##### Hilarión

#### Namíbia

##### Kalahari Copper Belt\*

\*The mining rights for the Otavi and North Namibia projects were divested in December 2025. Other concessions in the Kalahari Copper Belt remain in Nexa’s portfolio.

# OUR OPERATIONS

## MINING

Our mining operations in Brazil and Peru **comprise five polymetallic mines, predominantly large-scale, modern, and mechanized.** The proximity between these operations and our smelters drives operational integration and efficiency gains. In addition to zinc concentrate, we produce significant volumes of copper, lead, and silver as by-products, and gold at a smaller scale. In 2025, 12.9 million tonnes of run-of-mine (ROM) ore were extracted.

Consolidated zinc production totaled 316 thousand tonnes in 2025. Copper and lead totaled 33 thousand and 63 thousand tonnes respectively, with lead exceeding the year's projections. Silver production reached 11 million ounces, reinforcing Nexa's position as a significant global producer. In parallel, we advanced mineral exploration initiatives focused on reserve replacement and resource expansion, extending the life-of-mine of our assets.

2025 marked the first cycle of positive results at the Aripuanã operation, with growth across all primary metals. Compared to 2024, zinc at Aripuanã grew 11%, copper grew 8%, and lead remained stable. These results reflect improved stability, reduced downtime hours, and lower workforce turnover. The installation of the fourth tailings filter remains on schedule, with

commissioning expected in the first half of 2026 and full operating capacity in the second half, which is expected to increase the unit's operational stability, particularly during the rainfall season.

The Pasco Complex encompasses the El Porvenir and Atacocha mines and is a **strategic asset for Nexa.** In 2025, we advanced the integration project, aiming to extend the life-of-mine by up to 15 years and increase operational efficiency. The project's total investment is estimated at US\$148.8 million, with US\$117.1 million allocated to Phase I, of which US\$45.2 million has already been invested between 2024 and 2025. This phase includes improvements to the tailings facilities at El Porvenir and Atacocha, and enhancements to the water and effluent treatment systems. These improvements are subject to the completion of environmental impact studies. Securing the required construction permits and licenses allowed works to begin on schedule, reducing execution risk.

In 2025, Nexa increased its ownership in subsidiary Nexa Resources Atacocha S.A.A. from 66% to 83% through a capital increase directed at financing the integration project, a move that strengthens the Company's cash generation.

### KEY HIGHLIGHTS OF THE PASCO COMPLEX IN 2025

- During the second and third quarters, detailed engineering for the tailings infrastructure at El Porvenir and Atacocha was completed, along with equipment procurement and the start of site preparation activities.
- Earthworks and civil construction began in July and, by October, were fully underway, including slope cutting and containment works.
- Phase 1 includes the pumping of tailings from El Porvenir to Atacocha. This relocation is designed to reduce environmental impacts and minimize the need for social resettlement.
- Preparatory work for Phase II, including technical assessments and underground integration, progressed on schedule.





**PERU**



**El Porvenir**

A polymetallic underground mine located in the Pasco region, in operation since 1949.



**2025 PRODUCTION:**

ZINC EQUIVALENT:  
**142 thousand tonnes**

CONTAINED ZINC:  
**53 thousand tonnes**

CONTAINED SILVER:  
**4 million ounces**

CONTAINED LEAD:  
**25 thousand tonnes**

CONTAINED GOLD:  
**8 thousand ounces**

CONTAINED COPPER:  
**372 tonnes**



**Cerro Lindo**

A polymetallic underground mine, Cerro Lindo is the largest mine in Peru and one of the few global mining assets without an associated tailings dam, operating with approximately 91% water recirculation.



**2025 PRODUCTION:**

ZINC EQUIVALENT:  
**248 thousand tonnes**

CONTAINED ZINC:  
**87 thousand tonnes**

CONTAINED SILVER:  
**4 million ounces**

CONTAINED LEAD:  
**10 thousand tonnes**

CONTAINED GOLD:  
**4 thousand ounces**

CONTAINED COPPER:  
**27 thousand tonnes**



**Atacocha**

This mine, located in the Pasco region, is Nexa's oldest operation, in production since 1938.



**2025 PRODUCTION:**

ZINC EQUIVALENT:  
**50 thousand tonnes**

CONTAINED ZINC:  
**12 thousand tonnes**

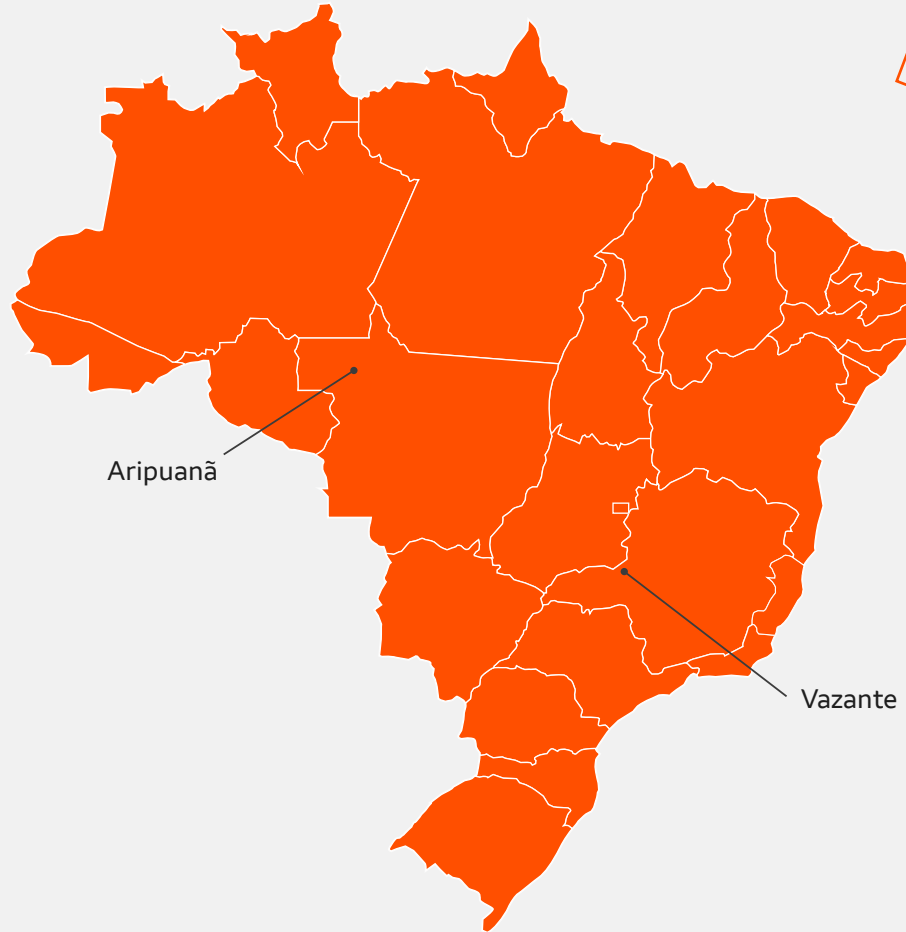
CONTAINED SILVER:  
**1 million ounces**

CONTAINED LEAD:  
**14 thousand tonnes**

CONTAINED GOLD:  
**10 thousand ounces**



**BRAZIL**



**Aripuanã**

A polymetallic underground mine located in Mato Grosso, Aripuanã began operations in 2022 and is **one of the world's newest zinc mines**. In 2025, we focused on advancing operational stability.

**2025 PRODUCTION:**

ZINC EQUIVALENT:

**97 thousand tonnes**

CONTAINED ZINC:  
**35 thousand tonnes**

CONTAINED SILVER:  
**1 million ounces**

CONTAINED LEAD:  
**13 thousand tonnes**

CONTAINED GOLD:  
**16 thousand ounces**

CONTAINED COPPER:  
**6 thousand tonnes**



**Vazante**

A polymetallic underground mine in Minas Gerais and **one of the largest in the world**, Vazante has been operating since 1969 and is currently transitioning to dry stacking tailings disposal, a safer and more sustainable practice.

**2025 PRODUCTION:**

ZINC EQUIVALENT:

**135 thousand tonnes**

CONTAINED ZINC:  
**128 thousand tonnes**

CONTAINED LEAD:  
**864 tonnes**

CONTAINED SILVER:  
**414 thousand ounces**

## SMELTING

The smelting segment represents the final stage of our integrated business model. Three smelters, Cajamarquilla, Três Marias and Juiz de Fora, are responsible for the production of metallic zinc, zinc oxide, and by-products, serving customers across multiple markets.

In 2025, zinc sales, metallic and oxide combined, totaled 567 thousand tonnes, down approximately 24 thousand tonnes from 2024. This came against a backdrop of heightened market volatility and historically low Treatment

Charges (TCs), which compressed smelter margins as concentrate costs rose. LME zinc prices recovered to more favorable levels in the second half, offsetting this pressure.

Faced with operational challenges at the Brazilian units, we launched a recovery plan, adjusting the leadership structure, expanding training, and driving continuous process improvement. We also maintained a focus on the efficient use of raw materials, deepening the integration between our mining and smelting operations.



PERU



2025 PRODUCTION:

**345 thousand tonnes**

OF ZINC METAL



### Cajamarquilla | In operation since 1981

The **largest zinc smelter in the Americas** and one of the largest in the world, with one of the lowest carbon footprints in the sector. In 2025, the unit achieved record production of 345 thousand tonnes, a 3% increase compared to 2024, sustained by greater operational stability and improved calcine availability. Sulfuric acid prices, the smelter's primary by-product, remained at favorable levels, contributing additionally to the unit's performance.



2025 PRODUCTION:

**123 thousand tonnes**  
OF ZINC METAL

**35 thousand tonnes**  
OF ZINC OXIDE



**Três Marias | In operation since 1969**

157 thousand tonnes of production in 2025, a 12% decline compared to 2024. The unit has accumulated approximately 500 tonnes of avoided CO<sub>2</sub> since 2017 through the operation of the biomass boiler, a pioneering initiative in the energy transition of Nexa's operations.

2025 PRODUCTION:

**62 thousand tonnes**  
OF ZINC METAL



**Juiz de Fora | In operation since 1980**

With a recycling-oriented profile: it captures electric arc furnace dust (EAFD), a steel industry residue containing 18% to 20% zinc, and processes it into primary metallic zinc. In 2025, metallic zinc production declined 25% to 62 thousand tonnes, and sales fell 23% to 64 thousand tonnes, reflecting the operational challenges faced throughout the year. In response, we optimized the use of the Waelz furnace with longer, more concentrated processing campaigns, an approach that drives operational efficiency and reduces greenhouse gas emissions as a result.



# PRODUCTION PROCESS

## 1 MINERAL EXPLORATION

Brownfield and greenfield projects in Brazil and Peru ensure the continuity of our operations, by increasing reserves and extending the life-of-mine and support the development of future mining projects.



## 5 FROM THE MINE TO PEOPLE'S LIVES

We operate across the mining and smelting value chain, supplying essential materials to industries such as automotive, infrastructure and energy, consumer goods, rubber, ceramics, agribusiness, chemicals, and cosmetics.

## 2 MINING AND CONCENTRATES

Our polymetallic mines, located in Brazil (Aripuanã and Vazante) and in Peru (Cerro Lindo and Pasco Complex), produce zinc, copper, and lead concentrates, with silver and gold contained in these metals.

### → Key Stages in the Mining Process:

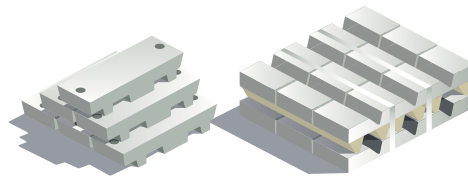
- Mining
- Crushing
- Flotation
- Thickening
- Concentrate

## 4 PRODUCTS AND BY-PRODUCTS

### Main Products:

SHG zinc and special alloys in ingot, jumbo, and granulated forms; Zamak; zinc oxide.

**By-products:** Sulfuric acid, sulfur dioxide, copper sulfate, copper cement, cadmium (cathode and sponge), among others.



## MINING AND SMELTING WASTE DISPOSAL

Waste generation is inherent to mining activities. Nexa prioritizes safer and more sustainable practices, such as dry stacking of tailings and the backfilling of mined-out pits.

## 3 SMELTING

Nexa operates three smelters with complementary roles in zinc production and material reprocessing.

**Cajamarquilla (PE):** One of the largest zinc smelters in Latin America.

**Três Marias (Brazil):** The only smelter with integrated technology for processing both silicated and sulfated concentrates.

**Juiz de Fora (Brazil):** Focused on recycling batteries, cells, and steelmaking residues, with zinc recovery via the Waelz Process.

### → Key Stages in the Smelting Process:

- Roasting
- Hydrometallurgy
- Electrolysis
- Casting

## MINERAL EXPLORATION

Mineral exploration is a **core strategic component** for Nexa, as it underpins the continuity of our operations, ensures reserve replacement, and guides our **long-term growth**.

In 2025, drilling programs focused on three key fronts: near-mine expansion, brownfield and infill drilling, and greenfield exploration at prospective projects.

One of the key highlights of the year was the global replacement of consumed resources and reserves across Nexa, maintaining a positive balance that extends the life-of-mine of our assets.

Total drilling in the year reached 274,889 meters, of which 69,807 meters were dedicated to exploration drilling and 205,082 meters to mining infill drilling.



Our brownfield exploration projects progressed steadily, focusing on portfolio expansion and supporting the **future life-of-mine extension of existing operations**.

### PERU

#### Cerro Lindo

The focus is expanding known orebodies southeast of the mine to ensure mineralization continuity. Drilling confirmed mineralization, including a 22.20-meter intercept.

#### El Porvenir

The *Integración* Zone, critical to the Pasco Complex, targets conversion of mineralized zones into Mineral Resources for life-of-mine extension. Drilling intersected high-grade mineralized zones, including an 80.5 meter intercept.

### BRAZIL

#### Aripuanã

Targeting new mineralized zones and future expansion options, drilling confirmed mineralization including a 10.3-meter intercept, demonstrating deposit continuity.

#### Vazante

Expansion targeted mineralized zones proximal to existing operations. Haulage ramp construction supported operational continuity; drilling confirmed mineralization at Conexão Sucuri Norte, including a 14.15-meter intercept.

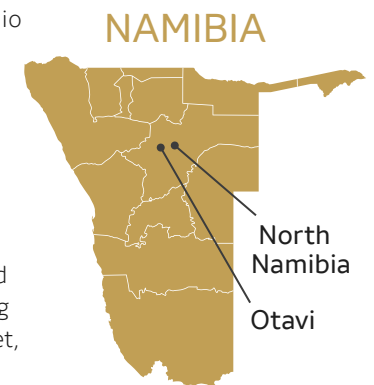


### Greenfield Projects (New Targets)

We continue to focus our long-term growth efforts on copper, with a portfolio in the early stages of mineral exploration aligned with our copper expansion strategy.

In line with our portfolio optimization strategy and capital discipline, in December 2025 we divested the mining rights for the **Otavi and North Namibia** projects. Throughout the year, we completed 656.2 meters of drilling at the Leulaghtee target, with no significant intercepts. We retain other concessions in the Kalahari Copper Belt, and future efforts in the region will focus on surface work and new target generation.

Projects such as **Florida Canyon and Hilarión**, focused on zinc, and **Magistral**, focused on copper, remain in the portfolio.





## RESOURCES AND RESERVES

GRI 14.11.3, SASB EM-MM-160A.3, EM-MM-210A.2

Our operations in Brazil and Peru have no proven or probable reserves located on Indigenous lands, within protected conservation areas, or in conflict-affected areas. See [page 64](#).

### RESOURCES AND RESERVES – GLOBAL

CLASS <sup>1,2</sup>	Total (million t)	Zinc (%)	Copper (%)	Silver (g/t)	Lead (%)	Gold (g/t)	Molybdenum (%)	Zinc (‘000 t)	Copper (‘000 t)	Silver (‘000 t)	Lead (‘000 t)	Gold (‘000 oz)	Molybdenum (‘000 t)
<b>Reserves (zinc mines)<sup>3</sup></b>													
Proven	42.01	3.11	0.33	28.7	0.52	0.05		1,307.2	139.1	38,697	220.0	70.8	
Probable	73.08	3.75	0.21	37.4	0.97	0.11		2,739.4	152.1	87,970	706.9	251.6	
<b>Total</b>	<b>115.09</b>	<b>3.52</b>	<b>0.25</b>	<b>34.2</b>	<b>0.81</b>	<b>0.09</b>		<b>4,046.6</b>	<b>291.2</b>	<b>126,667</b>	<b>926.8</b>	<b>322.4</b>	
<b>Resources (zinc mines and projects)<sup>3</sup></b>													
Measured	22.04	3.45	0.10	29.9	0.67	0.02		759.4	21.7	21,216	148.4	17.7	
Indicated	64.03	3.68	0.05	24.4	0.63	0.04		2,360.6	32.8	50,221	406.0	79.8	
<b>Total</b>	<b>86.06</b>	<b>3.62</b>	<b>0.06</b>	<b>25.8</b>	<b>0.64</b>	<b>0.04</b>		<b>3,119.9</b>	<b>54.6</b>	<b>71,437</b>	<b>554.4</b>	<b>97.5</b>	
Inferred	156.23	4.44	0.16	36.9	0.84	0.15		6,935.1	246.6	185,159	1,309.2	769.5	
<b>Resources (copper projects)<sup>4</sup></b>													
Measured	98.69		0.52	2.8			0.05		510.1	8,905			51.0
Indicated	90.68		0.43	2.8			0.04		394.3	8,041			36.1
<b>Total</b>	<b>189.38</b>		<b>0.48</b>	<b>2.8</b>			<b>0.05</b>		<b>904.5</b>	<b>16,946</b>			<b>87.1</b>
Inferred	11.06		0.38	3.1			0.0		42.2	1,089			5.5

<sup>1</sup> The estimate of mineral resources and mineral reserves involves assumptions regarding future commodity prices and technical mining considerations. The reporting of resources and reserves follows the 2014 CIM Definition Standards (Definition Standards for Mineral Resources and Mineral Reserves) and is consistent with the definitions of mineral resources and mineral reserves described in Regulation S-K, Subpart 229.1300.

<sup>2</sup> The totals and contents presented in this table have not been adjusted to reflect our equity interest. The information presented in this table includes 100% of the mineral reserve and mineral resource estimates of our consolidated subsidiaries and joint ventures and is calculated in accordance with the 2014 CIM Definition Standards and consistent with the definitions of mineral resources and mineral reserves described in Subpart 229.1300 of Regulation S-K, some of which are not wholly owned, as set forth in the ownership column available in the Mining Report on Form 6-K or the Nexa Annual Report on Form 20-F, available at <https://ri.nexaresources.com/financial-information/annual-reports/>.

<sup>3</sup> Mineral resources include the following units: Cerro Lindo, El Porvenir, Atacocha Underground, Atacocha Open Pit, Vazante, and Aripuanã; and the following zinc projects: Hilarión, Florida Canyon, and Bonsucesso.

<sup>4</sup> Includes the following copper project: Magistral.



## COMMERCIAL

In 2025, we consolidated our position as a **global company**, focused on ensuring the supply of zinc metal and by-products, even amid an **extremely volatile and challenging international market environment**.

Our price forecasting model signaled a **challenging first half of 2025, followed by a substantial recovery** in LME zinc prices in the second half. Despite inflationary pressures, unit costs remained stable at competitive levels, **through productivity initiatives**.

**We expanded our participation in our core market**, South America, where we benefit from higher premiums and stronger competitiveness. As a result, **our market share in Latin America increased by 6%** in 2025 versus 2024 from 76% to 82%.

Higher sales in the Brazilian market **improved cash flow by reducing accumulated ICMS** (Value-Added Tax on Goods and Services) tax credits of approximately US\$11 million.

In 2025, the LME zinc price averaged US\$2,870 per tonne, representing a 3% increase compared to 2024. Nexa's sales volume of zinc metal and zinc oxide totaled 567 thousand tonnes, down 4% versus the previous year.

Our commercial team capitalized on opportunities, particularly in the United States. **We grew our sales to the North American market**, exporting more than 10,000 tonnes through the Cajamarquilla smelter. However, trade dynamics between the United States and China **indirectly affected Nexa** in Latin America. US tariffs on Chinese products diverted excess Chinese goods, such as galvanized steel, into Latin America, contracting apparent zinc demand in the region by 4%.

To reduce logistical dependence and strengthen our bargaining power in the procurement of concentrates, approximately 50% of which are sourced externally, **we diversified import sources**, receiving concentrates from Africa and from mines such as Antamina (Peru) through alternative routes. This approach proved to be logistically more efficient and reduced reliance on the Callao port route.

**Our ESG performance** has become a key differentiator for customers and investors. In 2025, we translated operational excellence into market credentials, meeting stakeholders' demands.

We completed the review of the life cycle assessment of our products, and the calculations position Nexa's zinc

among the lowest carbon footprints in the world – notably at our Cajamarquilla facility, with a result of 0.78 kg CO<sub>2</sub>/t of zinc produced, using a cradle-to-gate approach. This is critical information for customers, who use this data in their own processes, and reflects our commitment to efficiency, transparency, and decarbonization across the value chain.

We achieved **full compliance** with the London Metal Exchange (LME) Responsible Sourcing standards (Track A), in line with the OECD Due Diligence Guidelines, maintaining our LME listing and market access, and reinforcing our commitment to responsibility and ethical management across the mineral supply chain.

We also conducted a **gap analysis** to identify the adjustments needed to obtain Zinc Mark certification, which evaluates 33 ESG governance criteria. This initiative is part of our strategic ESG plan.

For 2026, Treatment Charge (TC)<sup>1</sup> negotiations were concluded with a benchmark of US\$85/t, an improvement over the US\$80/t level recorded in 2025 – one of the lowest in the sector's recent history. While the advance is still modest, it represents a gradual recovery in commercial conditions for smelters. In metal and zinc oxide sales, we will continue pursuing geographic diversification across export markets – the US, Europe, Africa, and Asia – and market development for new zinc applications.

<sup>1</sup> Treatment Charge (TC) in mining and smelting refers to the fee charged by a smelter or refinery to treat and process ores or concentrates. This charge covers the costs incurred in smelting operations, including the conversion of raw ore or concentrate into refined metal.



## NEXA AT A GLANCE



**US\$ 3 billion**  
in net revenue  
in 2025

**US\$ 772 million**  
in Adjusted  
EBITDA

**US\$ 352 million**  
in CapEx  
investments

**US\$ 63 million**  
invested in mineral  
exploration

**5,614**  
direct  
employees<sup>6</sup>

**9,983**  
permanent  
contractors

**4,683**  
temporary  
contractors

<sup>6</sup> This figure includes employees of Pollarix, a subsidiary of Nexa Resources S.A. However, such employees are excluded from the disclosures presented in the Form 20-F.

## 2025 AWARDS AND RECOGNITIONS

**GHG Protocol**  
Gold Seal

**JDDS Certification (Joint Due Diligence Standard)**

**Sustainable Development Award from the National Society of Mining, Oil and Energy (SNMPE)**

In the Environmental Management category, and a Special Award for Climate Change Actions

**Gartner Eye on Innovation Awards**  
Advanced Manufacturing

**PERUMIN Seal**  
Excellence in Gender Equity

**FY25 Supplier Certification Award Worthington Steel**  
Recognizing outstanding performance in quality, delivery, responsiveness, and continuous improvement

# BUSINESS STRATEGY

2025 shaped the foundations of our operational progress and forward vision, strengthening a strategy built on four core pillars:

## ❖❖❖ Cash Generation and Value Creation

We operate with operational excellence and financial discipline, consistently delivering sustainable and resilient cash generation.

## ❖❖❖ Culture and Performance

We foster a strong and ethical culture, reinforced by inspiring leadership. Our organization is driven by productivity and accountability, resulting in a responsive and resilient company.

## ❖❖❖ Growth

We focus on business optimization, with copper as a strategic driver for Nexa's long-term growth. Our strategy includes the evaluation of organic opportunities and inorganic options (mergers and acquisitions) at different stages of maturity.

## ❖❖❖ ESG

Proactive execution, effectiveness, and risk mitigation guide our ESG drivers, supported by reliable execution and effective communication.



The integration of the ESG agenda into Nexa's business strategy has a direct impact on mitigating operational, social, and regulatory risks, improving cash flow predictability, and preserving asset value throughout their life cycles. This approach strengthens the Company's resilience across different market scenarios and supports long-term economic sustainability.

During the year, we focused on the **consolidation of key assets**, completing a Public Tender Offer in September, which increased our ownership interest in Nexa Resources Atacocha S.A.A. to 83%. This increase, achieved in part through a capital increase, **is critical to the Pasco Complex integration project** and ensures that a greater share of future cash flows accrues to Nexa.

In April, we completed the issuance of US\$500 million in long-term notes, representing an important step in the

proactive liability management strategy. This transaction reinforced investor confidence, extended our debt maturity profile, and enhanced our financial flexibility.

In 2025, our ESG agenda continued to mature through the restructuring of our materiality matrix, which adopted a double materiality approach, strengthened alignment with the business, and developed a more integrated view of impacts, risks, and opportunities. This process also reflected alignment with more recent international standards, contributing to greater consistency, comparability, and transparency of information (see more on [page 23](#)).

Innovation was another area that advanced significantly in 2025. A review of our strategic focus areas embedded innovation as a shared priority and an institutional value across all areas of the Company.

# ORGANIZATIONAL STRUCTURE

GRI 2-9, 2-12, 2-14

Nexa is supported by a solid corporate governance structure, which underpins its role as a global company with integrated operations in Brazil and Peru. Our corporate governance follows international best practices (NYSE and SEC standards) and comprises the Shareholders' Meeting, Board of Directors, Advisory Committees, and the Executive Management.

## Shareholders' Meeting

The Shareholders' Meeting is Nexa's highest decision-making body, with authority to amend the bylaws, elect or remove members of the Board of Directors, and approve the financial statements.

## Board of Directors (BoD)

The Board of Directors is Nexa's highest governing body, responsible for overseeing the company's strategic direction. It acts as the steward of Nexa's principles, values, corporate purpose, and governance framework, and monitors the performance of the Executive Management.

The Board of Directors has four advisory committees, including the Sustainability and Capital Projects Committee, which is responsible for overseeing Nexa's ESG Strategy.

