

# 2024 Annual Report

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## nexa



# Contents

<b>1. MESSAGES TO STAKEHOLDERS .....</b>	<b>03</b>	<b>5. STRATEGIC AND PRIORITY TOPICS .....</b>	<b>35</b>
<b>2. ABOUT THIS REPORT ..</b>	<b>05</b>	Environmental .....	36
<b>3. ABOUT NEXA .....</b>	<b>06</b>	Social .....	44
Our Operations .....	08	Governance .....	53
Awards and Recognitions ....	15	<b>6. APPENDIX .....</b>	<b>56</b>
Business Strategy .....	15	<b>7. GRI, SASB AND TCFD CONTENT INDEXES .....</b>	<b>67</b>
Organizational Structure .....	16	<b>8. ASSURANCE LETTER .....</b>	<b>79</b>
<b>4. ESG AT NEXA .....</b>	<b>19</b>	<b>9. CORPORATE INFORMATION .....</b>	<b>81</b>
ESG Strategy .....	20		
Materiality .....	22		
Commitments to society .....	24		
Risk Management .....	25		
Stakeholder Relations and Environmental Stewardship .....	26		

# Resilience for growth

The fiscal year 2024 provided an important opportunity to reassess our priorities and explore new pathways to fulfill our purpose: integrating mining into an ever-changing world as an opportunity for a sustainable development.

This way, it was possible to focus our efforts and resources, on assets that align with our growth strategy, on the safety of our workforce, and on our sustainability commitments which evolved in line with the growing maturity of our ESG practices. We are confident in our ability to combine innovation with social impact and to leave a positive legacy in the communities where we operate, while continuously improving our environmental management practices.

In 2024, we restructured our Board of Directors and organizational structure to bring the Compliance and Internal Controls functions more closely to our executive leadership team, reaffirming our commitment to corporate integrity.

Throughout the year, our efforts were centered on balancing production stability, financial health,

operating performance, and shared value creation for all stakeholders—from investors to the communities we interact with.

As one of the top five zinc producers worldwide, we understand the important role we play in the regions where we are present with our operations and products, in Brazil, Peru, and globally, be it through creating employment opportunities or supplying the global market with essential base metals for the development of numerous industries and sectors.

Our business has remained resilient amid challenges over the course of our journey. We are proud to honor our journey of more than 65 years as we continue to drive operational efficiency, and we are grateful for the ongoing dedication of our collaborators who have chosen to join us on this journey and who embody, day by day, our vision of mining that evolves with a changing world.

Enjoy reading our report,

**Jaime Ardila**  
*Chair of the Board of Directors*



Throughout the year, our efforts were centered on balancing production stability, financial health, operating performance, and shared value creation for all stakeholders—from investors to the communities we interact with.

# Emerging stronger from challenges



ESG principles are integrated into our growth strategy, aligning profitability with long-term sustainability

As we close out 2024, we reflect on the challenges we have overcome, the meaningful progress we have made in critical areas of our business, and the areas where we must continue to improve, particularly in the safety system in our operations.

We deeply regret to report that three fatal incidents occurred this year due to failures in our safety systems: two in Peru, at El Porvenir and Cerro Lindo, and one in Brazil, at the Vazante unit. These losses have impacted us profoundly, as we uphold the utmost respect for human life, and above all, as we believe that safety is non-negotiable value for Nexa.

These incidents have reinforced our internal efforts to strengthen preventive measures, to actively foster a culture of safety, and increase training to improve risk awareness and detection at every stage of our operations. Our company-wide leadership is fully committed to this mission, and we will not stop our efforts until we achieve a safe workplace for everyone.

Throughout the year, we remained firmly committed to advancing Aripuanã (MT), which successfully completed its ramp-up in 2Q24 and is now fully operational. We are pleased and proud of the progress achieved so far. In 2025, our focus remains

on enhancing operational stability and performance, supported by the expertise of our teams and the strong commitment they continue to demonstrate.

We also secured approval for a key phase of the Cerro Pasco Complex integration project. This project, developed as part of Nexa's organic growth strategy, is integrating two underground mines to extend mine life while capturing synergies that will immediately improve the results of the operations.

In 2024, we also completed the sale of the Morro Agudo mine as part of our portfolio optimization strategy to improve free cash flow in line with Nexa's disciplined capital allocation framework, supporting our long-term goal of maximizing value for the Company and its shareholders. The demobilization process was carried out using a humanized approach and respecting the employees of this unit.

ESG principles are integrated into our growth strategy, aligning profitability with sustainability. Each year, it becomes increasingly clear that all our efforts must be directed at fulfilling our public commitments in the areas of safety, emissions reduction, water stewardship, and plurality.