Board members are nominated and elected by the General Shareholders' Meeting, by a simple majority vote. Shares without voting rights,

abstentions, and blank or null votes are not considered. Board members serve two-year terms, with the possibility of re-election.

The nomination process, which may include candidates proposed by shareholders or those identified through an independent search, includes an assessment of reputation, experience, absence of conflicts of interest, and independence requirements. **GRI 2-10**

Company concerns and risks are communicated to the Board of Directors during ordinary or extraordinary meetings, through planned agenda items or ad hoc topics. In 2025, the Board of Directors met eight times, and no critical concerns were raised through the company's grievance mechanisms. **GRI 2-16**

The Board of Directors comprises between five and eleven members, at least three of whom must be independent<sup>1</sup>, in compliance with the listing requirements of the stock exchanges on which we are listed. Nexa currently has nine Board members, two women and seven men, none of whom hold executive positions, and all of whom receive compensation.

<sup>1</sup>Independence is assessed in accordance with Rule 10A-3 of the Exchange Act, the applicable NYSE rules, as well as National Instrument 52-110 – Audit Committees.

## MEMBERS OF THE BOARD OF DIRECTORS

GRI 2-11

**Jaime Ardila**  
*Chairman of the Board*  
since June 18, 2019

Member of the Compensation, Nominating and Governance Committee and the Sustainability and Capital Projects Committee

**Edward Ruiz**  
*Independent Director*  
since December 14, 2017

Member of the Audit Committee and the Finance Committee

**Paulo Macedo**  
*Director*  
since June 28, 2024

Member of the Finance Committee

**Flávio Aidar**  
*Director*  
since October 01, 2024

Member of the Finance Committee and the Compensation, Nominating and Governance Committee

**Jane Sadowsky**  
*Independent Director*  
since December 14, 2017

Member of the Audit Committee and the Compensation, Nominating and Governance Committee

**Daniella Dimitrov**  
*Independent Director*  
since December 14, 2017

Member of the Audit Committee and the Sustainability and Capital Projects Committee

**Luís Ermírio de Moraes**  
*Director*  
since August 25, 2016

Member of the Compensation, Nominating and Governance Committee and the Sustainability and Capital Projects Committee

**Gianfranco Castagnola**  
*Director*  
since June 04, 2020

Member of the Finance Committee

**Hilmar Rode**  
*Independent Director*  
since June 22, 2023

Member of the Sustainability and Capital Projects Committee

More information on the responsibilities of the Board of Directors and the background of each member is available [here](#).

## ADVISORY COMMITTEES

Advisory Committees provide specialized oversight to the Board of Directors on designated governance areas. Composed of Board members, each committee meets at least quarterly.

- **Audit Committee**

The Audit Committee is responsible for monitoring the quality and integrity of financial statements and the effectiveness of internal control systems. It also oversees the risk management process and establishes ethics and conduct procedures. Composed of three independent Board members.

- **Finance Committee**

The Finance Committee oversees financial structure, recommends management strategy and capital structure decisions, and approves transactions in accordance with the Company's bylaws. Composed of three Board members.

- **Compensation, Nominating and Governance Committee**

The Committee evaluates executive compensation policies based on market competitiveness and talent retention, updated through market data analysis. It recommends Board and CEO candidates and evaluates the Chief Executive Officer and Committee members. The Committee develops corporate governance guidelines and annually evaluates senior leadership performance. The Board and Committees conduct annual self-assessments across a wide range of oversight topics. External consultants may support these evaluations. Composed of four Board members, including one independent director. **GRI 2-18, 2-20**

- **Sustainability and Capital Projects Committee**

The Committee ensures adoption of safe and sustainable ESG practices including environmental, social, health, safety, and tailings management. It oversees relationships with communities and other stakeholders in operating areas and development projects, and monitors disclosure of mineral resources and reserves for operating assets and the project portfolio. Composed of three Board members, two of them are independent.

**GRI 2-13, TCFD Ga**

## EXECUTIVE MANAGEMENT

Composed of global leaders across key business areas, Executive Management is responsible for developing and executing Nexa's strategy under the guidelines of the Board of Directors. The team comprises the Chief Executive Officer, six Vice Presidents, and three Directors.

Executive Management holds regular meetings to monitor performance and discuss sustainability, financial, and operational matters, as well as to define action plans for their teams. It also participates in Board meetings to discuss topics relevant to their areas of responsibility, and is kept informed of environmental indicators and priority risks identified through Nexa's risk matrix. Since 2022, ESG targets have been linked to the variable compensation of all eligible executives.

## MEMBERS OF THE EXECUTIVE MANAGEMENT

**Ignacio Rosado**

President and Chief Executive Officer

**José Carlos del Valle**

Senior Vice President of Finance and Group Chief Financial Officer

**Jones Aparecido Belther**

Senior Vice President of Technical Services & Business Development

**Leonardo Nunes Coelho**

Senior Vice President of Mining Operations

**Mauro Boletta**

Senior Vice President of Smelting Operations and Commercial

**Carlos Hilário**

Vice President of Human Resources and Corporate Affairs

**Renata Penna**

Vice President of Legal and Governance

**Felipe Lana de Almeida**

Projects, Engineering, and Energy Officer

**Neuma Eufrazio Braz Moreira**

Internal Audit, Compliance & Internal Controls Officer

**Fernando Demuner**

Smelting Operations Officer

# ESG AT NEXA

GRI 2-1, 2-6



# ESG STRATEGY

Our purpose is to operate with ESG excellence, promoting safe, ethical, and responsible mining that respects territories, preserves resources, and leaves a legacy of sustainable development. Our ESG Strategy is defined globally, adapted to the regulatory realities and environmental and social needs of Brazil and Peru, and aligned with the United Nations Sustainable Development Goals (SDGs).

In 2025, we took a decisive step by reviewing our materiality assessment to align with new regulatory requirements, including the Corporate Sustainability Reporting Directive (CSRD) and International Financial Reporting Standards (IFRS), incorporating the concept of double materiality, both impact and financial. This initiative advanced our ESG management framework, strengthened the plans supporting the commitments made in 2022, and enhanced transparency on operational limitations, while initiating a comprehensive ESG target review.

Nexa's ESG Strategy has been consolidating as an important business management tool, contributing to the mitigation of material risks and to the generation of sustainable value for shareholders and stakeholders. In this context, ESG topics are gaining relevance in the responsible management of operations and the development of mineral resources, in alignment with applicable regulations and international industry standards.



# MATERIALITY

GRI 3-1, 3-2, 3-3

Materiality is the core principle guiding our ESG Strategy, defining which environmental, social, and governance topics are sufficiently relevant to influence stakeholder decision-making and Nexa’s performance.

In 2025, we took a critical step by conducting a comprehensive **review of our materiality matrix**, a key milestone that reinforces our strategic direction and aligns Nexa with emerging global regulatory frameworks, including the Corporate Sustainability Reporting

Directive (CSRD) and IFRS S1 and S2 (International Financial Reporting Standards).

The most significant outcome of this process was the **adoption of the double materiality concept**. Unlike the previous approach, which focused primarily on perceived impact and reputation, double materiality requires the assessment of topics from two essential perspectives: impact materiality — how our operations affect society and the environment — and financial materiality — which ESG-related risks and opportunities could generate material financial impacts on our business.

The review followed a structured methodology, beginning with the identification of relevant topics based on regulatory benchmarks and peer analysis, followed by stakeholder engagement. In addition to impact analysis, we incorporated a financial materiality assessment, evaluating ESG risks and opportunities with the potential to materially affect the business across various time horizons. Conducted in close collaboration with multiple corporate areas, this process enhances Nexa’s **transparency and strategic soundness**, providing a business-oriented view of topics that may result in material financial implications.

To carry out this calibration exercise, **we engaged 507 stakeholders**, including leaders, employees, unions, and community representatives in Brazil and Peru, through a structured process that confirmed the priority topics of our strategy.

The review resulted in the consolidation of **eight critical topics**. The main addition, now incorporated under the double materiality framework, is Compliance and Environmental Incident Risk Management. We recognize that navigating an increasingly stringent regulatory landscape presents material risks and impacts for our business, underscoring the importance of this inclusion.

Other changes include the integration of the former Diversity theme into Human Capital, and the renaming of Water Resources Management to Natural Capital. This alignment strengthens market communication on the basis of consistent data and concrete evidence, while driving engagement and the mobilization of initiatives across the entire organization. Further details on the methodology and review process are available in the [databook](#).



## CRITICAL IMPACT MATERIAL TOPICS



### Environmental

- »» Climate change
- »» Compliance and environmental incident risk management
- »» Natural capital
- »» Tailings and waste



### Social

- »» Human capital
- »» Health and safety
- »» Social development management



### Governance

- »» Corporate governance and integrity



## Environmental



### CLIMATE CHANGE

Operations generate greenhouse gas (GHG) emissions, primarily under Scope 1, associated with fuel combustion and smelting and refining processes, in addition to contributions from the value chain. The energy transition creates opportunities for efficiency gains and emissions reduction, supported by operations in countries with predominantly renewable energy matrices. Nexa proactively monitors climate targets, regulatory developments, and market dynamics, seeking to mitigate risks and strengthen the competitiveness of its assets.

#### Current Negative Impact

- Activities contribute to direct and indirect GHG emissions

#### Risks

- Failure to meet climate commitments
- Transition risks: emissions restrictions, taxes, and carbon pricing
- Physical risks: extreme weather events
- Obsolescence of carbon-intensive assets

#### Opportunities

- Growth in zinc demand
- Increased demand for low-carbon zinc
- Carbon footprint below industry average (verified by third-party)
- Predominantly renewable energy matrix

#### Associated Commitments

- 10% reduction in Scope 1 emission intensity (per metric ton of zinc)
- Maintain Nexa's electricity mix entirely composed of renewable energy sources.
- Develop a Climate Change Adaptation Plan covering all operations.
- Define a carbon neutrality plan by 2035.

#### Location



#### SDGs



### NATURAL CAPITAL

Mining activities require responsible water resource management, particularly in water-stressed regions, where initiatives such as the desalination plant already implemented contribute to strengthening water security and operational resilience. Operations are also conducted with a focus on biodiversity protection and environmental impact mitigation.

#### Potential Negative Impact

- Activities may affect water reserves and lead to scarcity, particularly in regions with existing water stress
- Changes to habitats, landscapes, and ecosystems, impacting soil

#### Current Positive Impact

- Desalination at Cerro Lindo, ensuring water supply for operations without competing with neighboring communities

#### Risks

- Water scarcity may lead to regulatory, reputational, and operational risks
- Supply failures may disrupt operations
- Increased costs and environmental liabilities

#### Opportunities

- Efficient resource management (recirculation and reduction)
- Access to natural capital markets

#### Associated Commitments

- 10% reduction in specific water consumption by 2030 (mining and smelting) from 2023 baseline

#### Location



#### SDGs



### ENVIRONMENTAL COMPLIANCE AND INCIDENT RISK MANAGEMENT

Operations are conducted under strict environmental controls and in compliance with applicable regulations, aiming to manage atmospheric emissions and the handling of effluents and waste. Nexa maintains monitoring and prevention systems to protect air, water, and soil quality, including under exceptional conditions or extreme weather events, reinforcing the environmental resilience of its activities.

#### Potential Negative Impact

- Atmospheric emissions may affect air quality
- Leaks and failures may impact water, soil, and ecosystems

#### Risks

- Contamination of water resources and soil

#### Location



#### SDGs



### TAILINGS AND WASTE

Tailings and waste management is conducted with a focus on operational and socio-environmental integrity, considering the complexity of monitoring, storage, and applicable regulatory requirements. Strict controls are implemented to prevent environmental impacts and mitigate legal and reputational risks. At the same time, the expansion of circular economy initiatives enhances the valorization of waste as inputs for other sectors, generating efficiency and business opportunities.

#### Potential Negative Impact

- Improper waste management may contaminate soils, water, and ecosystems
- Environmental degradation, regulatory pressures, and impacts on surrounding communities

#### Risks

- Failures or instabilities with socio-environmental impacts
- Regulatory restrictions and operational interruptions due to storage limits
- Non-compliance may result in fines and production disruptions

#### Opportunities

- Expansion of circular economy initiatives

#### Location

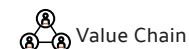


#### SDGs



### LEGEND

#### Location



## Social

### HUMAN CAPITAL

Operations take place in a context of transformation that requires continuous attention to employee well-being. Nexa seeks to enhance working conditions, strengthen social dialogue, and expand the use of technologies to improve safety. Diversity and inclusion initiatives reinforce the commitment to equal opportunities.

#### Potential Negative Impact

- Turnover and challenges in attracting and retaining talent
- Market volatility and automation impacting employment
- Operational demands that may affect well-being and equity
- Challenges in promoting and retaining diversity

#### Risks

- Safety risks related to commuting to remote areas
- Risks associated with high turnover and limited retention

#### Opportunities

- Comprehensive training and employee development programs
- Structured leadership development programs

#### Related Commitments

- Increase female representation in the workforce to 25%
- Increase female representation in leadership positions to 30%

#### Location



#### SDGs



### HEALTH AND SAFETY

Employee health and safety is a priority for Nexa. Operations in underground and metallurgical environments require continuous management of operational risks, including physical, chemical, and psychosocial exposures. At the same time, advancements in technologies such as AI and automation contribute to improving controls, reducing incidents, and strengthening the safety culture.

#### Potential Negative Impact

- Exposure to psychosocial stressors, potentially leading to fatigue and mental health impacts .

#### Current Negative Impact

- Occupational exposure and accidents may affect health, safety, and reputation

#### Risks

- Risks related to structural integrity and the occurrence of critical incidents
- Challenges in emergency response in remote areas
- Risks of non-compliance with health and safety requirements

#### Opportunities

- Use of technology and automation to improve controls, reduce exposure, and enhance safety

#### Related Commitments

- Achieve zero fatalities year over year across all operations
- Position all operations within the first quartile of the mining industry in terms of Total Recordable Injury Frequency Rate (TRIFR)

#### Location



#### SDGs



### SOCIAL MANAGEMENT

Operations are embedded in social contexts that involve expectations related to job creation, economic and environmental development, and access to water. These factors may influence community perception and the maintenance of the social license to operate. Nexa acts through structured dialogue, transparent engagement, and local development initiatives, aiming to strengthen trust-based relationships and promote long-term shared value.

#### Potential Negative Impact

- Failures in socio-environmental management, land access restrictions, or lack of respect for the rights of communities and Indigenous peoples

#### Current Positive Impact

- Positive impacts through engagement and investments in local development
- Shared value generation through partnerships and respect for territories

#### Risks

- Conflicts with communities related to socio-environmental commitments
- Operational disruptions arising from sensitive community interactions

#### Opportunities

- Strengthening the social license to operate through responsible socio-environmental management and active community dialogue

#### Location



#### SDGs



## Governance

### CORPORATE GOVERNANCE AND INTEGRITY

Business conduct involves challenges and opportunities related to corporate integrity. Nexa maintains whistleblowing mechanisms and awareness initiatives, with continuous improvements in whistleblower protection. Institutional and political engagement requires clear governance and alignment with ESG commitments. Across the supply chain, responsible business practices and contractual conditions are adopted to preserve resilience, mitigate risks, and strengthen stakeholder trust through transparency and ethics.

#### Potential Negative Impact

- Weaknesses in whistleblower protection
- Industry engagement requires governance to mitigate reputational risks
- Contractual conditions may impact supply chain resilience and reputation

#### Risks

- Tax and governance risks may lead to sanctions, market restrictions, and reputational impacts

#### Location

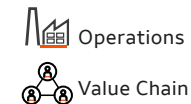


#### SDGs



### LEGEND

#### Location



All material topics are considered relevant across the short-, medium-, and long-term horizons.

# RISK MANAGEMENT

GRI 2-13, 2-25, TCFD GB, GRA, GRB, MMA, MMC

For Nexa, risk management is a **critically important pillar**, as mining inherently operates within complex and high-risk environments. We have adopted an Enterprise Risk Management (ERM) Policy, a key component of our business strategy aimed at creating value and strengthening stakeholder confidence.

Nexa's principal risks have the potential to directly impact operational continuity, cost structure, strategic project timelines, and cash generation. For this reason, risk management is fully integrated into the Company's decision-making processes and strategic planning.

The Audit Committee oversees the adequacy and effectiveness of these processes, ensuring that risk management is embedded within our operational systems and supports strategic decision-making across all operating units, projects, and corporate functions.

We manage our risks through the Enterprise Risk Management (ERM) function, following a methodology formalized in the Business Risk Management Policy and the Corporate Risk Manual. The risk reassessment process is conducted annually and adheres to international standards, including ISO 31000:2018 and COSO ERM:2017.

The process encompasses the following stages: risk identification, analysis, evaluation, appetite review, prioritization, treatment, monitoring, and reporting of any event that may negatively affect our strategic objectives across key dimensions, including financial, environmental, health and safety, social and human rights, legal and compliance, cybersecurity and information security, and reputation.

Senior governance bodies play a supervisory and advisory role, through their participation on the Board of Directors and its committees, recommending best practices and ensuring continuous improvement in risk management.

In 2025, we strengthened risk governance and culture through the following initiatives:

## Executive Risk Committee

We strengthened governance by establishing the Executive Risk Committee on a permanent quarterly basis. Composed of permanent voting members (Vice Presidents) and non-voting members (General Management), the Committee plays a key role in the escalation and formalization of high-level risk topics.

## Integration

We deepened our understanding of strategic risks through the development of comprehensive risk profiles, including drivers, root causes, controls, and action plans.

## Risk Culture

We reinforced a risk prevention culture across all operations through on-site visits, training sessions, and the development of a pilot program of cross-unit workshops among operations with similar risk profiles. This initiative is expected to expand in 2026, with the goal of ensuring a common minimum control baseline for comparable risks across the company.

## ESG Risks

Nexa's risk inventory was reviewed and expanded to include ESG-related criteria, aligned with the updated material topics identified in 2025.



## REGULATORY MAPPING AND COMPLIANCE

### GRI 201-2

Our risk mapping process was the primary catalyst for changes in ESG governance in 2025, driven by the need to **align Nexa with global trends and new regulatory requirements**.

During the year, the risk matrix was updated from a 4x4 to a 5x5<sup>1</sup> model, requiring a **reassessment of prior evaluations**. This enhancement introduced an additional level of granularity, enabling more precise differentiation and prioritization of risks. The change reflects a more sophisticated and sensitive assessment framework, one capable of identifying and categorizing ESG risks with higher accuracy.

The risk associated with the use of Artificial Intelligence has been incorporated into the strategic risk matrix for in-depth analysis, recognizing emerging topics in the market. To guide the responsible use of this technology across Nexa, we developed an Artificial Intelligence Policy.

We continue to monitor the inherent risks of the mining industry and our operations, with a strong focus on proactive mitigation. In 2025, the following risks remained the most material:

#### 1. Operational continuity and licensing

The timely obtainment of strategic licenses and permits remains a highly relevant risk with a direct impact on operations, requiring continuous legal and regulatory efforts.

<sup>1</sup> In the 4x4 matrix, impact is classified as minor, moderate, major, or extreme, while likelihood is classified as remote, occasional, probable, or very likely. In contrast, the 5x5 matrix classifies impact as minimal, minor, moderate, major, or extreme, and likelihood as remote, unlikely, occasional, probable, or very likely.

#### 2. Dam, tailings, and waste management

The management of geotechnical structures represents a high-level strategic risk subject to constant oversight. We work to ensure structural stability, regulatory compliance, and the maintenance of life-of-mine permits, while strengthening governance through reviews of governance frameworks and geotechnical organizational structures at certain mining units in Brazil, as well as planning initiatives in Peru.

#### 3. Political and social risk

Global political instability and social conflicts pose risks to operations, particularly in Peru, where social risk is closely linked to legal certainty and potential operational disruptions. This risk is directly associated with the possibility of operational shutdowns, project delays, and constraints on the social license to operate.

#### 4. Tax risk

The intensification of tax and fiscal changes has increased tax-related risk, reflecting a level of legal uncertainty that must be addressed through preventive management.

#### 5. Reputational (ESG) risk

Compliance with public ESG targets represents a strategic risk subject to priority monitoring, aimed at protecting Nexa's market reputation.

These and other identified risks are monitored by the responsible areas and, together with the ERM function, are detailed and disclosed in the company's [Form 20-F](#).



# PUBLIC TARGETS

Changes in our asset portfolio, improvements to our measurement systems, and new technical assessments of our mining and smelting operations led Nexa to revisit its public ESG targets in 2025.

The review was guided by three principles: data robustness, methodological transparency, and consistency in our long-term commitments. As a result, we maintained eight public commitments, with targeted adjustments that strengthen the credibility of the commitments we have established and the consistency of their tracking through 2030.

## WATER

We maintained our commitment to a 10% reduction in specific water consumption, with adjustments to our reference baselines. For mining operations, 2024 was established as the new base year, replacing Aripuanã's project-stage data with validated operational measurements and accounting for the divestiture of Morro Agudo. For smelting operations, the indicator was updated to measure water consumption per tonne of cathode zinc, a metric that more accurately reflects the operational efficiency of the business, with 2023 as the new baseline.

## DIVERSITY

Nexa maintains its commitment to reaching 30% women in leadership positions, as we believe this will be a catalyst for cultural change. For the total workforce, a target of 25% female representation has been established, supported by governance, talent attraction, and retention initiatives.

This analysis was grounded in historical company data (e.g. headcount, hiring, turnover) and projections through 2030, as well as sector benchmarking. It also found that progress in female workforce participation is influenced by structural factors, particularly in more remote regions.

## GHG EMISSIONS

We have updated our climate change management approach, adopting a Scope 1 emissions intensity target per metric ton of zinc produced, an indicator that more directly tracks operational efficiency gains and actual decarbonization progress (emissions reduction).

To ensure the consistency of the historical series, the 2020 emissions baseline was revised to reflect the exclusion of the Morro Agudo operation, no longer part of Nexa's portfolio, and the inclusion of industrial process emissions from the Juiz de Fora and Três Marias smelters, a material emissions source that had not been captured in the original baseline. Verifications were conducted by an independent third party, reinforcing the reliability and credibility of the information reported.

As part of our climate change initiatives, we are committed to formalizing, by 2035, a strategic plan for Scope 1 and 2 carbon neutrality.

By 2030, we will also develop a climate change adaptation plan aimed at identifying and quantifying the key physical risks that could impact its operations, thereby strengthening the resilience of our growth plan.

The revisions presented here should not be interpreted as a reduction in ambition. They represent an evolution in ESG target governance, guided by methodological rigor, regulatory transparency, and strategic integration with operational and financial planning.

By aligning public commitments with the operational realities of the business and long-term projections, Nexa reaffirms its commitment to a sustainability agenda that is fully integrated with corporate strategy – grounded in responsible risk management, market transparency, and consistent long-term value creation.

Topic	Original Target	Current Target	KPI	Baseline <sup>1</sup>	2023	2024	2025
Emissions Reduction	Absolute reduction of Scope 1 emissions of 20% by 2030 (52,000 metric tonnes of CO <sub>2</sub> equivalent).	10% reduction in Scope 1 emission intensity (per metric ton of zinc)	original – tCO <sub>2</sub> equivalent revised – tCO <sub>2</sub> eq/tZn	0.47	0.44	0.40	0.37
	Maintain Nexa's electricity mix entirely composed of renewable energy sources.	Maintain Nexa's electricity mix entirely composed of renewable energy sources.	%	98.5%	98.6%	98.4%	98.4%
	Achieve emissions neutrality by 2040.	Develop a Climate Change Adaptation Plan covering all operations.	-				
	Achieve net zero by 2050.	Define a carbon neutrality plan by 2035.	-				
Water	Achieve a 10% reduction in specific water consumption – mining.	Achieve a 10% reduction in specific water consumption at mining units	m <sup>3</sup> /t ROM <sup>3</sup>	2.26	NA <sup>2</sup>	2.26	2.05
	Achieve a 10% reduction in specific water consumption – smelting.	Achieve a 10% reduction in specific water consumption at smelting units	Original – m <sup>3</sup> /metric ton of metal Revised – m <sup>3</sup> /t ZnCt	20.10	20.10	19.65	20.48
Safety	Year-over-year, maintain zero fatalities across all operating units.	Zero fatalities across all operating units	N	-	0	3	2
	Position all of Nexa's units in the first quartile of the mining industry with respect to Total Recordable Injury Frequency Rate (TRIFR).	Position Nexa in the first quartile of the mining industry in terms of Total Recordable Injury Frequency Rate (TRIFR) <sup>4</sup>	Total Recordable Injuries × 1,000,000 / Hours Worked	2 <sup>o</sup> q.	3 <sup>o</sup> q.	2 <sup>o</sup> q.	2 <sup>o</sup> q.
Plurality	30% women in leadership positions	30% women in leadership positions	%	21.0%	23.70%	23.0%	26.70% <sup>6</sup>
	30% women in the workforce	25% women in the workforce <sup>5</sup>	%	16.0%	17.3%	17.5%	18.5%

<sup>1</sup> Baseline refers to the year 2020, except for specific water consumption, which uses 2024 for mining and 2023 for smelting.

<sup>2</sup> Not applicable, due to the change in baseline year to 2024.

<sup>3</sup> Run-of-mine (ROM): raw ore extracted directly from the mine without any processing.

<sup>4</sup> Source: International Council on Mining and Metals (ICMM).

<sup>5</sup> The women in the workforce target has been reclassified as an internal target.

<sup>6</sup> This figure reflects the percentage of women at Salary Grade 35 (SG35) and above. The Form 20-F discloses a different percentage, calculated based on the coordinator level and above.



# SOCIAL COMMITMENTS

## UN Global Compact

We have been a signatory to the United Nations (UN) Global Compact since 2017, supporting the mobilization of the business community around fundamental values related to human rights, labor relations, environmental protection, and anti-corruption.

## Sustainable Development Goals (SDGs)

Since 2017, we have been engaged with the UN's 17 Sustainable Development Goals (SDGs), addressing priority areas such as human rights, labor rights, environmental protection, and anti-corruption.

## Carbon Disclosure Project (CDP)

International initiative that assesses and recognizes corporate actions to manage and reduce environmental impacts. Since 2019, we have responded to the Water Security questionnaire, and since 2020, to the Climate Change questionnaire. In 2025, we continued to demonstrate transparency and robust sustainability management, maintaining a B score.

## Brazilian Business Council for Sustainable Development (CEBDS)

We participate in the Brazilian Business Council for Sustainable Development (CEBDS) with the objective of aligning our practices with sustainability excellence standards.

## Forum of Companies and LGBTI+ Rights

We have been signatories to the Forum of Companies and LGBTI+ Rights since 2021, endorsing the Ten Commitments Charter.

## Women in Mining (WIM Brazil and WIM Peru)

We renewed our membership with Women in Mining (WIM) in both Brazil and Peru, reinforcing our commitment to fostering a more inclusive and diverse mining industry.

## Women on Board (WOB) Seal

We received the Women on Board (WOB) Seal in 2021, recognizing the presence of women on our Board of Directors. WOB is an independent initiative that champions corporate environments with female representation on boards of directors or advisory boards.

## EcoVadis

Global platform for assessing corporate sustainability performance across environmental, social, and ethical dimensions. We have consistently improved our EcoVadis score, currently standing at 69 points, placing us in the 83rd percentile of our industry and above the majority of sector peers.

## Dow Jones Index – Corporate Sustainability Assessment (CSA)

The Corporate Sustainability Assessment (CSA) is conducted by S&P Global, evaluates the sustainability practices of listed companies, serving as the basis for the Dow Jones Sustainability Indices (DJSI) family. In 2025, Nexa Peru S.A. achieved an improvement in its CSA score.

# STAKEHOLDER AND ENVIRONMENTAL ENGAGEMENT

GRI 2-28, 2-29

Stakeholder engagement is a strategic pillar of the Company’s sustainable development. Nexa takes a structured approach to engagement grounded in transparency, ongoing dialogue, and materiality analysis, using a range of channels that ensure open, accessible, and frequent communication.

Stakeholders are identified and prioritized based on their level of influence and their exposure to the Company’s activities, enabling targeted and consistent engagement. This process strengthens trust-based relationships, mitigates risks, and surfaces opportunities, ensuring that our practices remain responsible and aligned with our corporate strategy and the Sustainable Development Goals (SDGs).

Our stakeholder engagement is guided by the following strategic drivers:

- Strengthening institutional relationships with key audiences
- Anticipating and managing risks and opportunities
- Generating informed inputs for decision-making
- Aligning institutional agendas with corporate strategy
- Contributing to the sustainability and continuity of operations

<b>Shareholders and investors</b>	Meetings   Sector conferences   On-site visits   Website   Social media   Market communications   Annual Report   20-F   Quarterly earnings releases   Investor Day   E-mail & newsletter alerts   Earnings calls/webcasts   Shareholder Meetings/AGMs   Capital markets updates
<b>Suppliers</b>	Environmental and social criteria for selection and contracting   Ethics Line   Annual Report   Plural Chain
<b>Customers</b>	Interface with commercial teams   Satisfaction survey   Ethics Line   Annual Report   Events
<b>Banks and financial institutions</b>	Meetings   Conference calls   Sector events   Sponsored events   Quarterly earnings releases   Ethics Line   Annual Report   20-F
<b>Employees, contractors, interns and apprentices</b>	Open Dialogue with CEO   Dialogue with Leaders   Strategic and management meetings   What's Nexa   Biweekly Safety Dialogue   Performance and Development Dialogue   Career Planning and Development   Ethics Line   Annual Report   Workplace   Go Nexa   <i>Rolando na Nexa</i>
<b>Industry associations</b>	Meetings   Industry gatherings   Ethics Line   Annual Report
<b>Government bodies</b>	Meetings   Contacts   Website   Social media   Ethics Line   Annual Report
<b>Regulatory bodies</b>	Meetings   Written communication   Website   Social media   Ethics Line   Annual Report
<b>Third sector organizations</b>	Meetings   Environmental and social programs   NGO qualification   Website   Social media   Ethics Line   Annual Report   On-site visits to Nexa's social projects   Stakeholder meetings
<b>Press</b>	Press releases   Interviews   Website   Social media   Annual Report   Press trips   Engagement agendas
<b>Community</b>	Environmental and social programs   Local meetings   Volunteering   Socioeconomic characterization of communities   Website   Social media   Ethics Line   Annual Report   Social agenda   Public hearings   Lives

## Industry associations

Our engagement with different stakeholder groups also includes participation in industry and sectoral associations, such as:

- Associação Brasileira de Empresas de Pesquisa Mineral e Mineração (ABPM)
- Federação das Indústrias do Estado de Mato Grosso (FIEMT)
- Federação das Indústrias do Estado de Minas Gerais (FIEMG)
- Fundação Sen. José Ermírio de Moraes (Funsejem)
- Innovation Hub
- Instituto Brasileiro de Mineração (Ibram)
- Instituto de Metais Não Ferrosos (ICZ)
- Instituto de Seguridad Minera Perú (ISEM)
- International Zinc Association (IZA)
- Mining Hub
- Mobilização Empresarial pela Inovação (MEI)
- Sindicato das Indústrias Extrativas de Minas Gerais (Sindiextra)
- Sindicato das Indústrias Extrativas de Minérios do Estado de Mato Grosso (Sindiminério)
- Sociedad Nacional de Minería, Petróleo y Energía (SNMPE) – Peru

## OUR PEOPLE

GRI 3-3: Human Capital (GRI 14.17.1, 14.21.1)

Our people are the foundation of Nexa. No operation or **strategy can succeed without the people** who drive our development every day and bring to life our purpose: to be the mining company that evolves with the world.

We are committed to fostering a **culture of development, well-being, and plurality**, where diverse talents can grow and reach their full potential. Guided by productivity, simplicity, and efficiency, our approach is rooted in genuine care for people. This culture

strengthens collaboration, innovation, and a sense of belonging, generating meaningful and lasting positive impacts on our organizational environment.

We also acknowledge the existence of risks such as unconscious bias and discrimination, which we seek to prevent through clear policies, training programs, and continuous monitoring. This approach reinforces our commitment to building an increasingly safe and respectful work environment.



### Nexa Culture

Nexa's culture is in a continuous process of evolution. In 2025, we led a transformation focused on the humanization of leadership, adopting a more empathetic and people-centered approach.

We strengthened our culture through targeted training and engagement initiatives. A key initiative was the Cultivating Leadership Program, which, in 2025, comprised three modules, including one specifically dedicated to Humanized Leadership. The program reached more than 600 leaders, centered on human recognition and the creation of psychologically safe environments.

Our Human Resources structure is now fully integrated across Brazil and Peru, with consistent content in all training and talent development programs. This integration is essential to promote the One Nexa vision, with a shared language and culture across the entire organization.

Innovation is a core company value, a collective capability embedded across the entire organization. We launched the Next Movement to increase visibility to innovation initiatives, encourage leadership ownership, empower talent, and activate collective intelligence.

Learn more about our engagement with employees in the [Human Capital](#) section.

## SUPPLIERS

**GRI 3-3: Governance and Integrity (GRI 14.18.1, 14.19.1), GRI 414-1**

We recognize our suppliers and external partners **as vital to building a resilient and responsible business**. In 2025, our focus was on strengthening **controls, compliance, and socio-environmental responsibility** throughout the value chain. Our contracts now include clauses that explicitly require respect for human rights. **GRI 412-3**

We maintain relationships with approximately 5,000 direct and indirect suppliers, including specialized service providers, engineering and construction companies, technical consultancies, equipment manufacturers, and suppliers of materials and raw materials. Of this total, only around 6% (approximately 300) operate as subcontractors (third parties).

In 2025, aligned with the London Metal Exchange (LME) guidelines, **we trained and engaged both partners and employees** on our Sustainable Procurement Policy (published in 2024) and our Compliance and Due Diligence Policy. As a result, we achieved full compliance with the LME Responsible Sourcing standards (Track A), reinforcing our commitment to ethical supply chain management.

We replaced our previous system (Ariba) with Ezproc, a single e-procurement platform integrated with the Coupa Supplier Portal (CSP), and developed by the Votorantim Group. This ecosystem enables us to select and collaborate with highest-rated suppliers, while **enhancing security, transparency, and compliance** in our supplier relationships.

We use the Coupa system for supplier contracting through a fully digital and collaborative process, with automation that enhances agility, standardization, and procurement compliance.

For supplier qualification, we rely on specialized platforms, Linkana (Brazil) and Izcheck (Peru), which support the assessment of technical, legal, financial, and sustainability criteria, as well as risk and compliance management. These solutions enable document centralization, information traceability, and structured evaluation of new partners, in line with Nexa's policies and guidelines, contributing to more structured and secure supply chain management.

In 2025, we worked with 5,000 registered supplier companies, 3,081 based in Brazil and 2,385 in Peru, serving a broad range of segments, including inputs and raw materials, waste and environmental management, energy supply, minerals and chemicals, fuels, healthcare services, packaging, transportation, MRO (Maintenance, Repair and Other), facilities, IT, services and maintenance, among others. Total purchases during the period amounted to US\$ 1.3 billion, with 3.4% contracted from local suppliers. **GRI 204-1**

*Note: Limited data on supplier size constrains the indicator's scope, reducing reported local procurement volumes in recent years without necessarily reflecting a decline in local supplier participation in procurement conducted in the country.*



## NEXA SUPPLIER MANAGEMENT

Our approach is guided by the **continuous strengthening of sustainable procurement and due diligence processes**, in strict adherence to OECD guidelines. Our [Supplier Code of Conduct](#) serves as a key reference and must be understood and adhered to by all our partners.

In 2025, we took critical steps to reinforce **responsibility and compliance across our supply chain**. We redesigned our third-party management framework with a **non-negotiable focus on safety**, dedicating specific Supply Chain professionals in both Brazil and Peru to this objective.

We also launched a pilot program of **on-site audits** for critical suppliers, ensuring continuous monitoring of the maturity of our supply chain.

### OUR LOCAL SUPPLIERS

The development of the local supply chain is a strategic priority for Nexa. Following the definition of the local supplier concept<sup>1</sup> in 2024, our focus shifted to consolidating clear policies that guide teams on the prioritization and promotion of local suppliers.

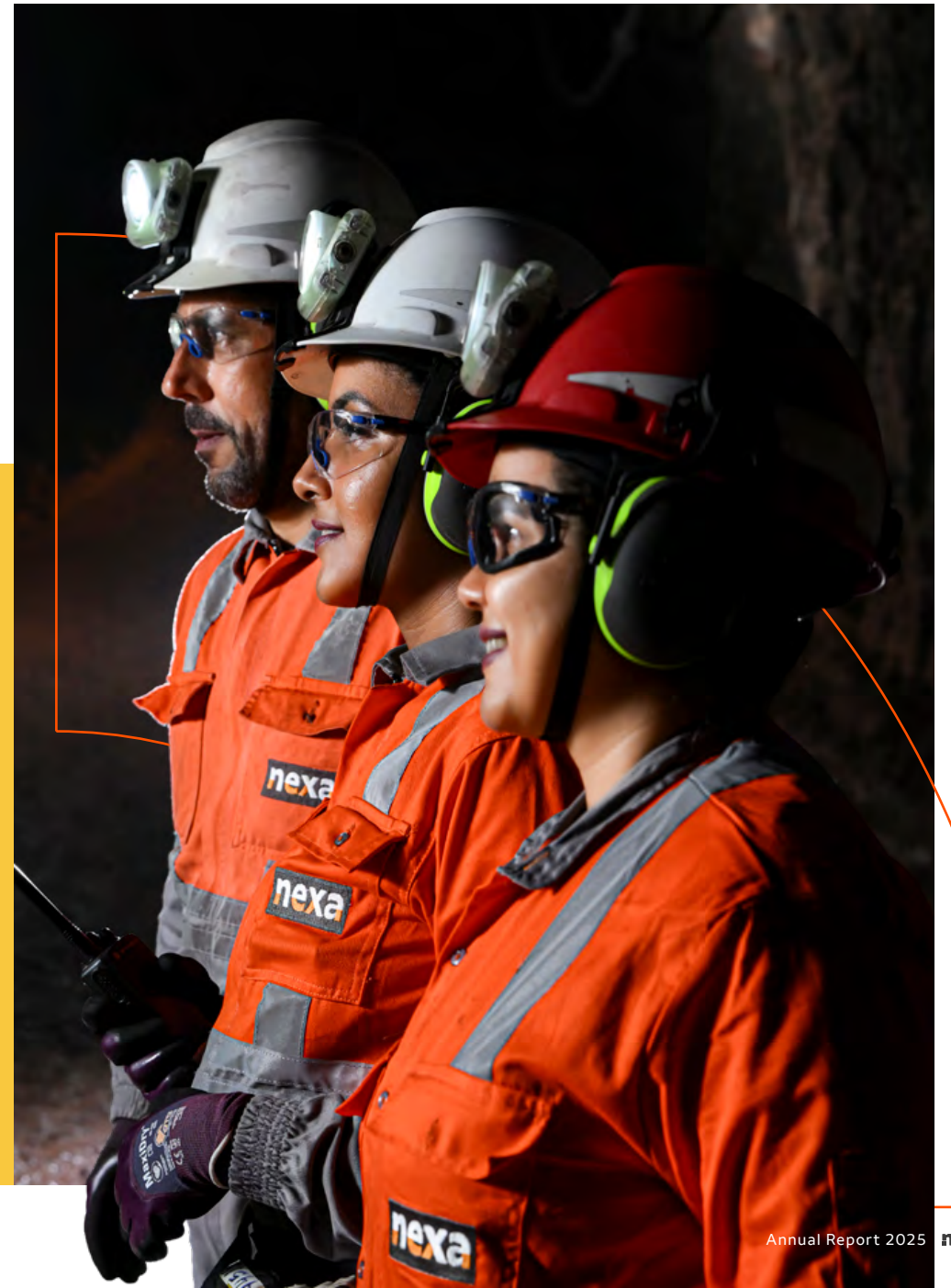
We actively engage with local suppliers to understand their needs and support their growth, ensuring that the development generated by our operations is shared with the communities where we operate.

This approach has already delivered important results, demonstrating that local suppliers can be more cost-competitive, driven by logistics optimization and the reduction of indirect costs.

In Peru, we prioritize partnerships with community-owned suppliers (companies formed by community members), strengthening social inclusion and building sustainable relationships throughout our value chain.

The Ezproc platform has been made available at no cost to local and community suppliers, and we continue to implement actions to simplify the supplier qualification process, define specific contracting categories, and support the training and development of this supplier segment.

<sup>1</sup> Local suppliers are defined as micro and small enterprises located within a radius of up to 50 kilometers from production units in the urban centers of Lima and Juiz de Fora, and up to 100 kilometers for all other units.





IN 2025,  
**404 suppliers**  
 participated in the Supplier  
 Assessment, more than double  
 the number in 2024

## Supplier Assessment

### GRI 414-2

We conduct supplier assessment as a strategic pillar to ensure our value chain is **aligned with our sustainability and safety values**, reinforcing our commitment to **ethical business relationships, human rights, and fair working conditions**. [GRI 308-1](#)

The assessment program is structured in two key stages. In the first stage, we conduct an internal evaluation focused on **performance, safety, and compliance** with our operational and environmental criteria, with safety performance serving as a **critical factor** in both supplier selection and contract continuity. In the second stage, we implement an external assessment that evaluates **suppliers' maturity in sustainability, social responsibility, and governance**.

In 2025, we assessed our suppliers through the **Supplier Assessment Index (IAF)**, covering the categories of **Logistics, Projects, Materials, Inputs, Services, and Sustainability**. In addition, we incorporated the **Safety and Innovation** categories, reinforcing our values and reaffirming our public commitments to these strategic topics.

In the 2025 assessment cycle, 404 suppliers participated, more than double the number included in the 2024 pilot cycle. The ESG assessment model aims to map the maturity of the supply chain and support continuous improvement. While the identification of ESG impacts and risks is still under development, the results already indicate a positive scenario, with a high level of supplier commitment to human rights and advancing ESG maturity across the value chain. From a social perspective, only 3% of suppliers recorded unsatisfactory responses.

The mapping of actual and potential social impacts related to our supplier base requires a more in-depth analysis across the entire value chain and is currently under development.

The results of the Supplier Assessment Program (2025 cycle) also highlighted an area of attention: 15 suppliers reported that they do not maintain a whistleblower channel or anonymous ethics hotline for employees and third parties. The absence of such mechanisms may create vulnerabilities related to transparency and the prevention of improper practices.

This finding reinforces the importance of continuing to advance the ESG maturity across our supply chain, through initiatives that encourage the adoption of integrity mechanisms and the protection of human rights.

## Supplier Recognition Program

Our Supplier Recognition Program is an important mechanism to **reward and value partners** that operate in line with our values and sustainability principles, strengthening a spirit of collaboration across the value chain.

The evolution of our value chain began in 2023, with the inclusion of ESG criteria in the recognition program, aimed at acknowledging diversity-related initiatives undertaken by external partners.

## CUSTOMERS

We prioritize maintaining a close and transparent relationship with our customers, recognizing sustainability as a competitive and ethical differentiator for our business. Our efforts in governance and compliance materialized in the development of a Customer Code of Conduct, which outlines ESG best practices, and in the implementation of a periodic due diligence review process covering 100% of our active customer base.

In 2025, we obtained the Joint Due Diligence Standard (JDDS) certification, which ensures responsible sourcing of minerals and keeps our records aligned with London Metal Exchange (LME) requirements.

The quality of our customer service is validated by the market. In the 2024 Customer Satisfaction Survey, we achieved a Net Promoter Score (NPS) of 85 out of 100, placing us in the excellence zone, three points higher than the previous survey. Based on these results, we developed action plans to further improve logistics performance and personalized customer service.

We made progress in reviewing the Life Cycle Assessment (LCA) of our products and are pursuing third-party verification for these data. Our zinc stands out for its low carbon footprint, among the lowest globally (0.78 tCO<sub>2</sub> per tonne sold, compared to an industry average of 3.0 tCO<sub>2</sub> per tonne of zinc). This advantage is supported by the fact that the Cajamarquilla smelter operates with 96% renewable energy, ensuring both operational efficiency and a strong environmental commitment.

We also advanced our circular economy agenda, responding to growing demand, particularly from the tire industry, for zinc oxide with high recycled content. In addition, we conducted a gap analysis for The Zinc Mark certification, aiming to align with future LME criteria and further strengthen our market credibility.

To maintain transparency and ongoing dialogue with the market, we engage stakeholders through multiple channels, including the Market Bulletin (a quarterly magazine), Zincast (a monthly/biweekly podcast), Market Talks (one-on-one discussions), and events such as the Zinc Journey.



## CLOSER TO OUR CUSTOMERS

In 2025, we strengthened our relationships with customers. A key highlight was the Zinc Journey, the first event dedicated to this audience, aimed at deepening Nexa's engagement with the Brazilian market.

The event featured presentations for customers, addressing macroeconomic trends, outlooks for 2026, and the zinc market.

The Zinc Journey was one of the initiatives included in the action plan developed based on the 2024 Customer Satisfaction Survey, which resulted in an NPS of 85. The biennial survey conducted in 2024 (with the action plan implemented in 2025) showed an increase of three points compared to 2022, placing Nexa in the excellence zone.



## SOCIETY

**GRI 3-3: Social Management,  
SASB EM-MM-210b.1**

Social management is a critical factor for Nexa's operational continuity, particularly in regions where social risks can directly impact production, project timelines, and value creation. Our **structured approach** seeks to anticipate conflicts, **strengthen dialogue**, and reduce the risk of operational disruptions, fostering **long-term relationships** built on trust and transparency.

We maintain close relationships with communities, grounded in dialogue and active listening. We recognize that potential negative impacts, such as environmental concerns or economic dependency, may arise, and we act preventively through targeted social management initiatives and continuous community engagement.

At the same time, we strive to generate positive, lasting impacts by supporting local economic development, strengthening infrastructure, and expanding opportunities for diverse groups. Our Local Development Plan, aligned with the AA1000 methodology, guides actions and projects that promote education, income generation, and autonomy. This work contributes to trust-based relationships and the sustainable development of the territories where we operate.

We use structured mechanisms for dialogue and shared development, applying a range of participatory tools, including:

- **Dialogue Channels** – We provide continuous communication channels (including our website, emails, phone lines, and in-person service) to ensure active listening and direct dialogue with local communities.
- **Community Panels** – At our operations in Brazil, we promote Community Panels focused on capacity building, participatory planning, and social intervention, fostering community engagement and the development of local leadership.
- **Nexa Open Doors** – Our site visitation program welcomes employees' families, students, and community members, promoting knowledge-sharing and trust-building relationships.
- **Engagement in Peru (OIP)** – At our Peruvian operations, we promote active community participation through Information and Participation Offices (IOP), which serve as permanent spaces for meetings, workshops, and assemblies.
- **Participatory Environmental Monitoring** – Also in Peru, we have implemented a program to ensure community participation in the periodic monitoring of air, water, and soil quality within our areas of influence.
- **Nexa+Community** – Citizenship initiatives and cultural activities in partnership with government bodies and social organizations.

## EMERGENCY DRILLS

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

In 2025, we demonstrated our **non-negotiable commitment to people's safety** and transparency by successfully conducting a series of emergency drills across our operations in Brazil. All exercises were carried out in strict compliance with applicable legislation and the Tailings Dam Emergency Action Plan (PAEBM). These drills are essential to **strengthening a culture of prevention** and ensuring that communities and public safety authorities are actively engaged in emergency preparedness.

A significant milestone was the first Integrated Emergency Drill conducted jointly with the electric utility Cemig in Três Marias and São Gonçalo do Abaeté in September 2025. This collaborative effort enabled the **integration of alert systems and the consolidation of a coordinated plan for population protection**. Community participation reached 30% within the Self-Rescue Zone (ZAS – *Zona de Autossalvamento*), reflecting a high level of engagement with emergency management.

In October 2025, the emergency drill at the Aroeira Dam in Vazante met all planned objectives, with **high community participation and confirmation of the effectiveness of siren systems**. The August 2025 simulation in Juiz de Fora, conducted in partnership with the Civil Defense and Fire Department, involved more than 1,800 participants, representing 51.3% of the Self-Rescue Zone population. This level of engagement is highly satisfactory, particularly as the exercise took place during working hours, demonstrating the community's familiarity and positive engagement with emergency preparedness.

These exercises involve coordination with multiple local stakeholders to validate emergency response capabilities and reinforce our commitment to responsible and preventive operations that take genuine action to protect lives.



# STRATEGIC AND PRIORITY THEMES





# ENVIRONMENTAL THEMES

We recognize our environmental responsibility and are committed to minimizing our impacts across multiple fronts.

The following section presents the main highlights of our performance in each of our material environmental themes: **climate change; compliance and management of environmental incident risks; natural capital; and dams and waste.**

## CLIMATE CHANGE

**GRI 3-3: Climate Change (GRI 14.2.1), SASB EM-MM-110a.2, TCFD Ea Eb Ec**

Energy is essential to our operations. As part of an energy-intensive sector, we continuously pursue collaboration to enhance our environmental performance, expanding the use of clean energy sources, actively reducing greenhouse gas (GHG) emissions, and contributing to the development of local policies and initiatives focused on both climate change mitigation and adaptation.

Our commitment to the climate agenda and to the development of the communities where we operate was

reinforced during our participation in COP30, the UN Climate Change conference, held in Belém (Brazil) in November 2025.

For further details on our engagement, key announcements, and contributions during the conference, see [page 62](#).

## Atmospheric emissions

**GRI 14.1.1, GRI 305-1, 305-2, SASB EM-MM0110a.1, EM-MM0110a.2**

We strive to be among the world's zinc producers with the **lowest GHG emissions**. To achieve this, we have established emission-reduction targets for our operations while ensuring compliance with stationary source emission standards and air quality regulations.

Our GHG emissions management has evolved significantly through team training and capacity building, and improvements in data collection and monitoring systems. These efforts have strengthened our understanding of main emission sources and support the identification of reduction opportunities in Scope 1, including necessary adjustments to the 2020 baseline.

In the short and medium term, we prioritize operational efficiency, reduced use of fossil fuels, and the development of technological solutions for the energy transition. We recognize that these advances involve challenges and inherent risks of innovation. And remain committed to continuous improvement and the ongoing evolution of our climate strategy.

In 2025, Scope 1 emissions amounted to 283,931.56 tCO<sub>2</sub>e, of which 73,209.26 tCO<sub>2</sub>e are attributable to local wildfires. For comparability purposes, these emissions were excluded from the data presented in the table, as they do not reflect operational efficiency gains, emissions performance improvements, or decarbonization initiatives. Direct biogenic emissions (Scope 1) totaled 7,890.43 tCO<sub>2</sub>e.

Compared to 2024, Scope 1 emissions, excluding wildfire-related emissions, decreased by 7%. Scope 2 emissions, associated with electricity consumption and purchases, totaled 12,987.40 tCO<sub>2</sub>e.

Scope 1 emission intensity was 0.37 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) per tonne of metallic (zinc contained). **GRI 305-4**

<sup>1</sup> GHG emissions from Brazilian units and offices are calculated in accordance with the Brazilian GHG Protocol Program, while operations in Peru follow the international GHG Protocol methodology, with the application of local emission factors.

## Energy Performance

**GRI 302-1, 302-2, 302-3, SASB EM-MM-130a.1**

The main highlights of Nexa’s energy performance in 2025 are related to the consolidation of renewable energy supply across all operations.

Approximately 90% of the energy consumed in our Brazilian operations comes from our own hydroelectric plants. To secure the continuity of this supply, we extended our self-production agreement with Pollarix by eight years, through 2036. The remaining consumption is covered by contracts certified under I-REC (International Renewable Energy Certificate).

In Peru, Nexa signed a 10-year energy supply agreement with Kallpa S.A., a Peruvian energy company. The Kallpa contract does not carry a guaranteed hydroelectric origin; however, Nexa uses the I-REC certificate system to offset greenhouse gas emissions.

In 2024, we established Nexa Energy with the objective of operating in the electricity trading market. In 2025, Nexa Energy consolidated and expanded its operations, beginning to procure energy to supply our production facilities and commercialize surpluses, with a focus on optimizing Nexa’s energy portfolio.

Nexa’s total energy consumption in 2025 was 18,684,424.05 GJ, of which 87% (16,236,803.04 GJ) came from renewable sources. A 20% increase over the previous year, driven by a reduction in petroleum coke consumption and a higher share of renewable fuels such as ethanol. Of total electrical consumption, 98% came from renewable sources, complemented by the use of biofuels – biomass, ethanol, and biodiesel.