By 2030, we aim to enhance the plurality of our workforce, with a focus on increasing the representation of women. To support this target, we are introducing

comprehensive policies and initiatives, including training programs that address workplace behavior and promote a respectful and supportive environment for all employees.

We have continued to invest in development and in the legacy we aspire to leave in the communities where we operate.

2024 was a challenging year that demanded attention to critical business issues, but nevertheless, the balance was very positive in my view, as we emerged stronger through the many lessons we learned. We are working to make Nexa an increasingly agile, safe, and profitable company, with committed employees and is open to a transparent dialogue with all its stakeholders.

In 2025, we want to advance by simplifying our management model, enhancing our innovation pipeline, advancing with our ESG targets, and, above all, strengthening our culture of safety.

At Nexa, we remain committed to embodying our purpose, mining that changes with the world, each day, in everything we do. This commitment certainly will provide us with the resilience needed to achieve the results we aspire to.

Thank you, and enjoy your reading.

**Ignacio Rosado**  
Chief Executive Officer





# About this report

GRI 2-2, 2-3

In line with our purpose of **integrating mining into an ever-changing world as an opportunity for a sustainable development**, we are pleased to present Nexa Resources S.A.'s 2024 Annual Report, outlining our key initiatives and performance across the environmental, social, and governance (ESG) dimensions from January 1 to December 31, 2024.

This edition is structured into three key sections: **About Nexa**, providing an overview of our company, including our organizational structure and business strategy; **ESG at Nexa**, describing how our materiality matrix aligns with our sustainability strategy; and **Strategic and Priority Topics**, a detailed discussion on our approach to managing key ESG themes.

The report has been structured into more detailed chapters and sub-chapters to align the content with the latest global standards, including the GRI 14 mining sector standard and the cross-industry financial disclosures from the International Financial Reporting Standards (IFRS).

For greater transparency, detailed performance data in line with these standards is available in our [Databook](#).

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, draws guidance from the International <IR> Framework, aligns with the Sustainability Accounting Standards Board (SASB) Standards, and follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

The information in this report has undergone external assurance by Bureau Veritas Brazil and was reviewed by the Sustainability Committee approved by the Board of Directors. **GRI 2-5**

Our consolidated financial statements and the independent audit report are publicly available on our Investor Relations website ([ri.nexaresources.com](https://ri.nexaresources.com) and [riperu.nexaresources.com](https://riperu.nexaresources.com)). The previous report, published in April 2024, is available [here](#).

**GRI 2-14**



A full-page photograph of a male worker in a mining environment. He is wearing a white hard hat with a headlamp, safety glasses, an orange high-visibility shirt under a grey jacket, and purple gloves. He is holding a dark, crystalline rock sample in his hands. The background is a dark, rocky tunnel with some red markings. The image is framed by a large orange shape on the left and a large yellow shape on the right.

# ABOUT NEXA

GRI 2-1, 2-6



Nexa is **one of the world's five largest zinc producers**, supplying not only metallic zinc by-products but also silver, gold, copper, and lead concentrates. Our operations are backed by nearly 70 years of expertise in developing and operating mining and smelting assets across Latin America.

The metals in our portfolio are vital to industries such as **construction, transportation, energy, agriculture, healthcare, and consumer goods**. Zinc is at the center of our operations. Its applications are key to the energy transition, the development of a low-carbon economy, and daily life. Copper is equally critical for infrastructure and clean technologies such as batteries for renewable energy storage and electrical systems.

Nexa Resources S.A. was incorporated in 2017 by the merger of Votorantim Metais' Brazilian operations and Milpo's Peruvian operations, and is a member of the **Votorantim SA Conglomerate**, our main shareholder, holding 64.68% of our total capital.

Our shares have been traded on the New York Stock Exchange (NYSE) since 2017, and Nexa Peru's shares are traded on the Lima Stock Exchange (BVL) in Peru. We are headquartered in Luxembourg City (Luxembourg) and have administrative offices in São Paulo (Brazil) and Lima (Peru). We are more than **17,000 professionals**, including our own employees, apprentices, interns and contractors.

We operate **five polymetallic mines**: three in Peru (Cerro Lindo, El Porvenir, and Atacocha) and two in Brazil (Vazante and Aripuanã). In 2024, we processed 13,420 thousand metric tons of ore across our operations.

Our zinc smelting operations include **three smelters**: Cajamarquilla (Peru)—one of the seven largest zinc smelters in the world and the largest in the Americas—as well as Três Marias and Juiz de Fora (Brazil), which produce metallic zinc, zinc oxide and by-products. With a vertically integrated supply chain, more than half of the zinc concentrate used in our smelting operations comes from our own mines.