Non-renewable sources totaled 2,447,621.01 GJ of consumption, with diesel and fuel oil standing out, accounting for 57% and 18%, respectively. Our energy intensity reached 33.10 GJ per tonne of metallic zinc (zinc contained).

## GHG Emissions (in tCO<sub>2</sub>e)<sup>1</sup>

**GRI 305-1, 305-2, 305-3, 305-5, SASB EM-MM-110A.1, TCFD MMb**

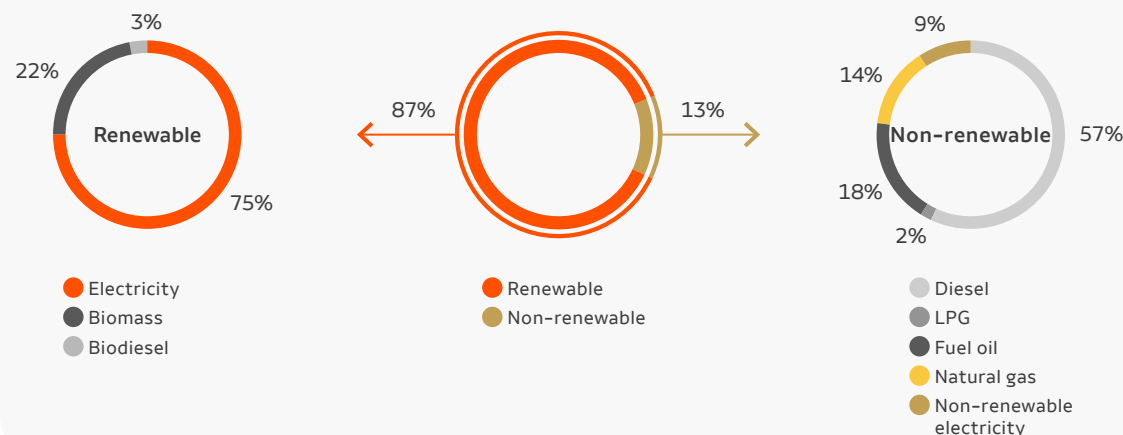
	2023	2024	2025	% of total in 2025
Scope 1 – direct emissions	240,384.60	238,333.60	210,722.31	14.06%
Scope 2 – electricity consumption (purchasing choice) <sup>2</sup>	13,799.95	10,012.66	12,987.40	0,87%
Scope 3 – value chain	1,199,463.17	771,644.53	1,274,976.09	0.87%
<b>Total<sup>3</sup></b>	<b>1,458,254.91</b>	<b>1,008,621.61</b>	<b>1,498,685.80</b>	<b>100%</b>

<sup>1</sup> Figures revised in 2025 and verified by an independent third party. The 2023 and 2024 data have been recalculated in accordance with the revised methodology.

<sup>2</sup> The Scope 2 emissions reported on this page refer to the market-based approach. In 2025, emissions under the location-based approach totaled 455,820.50 tCO<sub>2</sub>e.

<sup>3</sup> The increase in total emissions is mainly due to the addition of categories in Scope 3, resulting from the automation of data collection for the inventory and the mapping of impacts across the value chain.

## CONSUMPTION OF RENEWABLE AND NON-RENEWABLE ENERGY **GRI 302-1, 302-2**



## Decarbonization Strategy

We continuously work to reduce our direct greenhouse gas (GHG) emissions through operational efficiency and by incorporating innovation into several initiatives and projects aligned with our strategic climate change target.

Throughout 2025, the operation of the Waelz kiln at the Juiz de Fora unit, the site's primary source of emissions, was conducted in a more strategic manner, leading to lower energy consumption. As a result, operational efficiency **improved, specific fuel consumption declined, and emissions were reduced.**

In addition, Nexa, in partnership with the Funding Authority for Studies and Projects (FINEP) and the startup WXO, is developing a semi-industrial biorefinery. Currently in the engineering phase, the project aims to replace the use of petroleum coke with renewable alternatives.

Throughout the year, workshops were held at all units to disseminate knowledge about the main emission sources and decarbonization opportunities. These meetings reinforced the company's commitment to reducing direct emissions and promoted the active engagement of operational areas in this shared challenge.

## Sustainable logistics

We prioritize **efficiency and the decarbonization of transport routes.** In 2025, we made progress with the introduction of the first fleet of hybrid (diesel-electric) loaders in underground mining operations in Peru, an initiative **that reduces fuel consumption and lowers carbon emissions.**

We focus on increasing the use of electric forklifts and on implementing fleets powered by compressed natural gas (CNG).

Strategically, we diversified the import of concentrates by sourcing material from the Antamina mine in Peru through alternative routes and expanding procurement from suppliers in Africa. This approach has contributed to **reduced logistics costs** and potential lowering of indirect emissions.



## DESARROLLO SOSTENIBLE 2025 AWARD

In 2025, Nexa Peru was honored with the Special Award, Actions on Climate Change at the *Premio Desarrollo Sostenible*, in recognition of its initiatives in decarbonization and environmental management. The award highlighted the innovative emissions reduction and cement management optimization model implemented at Cerro Lindo.

The award-winning model was developed at Cerro Lindo to optimize cement management

in paste backfill, delivering simultaneous gains in carbon footprint reduction and operational efficiency. Cement used in paste backfill is among the five highest costs in underground mining operations.

Through industrial-scale testing, the unit validated the use of high sulfate-resistant (HS) cement, achieving a 10% reduction in cement consumption, without compromising quality, increasing critical inventory levels, and stabilizing operations.

## COMPLIANCE AND MANAGEMENT OF ENVIRONMENTAL INCIDENT RISKS

This topic is part of Nexa’s new materiality matrix (see [page 23](#)), bringing together environmental risk management and pollution-related issues. Under this theme, we address the management of atmospheric emissions (non-GHG), as well as effluent and soil management.

Our Integrated Management System guides our businesses in quality and environmental management, ensuring compliance with applicable environmental laws and regulations in each location where we operate, as well as with market best practices.

The system is based on the four-step interactive PDCA method (Plan, Do, Check, Act), which ensures operational discipline and consistency

in management. We operate with well-defined objectives and targets, supported by robust monitoring and continuous improvement cycles.

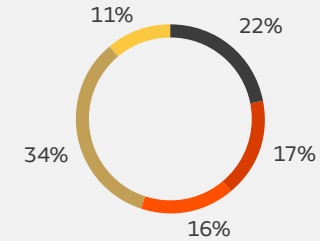
In 2025, we introduced HEATMAP (mapping of environmentally sensitive points), a tool for mapping environmental sensitive points, enabling the proactive identification and mitigation of potential contingencies.

In addition, the environmental pillar of our Nexa Culture and the Siclope platform remains a central tool for managing and monitoring actions. 100% of our operating units maintain an active Environmental Management Plan, reinforcing our commitment to preventive and structured environmental management. [SASB EM-MM-160a](#)



## ENVIRONMENTAL INVESTMENTS

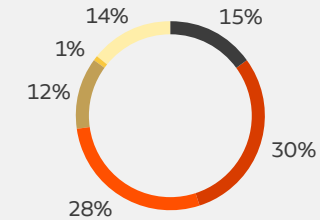
(in US\$ millions) [EN31](#)



- Environmental management
- Liquid effluent treatment
- Environmental prevention and atmospheric emissions treatment
- Waste treatment
- Other environmental investments

## ENVIRONMENTAL EXPENSES

(in US\$ millions) [EN31](#)



- Environmental management
- Liquid effluent treatment
- Environmental prevention and atmospheric emissions treatment
- Waste treatment
- Prevention, reforestation, and environmental education
- Other environmental expenses and occupational health

<sup>1</sup> In 2025, we invested US\$32.5 million in environmental management initiatives and US\$22.3 million in environmental operating expenses.



### RECIRCULATION RATE

In 2025, we achieved an average recirculation rate of **83%** across our operations

### WATER CONSUMPTION GRI 303-5

In 2025, total water consumption across our operations amounted to **19,000 m<sup>3</sup>**

### SPECIFIC WATER CONSUMPTION

Mining units:  
**2.05 m<sup>3</sup>** per  
tonne of ROM<sup>1</sup>

Smelting units:  
**20.48 m<sup>3</sup>** per  
tonne of ZnCt<sup>2</sup>

<sup>1</sup> Run-of-mine (ROM): raw ore obtained directly from the mine, without undergoing any beneficiation process.

<sup>2</sup> Cathode zinc.

## NATURAL CAPITAL

### GRI 3-3: Natural Capital (14.4.1, 14.7.1), 303-1, 303-2

This is a new theme included in our updated materiality matrix (see page 23), encompassing water resources management, with biodiversity as a subtheme.

Given the nature of mining activities, our operations may generate both positive and negative impacts on water resources, reinforcing the importance of preventive and integrated management.

We prioritize the responsible use of water, focusing on recirculation and reuse, effluent treatment, and operational efficiency. Our approach is guided by the Sustainability Master Plan, the Corporate Water Management Standard, and applicable legal requirements. We maintain continuous environmental assessments, systematic monitoring, and mitigation

actions, including a public commitment to reduce specific freshwater consumption by 10% by 2030.

During drilling activities, water is fully reused and recycled. Return flow is directed to settling ponds for evaporation, and sediments are properly contained to prevent contamination.

In 2025, we recorded an increase in specific water consumption at our smelting facilities, rising from 19.45 in 2024 to 20.48, reflecting primarily a lower level of water recirculation at these operations. Even so, we advanced initiatives focused on water efficiency, most notably at the Cajamarquilla smelter, where the Water Efficiency and Effluent Reuse project was implemented, aimed at expanding the use of treated water.

In mining, the Cerro Lindo operation stands out for capturing and desalinating seawater for operational use, avoiding competition for freshwater resources with the local population. In 2025, the optimization of the backfill project, which uses waste material to fill mined-out areas, indicated potential opportunities related to water use efficiency, which will be further evaluated throughout 2026.

Other initiatives include the implementation of a Wastewater Treatment Plant (WWTP) in Juiz de Fora to increase water recirculation and extend the useful life of the facilities.

At Aripuanã, we advanced the development of a new Industrial Effluent Treatment Plant (ETP), which is expected to contribute to increased water reuse and reduced dependence on fresh water intake.

## Biodiversity

### GRI 14.4.1, GRI 101-1 (14.4.2)

We conduct continuous **monitoring of fauna and flora in the conservation areas** where we operate. Our approach is preventive and risk-based, supported by approved environmental impact studies and by the Corporate Biodiversity Management Procedure, which defines minimum criteria for assessing impacts, dependencies, and opportunities, as well as guiding prevention, mitigation, and monitoring measures.

The results of biological monitoring carried out during operations are compared with the baselines established in environmental instruments, enabling the tracking of ecosystem dynamics and ensuring management aligned with legislation and environmental best practices. In addition, our operations maintain approved Environmental Impact Studies and Biodiversity Management Plans, ensuring **regulatory compliance and the minimization of potential impacts**.

### GRI 101-2 (14.4.3)

In Três Marias, we maintain a **nursery** that produces seeds and substrates used in environmental education projects and local planting initiatives.

Although no issues related to **forest fires** were recorded in our conservation areas, production at Juiz de Fora was impacted during the first quarter of 2025 due to a fire incident that affected the electrostatic precipitators in late

December 2024. In the Três Marias region, a significant fire occurred in the so-called Ecological Corridor, an area restored by Nexa with native species.

The Aripuanã unit, located in an area of rich Amazonian biodiversity, operates under the Basic Environmental **Program for the Indigenous Component (PBACI)**, approved in August 2024. This program was developed in partnership with FUNAI (Brazil's National Foundation for Indigenous Peoples) and the Cinta Larga and Arara do Rio Branco peoples, promoting cultural strengthening and territorial management. Nexa is a founding member of Legado das Águas, the largest private Atlantic Forest reserve in Brazil.

Located in the Ribeira Valley (Brazil), Legado das Águas is recognized as the **largest private Atlantic Forest reserve in the country**, protecting a continuous area of 31,000 hectares. Nexa is one of the founding companies of this landmark initiative, which is maintained by Votorantim S.A. and managed by Reservas Votorantim.

Legado das Águas is a **center of excellence for scientific research and the development of initiatives that promote biodiversity**, such as public use, ecological restoration, and the production of native plants. Its activities generate social, environmental, and economic benefits in an integrated sustainable manner.



## VAZANTES MINEIRAS

The Vazantes Mineiras project promotes the sustainable management of more than 3,000 hectares in Vazante (Minas Gerais, Brazil), approximately 80% green coverage. The territory includes a Private Natural Heritage Reserve (RPPN), Legal Reserves, and Permanent Preservation Areas (APPs), totaling more than 1,000 hectares dedicated to the conservation of the Cerrado.

In 2025, the project produced 10,880 native seedlings, established experimental coffee and baru fields, delivered environmental education activities with 504 visitors, and adopted circular economy practices, including the reuse of waste rock as concrete aggregate.

## DAM, TAILINGS, AND WASTE MANAGEMENT

**GRI 3-3: Tailings and Dams (GRI 14.5.1, 14.6.1), 306-1, 306-2, SASB EM-MM-540a.2, EM-MM-150a.10**

Our dams are continuously **monitored through the Dam Management System (SIGBAR)**, with periodic inspections and geotechnical monitoring. The integrity of our geotechnical structures is classified as a high strategic risk, and to prevent, mitigate, and control associated risks, we maintain the **Dam Management Policy under constant review**, while applying strict tailings disposal practices. Currently, 38.6% of the tailings and waste generated by the company in Brazil and Peru are disposed of in dams. **GRI 14.6.3**

In 2025, we strengthened governance and real-time monitoring, with the inauguration of the **Geotechnical Monitoring Center (GMC)** at the Três Marias unit, Nexa’s first facility of its kind. The GMC enables real-time monitoring of dam structural stability. In addition, we consolidated our project to adhere to the Global Industry Standard on Tailings Management (GISTM), a global benchmark for **tailings facility management. This initiative aims to align our practices with international protocols.**

We continuously invest in studies and technological solutions to identify alternatives to the current tailings and

waste disposal model, always applying the guidelines of the International Commission on Large Dams (ICOLD) in the control and monitoring of our 40 structures, 22 in Brazil (including one water dam) and 18 in Peru.

**SASB EM-MM-540a.2**

We have been working to expand the use of alternative disposal methods to conventional tailings dams:

- **Backfill** – This method consists of mixing inert tailings or waste with cement to form a paste used to fill open spaces in underground mines. At the Atacocha, El Porvenir, Cerro Lindo, and Aripuanã units, this process has already been implemented: 15% of the materials are returned to the mines of the Pasco Complex (Atacocha and El Porvenir), 53% to the Cerro Lindo mine, and 46% to the Aripuanã mine.
- **Dry stacking** – After moisture removal, the material is deposited in layers to form a stack. In 2025, this method was used at the Cerro Lindo, Aripuanã, and Vazante mines, with 58% of tailings deposited in stack form. At the smelting facilities, Três Marias stands out, where efficiency in the filtration process represents a significant advance in terms of safety and sustainability. Of the waste generated, 32% was directed to dry stack disposal – notably, a large portion of this material was used to close a previously inactive structure.



**GRI 306-3, MM3, SASB EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8**

		Hazardous (tonnes)	Non-hazardous (tonnes)
<b>Non-Mining/ Non-Smelting waste</b>		15,242.05	18,699.85
<b>Mining/Smelting waste</b>	Tailings	11,388,167.28	1,423,678.29
	Waste rock (Estéril)	8,993,856.00	886,174.00
	Recycled, reused or remanufactured tailings	3,136,941.15	-
	Recycled, reused or remanufactured waste rock	312,844.04	-

At Aripuanã, the acquisition and installation of a fourth tailings filter, scheduled for commissioning in the first half of 2026, is crucial to **overcoming operational bottlenecks and stabilizing the plant** to reach full capacity.



In 2025, the dry-stacking facilities at Juiz de Fora received technical recognition from the Minas Gerais state environmental authority. The structures were **reclassified** as tailings stacks rather than dams.

Monthly reports are submitted to environmental authorities, and the Declarations of Condition of Stability (DCS) confirmed the **stability of all our dams**.

In Peru, Phase I of the Cerro Pasco Integration Project, which includes the **tailings pumping system**, progressed in construction and is expected to be completed in 2026.

We invest in new technologies to promote circularity in our operations through the reuse of tailings and waste. Below are key examples of our 2025 progress:

#### **Alternative uses for jarosite**

Jarosite is generated during the hydrometallurgical stage of metallic zinc production at the Juiz de Fora unit and was historically disposed of in dams. Through the open innovation program Mining Lab Beginnings, in partnership with Geeco Materiais e Engenharia, Escalab, the Federal University of Minas

Gerais (UFMG), and WEG Tintas, Nexa developed applications that transform the material into products for the **construction sector**. New uses include **geopolymeric materials, pigments for anticorrosive paints, and ecological blocks**. In 2025, we advanced the circular economy of this waste in partnership with the startup VRD Tijolos Ecológicos. 150,000 ecological bricks were sold, representing **more than 1,000 tonnes of material**.

#### **Agricultural inputs**

We developed a route for producing soil acidity correctives from flotation waste generated at the Vazante unit (material dry stacking in piles), with support from the Funding Authority for Studies and Projects (FINEP). In 2025, we continued to actively seek partnerships for the industrial and commercial scale-up of the project.

#### **Iron concentrate**

We developed a circular economy project the production of iron concentrate (63%) from flotation tailings generated at the Vazante unit, using a magnetic separation process with rougher and cleaner stages. In 2025, the project continued to seek commercial partners for scaling up and large-scale production. An environmental license for production is already in place.

#### **Cajamarquilla gypsum (Geso CJM)**

This project reuses gypsum-rich sludges (~90%) generated during effluent treatment at the Cajamarquilla smelter, proposing their use as raw material in cement production as a substitute for traditional mineral gypsum. In 2025, Nexa completed the final stage of technical, operational, and commercial alignment to ensure the continuous supply of Geso CJM to the partner cement company.



### Bricks and precast products

At the Cajamarquilla smelter, goethite (144 kt/year), rich in iron, is the main waste generated. In 2025, we began implementing a pilot plant at Cajamarquilla designed to produce 24,000 eco-blocks per year, with the target of reducing approximately 3,000 tonnes of waste annually.

### Cementitious and geopolymer materials

In partnership with cement companies, laboratory tests confirmed the feasibility of tailings from the Atacocha unit, mainly composed of silica and calcite, as a supplementary cementitious material, with the potential to replace up to 20% of conventional cement. In 2025, we completed evaluations of the product's chemical stability. The next step is to carry out industrial trials, the final phase before the possible formalization of a contract for the continuous supply of the cementitious material.

### Pyrite concentrate

We developed a market opportunity from tailings generated at Cerro Lindo, which contain more than 50% pyrite and have the potential to be concentrated to purity levels above 98% using flotation technology. The pyrite concentrate has an estimated consumption potential of between 200,000 and 400,000 tonnes per year by two potential buyers in Germany. In 2025, we completed evaluations to leverage the existing infrastructure at Cerro Lindo, aiming to minimize the investments required to implement the pyrite concentration circuit.

### Decommissioning

**GRI 14.8.1, 14.8.3, 14.8.4, 14.8.5**

The decommissioning of facilities is a strategic part of the business, a positive legacy for surrounding communities, from initial planning through post-operation. For this reason, we monitor the process through internal policies involving all levels of the organization, from operational units to the Executive Board. All our operations maintain decommissioning and future land-use plans, prepared based on the most up-to-date technical references and global best market practices.

# SOCIAL THEMES

We see ourselves as a transformative agent, always taking into account the challenges and vocations of each territory. We work to welcome and develop our employees and to foster the socioeconomic development of the communities near our operations, which is a guiding element of our activities.

Below are some of our main initiatives and actions related to our material social themes: human capital; health and safety; and social management.

## HUMAN CAPITAL

At the close of 2025, Nexa had 5,614 direct employees, of whom 3,534 in Brazil, 2,065 in Peru, and 15 in other countries (Luxembourg and the United States).

Including both direct employees and contractors (third parties), approximately 20,000 people were involved in our operations. In 2025, 1,148 new employees were hired, including direct employees, interns, and apprentices. Of this total, 25.7% were women.

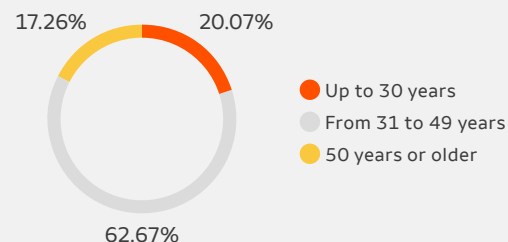
The global percentage of women in our workforce reached 18.5%, with regional variation: in Brazil, women accounted for 22.1% of the workforce in 2025, while in Peru the figure was 12.2%.

The number of direct employees changed by 7% compared to 2024, excluding interns and apprentices.

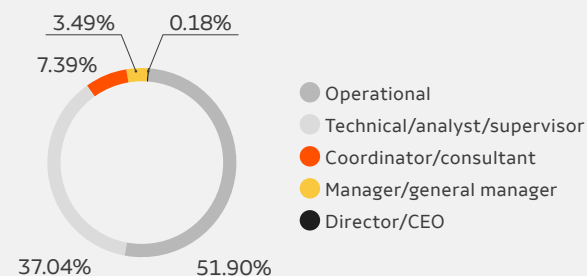
**GRI 401-1, 405-1**



### EMPLOYEES BY AGE GROUP



### EMPLOYEES BY JOB CATEGORY



### TOTAL EMPLOYEES

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

Year	Direct employees	Permanent contractors (third-parties) <sup>1</sup>	Temporary contractors (third-parties)
2023	5,770	8,784	8,946
2024	5,250	7,346	4,678
2025	5,614	9,973	4,683

<sup>1</sup> At the end of 2024, with effect from 2025, we revised the criteria and classifications for third-party contractors. The new methodology considers not only monthly access or days worked during the month, but also the permanent/non-permanent nature and contract duration. As a result of this methodological refinement, a difference can be observed between the figures presented in this report and those published in the previous reporting cycle. GRI 2-4

### Collective bargaining

GRI 14.20.1

The management of collective bargaining is a **pillar** of our Human Resources and Institutional Relations strategy and is essential to maintaining a stable and productive work environment. In 2025, we navigated an environment of **intense negotiations** in Brazil and Peru, reinforcing ongoing dialogue as a fundamental tool for building trust and reaching mutually beneficial agreements.

The percentage of employees covered by collective bargaining agreements reached 86% in 2025. Employees not covered by collective bargaining have their compensation governed by the Executive Compensation Policy. GRI 2-30, SASB EM-MM-310a.1

In Brazil, despite pressure for real wage gains in a context of low inflation, we successfully concluded negotiations at the Três Marias, Juiz de Fora, and Vazante units **within expected parameters**. This achievement demonstrates our ability to balance unit competitiveness with employee expectations.

In Peru, where negotiations require **constant attention and proactive engagement**, a key milestone was the signing of a three-year collective bargaining agreement at the Cajamarquilla unit. Negotiations of this nature, which involve a strong economic agenda, provide **better security and predictability** for the coming years and mitigate the risk of work stoppages.

In 2025, we recorded a one-week stoppage of operations in Pasco caused by protests of local communities and broader social conflicts. GRI 14.20.3, SASB EM-MM 210.b.2, 310a.2

Note: The most significant period of non-compliance at Atacocha and El Porvenir stemmed from community tensions with San Juan de Miraflores (SJM) over compliance with existing agreements, specifically commitments related to local income generation. The disputes resulted in 14 days of suspended operations at Atacocha and 8 days at El Porvenir, resolved through structured negotiation and direct dialogue with local communities.



### ENTRY PATHWAYS AND PROFESSIONAL DEVELOPMENT

Nexa maintains structured programs for entry and professional development, creating accessible pathways for young talent, people with disabilities, and internal employees to grow within the company:

➤➤ **Potenciar** – is designed for internal employees, enhancing the competencies of selected talents from across the company's businesses, providing opportunities for the exchange of experiences and cross-functional learning. In 2025, the program delivered more than 120 hours of training to nine participants.

➤➤ **Internship Program** – we offer a comprehensive development journey for university students, combining training, mentorship and practical projects to support the growth of our interns. In 2025, we had 286 active interns in Brazil and Peru.

➤➤ **Apprenticeship Program** – Our workforce entry program is aimed at young people aged 14 to 24 and at people with disabilities, with no age limit. In 2025, we had 109 apprentices across our units in Brazil.

## Benefits and compensation

### GRI 2-19

Our programs are designed to promote employee well-being, flexibility, autonomy, and growth. We maintain a compensation policy designed **to attract and retain talent, reward performance, and ensure**

**internal and external equity**, combining base salary and variable compensation.

Members of the Executive Board (senior executives) receive both fixed and variable compensation. Fixed compensation aims to attract and retain professionals

with the experience and skills required for the scope and responsibility of their roles in company management. Variable compensation, in turn, is linked to the achievement of challenges established for the respective year, with targets and weightings defined and approved annually by the Board of Directors. We also offer a long-term incentive (LTI), a variable portion of compensation that directs efforts toward sustainable, long-term value creation, aligning executives' focus with shareholders' interests and encouraging retention and performance.

In 2023, a Clawback Policy was implemented, enabling the reimbursement or repayment, in whole or in part, of compensation erroneously granted to directors based on a restatement of financial statements. This policy describes the circumstances under which executive officers must reimburse or return erroneously awarded compensation to group companies, in accordance with applicable clawback rules issued by the Securities and Exchange Commission (SEC).

To ensure **alignment with our ESG Strategy**, sustainability targets have been incorporated into the strategic goals of senior leadership since 2022, directly impacting compensation and being adjusted for other professionals according to their responsibilities.

In 2025, a key highlight for talent **attraction and retention** was the continuation of the hybrid work model, with two in-office days per week for corporate employees and three days per week working remotely. In the same year, we also adjusted work schedules to prioritize employee health and well-being, reinforcing a **culture of psychological safety**.



## Training and development

### GRI 404-2

We invest in the development of our employees to **accelerate potential and ensure Nexa's cultural evolution**. In 2025, 203,744 hours of training were delivered, averaging 32.81 hours per employee. Of these, 2,965 hours were mandatory training on critical topics such as workplace harassment, compliance, and conflicts of interest.

Our leadership teams were impacted by more than 800 hours of training. Investment in qualification totaled approximately US\$200,000, equivalent to US\$290 per employee, covering topics ranging from mandatory and legal training to postgraduate programs and conferences. With regard to senior leadership, the Board holds an annual strategic knowledge-deepening session, including topics related to sustainable development and long-term value creation. **GRI 2-17**

At Aripuanã, through a partnership with SENAI, we trained more than 3,000 people, delivering 18,000 hours of instruction at the unit.

In 2025, we **strengthened leadership development** through the **Cultivating Leadership** (*Cultivando Lideranças*) program. The program offered three modules focused on Human-Centered Leadership, Safe Leadership, and Leadership and Business Strategy, training leaders at all levels in Brazil, Peru, and Luxembourg.

The program aims to raise leaders' awareness of responsible decision-making, **genuine care for people**, the promotion of inclusive and **safe work environments**, and consistent alignment between business results, strategy, and sustainability.

Structured as a continuous development journey, the program integrates formal learning, practical experiences, and moments of reflection and

feedback, strengthening critical competencies for business longevity and for building a culture of ethical, collaborative, and long-term-oriented leadership.

To support our Plurality target, we intensified mentoring and coaching programs, including specific initiatives to **accelerate the careers of women** in leadership.

## Performance evaluation

Our main performance and potential management tool is Nexa UP. In 2025, the tool completed a full evaluation cycle and was applied to all employees in professional and leadership positions.

The program establishes a **fair and balanced mapping of employee performance and potential**, based on their deliverables and on the drivers of the Nexa Culture.

Nexa UP is essential for talent management, as it **monitors performance, structures feedback cycles, and supports succession plans**. Following the evaluations, employees engage in career dialogues with their leaders and prepare their Individual Development Plans (IDPs). In 2025, together with senior leadership, we mapped critical positions based on criteria such as strategic relevance, business risk, and key talent retention risk.

Potential assessments carried out by Nexa UP are also key to **including more people in growth and career development opportunities**. We work to ensure that the results of this tool translate into concrete actions that strengthen talent readiness and development.

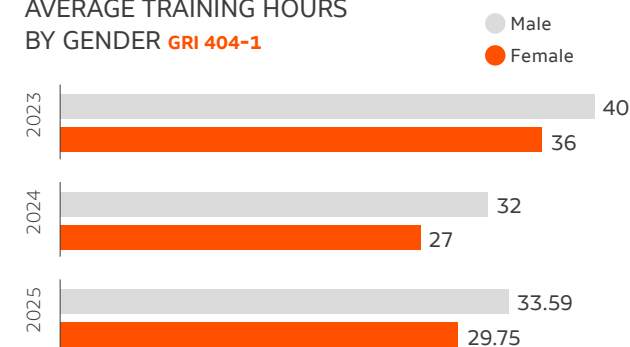
## Recognition program

Nexa's Recognition Program is vital to **strengthen the spirit of collaboration and partnership**. It uses the digital platform *Reconhecer* to reward employees based on key behaviors that foster the **Nexa Culture and a sense of partnership**.

The tool is employee-driven and colleagues recognize each other directly through the platform. These nominations are converted into an internal currency, Zincoins, which can be accumulated and used to purchase products available on the platform.

In 2025, the program achieved significant engagement, with 5,405 employees participating and more than 170 million Zincoins shared.

AVERAGE TRAINING HOURS BY GENDER **GRI 404-1**



## Diversity, Equity and Inclusion

Our goal is to be a plural company. To achieve this, we promote an environment of respect, opportunity, recognition, and belonging, where people can be who they are. Our actions are guided by three main drivers:

### For the individual

Authenticity is encouraged in an environment that prioritizes inclusion, respect, and emotional safety, fostering creativity and a sense of belonging, key pillars of innovation.

### For the company

Plurality is a strategic factor that strengthens our teams, stimulates innovation, and drives business results.

### For Society

Through concrete actions and results, we actively contribute to a more ethical, humane, and equitable society.

We have adopted **plurality as a strategic pillar within our ESG strategy**, aiming to promote an environment of respect, opportunity, recognition, and inclusion for all employees. Diversity, equity, and inclusion (DE&I) management at Nexa is led by a dedicated working group and articulated through five Affinity Groups, composed of employees on a voluntary basis.

### Empodera

Focused on gender equity initiatives, it works on talent development and strategic partnerships. Key highlights in 2025 included the inauguration of lactation support rooms in Vazante; a practical self-defense class for female employees at the São Paulo office during Agosto Lilás; the strengthening of extended maternity and paternity leave; and the implementation of *Elas na Nexa*, aimed at leveraging the careers and development of women in operations. In September 2025, Nexa received the PERUMIN Seal of Excellence in Gender Equity, recognizing progress in reducing disparities.

### Orgulho

Discusses and proposes initiatives for the LGBTQIA+ community, in addition to reviewing policies and procedures. In 2025, Nexa celebrated LGBTQIAPN+ Pride Month in June across all its operations, with awareness initiatives to promote respect and belonging, such as the development of a guidance booklet for hiring transgender people, aimed at leaders and the Recruitment and Selection team.

### Acessa

Focuses on physical and digital accessibility, as well as the retention and professional development of people with disabilities (PwDs). In 2025, Nexa opened 25 affirmative positions for PwDs across all its

operations in Brazil, covering both administrative and operational roles, as part of our commitment to strengthening diversity.

### Tonalidades

Works to promote the appreciation of cultural, racial, and ethnic diversity, seeking to reduce structural barriers and develop talent. Initiatives in 2025 included actions to value ethnic and cultural diversity, strengthening dialogue with Indigenous people through the PBACI (Basic Environmental Program for the Indigenous Component), and the development of the Safe and Inclusive Helmet, adapted PPE that respects racial identities, individuals with curly or coily hair to work safely and authentically.

### Conexão

Dedicated to generational diversity, focusing on the attraction, retention, and development of talent across different age groups. Among the initiatives in 2025 was the Apprenticeship Program in Três Marias, which welcomed 25 young people (aged 18 to 21) for hands-on training in operational and administrative areas. In addition, Nexa supports *Talento na Nuvem*, a program that provides technology scholarships to young people, aiming to develop skills for the labor market.

In total, more than **100 plurality initiatives** were carried out, engaging and involving over **400 employees and third parties**.





### PLURALITY INDICATORS IN 2025

**26.7%**

women in leadership

**18.5%**

women at Nexa  
(workforce)

**56.5%**

Black and Brown<sup>1</sup>  
employees (Brazil)

**15.1%**

employees aged 50+

<sup>1</sup> "Black and Brown" correspond to the racial classifications preto and pardo as defined by the Brazilian Institute of Geography and Statistics (IBGE).

## NEXA AND WOMEN

In 2025, women accounted for 26% of our 1,148 hires, reflecting **positive progress toward increasing female representation in our workforce.**

We ensure that women are included in all candidate shortlists and continue to promote affirmative job postings aimed at women and people with disabilities (PwDs).

Our **Women's Mentorship Program** is a development tool focused on accelerating female talent, promoting the exchange of experiences among professionals outside a direct hierarchical relationship.

In 2025, the program engaged 55 mentors and 66 mentees, reinforcing our commitment to advancing women's career development.

## HEALTH AND SAFETY

### GRI 3-3: Health and safety (GRI 14.16.1)

Safety is a non-negotiable value at Nexa, and we continuously direct our efforts toward ensuring that our operations achieve the **goal of zero fatal accidents**.

In 2025, the function was restructured under a Corporate General Management framework, integrating Safety, Health, Environment, and ESG. We implemented our **Strategic Safety Plan**, focused on strengthening and advancing risk management maturity at all organizational levels, enhancing visible safety leadership, and advancing our overall maturity level. Leadership engagement remained consistent throughout the process resulting in the execution of more than 95% of the 566 planned actions.

Also in 2025, we relaunched our **Health and Safety Management System**, aligned with ISO 45001 and the GMIRM program, which consolidates and standardizes Safety and Health practices and tools into 13 structured elements. Compliance with Critical Risk Protocols was further reinforced through two audit cycles and implementation of multi-year continuous improvement plans.

However, in November 2025, we regrettably recorded two fatalities<sup>1</sup> in Pasco. Immediate support and care were provided to the victims' families and the teams involved. We conducted a thorough **root cause analysis**, implemented corrective and preventive measures, and established structured routines involving senior leadership and operational leaders to share lessons learned and closely monitor the effectiveness of the actions taken. This tragic event reinforces the ongoing challenge of relentlessly pursuing the elimination of fatalities in our operations.

## Safety Culture and Vision Zero Harm

### GRI 403-3, 403-5, 403-7

In 2025, Nexa focused on advancing the maturity of its health and safety culture, strengthening its ability to identify **hazardous conditions before they materialize**, increasing awareness and the consistent application of safe practices, and promoting continuous improvement and innovation in risk management. Leadership engagement remained central to this journey, reinforcing safety as a shared and non-negotiable value across the organization.

To consolidate our commitment to safety in 2025, we executed a comprehensive strategic plan comprising 566 actions, achieving an execution rate of over 99%. Safety initiatives were intensified throughout the year, including roadshows and on-site visits by senior leadership (CEO and Vice Presidents) across all operational units. This visible leadership reinforced safety as a core value and strengthened accountability at every level. In addition, more than 600 leaders completed the Safe Leadership module, focused on **developing critical occupational safety competencies**.

We continued to promote the **reporting of high-potential incidents** (HPIs) and foster a culture of preventive learning across the organization. Worker awareness and engagement were further reinforced through initiatives such as Nexa Safety Day, the Internal Accident Prevention Week, and the PROA program, which focuses on strengthening preventive behaviors during critical months (November to January), a crucial step in the evolution of our safety culture.

The Zero Harm Vision guides Nexa's operations and activities, reflecting our ongoing commitment to the highest health and safety standards, with the goal of minimizing the adverse impacts of our operations on people's lives. More than a target, Zero Harm is an aspiration and a journey that reinforces our commitment to protecting life. In this context, the actions under the Strategic Safety Plan were directed at strengthening the Zero Harm Vision, contributing to keeping people safe and promoting increasingly safe working environments.

<sup>1</sup> The accident occurred during inspections at the Pasco mine, when a rockfall struck and fatally injured two third-party workers on site.



Our approach is grounded in the principles of the Global Minerals Industry Risk Management (GMIRM) program, developed by the University of Queensland (Australia), which has been implemented across all our operations since 2022.

In 2025, despite the challenges, we improved our safety indicators. Our Total Recordable Injury Frequency Rate (TRIFR) decreased from 2.36 in 2024 to 1.57 in 2025. We are confident that our safety management system, combined with effective and risk management, will drive us toward our three strategic objectives: eliminating fatal accidents, reducing the frequency and severity of personal injuries, and advancing our safety culture. We trained 12,918 people and provided 56,394 hours of safety training throughout the year.

**RATES FOR EMPLOYEES AND PERMANENT AND TEMPORARY CONTRACTORS<sup>1</sup>**

GRI 403-9, SASB EM-MM-320A.1

Description	2023	2024 <sup>2</sup>	2025
Lost-Time Injury Frequency Rate	0.88	1.11	0.84
Total Recordable Injury Frequency Rate	2.15	2.36	1.57
Near-Miss Frequency Rate	2.57	2.06	0.88
Fatality Rate	0.00	0.07	0.05

<sup>1</sup> Following the model adopted in Annual Reports from previous years and using the ICMM Safety Performance Report (international mining industry benchmarking) as a reference, the calculation of the rates considers the frequency of events per one million (1,000,000) hours worked in 2024. All direct employees and contractors are included in this indicator.

<sup>2</sup> For reference purposes, the 2024 frequency rate result would place us in the second quartile of the ICMM – 2024 base year.

**THE SEVEN PILLARS OF VISION ZERO HARM ARE:**

- ❖❖ **1. SAFETY AS A NON-NEGOTIABLE VALUE.**
- ❖❖ **2. SAFE PRODUCTION** – effective risk management is the foundation of safe and sustainable production.
- ❖❖ **3. SOUND DECISION-MAKING AT EVERY LEVEL** – strengthening knowledge, understanding, and behavioral competencies.
- ❖❖ **4. EVOLUTION OF HSE MATURITY ACROSS FIVE STAGES: BASIC; REACTIVE; COMPLIANT; PROACTIVE; RESILIENT.**
- ❖❖ **5. FOUR-LAYER RISK MANAGEMENT** – supporting the transition from reactive to proactive risk management.
- ❖❖ **6. COMPLIANT SYSTEM** – strict adherence to the 13 elements of our Health and Safety Management System.
- ❖❖ **7. COMPLIANT PEOPLE** – promoting operational discipline at all levels of the organization.



## Operational Safety Management

GRI 403-1, 403-2

We maintain a structured Occupational Health and Safety Management System aligned with Brazilian and Peruvian regulatory requirements, covering all our operations and guided by our core value of safety.

This system incorporates a comprehensive risk management approach based on internationally recognized standards, including ISO 31000, 14001, and 45001. We also operate an independent ethics channel, reinforcing our commitment to a safe, transparent, and responsible work environment.

Our Fatality Prevention Program is structured around the implementation of critical risk protocols, the analysis and organizational learning from high-potential fatality incidents, and the verification of the effectiveness and integrity of critical controls. These measures are essential to preventing events with fatality risk.

To support proactive risk identification and control, we provide employees with essential tools to identify and report hazardous conditions and risk-related behaviors associated with their activities:

- Risk Perception Workshop
- Preliminary Risk Analysis (PRA)
- *Fale Fácil* ("Speak Up") – a reporting channel used to identify, assess, report and manage health and safety-related risks
- Right to Refuse.



## INNOVATION IN SUPPORT OF SAFETY

Nexa continues to invest in innovation as a key enabler of its strategic pillars, including safety. We promote a culture in which innovation leadership is embraced by leaders and talents across all areas of the organization, not solely within the technology function.

As a result, many of our innovation and technology initiatives drive directly to advancements in occupational health and safety. In 2025, key highlights included:

➤➤ **Thermographic monitoring with artificial intelligence (AI):** Validated at the Cerro Lindo operation, the thermographic monitoring system uses artificial intelligence to detect loose rocks. This technology is crucial to enhancing underground safety.

➤➤ **Predictive models:** At the Cajamarquilla smelter, we implemented machine learning models to predict silver, iron, and sulfur levels. While the primary focus is optimizing concentrate quality and process control, these AI-and-data solutions also contribute to enhanced control and efficiency, which are directly linked to safety performance.

➤➤ **Digital twin recognition and predictive maintenance:** In 2025, Nexa received the Gartner Eye on Innovation Award for Advanced Manufacturing, recognizing the innovative application of digital twin technology and predictive maintenance at the Cerro Lindo unit. The digital twin – a real-time virtual replica used for monitoring and simulation – improved zinc recovery and milling capacity while strengthening workplace safety by reducing unexpected shutdowns.



## Well-being

### GRI 403-6

In 2025, our health and well-being initiatives were guided by a holistic approach, with particular emphasis on mental health and psychological safety in the workplace.

In 2025, we established a Corporate Health, Occupational Hygiene, and Emergency Management division. A structure dedicated to a comprehensive approach to employee health across all units, covering occupational health, quality of life, chronic disease management, and mental health. This structure broadens our perspective beyond traditional occupational health, encompassing quality of life, chronic disease management, and employee mental health.

Among our key initiatives in this area, we highlight:

#### Occupational hygiene

We monitor exposure to risk agents (noise and chemical substances) using preventive indicators. This proactive approach enables process improvements and the implementation of engineering controls, reducing the potential for occupational illnesses.

#### Employee Assistance Program (EAP)

Designed to protect and restore the emotional and social well-being of employees and their families, ensuring strict confidentiality. The program provides psychological, legal, and financial assistance and guidance.

#### Enfrente

Provides health guidance and referrals to specialists for the treatment of the harmful use of alcohol and other substances.

#### Quality of life

In 2025, we implemented several health initiatives aimed at improving employees' quality of life:

- In the third quarter, in Peru, we launched two major health campaigns for employees: the Hand Care Program, focused on injury prevention through the safe use of equipment, and the Influenza Vaccination Campaign, which achieved over 80% coverage.
- Vazante inaugurated Espaço Delas, with support rooms located near underground mine exits to assist breastfeeding employees, promoting comfort and well-being.
- Across the four units in Brazil, we implemented Go-Nexa, a Sports and Nutrition program that also involved employees' families.
- In Corporate Brazil, we promoted approximately 20 road races across several cities.
- We reinforced key messages through thematic campaigns such as White January (mental health), World Day to Combat RSI/ WMSDs, Green April (health and safety awareness), Yellow September (suicide prevention), Pink October (women's health), and Blue November (men's health).

## SOCIAL MANAGEMENT

**GRI 3-3: Social management (14.10.1, 14.11.1), SASB EM-MM-210b.1**

The socioeconomic development of the communities where we operate is a fundamental pillar of our strategy. We position ourselves as an agent of transformation, tailoring our approach to the challenges and vocations of each territory. To build a positive and lasting legacy, we prioritize transparent dialogue and the continuous strengthening of relationships with local stakeholders.

We maintain structured participation mechanisms, grievance management processes, and formal procedures for social negotiation and crisis management. Throughout the lifecycle of our operations, including operational, expansion, project modification, and closure phases, we reinforce communication and implement initiatives focused on income generation, education, water quality improvement, local entrepreneurship, and support for vulnerable groups. These efforts aim to reduce dependency, prevent and mitigate conflicts, and foster transparent, and long-term relationships with communities.

Our social performance is monitored through monthly reports that include assessments of potential conflicts, social impacts, and local development indicators.



## SOCIAL GOLDEN RULES

In alignment with best practices in social responsibility, we apply the Social Golden Rules, a formal protocol that establishes clear guidelines for community engagement, defining appropriate standards of interaction and conduct. These rules reinforce our commitment to respectful relationships and strictly prohibit any form of discrimination based on race, ethnicity, religion, ideology, gender, sexual orientation, or any other personal characteristic.

The Social Golden Rules expressly prohibit any involvement in:

- Sexual abuse or exploitation of children and adolescents
- Violence against women or domestic violence
- Child labor
- Forced labor

We prioritize support for projects aligned with our strategic social themes:

Strategic theme	Social management program	Commitment
<b>Education</b>	<ul style="list-style-type: none"> <li>Environmental education</li> <li>Vocational education and training</li> <li>Basic education</li> <li>Protection of rights</li> </ul>	<ul style="list-style-type: none"> <li><b>Basic education</b>, environmental, cultural, and sports projects funded through own resources and/or incentive mechanisms</li> <li>Support for <b>skills development and training</b> of youth and adults</li> <li>Youth <b>entrepreneurship</b></li> </ul>
<b>Income generation</b>	<ul style="list-style-type: none"> <li>Local suppliers</li> <li>Local economy diversification</li> <li>Rural producers</li> </ul>	<ul style="list-style-type: none"> <li>Priority to <b>local employment</b> and <b>workforce</b></li> <li><b>Capability building</b> for the labor market and for Nexa's local suppliers and entrepreneurs</li> <li>Productive development projects with rural technical assistance</li> </ul>
<b>Social license to operate</b>	<ul style="list-style-type: none"> <li>Stakeholder engagement</li> <li>Legal obligations</li> </ul>	<ul style="list-style-type: none"> <li><b>Community engagement</b></li> <li><b>Mitigation of operational impacts</b></li> <li>Compliance with <b>socio-environmental commitments</b> Environmental Control Plans (ECPs), regulatory requirements, and decommissioning programs</li> </ul>
<b>Water</b>	<ul style="list-style-type: none"> <li>Water</li> </ul>	<ul style="list-style-type: none"> <li>Environmental education to support <b>water source conservation</b></li> <li><b>Spring protection</b> and <b>rainwater harvesting initiatives</b></li> <li>Innovation to <b>improve water quality</b> within the direct area of influence</li> </ul>

All our operations implement structured programs focused on community engagement, social impact assessment, and local development. **GRI 413-1**

In 2025, our social investments totaled US\$1.98 million in Brazil and US\$9.37 million in Peru. These resources were directed to social projects in our areas of operation and to initiatives developed in partnership with public authorities, covering four locations in Brazil and three in Peru. In Brazil, no infrastructure investments were recorded in 2025. In Peru, US\$1.84 million was allocated through the Works for Taxes mechanism<sup>1</sup>.

**GRI 203-1**

<sup>1</sup> A mechanism that allows private companies to coordinate with the Peruvian government, regional/local authorities, or public universities to finance and execute projects under the Works for Taxes Law (Law No. 29230), generating social, relational, and reputational benefits.

## NEXA TRANSFORMA

In 2025, we launched *Nexa Transforma* in Brazil, a program designed to consolidate and expand our social initiatives in the country, strengthening community engagement and promoting awareness of socially responsible practices. This initiative is structured around four strategic pillars:

- **1. WATER** – focused on rural and urban sanitation and the protection of water sources.
- **2. EDUCATION** – supporting public school management and strengthening educational outcomes.
- **3. INCOME GENERATION** – with a focus on entrepreneurship and family farming initiatives.
- **4. SOCIAL LICENSE** – fostering ongoing dialogue and trust-based relationships with local communities.

Our target is for communities to increasingly recognize Nexa as an active partner in their development and transformation. *Nexa Transforma* reflects our commitment to sustainable development and positive social impact.



## Certifications

As part of the commitments undertaken with BNDES in connection with the ESG-linked credit facility, Nexa obtained the NBR 16001 certification in December 2025. This Brazilian standard for Social Responsibility Management Systems (SRMS) integrates ethical, transparent, and sustainable practices into business strategy. The certification, valid for three years, was granted following an independent audit conducted by Fundação Vanzolini at the Três Marias unit.

In Peru, in February 2025, we completed the Works for Taxes project to expand access to drinking water and implement a sewage system in CP Los Ángeles, with the final issuance of the Regional and Local Public Investment Certificate.

## Local Employment

**Promoting local employment** remains one of our key priorities. We navigate the challenges of a constantly evolving environment, seeking the best alternatives to meet local demands.

In Peru, at the Pasco Complex, 25% of Nexa’s direct workforce and 21% of employees from specialized service providers are hired from communities within the direct area of influence. At Cerro Lindo, in 2025, we recorded an 8% increase in total local employment compared to 2024, including a 21% increase among contractors.

In Brazil, we updated the socioeconomic profiles of all territories where we operate, using surveys based on primary and secondary data, analyzing more than 160 indicators, a critical foundation for social planning and for identifying local challenges and development opportunities.



## Sports, Citizenship, and Quality of Life

At Cerro Lindo, we continued the **Nexagol Football School** project in the communities of Chavín, Topará, and Tambo de Mora, promoting social inclusion and the development of children and adolescents through sports. We also inaugurated the San Juan de Milpo Sports Complex located near the Pasco Complex, expanding access to sports and recreational activities, educational programs, and health-related initiatives for the local community.

In addition, we supported the strengthening of agricultural production through the delivery of power tillers, implemented bioclimatic housing and home improvement initiatives for vulnerable families and seniors, and advanced urban infrastructure projects, including mobility improvements in Los Próceres and roadways enhancements in San Juan de Milpo, supported by certified public investments and scheduled for completion by 2026.

## APPROVAL OF THE FIFTH MEIA AT CAJAMARQUILLA

In 2025, we implemented a Citizen Participation Plan (CPP) at Cajamarquilla, a mandatory process required by Peru’s Ministry of Energy and Mines (MINEM) for the approval of environmental impact studies, involving communication and consultation with local communities affected by mining projects. Public hearings and workshops were held with the participation of government authorities and stakeholders from the area of influence, ensuring appropriate social management throughout the process. As a result, we obtained approval of the Fifth Modification of the Environmental Impact Study (MEIA), extending the smelter’s operational life by 12 years and securing operational continuity.

### Social Advances in Aripuanã

The Aripuanã unit, located in the Amazon region, is home to a range of Nexa initiatives focused on sustainable development and strengthening our social legacy.

We prioritize recruiting and developing local workers for operational positions, which is essential to the long-term viability of the operation. We address the challenges of geographic isolation and high staff turnover through local workforce training and development, efforts that have already driven turnover down from 27% in 2024 to close to 20% in 2025.

We also support local public school management. The operation's Science Fair mobilized the municipal school network, involving more than one thousand people and 15 schools in its latest edition.

Another highlight was the Agir por um Mundo Sustentável project (Acting for a Sustainable World) developed with Agir ESG and Agir Social across four local public schools and featured at COP30.



### NEXA AT COP30

At COP30 in Belém, Brazil, in November, we engaged on two complementary fronts. At the Diversity, Human Rights, and Decent Work in Supply Chains panel, promoted by Sebrae Nacional, we reaffirmed our commitment to integrating sustainability, diversity, and human rights as core principles of our management model.

At the Blue Zone, we presented the *Agir por um Mundo Sustentável* (Acting for a

Sustainable World) project, developed with Agir ESG and Agir Social across four public schools in Aripuanã. The initiative engaged 1,250 students in environmental education and climate change awareness activities, using the educommunication methodology. The project was represented by Davi, a 13-year-old who brought the perspective of the local community, reinforcing our commitment to diversity and education.

We also supported cohorts of the Talento na Nuvem para Mulheres program, a free course designed to **train women in programming and cloud fundamentals**, offering 200 places with international certification.

Another highlight is the **Basic Environmental Program for the Indigenous Component (PBACI)**, approved in August 2024 and developed jointly with FUNAI and the Cinta Larga and Arara do Rio Branco peoples. The program promotes cultural strengthening, technical capacity building, and territorial management.

Currently, eight socio-environmental programs with significant impact are being implemented for Indigenous communities, encouraging autonomy and protagonism among these peoples and generating high-impact results in income generation and the preservation of local culture and traditional knowledge.

In 2025, in addition to the PBACI, we advanced a series of actions to support the commercialization of Indigenous socio-bioeconomy products and participant mobilization, as well as the submission of proposals to the Food Acquisition Program (PAA). This resulted in resource transfers through voluntary donations from the program totaling, US\$ 152.950 distributed among the Yukapkatan, Pasapkareej, and Marupá associations.

Nexa also supported the participation of representatives from the Cinta Larga and Arara do Rio Branco Indigenous



Peoples at Expositram, enhancing visibility and business opportunities for socio-bioeconomy products.

Moreover, in partnership with the Municipality of Aripuanã, we supported the renovation of Wing 01 of the Santo Antônio Municipal Hospital, with structural improvements in the Emergency and Urgent Care areas, diagnostic imaging, and hospital infrastructure. Total investment amounted to US\$ 952,557, with US\$ 900 thousand contributed by Nexa and US\$ 58,103 as the municipal counterpart.

### **Somos Todos**

Nexa's **volunteer program** aims to expand the company's social impact in the territories where we operate while also engaging and strengthening relationships with internal stakeholders. Our initiatives focus on areas such as solidarity, mentoring, and social legacy.

With a presence in five locations in Brazil and four in Peru, the program encourages social participation and the development of local networks and alliances, facilitating dialogue and

promoting community engagement in support of sustainable development.

In 2025, the program underwent a revitalization, with a new brand and a relaunch presented to all employees in Brazil, aimed at attracting new members to the volunteer committees. Following the relaunch, the committees at Vazante, Três Marias, Juiz de Fora, Aripuanã, and corporate office in São Paulo received training on social mobilization and engagement, along with practical initiatives to support volunteers in the execution of social actions..

## DEVELOPMENT OF RURAL PRODUCERS

GRI 203-2

In Vazante, our project with rural producers demonstrated significant progress through strategic partnerships with Embrapa Cerrados and the Associations of Family Farming Rural Producers of Vazante focused on milk production. Producers **reduced milk production costs** from US\$ 0.26 to US\$ 0.23 per liter, directly improving farm profitability. Average daily productivity per animal increased from 8 to 12 liters in the 2024/2025 agricultural year.

The initiative also included the use of In Vitro Fertilization (IVF) in the herd in 2024/2025, in partnership with Sebrae-Minas, resulting in a 65% birth rate of new heifers. The related productivity and financial gains will be assessed in the coming years.

The project invested in collective capacity building for 24 rural associations. As a result, 15 rural associations successfully secured approval for 28 projects through external funding calls and raised approximately US\$ 105,903.

## Human rights

We have been a signatory to the UN Global Compact since 2017, demonstrating our public commitment to the initiative's Ten Universal Principles, which aim to mobilize the business sector to **adopt social responsibility and sustainability policies**, particularly with regard to fundamental human rights.

We reinforce human rights topics through training for all employees on related subjects, such as **conflicts of interest and combating the financing of terrorism**.

## Right to land and natural resources

GRI 14.11.1, 14.12.1, SASB EM-MM-210a.3

We operate in regions where there is no record of conflict, in accordance with the criteria established by the Uppsala Conflict Data Program (UCDP) and the Organisation for Economic Co-operation and Development (OECD). Across all our areas of operation, **we ensure compliance with national legislation and international conventions**, such as ILO Convention 169, with a firm commitment to obtaining the free, prior, and informed consent of Indigenous communities.

GRI 14.11.4

Within a 10-kilometer radius of the Aripuanã unit, there are **two Indigenous lands** belonging to the Arara do Rio Branco and Cinta Larga Indigenous Peoples. We maintain open and ongoing dialogue with these communities to foster relationships and jointly build a positive social impact agenda.

We have made significant progress in implementing the actions set out in the Basic Environmental Program for the Indigenous Component (PBACI), approved in August 2024. The program focuses on Indigenous environmental monitoring, communication, institutional strengthening, cultural valorization, support for Indigenous education and health, territorial management and protection, productive activities, and sustainable development.





# GOVERNANCE

## GRI 3-3: Governance and Integrity (GRI 14.22.1)

To ensure our standards of ethics, integrity, human rights, transparency, governance, and socio-environmental responsibility, we rely on a robust set of instruments, including policies approved by the Board of Directors. [GRI 2-23](#)

We maintain an integrated anti-corruption prevention system that combines policies and procedures, regular training, due diligence of suppliers and partners, conflict-of-interest assessments, and controls over donations, sponsorships, and interactions with public officials (see more in the [Suppliers](#) section).

This process is reinforced by compliance contractual clauses, internal and external audits, and continuous monitoring of integrity indicators, as well as by the Whistleblower Channel, which ensures appropriate handling of reports of irregularities. Internally, close interaction with support areas and Affinity Groups, combined with transparency mechanisms and indicator monitoring, enables the adjustment of practices, the strengthening of integrity, and the promotion of a more inclusive and responsible environment throughout the organization.

## OUR MAIN GOVERNANCE INSTRUMENTS INCLUDE:

- [Code of Conduct](#)
- [Compliance Policy](#)
- [Antitrust and Competition Policy](#)
- [Anti-Corruption Policy](#)
- [Anti-Money Laundering and Counter-Terrorism Financing Policy](#)
- [Disclosure Policy](#)
- [Insider Trading Policy](#)
- [Integrated Management Policy](#)
- [Information Security Policy](#)

Learn more about our governance structure in the [About Nexa](#) chapter.

## CORPORATE GOVERNANCE AND INTEGRITY

**GRI 3-3: Governance and Integrity (GRI 14.21.1, 14.22.1)**

Our governance and integrity structure operates **independently to address and direct demands across the organization**. In 2025, the Audit, Internal Controls, and Compliance area achieved significant progress, focusing on a higher number of substantiated reports and faster disciplinary actions.

Established in 2024, the dedicated management team for the Ethics Line implemented a new protocol that **restricts managers' access to reported cases**, increasing trust in the whistleblower channel and the investigation process. In 2025, this change resulted in a significant increase in substantiated reports. Improved agility in applying maximum disciplinary measures, including terminations, enhanced the credibility of the process.

To mitigate the increase in cases of harassment and discrimination, we conducted **training and awareness initiatives on these topics**. In 2025, in-person and complementary online training sessions on moral and sexual harassment, conflicts of interest, and cybersecurity were delivered, with 100% of teams trained. In addition, Harassment Committees were established at operating units to strengthen investigations.

Nexa also included third-party workers and their leaders in compliance training and Ethics Line communications, ensuring alignment of the entire workforce with company standards.

## Compliance Program

**GRI 2-15, 2-23, 2-24, SASB EM-MM-510a.1**

Our Compliance Program is **periodically reviewed** and guides the expected conduct of employees, service providers, and stakeholders. The Board of Directors and the Audit Committee, composed of three independent members, promote compliance and assess consequences for non-compliant actions.

The Audit, Internal Controls, and Compliance area is integrated into the Executive Board, reporting functionally to the Chief Executive Officer and directly to the Audit Committee, ensuring **strengthened independence and autonomy** in its activities and decision-making.

The Code of Conduct - one of the pillars of the Compliance Program, which guides internal employee behavior and interactions with different stakeholders -, underwent a **comprehensive review** in 2025. The new version was updated to be simpler and more objective and to include emerging topics such as the use of Artificial Intelligence (AI) and cybersecurity, with Improved accessibility for all audiences.

In 2025, all Nexa employees had access to online training on the Code of Conduct and the Anti-Corruption Policy. The training covered topics such as **anti-corruption, conflicts of interest, data privacy, and AI**. We also activated a Cybersecurity Crisis Committee, incorporating AI-related risks into the strategic risk matrix.

Additionally, training and communication regarding the Ethics Hotline were extended to contractor employees and their supervisors across all units, ensuring alignment of the entire workforce with the company's standards.



## Ethics Line

GRI 2-25, 2-26

The Ethics Line is the dedicated channel for reports of possible violations of Nexa's Code of Conduct, internal policies and procedures, and applicable laws or regulations, including reports relating to financial crimes, fraud, corruption, discrimination, harassment, and other ethical matters.

The channel is managed by an independent external company, ensuring impartiality and avoiding conflicts of interest in the handling of reports.

The Ethics Line **ensures the confidentiality of information** and the anonymity of

those who use it. Currently, access to cases is restricted to the Ethics Line team, Compliance, Internal Controls, Audit and the external service managing company.

In 2025, the channel received 183 reports: 90 were substantiated, 66 deemed unfounded, and 27 remained under review at year-end. The Company also refined its classification and reporting methodology, providing greater detail in how cases are presented. Where reports were substantiated, sanctions were applied in accordance with the Company's internal policies.

GRI 406-1

### Each report goes through the following stages:



The Ethics Line is available in Portuguese, English, and Spanish and can be accessed [online](#) or by phone:

- **Brazil:**  
0800-800-1245  
(Portuguese)
- **Peru:**  
0800-70888 (Spanish)
- **United States and Canada:**  
1-800-723-8163 (English)
- **Luxembourg:**  
800-22-925 (English)

# nexa

## APPENDIX



# APPENDIX

## ENTITIES INCLUDED GRI 2-2

### Subsidiaries<sup>1</sup>

L.D.O.S.P.E. Geração de Energia e Participações Ltda. – “L.D.O.S.P.E”

L.D.Q.S.P.E. Geração de Energia e Participações Ltda. – “L.D.Q.S.P.E”

L.D.R.S.P.E. Geração de Energia e Participações Ltda. – “L.D.R.S.P.E”

Mineração Dardanelos Ltda. – “Dardanelos”

Nexa Recursos Minerais S.A. – “Nexa BR”

Mineração Santa Maria Ltda.

Pollarix S.A. – “Pollarix” <sup>2</sup>

Karmin Holding Ltda.

Mineração Rio Aripuanã Ltda.

Votorantim Metals Canada Inc.

Nexa Resources El Porvenir S.A.C.

Minera Pampa de Cobre S.A.C.

Nexa Resources Cajamarquilla S.A. – “Nexa CJM”

Nexa Resources Perú S.A.A. – “Nexa PERU”

Nexa Resources Atacocha S.A.A. – “Nexa ATACOCHA”

Nexa Resources UK Ltd. – “Nexa UK”

Nexa Resources US. In

Exploraciones Chimborazo Metals & Mining

### Joint-Operation

Campos Novos Energia S.A. – “Enercan”

Cia. Minera Shalipayco S.A.C.

<sup>1</sup> For the reporting of environmental and social performance indicators, operational units are considered and, where applicable, projects and units under closure.

<sup>2</sup> Nexa BR holds all of Pollarix's common shares, representing 33.33% of its total share capital. The remaining shares are preferred shares with limited voting rights, which belong to Nexa's controlling shareholder, VSA.

## GENERAL

## INFORMATION ON EMPLOYEES AND OTHER WORKERS GRI 2-7, 2-8

	2023	2024	2025	(%)	
<b>Employees, Interns, and Apprentices<sup>1</sup></b>					
Salaried Employees	Men	4,064	3,875	4,317	81%
	Women	904	871	1,005	19%
Hourly Employees	Men	710	453	269	92%
	Women	92	51	23	8%
<b>Total</b>	<b>5,770</b>	<b>5,250</b>	<b>5,614</b>	<b>100%</b>	
Interns	Men	114	99	112	39%
	Women	124	135	174	61%
Apprentices	Men	17	25	26	25%
	Women	89	87	79	75%
<b>Contractors<sup>1</sup></b>					
Permanent	8,784	7,346	9,983	68%	
Temporary	8,946	4,678	4,683	32%	
<b>TOTAL CONTRACTORS</b>	<b>17,730</b>	<b>12,024</b>	<b>14,656</b>	<b>100%</b>	
<b>GRAND TOTAL<sup>2</sup></b>	<b>23,844</b>	<b>17,620</b>	<b>20,671</b>	<b>100%</b>	

Notes:

Non-employee workers are service providers engaged in various activities supporting Nexa's core operations, such as: maintenance, operations, support (cleaning, transportation, food services, technology, mineral exploration, projects). For leadership positions, we do not contract service providers.

On a larger scale, service providers support Nexa's main activities in our operations. On a smaller scale, we have intermediate or temporary service providers, supporting in instances of leaves or other reasons for Nexa employee absences.

<sup>1</sup> At the end of 2023, effective for 2024, we changed the criteria and classifications for contractors, taking into account monthly access or days worked during the month. As a result, there is a difference compared to the figures presented in the previous report.

<sup>2</sup> Grand total data includes contractors, interns, apprentices, and direct employees.

**DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (milhares de dólares)****GRI 201-1**

Description	2023	2024	2025
<b>1. Revenue</b>			
1.1. Sales of products and services	\$2,837,212	\$3,015,683	\$3,284,433
1.2. Other operating income (expenses)	\$-110,624	\$-33,558	\$-79,530
1.3. Assets constructed by the company for its own use	\$37,135	\$50,401	\$91,222
1.4) Estimated loss on doubtful accounts	\$-2,078	\$330	\$928
<b>1.5) Total Revenues</b>	<b>\$2,761,645</b>	<b>\$3,032,856</b>	<b>\$3,297,053</b>
<b>2. Inputs acquired from third parties</b>			
2.1. Raw materials and other production inputs	\$-1,740,596	\$-1,664,382	\$-1,748,027
2.2. Materials, energy, third-party services, and other	\$-132,356	\$-101,178	\$-190,635
2.3. Fixed asset impairment	\$-114,643	\$-32,870	\$91,706
<b>3. Gross value added</b>	<b>\$774,050</b>	<b>\$1,234,426</b>	<b>\$1,450,097</b>
3.1. Depreciation, amortization, and depletion	\$-310,475	\$-330,198	\$-288,996
<b>4. Net value added produced</b>	<b>\$463,575</b>	<b>\$904,228</b>	<b>\$1,161,101</b>
<b>5. Value added received in transfer</b>			
5.1. Equity method income	\$23,536	\$21,223	\$21,143
5.2. Realization of other comprehensive income on investment disposal	\$282,363	\$160,823	\$254,755
5.3. Financial income	\$40	\$47	\$47
<b>Total value added received in transfer</b>	<b>\$305,939</b>	<b>\$182,093</b>	<b>\$275,945</b>
<b>Total value added received in transfer</b>	<b>\$305,939</b>	<b>\$182,093</b>	<b>\$275,945</b>

Description	2023	2024	2025
<b>7. Distribution of value added</b>	<b>\$769,514</b>	<b>\$1,086,321</b>	<b>\$1,437,046</b>
7.1. Personnel and charges	\$250,325	\$257,772	\$279,918
7.1.1. Direct compensation	\$200,005	\$223,646	\$222,909
7.1.2. Social charges	\$39,585	\$23,482	\$46,137
7.1.3. Benefits	\$10,735	\$10,644	\$10,872
7.2. Taxes, fees, and contributions	\$306,253	\$424,123	\$449,010
7.2.1. Federal	\$296,522	\$416,527	\$442,104
7.2.2. State	\$10,547	\$10,255	\$10,453
7.2.3. Municipal	\$-816	\$-2,659	\$-3,547
7.3. Third-party capital remuneration	\$504,746	\$591,833	\$484,974
7.3.1. Financial expenses	\$447,112	\$527,749	\$440,633
7.3.2. Leases	\$57,634	\$64,084	\$44,341
7.4. Equity remuneration	\$-291,810	\$-187,407	\$223,144
7.4.1. Net income (loss) for the period	\$-291,968	\$-205,030	\$132,626
7.4.2. Dividends	\$-	\$-	\$-
7.4.3. Retained earnings / loss for the year	\$-	\$-	\$-
7.4.4. Non-controlling interests in retained earnings	\$158	\$17,623	\$90,518
<b>8. Value added distributed</b>	<b>\$769,514</b>	<b>\$1,086,321</b>	<b>\$1,437,046</b>

## ENVIRONMENTAL

### PERCENTAGE OF MINE SITES WHERE ACID ROCK DRAINAGE IS PREDICTED TO OCCUR, ACTIVELY MITIGATED, AND UNDER TREATMENT OR REMEDIATION

#### SASB EM-MM160A.2

	2023	2024	2025
Percentage of annual mine production, in metric tonnes, from sites where acid rock drainage is "PREDICTED TO OCCUR."	7%	10%	40%
Percentage of annual mine production, in metric tonnes, from sites where acid rock drainage is "ACTIVELY MITIGATED."	6%	0%	100%
Percentage of annual mine production, in metric tonnes, from sites where acid rock drainage is "UNDER TREATMENT OR REMEDIATION."	2%	0%	0%

Note: Historical data adjusted so that percentages correspond only to mine-related information.

### AMOUNT OF LAND DISTURBED OR REHABILITATED (hectares) GRI 14.8.6

	Mining	Smelting	Total
Total land disturbed and not yet rehabilitated	2,004.93	820.56	2,825.48
Total land disturbed and rehabilitated (including progressive rehabilitation, where applicable)	404.85	193.58	598.43

The total land disturbed and rehabilitated reflects all land rehabilitated to date – for the purposes of this report, through December 31, 2025.

### CLOSURE PLAN GRI 14.8.8<sup>1</sup>

Data/Year	2023	2024	2025
Percentage of operations with decommissioning plans	100%	100%	100%
Total financial provision for closure activities (US\$) <sup>2</sup>	307,797,000	100,118,110	252,231,485

<sup>1</sup> Amounts provisioned according to the estimated net present value for the execution of decommissioning actions, reviewed and updated periodically.

<sup>2</sup> The 2024 figures consider only mining units, namely: Aripuanã and Vazante for Brazil and El Porvenir, Atacocha, and Cerro Lindo for Peru. There is also a provision of US\$ 32,033,893 related to non-operative structures in Peru, totaling US\$ 132,152,003.

### SIGNIFICANT ATMOSPHERIC EMISSION (metric tonnes) GRI 305-7

	2023	2024	2025
NO <sub>x</sub>	58	294	291
SO <sub>x</sub>	670	964	657
Carbon monoxide (CO)	351	767	399
Particulate matter (PM)	1,098	458	863
Other standard categories of atmospheric emissions identified in regulations	168	174	46,684

In 2025, an inconsistency was identified in relation to previous reporting. As a result, historical data were revised to align with the updated assumption. The data are based on stack analyses from the unit, in accordance with local regulations.

### NON-COMPLIANCE WITH LAWS AND REGULATIONS – ENVIRONMENTAL<sup>1</sup> GRI 2-27

Variables	2023	2024	2025
Total number of sanctions <sup>1</sup>	94	144	45
Total monetary value of significant fines (US\$)	3,000,476.03	5,870,296.44	4,517,656.10
Proceedings filed through arbitration mechanisms	0	0	0
Cases related to waste management SASB150a.9 <sup>2</sup>	12	10	2

In 2025, we revised the assumption for this indicator to include regulatory and mining processes. In previous years, only environmental measures were considered. With this update, we adjusted historical data to preserve consistency and avoid compromising the indicator's trend analysis. GRI 2-4

<sup>1</sup> The main administrative sanctions recorded in 2025 relate to operations or units no longer managed by Nexa, as these assets were acquired by other companies in the past. There were also notices of violation issued involving the former Morro Agudo unit, sold by Nexa in 2024 to Casa Verde Holdings Group. Of these sanctions, two are related to water. SASB EM-MM-140a.2

<sup>2</sup> The reporting is aligned with the environmental incidents criterion. Accordingly, monitoring results that exceeded or failed to meet local regulatory or legal standards are now considered.

### ESTIMATED LIFE OF MINE (LOM)<sup>1</sup> GRI 14.8.7

	Vazante	Aripuanã	El Porvenir	Cerro Lindo	Atacocha
Estimated year	2038	2050	2037	2030	2028

<sup>1</sup> This information does not apply to the Três Marias, Juiz de Fora, and Cajamarquilla smelting units.

**WATER DISCHARGED BY SOURCE (megaliters) GRI 303-4, SASB EM-MM-140A.1**

	2023	2024	2025		
	Total volume	Total volume	Total volume	In water-stressed areas	In non-water-stressed areas
<b>Surface water (rivers, streams, and lakes)</b>	<b>132,349.29</b>	<b>131,177.02</b>	<b>116,876.22</b>	-	<b>116,876.22</b>
Freshwater			14,288.43	-	14,288.43
Other water	132,349.29	131,177.02	102,587.79	-	102,587.79
<b>Groundwater (aquifers, wells, and mine dewatering)</b>	<b>2,739.34</b>	<b>1,563.28</b>	<b>1,923.80</b>	-	<b>1,923.80</b>
Freshwater			299.54	-	299.54
Other water	2,739.34	1,563.28	1,624.26	-	1,624.26
<b>Seawater</b>	<b>1,971.68</b>	<b>1,942.89</b>	<b>1,720.67</b>	-	<b>1,720.67</b>
Freshwater				-	
Other water	1,971.68	1,942.89	1,720.67	-	1,720.67
<b>Third-party treatment</b>	<b>80.22</b>	<b>608.75</b>	<b>426.53</b>	-	<b>426.53</b>
Freshwater				-	
Other water	80.22	608.75	426.53	-	426.53
<b>Total water discharged into water bodies<sup>1</sup></b>	<b>147,794.97</b>	<b>135,291.94</b>	<b>120,947.21</b>	-	<b>120,947.21</b>
Freshwater			14,587.97	-	14,587.97
Other water	147,794.97	135,291.94	106,359.25	-	106,359.25
	<b>2,079.02</b>	<b>2,775.87</b>	<b>2,134.38</b>	-	<b>2,134.38</b>
<b>Water retained in products</b>	<b>8,575.43</b>	<b>7,651.05</b>	<b>5,525.74</b>	-	<b>5,525.74</b>

<sup>1</sup> In 2024, we adjusted the indicator to reference only discharge into water bodies, in compliance with GRI. However, we maintained information on water retained and process losses.

**WATER WITHDRAWAL BY SOURCE (megaliters) GRI 303-3, SASB EM-MM-140A.1**

	2023	2024	2025		
	Total volume	Total volume	Total volume	In water-stressed areas	In non-water-stressed areas
<b>Surface water (rivers, streams, and lakes)</b>	<b>34,297.41</b>	<b>32,764.37</b>	<b>15,440.14</b>	-	<b>15,440.14</b>
Freshwater			4586.6203	-	4586.6203
Other water	34,297.41	32,764.37	10,853.52	-	10,853.52
<b>Groundwater (aquifers, wells, and mine dewatering)</b>	<b>110,574.03</b>	<b>106,184.90</b>	<b>112,467.47</b>	-	<b>112,467.47</b>
Freshwater		273.98	919.083	-	919.083
Other water	110,574.03	105,910.92	111,548.39	-	111,548.39
<b>Rainwater collected and stored directly by the organization</b>	<b>7,153.08</b>	<b>7,213.30</b>	<b>8,774.74</b>	-	<b>8,774.74</b>
Freshwater			4,379.70	-	4,379.70
Other water	7,153.08	7,213.30	4,395.04	-	4,395.04
<b>Seawater</b>	<b>3,601.66</b>	<b>3,634.36</b>	<b>3,133.05</b>	-	<b>3,133.05</b>
Freshwater				-	
Other water	3,601.66	3,634.36	3,133.05	-	3,133.05
<b>Produced water (water contained in ores and concentrates)</b>	<b>262.34</b>	<b>223.48</b>	<b>187.84</b>	-	<b>187.84</b>
Freshwater			62.86723	-	62.86723
Other water	262.34	223.48	124.98	-	124.98
<b>Third-party water (supplied by utilities and vendors)</b>	<b>36.77</b>	<b>34.71</b>	<b>84.95</b>	-	<b>84.95</b>
Freshwater				-	
Other water	36.77	34.71	84.95	-	84.95
<b>Total water withdrawn and used by source</b>	<b>155,925.28</b>	<b>150,055.11</b>	<b>140,088.20</b>	-	<b>140,088.20</b>
Freshwater		273.98	16292.62	-	16292.62
Other water	155,925.28	149,781.14	123,795.58	-	123,795.58

In 2025, a new methodology was adopted for recording and consolidating water withdrawal and discharge data at the Aripuanã unit. This methodological update aimed to improve data traceability, enhance the reliability of operational records, and ensure greater alignment with sustainability reporting guidelines.

**WASTE GENERATED, DIVERTED, AND DIRECTED TO DISPOSAL**  
 (metric tonnes) **GRI 306-3, 306-4, 306-5**

Within the organization		2023	2024	2025
Non-hazardous	<b>Diverted from disposal</b>			
	Composting	1,124.11	1,069.29	859.82
	Reuse	429.83	119.41	1.17
	Recycling	5576.069	6145.352	6863.91
	Recovery	0	0	0
	Other	0	0	0
	<b>Directed to disposal</b>			
	Incineration (or use as fuel)	0	0	0
	Sanitary landfill	606.9	385.92	0
	Co-processing/refining	0	0	0
	On-site storage	0	0	0
	Underground waste injection	0	0	0
	Industrial landfill	90	132	1944
	Other	329.8	270.43	669.44
<b>Total non-hazardous waste</b>	<b>8,156.70</b>	<b>8,122.40</b>	<b>10,338.34</b>	
Hazardous	<b>Diverted from disposal</b>			
	Composting	0	0	0
	Reuse	646.65	565.23	0.17
	Recycling	0	0	503.88
	Recovery	0	0	0
	Other	0	0	215.45
	<b>Directed to disposal</b>			
	Incineration (or use as fuel)	0.00	0.00	0.00
	Sanitary landfill	226.35	124.55	0
	Co-processing/refining	0	0	0
	On-site storage	0	0	3011.76
	Underground waste injection	0	0	0
	Industrial landfill	2,028.92	2,063.11	870
	Other	0	0	0
<b>Total non-hazardous waste</b>	<b>2,901.92</b>	<b>2,752.89</b>	<b>4,601.26</b>	

Fora da organização		2023	2024	2025
Non-hazardous	<b>Diverted from disposal</b>			
	Composting	54.96	151.862	77.34
	Reuse	915.33	168.57	0.00
	Recycling	3,758.96	6,261.02	8,030.64
	Recovery	883	980.32	0
	Other	411.16	0	73.28
	<b>Directed to disposal</b>			
	Incineration (or use as fuel)	6.08	112.08	0
	Sanitary landfill	1,511.42	1,252.90	1,201.46
	Co-processing/refining	605.63	1,135.67	1366.666
	On-site storage	36.14	6.2	0
	Underground waste injection	0	0	0
	Industrial landfill	132.9	441.55	1571.95
	Other	248.27	817.635	11150.045
<b>Total non-hazardous waste</b>	<b>8,563.84</b>	<b>11,327.81</b>	<b>23,471.38</b>	
Hazardous	<b>Diverted from disposal</b>			
	Composting	0	0	0
	Reuse	2,933.55	7,196.92	55.41
	Recycling	0	0	5044.38
	Recovery	0	0	0
	Other	118.83	0	136.088
	<b>Directed to disposal</b>			
	Incineration (or use as fuel)	1.19941	0.59375	0.32351
	Sanitary landfill	0.00	0.00	0.00
	Co-processing/refining	2,929.44	2,869.83	2,114.35
	On-site storage	0	0	34.64
	Underground waste injection	0	0	48.5
	Industrial landfill	3,063.63	3,329.80	3239.798
	Other	838.465	796.47	2640.8187
<b>Total non-hazardous waste</b>	<b>9,885.11</b>	<b>14,193.61</b>	<b>13,314.31</b>	
<b>Total waste</b>			<b>51,725.28</b>	
<b>Percentage of waste reused, composted, recycled, or recovered</b>			<b>42%</b>	

Note: The difference between waste generated and waste disposed of or recycled (306-4 + 306-5) is due to the disposal or recycling of waste from inventory accumulated in previous years. In addition, the Três Marias unit receives material from external organizations for internal recycling. In prior years, we reported only the amount disposed of, without distinguishing between waste generated and disposed of. Therefore, starting in 2025, this difference is presented.

## SOCIAL

### LOCAL COMMUNITY GRIEVANCES GRI 14.10.4

	2024	2025
Number of local community grievances during the reporting period	256	177
Percentage of grievances addressed and resolved during the reporting period	84.50%	96.95%
Percentage of grievances resolved through remediation during the reporting period	0.24%	0.00%

### RATIO OF BASE SALARY AND REMUNERATION OF WOMEN TO MEN GRI 405-2

Cargo	2023		2024		2025	
	Salary	Remuneration	Salary	Remuneration	Salary	Remuneration
Director/President	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Manager	0.99	0.98	1.05	1.01	1.10	1.09
Coordinator/Consultant	1.09	1.08	1.11	1.09	1.09	1.07
Technician/Analyst/Supervisor	0.96	1.00	0.98	1.07	0.96	1.04
Operational	1.52	1.48	1.54	1.73	1.56	1.92

Note: The data reported here was revised in 2025 to adjust the premise and metric of the indicator. Following this revision, the indicator is now calculated based on December of the reference year, incorporating monetary incentives paid throughout that same year. Previously, the calculation considered a K factor, defined by the cost area. Historical values were also revised to ensure data comparability over time. **GRI 2-4**

### DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES GRI 405-1

Job category	Gender	Age group			Total
		Under 30	30 to 50	Over 50	
Manager	Male	0	3	5	8
	Female	0	2	0	2
Director/President	Male	0	90	25	115
	Female	0	40	2	42
Coordinator/Consultant	Male	34	342	69	445
	Female	29	170	9	208
Technician/Analyst/Supervisor	Male	145	765	122	1032
	Female	122	194	6	322
Operational	Male	620	1771	595	2986
	Female	177	263	14	454
Intern	Male	104	8	0	112
	Female	166	8	0	174
Apprentice	Male	26	0	0	26
	Female	79	0	0	79

## DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

## GRI 405-1 (cont.)

	2023	2024	2025
<b>Composition of minority groups in the organization<sup>1</sup></b>			
Employees over 50	792	756	847
Women	1,209	922	1,028
Asian <sup>2</sup>	-	-	57
Indigenous <sup>2</sup>	-	-	12
Black <sup>2</sup>	-	-	419
Mixed Race <sup>2</sup>	-	-	1,579
Persons with disabilities	-	-	135
<b>Governance body composition (Board and Executive Officers)</b>			
Men	15	13	14
Women	3	3	5
<b>Governance body composition by age (Board and Executive Officers)</b>			
Under 30	-	-	-
30 to 50	4	5	7
Over 50	14	11	12
<b>Composition of the governance body by race (Board and Executive Officers)</b>			
White	-	-	17
Black	-	-	2

<sup>1</sup> The composition of minority groups does not include the Board.

<sup>2</sup> Racial groups consider only operations in Brazil, except for the composition of the governance body, which considers all its members.

## NEW HIRES AND EMPLOYEE TURNOVER

## GRI 401-1

	Gender	Age group	Brazil	USA	Peru	Luxembourg
<b>Total number of new hires</b>	Male	Under 30	260	0	61	1
		30 to 50	342	0	151	0
		Over 50	18	0	19	1
	Female	Under 30	87	0	27	0
		30 to 50	134	0	40	0
		Over 50	4	0	3	0
<b>New hire rate</b>	Male	Under 30	4.63	0	1.09	0.02
		30 to 50	6.09	0	2.69	0
		Over 50	0.32	0	0.34	0.02
	Female	Under 30	1.55	0	0.48	0
		30 to 50	2.39	0	0.71	0
		Over 50	0.07	0	0.05	0
<b>Total turnover</b>	Male	Under 30	90	0	18	1
		30 to 50	271	0	118	1
		Over 50	30	0	14	0
	Female	Under 30	44	0	13	1
		30 to 50	77	0	36	0
		Over 50	4	0	2	0
<b>Turnover rate</b>	Male	Under 30	1.6	0	0.32	0.02
		30 to 50	4.83	0	2.1	0.02
		Over 50	0.53	0	0.25	0
	Female	Under 30	0.78	0	0.23	0.02
		30 to 50	1.37	0	0.64	0
		Over 50	0.07	0	0.04	0

MATERNITY AND PATERNITY LEAVE<sup>1</sup>

## GRI 401-3

	2024		2025	
	Maternity	Paternity	Maternity	Paternity
Number of employees eligible for leave	922	4,328	1,028	4,587
Total employees who took maternity/paternity leave, broken down by gender	39	87	63	108
Total employees who returned to work after maternity/paternity leave, broken down by gender	19	76	54	106
Return rate (based only on departures and returns within the same year)	46%	87%	86%	98%
Total employees who returned to work after maternity/paternity leave and remained employed 12 months after their return, broken down by gender	38	56	34	90
Retention rate (employees who remained for 12 months after 30 days from return date) <sup>2</sup>	78%	65%	85%	65%

<sup>1</sup> For the 2024 period, the maternity/paternity leave data reported is from Brazilian units, as there is no data tracking for employees who took this leave in Peru. In 2025, paternity leave data considers only Brazilian units, as there is no tracking of this information for employees in Peru, the United States, and Luxembourg. Maternity leave data for 2025 covers Brazilian and Peruvian units, as there is no tracking of this information for employees in the USA and Luxembourg.

<sup>2</sup> Retention rate = [Total employees retained 12 months after returning to work from maternity/paternity leave / Total employees who returned from maternity/paternity leave in the previous reporting period(s)] \* 100

## AVERAGE HOURS OF TRAINING PER YEAR, PER EMPLOYEE

## GRI 404-1

		2023	2024	2025
Director/ President	Men	0	3	1
	Women	1	4	1
Manager	Men	42	12	24
	Women	21	19	22
Consultant/ Coordinator	Men	10	21	58
	Women	11	33	37
Technician/ Analyst/ Supervisor	Men	83	31	35
	Women	54	40	29
Operational	Men	31	30	30
	Women	32	27	33
Intern	Men	48	22	32
	Women	48	37	20
Apprentice	Men	60	23	39
	Women	37	47	39
Total	Men	40	32	34
	Women	36	27	30

**WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM GRI 403-8**

	2024	2025
i. Number of employees and workers covered	17,340.00	22,939.00
ii. Percentage of employees and workers covered	0.86	1.00
iii. Number of employees and workers covered by an internally audited system	10,990.00	22,939.00
iv. Percentage of employees and workers covered by an internally audited system	0.63	1.00
v. Number of employees and workers covered by an internally audited or externally certified system	10,706.00	22,939.00
vi. Percentage of employees and workers covered by an internally audited or externally certified system	0.62	1.00

Note: Nexa's Health and Safety Management System covers all full-time, part-time, permanent, and temporary direct employees and contractors. All, without exception, have defined and applicable guidelines, standards, procedures, and tools for the elimination, reduction, and mitigation of risks associated with our activities. We have a global Health and Safety team whose primary objective is to ensure the preservation of the physical well-being and lives of our employees (direct and contractors), through the definition and deployment of targets and the management system across all operational units where we have a Health and Safety team, with the goal of deploying the management system and applying the guidelines and tools, in accordance with the 2025 Strategic Plan.

**WORK-RELATED INJURIE GRI 403-9**

Description	2023	2024	2025
<b>Rates for Direct Employees</b>			
Man-hours worked	12,466,937.00	12,313,911.50	12,513,829.00
Total number of minor injuries (level 1)	13.00	46.00	42.00
Number of lost-time-free injuries (levels 2 and 3)	20.00	17.00	14.00
Number of lost-time injuries (levels 4 to 6)	13.00	16.00	9.00
Fatalities	-	2.00	-
Lost-time injury rate	1.04	1.30	0.72
Total recordable injury frequency rate	2.65	2.68	1.84
Near-miss rate	6.00	4.82	1.81
<b>Rates for Permanent Contractors</b>			
Man-hours worked	20,069,635.00	21,080,767.80	20,315,187.00
Total number of minor injuries (level 1)	73.00	68.00	58.00
Number of lost-time-free injuries (levels 2 and 3)	21.00	23.00	6.00
Number of lost-time injuries (levels 4 to 6)	21.00	19.00	20.00
Fatalities	-	-	2.00
Lost-time injury rate	1.05	0.90	0.98
Total recordable injury frequency rate	2.09	1.99	1.28
Fatality rate	1.05	0.52	0.39
<b>Rates for Temporary Contractors</b>			
Man-hours worked	9,303,659.00	7,201,112.24	8,652,407.00
Total number of minor injuries (level 1)	34.00	26.00	35.00
Number of lost-time-free injuries (levels 2 and 3)	12.00	11.00	10.00
Number of lost-time injuries (levels 4 to 6)	3.00	10.00	6.00
Fatalities	-	1.00	-
Lost-time injury rate	0.32	1.39	0.69
Total recordable injury frequency rate	1.61	2.92	1.85
Fatality rate	1.25	1.86	0.67

Note: Following the model adopted in previous annual reports and using as a reference the Safety Performance Report from the International Council on Mining and Metals (ICMM, international mining industry benchmarking), rate calculations consider event frequency per 1 million (1,000,000) man-hours worked in 2024. All direct employees and contractors are included in this indicator.

## GOVERNANCE

### COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURE GRI 205-2<sup>1</sup>

	Total employees informed about anti-corruption policies	Total employees who received anti-corruption training	% informed	% trained <sup>2</sup>	
Brazil	Governance body	9	9	100%	100%
	Director/President	7	7	100%	100%
	Manager	124	124	100%	100%
	Coordinator/Consultant	224	224	100%	100%
	Technician/Analyst/Supervisor	1,434	1,434	100%	100%
	Operational	1,923	1,923	100%	100%
	Intern	165	165	100%	100%
	Apprentice	105	105	100%	100%
	<b>Total</b>	<b>3,991</b>	<b>3,991</b>		<b>100%</b>
	Contractors <sup>1</sup>	-	-	100	NA
Peru/International	Governance body	-	-	100%	
	Director/President	3	3	100%	NA
	Manager	71	71	100%	100%
	Coordinator/Consultant	61	61	100%	100%
	Technician/Analyst/Supervisor	801	801	100%	100%
	Operational	1,081	1,081	100%	100%
	Intern	119	119	100%	100%
	Apprentice	0	0	100%	-
	<b>Total</b>	<b>2,136</b>	<b>2,136</b>	<b>100%</b>	<b>100%</b>

<sup>1</sup> All new Nexa suppliers and customers, when registered as authorized third parties, must accept the guidelines of our Code of Conduct. At that time, they receive an access link to the document that includes a specific chapter on Anti-Corruption Policy.

<sup>2</sup> Training data management is dynamic, making it impossible to trace trainees as of December 2024. Therefore, some positions show more people trained than informed, due to fluctuations in these positions between December and January. We normalized to 100% when this occurred. Communication is made to all employees on an ongoing basis through the Code of Conduct and compliance communications.

### NON-COMPLIANCE WITH LAWS AND REGULATIONS – LABOR AND TAX<sup>1</sup> GRI 2-27

	2023	2024	2025
<b>Labor<sup>1</sup></b>			
Total number of significant cases	244	73	101
Total monetary value of significant fines (US\$)	11,244,333.51	4,960,685.69	6,028,801.95
<b>Non-monetary sanctions<sup>2</sup></b>			1
<b>Tax<sup>3</sup></b>			
Total number of significant cases	38	87	231
Total monetary value of significant fines (US\$)	21,008,552.99	76,693,114.44	219,023,061.94
<b>Non-monetary sanctions<sup>1</sup></b>			

<sup>1</sup> Sanction related to the fatal accident that occurred at the Vazante unit in May 2024. The Public Labor Prosecutor's Office (MPT) issued a draft Conduct Adjustment Agreement (TAC) containing several obligations. Nexa will submit evidence to the MPT by February 5, 2026. Additionally, there is an ongoing TAC involving the contractor ENAEX, subject to an administrative proceeding by the MPT related to allegations of moral harassment. As the alleged events reportedly took place on Nexa's premises, the company was included in the proceeding and has fully complied with all recommendations issued, as evidenced on Nexa's institutional website. Available at: <https://www.nexaresources.com/wp-content/uploads/2025/11/Recomendacao-1016.2025.pdf>

<sup>2</sup> For reporting purposes, only cases that became tax litigation were considered, i.e., those for which Nexa filed an administrative challenge with direct support from the tax legal team. Judicial actions or administrative proceedings initiated by Nexa (i.e., when Nexa proactively disputes the application of a given tax) were excluded.

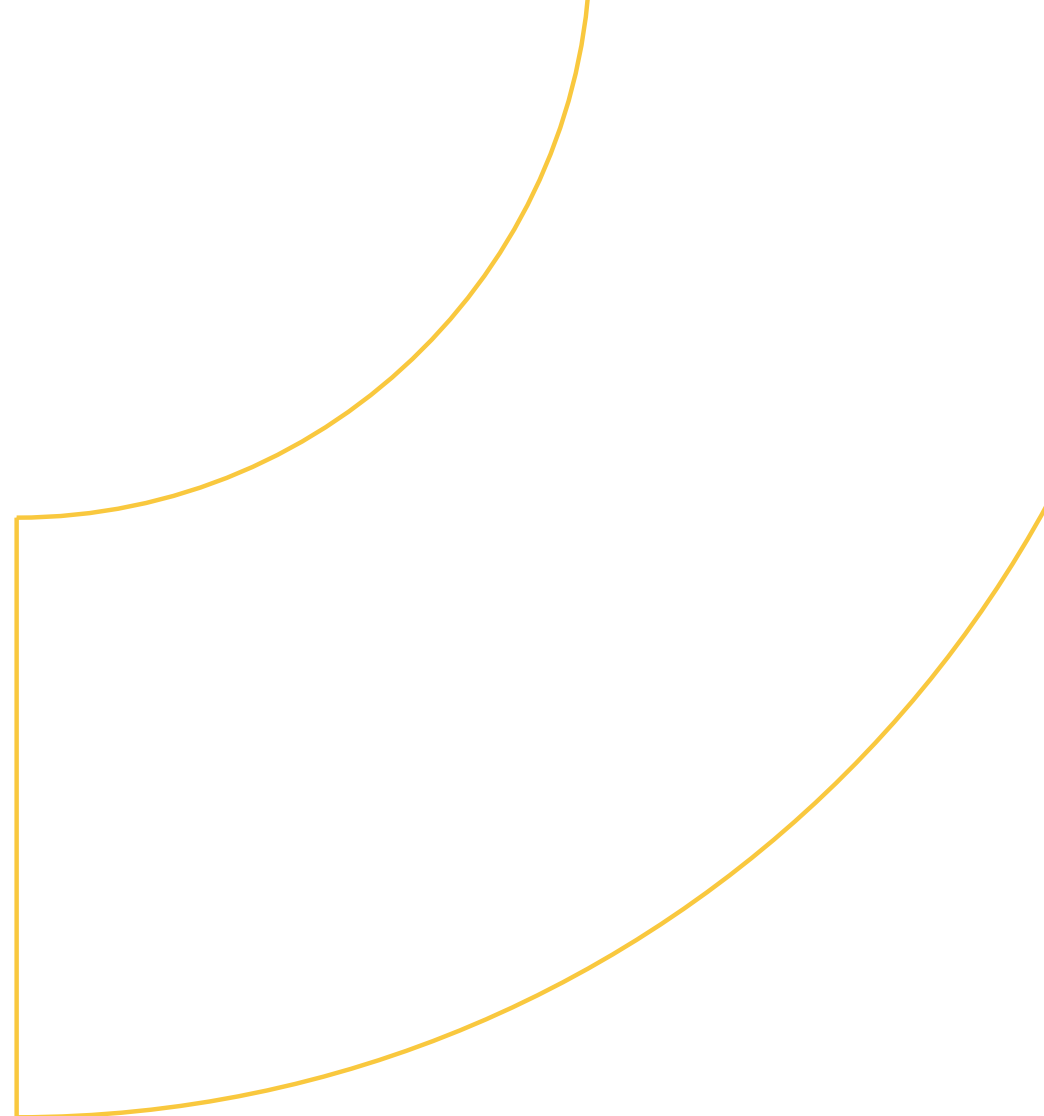
**INCIDENTS OF DISCRIMINATION GRI 406-1**

	2022	2023	2025
Reports received through the Ethics Hotline during the reporting period	224	237	183
Cases under review received during the reporting period	61	38	27
Cases analyzed and deemed unfounded	69	80	66
Cases analyzed and deemed substantiated	94	119	90

**DISCRIMINATION CASES IDENTIFIED BY FACTOR<sup>1</sup>**

	2022	2023	2025
Race	2	0	0
Color	0	0	0
Gender	0	0	4
Age group	0	0	0
Religion	0	0	0
Political opinion	0	0	0
National origin	0	0	1
Social origin	0	1	0
Harassment and abuse of power	39	102	174
Other	53	16	4
Total number of substantiated discrimination cases	94	119	183

<sup>1</sup>In 2025, we began to detail each case received by the Ethics Hotline by category. Until 2024, only substantiated cases were detailed.



# GRI, SASB AND TCFD CONTENT INDEXES

Statement of use	Nexa reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 used	GRI: Foundation 2021
Applicable GRI Sector Standard	GRI 14: Mining Sector 2024

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
<b>CONTEÚDOS GERAIS</b>					
GRI 2: General Disclosures 2021	<b>The organization and its reporting practices</b>				
	2-1 Organizational details	p.7, p.22		-	
	2-2 Entities included in the organization's sustainability reporting	p.69		-	
	2-3 Reporting period, frequency, and contact point	p.97		-	
	2-4 Restatements of information	In 2025, several indicators underwent methodological and scope adjustments. In 2-27, regulations and sanctions applicable to the mining regulatory framework were included. Indicator 405-2 began to consider Profit Sharing (PLR) and specific benefits for the Aripuanã unit, as well as regional benefits for Peru. In 405-1, data from the Pampa unit were excluded, as it is no longer part of Nexa's operations (this same criterion also applies to indicator 2-7). Indicator 406-1 had its criteria updated in accordance with the reporting criteria used for the Contacto Seguro channel. Finally, in 414-1, supplier screening on human rights was consolidated through the supplier platform. For 305-7, criteria were added due to new procedural inspections of the stacks at the Atacocha and El Porvenir plants, which have not yet been carried out. For 303-3, there were changes in the criteria for surface water withdrawal for the Aripuanã unit compared to previous years. When relevant, we provide explanations in specific notes within the highlighted indicators.		-	
	2-5 External assurance	p.95		-	
	<b>Activities and workers</b>				
	2-6 Activities, value chain, and other business relationships	p.7, p.22		-	
	2-7 Employees	p.50, p.69		-	8
	2-8 Workers who are not employees	p.50, p.69		-	8

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 2: General Disclosures 2021	<b>Governance</b>				
	2-9 Governance structure and composition	p.19, p.20		-	
	2-10 Nomination and selection of the highest governance body	p.19		-	
	2-11 Chair of the highest governance body	p.19		-	
	2-12 Role of the highest governance body in overseeing the management of impacts	p.19		-	
	2-13 Delegation of responsibility for managing impacts	p.20		-	
	2-14 Role of the highest governance body in sustainability reporting	p.19		-	
	2-15 Conflicts of interest	p.66		-	
	2-16 Communication of critical concerns	p.19		-	
	2-17 Collective knowledge of the highest governance body	Every year the board conducts a strategic deep-dive session on knowledge, including sustainable development topics.		-	
	2-18 Evaluation of the performance of the highest governance body	p.19		-	
	2-19 Remuneration policies	p.51		-	
	2-20 Process to determine remuneration	p.20		-	
	2-21 Annual total compensation ratio	During the year, there was an approximately 11% increase in total employee compensation, while there was a 16% increase in the highest-paid individual's compensation, an adjustment made in 2025, compared to the 0% adjustment made in the prior year. The ratio between average total employee compensation and that of the highest-paid individual is 2%. For more information on remuneration, please refer to the Form 20-F.		-	
<b>Strategy, policies, and practices</b>					
2-22 Statement on sustainable development strategy	p.3		-		
2-23 Policy commitments	p.65		-	16	
2-24 Embedding policy commitments	p.66		-		
2-25 Processes to remediate negative impacts	p.67		-	16	
2-26 Mechanisms for seeking advice and raising concerns	p.67		-		
2-27 Compliance with laws and regulations	p.71, p.78		-		
2-28 Membership associations	p.31		-		

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 2: General Disclosures 2021	<b>Stakeholder engagement</b>				
	2-29 Approach to stakeholder engagement	p.31		-	
	2-30 Collective bargaining agreements	p.50		-	
GRI 3: Material Topics 2021	<b>Disclosures on material topics</b>				
	3-1 Process to determine material topics	p.23		-	
	3-2 List of material topics	p.23		-	
<b>ENVIRONMENTAL</b>					
<b>MATERIAL TOPIC: CLIMATE CHANGE (GRI 14.1, GRI 14.2, GRI 14.3)</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.24		14.1.1 14.2.1 14.3.1	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	p.27		14.2.2	11, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p.40, p.41		14.1.5	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	p.40, p.41		14.1.6	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	p.40, p.41		14.1.7	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	p.40, p.41		14.1.8	14, 15
	305-5 Reduction of GHG emissions	p.40, p.41		14.1.9	14, 15
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p.71		14.3.2	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p.41		14.1.2	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	p.41		14.1.3	7, 8, 12, 13
	302-3 Energy intensity	p.41		14.1.4	7, 8, 12, 13
	302-4 Reduction of energy consumption	p.41			7, 8, 12, 13

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
<b>MATERIAL TOPIC: NATURAL CAPITAL (GRI 14.4, GRI 14.7)</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.24		14.7.1	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p.44		14.7.2	6
	303-2 Management of water discharge-related impacts	p.44		14.7.3	6
	303-3 Water withdrawal	p.72		14.7.4	6
	303-4 Water discharge	p.72		14.7.5	3, 6, 12, 14
	303-5 Water consumption	p.44		14.7.6	6
GRI 101: Biodiversity	101-1 Policies to halt and reverse biodiversity loss	p.45		14.4.2	12, 13, 14, 15
	101-2 Management of biodiversity impacts	p.45		14.4.3	12, 13, 14, 15
	101-4 Identification of biodiversity impacts		We are enhancing biodiversity management by implementing standard procedures across Nexa's operations. As a result, these indicators will not be reported this year	14.4.4	12, 13, 14, 15
	101-5 Sites with biodiversity impacts			14.4.5	12, 13, 14, 15
	101-6 Direct drivers of biodiversity loss			14.4.6	12, 13, 14, 15
	101-7 Changes in the state of biodiversity			14.4.7	12, 13, 14, 15
	101-8 Ecosystem services			14.4.8	12, 13, 14, 15
GRI 14.8: Closure and Rehabilitation	14.8.6 Total land disturbed and under rehabilitation	p.71		14.8.6	12, 13, 14, 15
	14.8.7 Life of mine	p.71		14.8.7	9
	14.8.8 Closure and rehabilitation provisioning	p.71		14.8.8	9
<b>MATERIAL TOPIC: TAILINGS AND WASTE (GRI 14.5, 14.6, 14.8)</b>					
"GRI 3: Material Topics 2021"	3-3 Management of material topics	p.24			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.46		14.5.1	3, 6, 12, 14, 15
	306-2 Management of significant waste-related impacts	p.46		14.5.2	3, 6, 12, 14, 15
	306-3 Waste generated	p.46		14.5.3	3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	p.73		14.5.4	3, 6, 12, 14, 15
	306-5 Waste directed to disposal	p.73		14.5.5	3, 6, 12, 14, 15

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 14: Mining Sector	<b>14.6.2</b> Report the tailings disposal methods used by the organization	Nexa uses three methods for tailings and waste disposal: backfill, dams, and dry stacking. Backfill fills underground voids to ensure stability and optimize mining. Dry stacking uses dewatered tailings, reducing free water and environmental risks. Dams store tailings in slurry form and the associated water, ensuring operational, environmental, and structural safety. For more information, visit: <a href="https://www.nexaresources.com/en/dams-2/">https://www.nexaresources.com/en/dams-2/</a> .		14.6.2	9, 12
	<b>14.6.3</b> Organization's tailings disposal facilities	See details in the databook.		14.6.3	9, 12
<b>SOCIAL</b>					
<b>MATERIAL TOPIC: SOCIAL MANAGEMENT (GRI 14.10, GRI 14.11, GRI 14.12)</b>					
GRI 3: Material Topics 2021	<b>3-3</b> Management of material topics	p. <a href="#">25</a>		14.8.1 14.10.1 14.11.1 14.12.1	
GRI 203: Indirect Economic Impacts 2016	<b>203-1</b> Infrastructure investments and services supported	p. <a href="#">60</a>			8, 10, 11, 17
	<b>203-2</b> Significant indirect economic impacts	p. <a href="#">62</a>			8, 10, 11, 17
GRI 14.8: Closure and Rehabilitation	<b>14.8.4</b> Closure and rehabilitation program	p. <a href="#">48</a>		14.8.4	8, 10, 11
	<b>14.8.5</b> Status of the closure and rehabilitation program	p. <a href="#">48</a>		14.8.5	8, 10, 11
	<b>14.8.9</b> Non-financial resources to manage the socioeconomic transition	Social programs work to leave a legacy for communities near our operations, even after closure. Additionally, specific social programs are developed for each operation within the decommissioning plan.		14.8.9	8, 10, 11
GRI 413: Local Communities 2016	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	p. <a href="#">60</a>		14.10.2	8, 10, 11
	<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	No operations with significant negative impacts have been identified to date. For more information, please refer to the databook.		14.10.3	8, 10, 11
GRI 14.10: Local Communities	<b>14.10.4</b> Grievances and complaints	p. <a href="#">60</a>		14.10.4	-
GRI 411: Rights of Indigenous Peoples 2016	<b>411-1</b> Incidents of violations involving rights of indigenous peoples	No incidents of violations involving the rights of indigenous peoples were identified during the year.		14.11.2	11, 16
GRI 14.11: Rights of Indigenous Peoples	<b>14.11.3</b> Operations, resources, and reserves with indigenous peoples' presence	p. <a href="#">15</a>		14.11.3	11, 16
	<b>14.11.4</b> Free, prior, and informed consent at locations and activities	p. <a href="#">59</a>		14.11.4	11, 16

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 14.12: Rights to Land and Natural Resources	<b>14.12.2</b> Involuntary resettlement	There were no incidents of involuntary resettlement during the reporting period.		14.12.2	11, 16
	<b>14.12.3</b> Conflicts and violations of rights to land and natural resources	There were no conflicts or violations of rights to land and natural resources at Nexa in 2025.		14.12.3	11, 16
<b>MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY (GRI 14.16)</b>					
GRI 3: Material Topics 2021	<b>3-3</b> Management of material topics	p. <u>25</u>		14.16.1	
GRI 403: Occupational Health and Safety 2018	<b>403-1</b> Occupational health and safety management system	p. <u>57</u>		14.16.2	8
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	p. <u>57</u>		14.16.3	8
	<b>403-3</b> Occupational health services	p. <u>55</u>		14.16.4	8
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	The company fosters an environment of continuous and transparent dialogue, including regular meetings with committees, engagement with unions, and worker participation in safety inspections and audits, without any form of retaliation. Relevant health and safety information is shared with representatives, while respecting medical confidentiality and personal data. Nexa also ensures inclusion and representation on committees, with proportional participation of women relative to the workforce and full coverage of both direct employees and contractors. This model is complemented by compliance with collective agreements, training programs, provision of personal protective equipment, and the ongoing development of initiatives focused on risk prevention and strengthening the safety culture.		14.16.5	8, 16
	<b>403-5</b> Worker training on occupational health and safety	p. <u>55</u>		14.16.6	8
	<b>403-6</b> Promotion of worker health	p. <u>58</u>		14.16.7	3
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. <u>55</u>		14.16.8	8
	<b>403-8</b> Workers covered by an occupational health and safety management system	Nexa has a Health and Safety Management System aligned with regulatory standards, covering all operations and employees, with the exception of Aripuanã, where system implementation is planned for 2026. The system is internally audited to ensure effectiveness and continuous improvement, and some units hold certifications such as ISO 9001, 14001, and 45001. Aripuanã is the only unit without certification, with implementation planned for 2026.		14.16.9	8
	<b>403-9</b> Work-related injuries	p. <u>56</u> , p. <u>77</u>		14.16.10	3, 8, 16
	<b>403-10</b> Work-related ill health	In 2025, no cases of occupational diseases were recorded at Nexa.		14.16.11	3, 8, 16

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
<b>MATERIAL TOPIC: COMPLIANCE AND RISK MANAGEMENT OF ENVIRONMENTAL INCIDENTS (GRI 14.15)</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.25		14.15.1	
GRI 306: Effluents and Waste 2016	306-3: Significant spills	See more information in the databook.		14.15.2	-
GRI 14.15: Process Safety Incident Management	14.15.3 Process safety incidents	See more information in the databook.		14.15.3	3
	14.15.4 Emergency preparedness and response plans	All Nexa units have an Emergency Action Plan (EAP) formally established and implemented for their tailings and waste disposal structures. In Brazil, due to specific legal requirements applicable to dams, the EAPs are prepared in more detailed and comprehensive fashion, including requirements such as the definition of Self-Rescue Zones (ZAS) and Secondary Safety Zones (ZSS), registration of potentially affected populations, mapping of escape routes and meeting points, evacuation plans and response procedures, and periodic drills, in accordance with current legislation. In Peru, although the same level of legal obligation does not exist with the same level of detail, all units also have emergency response plans implemented with dam break analysis.		14.15.4	
<b>MATERIAL TOPIC: HUMAN CAPITAL (GRI 14.17, GRI 14.20, GRI 14.21)</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.25		14.17.1 14.21.1	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	There are no salaries below the local minimum wage in any of our units, whether operational or corporate. For more information, please refer to our databook.		14.17.2	1, 8, 9
	202-2 Proportion of senior management hired from the local community	Nexa does not have a program for local hiring of employees.		14.9.6 14.21.2	8, 9, 10
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.75. See more information in the databook.		14.17.3	8, 9, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees receive benefits such as life insurance, health and dental plans (varying by location), meal/food allowances, private pension, maternity/paternity leave, remote work allowances (depending on location and role), Christmas bonus, and access to the Employee Assistance Program (EAP). Temporary workers, as contractors, have their payroll and benefits under the responsibility of the contracting company, which may differ from those offered to full-time employees.		14.17.4	8, 9, 10
	401-3 Parental leave	p.76		14.21.3	8, 9, 10

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 402: Labor/ Management Relations 2016	<b>402-1</b> Minimum notice periods regarding operational changes	Operational changes are addressed carefully, with deadlines determined according to the specifics of each case. Depending on the situation, support actions may be required such as the formation of working groups, preparation of studies, development of specific timelines, and creation of communication plans.		14.8.2 14.17.6	8, 10, 11, 17
GRI 404: Training and Education 2016	<b>404-1</b> Average hours of training per year per employee	p.76		14.21.4 14.17.7	1, 8, 9
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	p.52		14.17.8	4, 5, 8
GRI 405: Diversity and Equal Opportunity 2016	<b>405-1</b> Diversity of governance bodies and employees	p.74		14.21.5	5, 8
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	p.74		14.21.6	5, 8, 10
GRI 406: Non-discrimination 2016	<b>406-1</b> Incidents of discrimination and corrective actions taken	p.79		14.21.7	8
<b>GOVERNANCE</b>					
<b>MATERIAL TOPIC: CORPORATE GOVERNANCE AND INTEGRITY (GRI 14.18, GRI 14.19, GRI 14.21, GRI 14.22)</b>					
GRI 3: Material Topics 2021	<b>3-3</b> Management of material topics	p.25		14.18.1 14.19.1 14.20.1 14.22.1	
GRI 201: Economic Performance 2016	<b>201-1</b> Direct economic value generated and distributed	p.70		14.23.2	8, 11
GRI 204: Procurement Practices 2016	<b>204-1</b> Proportion of spending on local suppliers	p.87			9, 10, 11
GRI 205: Anti-corruption 2016	<b>205-1</b> Operations assessed for risks related to corruption	Risks are assessed by the compliance team through due diligence processes and contractual clauses, as well as through the corporate risk map covering all units (ERM). Additionally, the Ethics Hotline is available to receive reports related to fraud and corruption, which are also reviewed by the compliance and Ethics Hotline teams. 100% of units are assessed regarding these topics.		14.22.2	16
	<b>205-2</b> Communication and training about anti-corruption policies and procedures	Employees, contractors, and board members are informed throughout the year about the progress of the Compliance Program, which includes the anti-corruption topic.		14.22.3	16
	<b>205-3</b> Confirmed incidents of corruption and actions taken	No reports were received and no cases of corruption were identified at Nexa in 2025.		14.22.4	16
GRI 206: Anti-competitive Behavior 2016	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Nexa Recursos Minerais S.A. is not party, either as defendant or plaintiff, to any legal actions related to anti-competitive behavior, anti-trust, or monopoly practices.			

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 14.22 Anti-corruption	14.22.5 Approach to contract transparency	For contracts of a commercial nature or those that, for strategic pricing reasons or confidentiality regarding the subject matter or contracting conditions, are not and should not be made publicly available, Nexa reserves the possibility of disclosing aggregate material contracts in the notes to its financial statements, as well as in market announcements, following the rules and regulations to which it is subject in the countries where it operates. Regarding licenses, the information is public, in accordance with the transparency rules of the public entities that grant such rights.		14.22.5	
	14.22.6 Beneficial owners of the organization	Nexa Resources S.A. is a company listed on the NYSE, and therefore the information is published in its financial statements and is also publicly available in the 20-F filing.		14.22.6	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Nexa's Code of Conduct (p. 18), which is communicated to all employees, customers, and suppliers, reinforces the company's stance against child labor and forced or slave-like labor. This risk is also assessed during the due diligence process for third parties. We have no operations or suppliers identified as presenting a risk related to child labor.		14.18.2	5, 9, 11
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			14.19.2	8, 12
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Based on our supplier onboarding and due diligence processes, we ensure that our transactions take place only with companies that adopt sound social management practices and maintain a strong market reputation. This process includes screening suppliers against international restricted lists, government sanctions lists, legal proceedings, and records related to forced labor.  In addition to our commitment to engaging local suppliers, our policy also supports social organizations and so-called "community suppliers" in Peru. These suppliers may be individuals or legal entities whose businesses are formed by members of communities located within the social area of influence of a Nexa operation or project—an approach currently more focused on our operations in Peru.  However, the global strategy for supplier selection based on social criteria is still under development in alignment with the company's Board.		14.17.9 14.18.3 14.19.3	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	p.35		14.17.10	5, 8, 16

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 407: Freedom of Association and Collective Bargaining 2016	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The company respects the right of association of its employees and contractors, promoting transparent and ethical dialogue in union negotiations. To date, we have not identified violations of the right to freedom of association in our operations or those of suppliers.		14.20.2	8
GRI 14.20: Freedom of Association and Collective Bargaining	<b>14.20.3</b> Strikes and lockouts	p. <u>50</u>		14.20.3	8
<b>STRATEGIC TOPIC: PAYMENTS TO GOVERNMENTS AND PUBLIC POLICY</b>					
GRI 201: Economic Performance 2016	<b>201-1</b> Direct economic value generated and distributed	p. <u>70</u>		14.23.2	8, 11
GRI 207: Tax 2019	<b>207-1</b> Approach to tax	Nexa is committed to fulfilling tax obligations to ensure compliance with tax legislation and the proper payment of taxes in all jurisdictions where it operates. Its intercompany transactions are conducted based on the arm's length principle and in compliance with all obligations arising from transfer pricing rules, following OECD international standards and observing the specificities of local legislation. Tax incentives are used by Group entities in their regular activities, always following applicable rules and regulations. Nexa does not conduct business in jurisdictions considered tax havens, nor does it engage in aggressive tax planning. The Chief Financial Officer has overall responsibility for tax strategy and tax compliance matters and is responsible for tax reporting to the Audit Committee		14.23.4	8, 16, 17
	<b>207-2</b> Tax governance, control, and risk management	At Nexa, tax governance and control are overseen by the Finance and Legal departments, with management carried out by an experienced internal tax team, supported by the legal team and external consultants when necessary. The tax approach is integrated into the organization through the participation of the tax team in strategic projects and periodic assessment of tax risks. These risks are identified based on continuous analysis of the company's structures and operations, as well as monitoring of applicable legislation and case law, in accordance with the internal policy for measuring tax and social security risks. Risks are classified according to their level of criticality and reported to the relevant management and directors, with critical risks escalated to the Risk Committee. Information on identified, assessed, and quantified risks is periodically reported to the Finance and Legal departments, the Management Committee, and the company's Risk Committee.		14.23.5	8, 16, 17

GRI Standard/ other source	Content	Location	Omission Omitted requirement(s) and justification	Ref GRI 14	SDG
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	Nexa adopts a responsible and transparent approach to tax management, aligned with its business strategy and sustainability commitments. The company seeks to maintain constructive, collaborative, and professional relationships with tax authorities, based on transparency and trust. In this context, it participates in public consultations promoted by the Brazilian Federal Revenue Service on matters that impact its business and tax strategy, and acts proactively in trade associations and confederations. The company establishes proactive dialogues with tax authorities, especially in audit processes, remaining open to evaluating differing opinions and, when applicable, revising its interpretations. Nexa's tax approach also considers the balance between compliance and efficiency, within a level of tax risk tolerance consistent with its corporate governance and internal policies.		14.23.6	8, 16, 17
	207-4 Country-by-country reporting		For internal management reasons, we will not report this data this year. However, more detail can be found in the 20-F filing.	14.23.7	8, 16, 17
GRI 14.23 Payments to Governments	14.23.8 Minerals purchased from or directed by the State	Nexa does not purchase minerals from or directed by the State.		14.23.8	12
GRI 415: Public Policy 2016	415-1 Political contributions	See the databook.		14.24.2	8, 16, 17

**Topics from the applicable GRI sector standard determined as not material**

TOPIC	EXPLANATION
Topic 14.13 Artisanal and Small-scale Mining (ASM)	Nexa does not maintain commercial relationships with artisanal and small-scale mining (ASM) activities. All its supply chains undergo due diligence processes and follow rigorous criteria for integrity, human rights, and traceability, including verification of material origin and non-association with unregulated or informal practices.
Topic 14.14 Security Practices	At Nexa, most contracted security professionals are outsourced, which integrates the topic into supplier management. Our contracts reinforce the commitment to training in human rights-related processes.
Topic 14.24 Public Policy	
Topic 14.25 Conflict-affected and High-risk Areas	Nexa does not have operations and projects located in conflict-affected or high-risk areas. Our areas of operation are characterized by institutional and legal stability, both locally and nationally. However, we recognize that operations in such conditions can entail negative risks and impacts, such as human rights violations and incidents of corruption. In order to mitigate these risks, we began in 2024 the development of a Human Rights Policy, as a first step in organizing this topic within the company.

## TCFD

TCFD Standard	Content	Page or Omission	Global Compact	SDGs
Governance	a) Describe the board's oversight of climate-related risks and opportunities	p.20	7, 8	13
	b) Describe management's role in assessing and managing climate-related risks and opportunities	p.26	7, 8	13
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	p.40	7, 8	13
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	p.40	7, 8	13
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	p.40	7, 8	13
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	p.26	7, 8	13
	b) Describe the organization's processes for managing climate-related risks	p.26	7, 8	13
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	p.26	7, 8	13
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	p.26	7, 8	13
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	p.41	7, 8	7, 13
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	p.41	7, 8	13

## SASB METALS &amp; MINING

SASB Topic	Reporting Metric	Code	Location	Omission	Global Compact	SDGs
Business Ethics & Transparency	Descrição do sistema de gestão para prevenção da corrupção e do suborno em toda a cadeia de valor	EM-MM-510a.1	p.66		10	16
	Production in countries that have the 20 lowest rankings in the Transparency International Corruption Perceptions Index	EM-MM-510a.2	Nexa does not operate in countries with low rankings on the index.		10	16
Labor Practices	Percentage of active workforce covered under collective bargaining agreements, broken down by national and foreign employees	EM-MM-310a.1	p.50		3	8
	Number and duration of non-technical delays	EM-MM-310a.2	p.50		3	8
Worker Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near-miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	p.56, p.77		3	8
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM-210b.1	p.59		1, 2	16
	Number and duration of strikes and lockouts	EM-MM-210b.2	p.50		3	8
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-MM-210a.1	p.15		1	12
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-MM-210a.2	p.15		1, 7, 8	12
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	p.64		1, 2	16
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	p.76		7	12, 13, 14, 15
	Total weight of tailings produced	EM-MM-150a.5	p.46		7	12, 13, 14, 15
	Total weight of waste rock generated	EM-MM-150a.6	p.46		7, 8	14, 15
	Total weight of hazardous waste generated	EM-MM-150a.7	p.46		7, 8	14, 15
	Total weight of hazardous waste recycled	EM-MM-150a.8	p.46		7, 8	14, 15
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	There were 13 cases recorded in the internal environmental management platform at the Vazante unit; however, none were significant or associated with the management of hazardous materials and waste.		7, 8	14, 15
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	p.46		7, 8	14, 15

SASB Topic	Reporting Metric	Code	Location	Omission	Global Compact	SDGs
Tailings Storage Facility Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific Emergency Preparedness and Response Plan (EPRP)	EM-MM-540a.1	See more information in the databook.			
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM-540a.2	See more information in the databook.			
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	EM-MM-540a.3	Tailings storage facilities have an Emergency Action Plan (EAP/PAEBM), which establishes procedures for risk identification and classification, definition of response actions, and communication flows with relevant stakeholders. The objective is to minimize loss of life, reduce environmental impacts, and protect communities, assets, and essential resources such as water supply. The plans are developed in accordance with applicable legislation in Brazil and Peru and are aligned with the Global Industry Standard on Tailings Management (GISTM).			
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	p.72			
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	For this indicator, we considered the total number of incidents, deviations, and accidents reported in our internal environmental management platform, together with those reported directly to environmental authorities, ensuring no duplication. Based on this approach, there were 827 cases reported to authorities, most of them at the Aripuanã unit. All non-compliances were reported to the relevant environmental agencies and are included in semiannual reports that meet environmental licensing requirements.			
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	EM-MM-130a.1	p.41			

SASB Topic	Reporting Metric	Code	Location	Omission	Global Compact	SDGs
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-MM-110a.1	p.41			
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	p.40			
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	EM-MM-120a.1	p.71			
Biodiversity Impacts	Description of environmental management policies and practices	EM-MM-160a.1	p.43			
	Percentage of mine sites where acid rock drainage is (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM-160a.2	p.71			
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat.	EM-MM-160a.3	p.15			
Metrics	Production of (1) metal ores and (2) finished metal products	EM-MM-000.A				
	Total number of employees, percentage contractors	EM-MM-000.B	p.50			



## INTRODUCTION

Bureau Veritas Quality International (BVQI) was contracted by Nexa Recursos Minerais S.A, trading name "Nexa Resources", to conduct an external and independent assurance of Nexa Resources' 2025 Sustainability Report (hereinafter referred to as the Annual Report).

The information published in the report is the sole responsibility of Nexa Resources' management. Our responsibility is defined according to the scope outlined below.

## SCOPE OF WORK

The scope of this verification covered the standards and Principles<sup>1</sup> of the Global Reporting Initiative™ for Sustainability Reporting and refers to the accountability of the period from January 1, 2025 to December 31, 2025.

## RESPONSIBILITIES OF NEXA RESOURCES S.A. AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of Nexa Resources' management. Bureau Veritas is responsible for providing

an independent opinion to Stakeholders, in accordance with the scope of work defined in this statement.

## METHODOLOGY

The assurance encompassed the following activities:

1. Interviews with those responsible for material topics and Report content;
2. Remote verification of corporate and operational processes (verification of material GRI indicators, including GRI Standard 14 Mining, SASB, TCFD and information sampling);
3. Analysis of documentary evidence provided by Nexa Resources for the period covered by the Annual Report (2025);
4. Analysis of stakeholder engagement activities developed by Nexa Resources;
5. Evaluation of the systematic approach used to determine material aspects included in the Report, considering the sustainability context and scope of published information.

The level of verification adopted was Limited, in accordance with the requirements of ISAE 3000<sup>2</sup> standard, incorporated into Bureau Veritas' internal verification protocols.

## LIMITATIONS AND EXCLUSIONS

The following were excluded from this verification:

- Activities outside the reported period;
- Positioning statements (expressions of opinion, belief, objectives or future intentions) by Nexa Resources;
- Accuracy of economic and financial data contained in this Report, extracted from financial statements verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions, including energy data (verified in a separate process by another team);
- Data and information from affiliated companies or third-party contractors, over which Nexa Resources has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Data Reliability were verified on a sample basis, exclusively in light of information and data related to material topics presented in the Report;
- Economic information presented in the Report was verified specifically against the principles of Balance and Completeness of GRI (including GRI Standard 14 Mining), SASB and TCFD.

<sup>1</sup> Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability.

<sup>2</sup> International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

## OPINION ON THE REPORT AND ASSURANCE PROCESS

- In 2025, significant progress was achieved with the revision of the materiality matrix, reinforcing the company's strategic direction and alignment with global regulatory trends, such as the Corporate Sustainability Reporting Directive (CSRD) and IFRS S1 and IFRS S2 standards from the International Sustainability Standards Board (ISSB). The main highlight was the adoption of the Double Materiality concept, which evaluates topics from two complementary perspectives: impact materiality, related to the effects of the company's operations on society and the environment, and financial materiality, which considers ESG risks and opportunities with potential to generate relevant financial impacts for the business. The revision followed a structured methodology, with topic definition based on regulatory references and benchmarking, followed by stakeholder consultations and assessment of ESG risks and opportunities across different time horizons. For this process, stakeholders were consulted, including leaders, employees, unions and representatives of communities in Brazil and Peru, contributing to validate priority topics. As a result, the revision culminated in the consolidation of eight critical topics for the company's sustainability strategy and management.
- In our view, Nexa Resources' Sustainability Report presents the impacts of the company's activities in a balanced manner;
- Nexa Resources demonstrated an appropriate method of data collection and compilation in relation to the GRI Reliability Principle (including GRI Standard 14 Mining), SASB, and TCFD.

## CONCLUSION

As a result of our verification process, nothing came to our attention that could indicate that:

- The information provided in the Report is not balanced, consistent and reliable;
- Nexa Resources S.A. has not established appropriate systems for collection, compilation and analysis of quantitative and qualitative data used in the Report;
- The Report does not comply with the Principles for content definition and quality of the GRI Standard (including GRI Standard 14 Mining), SASB, and TCFD for sustainability reports.

## STATEMENT OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Quality International is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 195 years of experience in independent assurance services.

Bureau Veritas has implemented and applied a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to the prevention of conflicts of interest. The verification team has no other relationship with Nexa Resources other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services provided by Bureau Veritas and this verification conducted by our team.

The team that conducted this verification for Nexa Resources S.A. possesses extensive knowledge in verification of information and systems involving environmental, social, health, safety and ethics topics, which combined with experience in these areas, allows us a clear understanding of the presentation and verification of best practices in corporate responsibility.

## CONTACT

<https://www.bureauveritas.com.br/pt-br/fale-com-gente>

São Paulo, April 06, 2026.



**Nádia Lúcia Zuca Simões**

Lead Auditor – Assurance  
Sustainability Reports (ASR)  
Bureau Veritas Quality  
International–Brasil



**Nicole Pervelli Gonçalves**

Manager – Sustainability  
Bureau Veritas Quality  
International – Brasil

# FORWARD-LOOKING STATEMENTS

This report contains certain forward-looking information and forward-looking statements as defined in applicable securities laws (collectively referred to in this Earnings Release as “Forward-Looking statements”). All statements other than statements of historical fact are forward-looking statements. The words “believe,” “will,” “may,” “may have,” “would,” “estimate,” “continues,” “anticipates,” “intends,” “plans,” “expects,” “budget,” “scheduled,” “forecasts” and similar words are intended to identify estimates and forward looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of NEXA to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. These forward-looking statements include estimates, forecasts, and statements as to management’s expectations with respect to the business and operations of the Company and mining production our growth strategy, the impact of applicable laws and regulations, future zinc and other metal prices, smelting sales, CAPEX, expenses related to exploration and project development, estimation of mineral reserves and resources, mine life and our financial liquidity.

Forward-looking statements are necessarily based upon a number of factors and assumptions that, while considered reasonable by management, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Statements concerning future production costs or volumes are based on numerous assumptions of management regarding operating matters and on assumptions that demand for products develops as anticipated, that customers and other counterparties perform their contractual obligations, that operating and capital plans will not be disrupted by issues such as mechanical failure, unavailability of parts and supplies, labor disturbances, interruption in transportation or utilities, adverse weather conditions, and that there are no material unanticipated variations in the cost of energy or supplies, among other assumptions.

We assume no obligation to update forward-looking statements except as required under securities laws. Further information concerning risks and uncertainties associated with these forward-looking statements and our business can be found in our public disclosures filed under our profile on Sedar ([www.sedar.com](http://www.sedar.com)) and on Edgar ([www.sec.gov](http://www.sec.gov)).

## Board of Directors

Jaime Ardila – Chairman  
Daniella Dimitrov  
Edward Ruiz  
Luís Ermírio de Moraes  
Paulo Macedo  
Gianfranco Castagnola  
Flávio Aidar  
Hilmar Rode  
Jane Sadowsky

## Contact

### Headquarter Luxembourg

37<sup>a</sup>, Avenue J.F. Kennedy L- 1855 – Luxembourg  
+352 28 26 37 27

### Corporate Offices

#### Brazil

Av. Engenheiro Luís Carlos Berrini, 105, 6<sup>o</sup> andar  
04571-010 – São Paulo – SP  
Tel.: +55 (11) 3405-4499

#### Peru

Av. Circunvalación del Club Golf Los Incas, 170,  
Torre El Golf (Bloco A), 22<sup>o</sup> Andar  
Santiago de Surco – Lima  
Tel.: +51 (511) 710-5500

### United States

Commercial service  
[sales.usa@nexaresources.com](mailto:sales.usa@nexaresources.com)

## Investor relations:

[ir@nexaresources.com](mailto:ir@nexaresources.com)

For the information verification and analysis for the 2025 year, we appreciate the help and collaboration of the managers and other Nexa Resources employees participating in the corporate and industrial domains. Comments, suggestions, doubts or criticisms regarding content, as well as our operations and initiatives in Brazil and abroad, can be emailed to: [nexa@nexaresources.com](mailto:nexa@nexaresources.com) **GRI 2-3**

## Management Team

### Ignacio Rosado

President and Chief Executive Officer

### José Carlos del Valle

Senior Vice President of Finance and  
Group Chief Financial Officer

### Jones Aparecido Belther

Senior Vice President of Technical Services  
& Business Development

### Leonardo Nunes Coelho

Senior Vice President of Mining Operations

### Mauro Boletta

Senior Vice President of Smelting Operations and Commercial

### Carlos Hilário

Vice President of Human Resources and Corporate Affairs

### Renata Penna

Vice President of Legal & Governance

### Felipe Lana de Almeida

Projects, Engineering, and Energy Officer

### Neuma Eufrazio Braz Moreira

Internal Audit, Compliance & Internal Controls Officer

### Fernando Demuner

Smelting Operations Officer

## Credits

### General Coordination: Technical Services & Business Development, Human Resources and Corporate Affairs:

Julia Morelli Faria, Paulo Raul Bezerra Guedes

**Coordination:** Icaro Coloian Zapparoli, Jully Carolinne Vitor, Ricardo Nader Martins

### Teams:

**Text writing and editing:** Quinta122

**GRI, SASB e TCFD PMO Consulting:** Ferso ESG

**External verification:** Bureau Veritas S.A.

**Translation:** Fig Comunicação Corporativa

**Photos:** Banco de Imagens Nexa

**Graphic Design:** Adesign



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