We account for 4% of global zinc production and are Latin America's sole metallic zinc producer outside of Mexico. We also have ongoing brownfield and greenfield **mineral exploration** programs in Peru, Brazil, and Namibia.

In 2024, we produced 560,163 metric tons of metallic zinc and 34,569 thousand tonnes of zinc oxides, generating net revenue of US\$ 2.77 billion.

## Mines

Considering zinc production in mining, we recorded a 2% reduction compared to 2023. However, the total mine ore volume was 1% higher driven by the continued ramp-up at Aripuanã and improved operational stability across our facilities, despite the divestment of Morro Agudo.

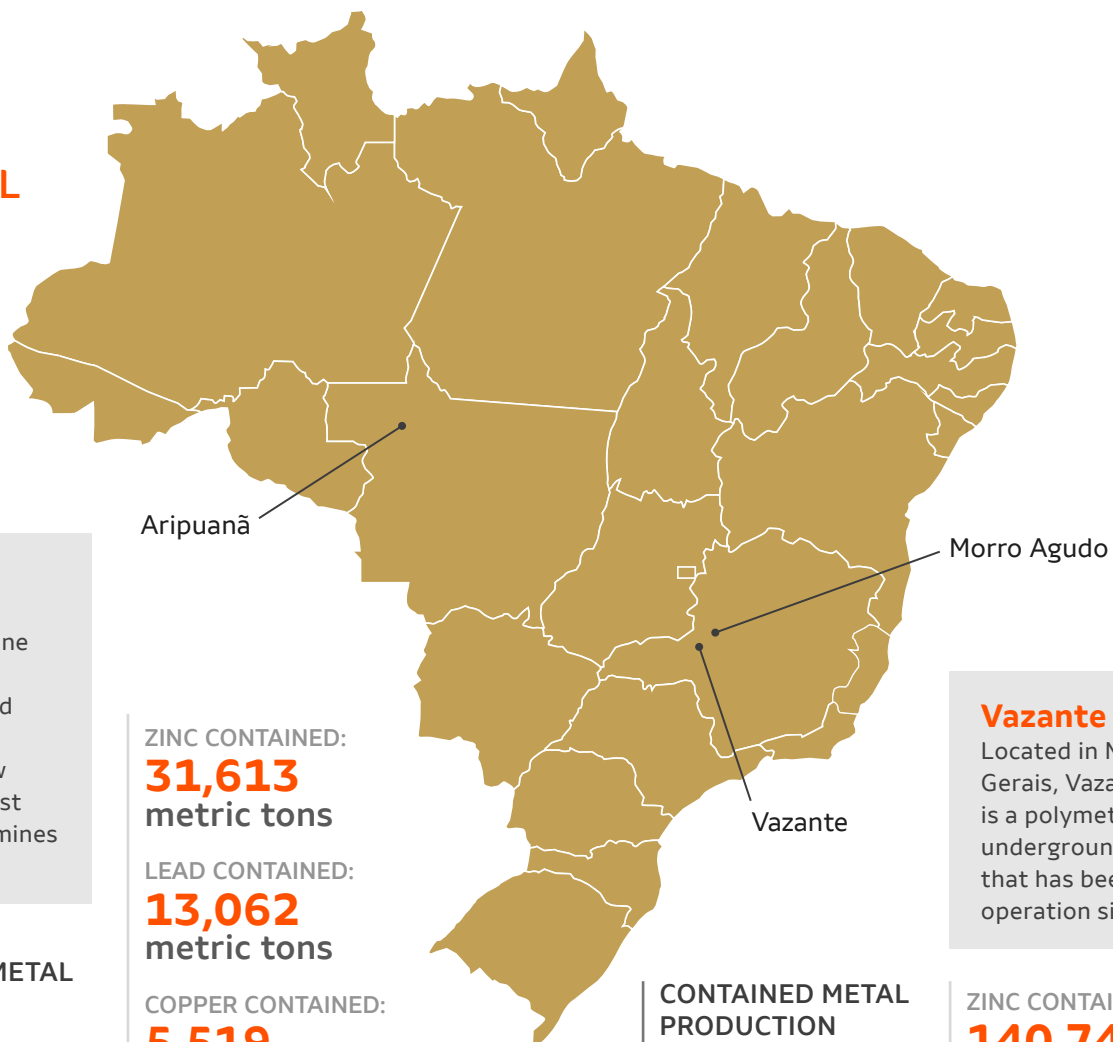
Our Aripuanã unit conclude the ramp up at the end of 2024, transitioning into the production optimization phase. At El Porvenir, we expanded the use of the sublevel stoping mining method, with 22% of total production originated by this technique. At Cerro Lindo, we completed the third paste fill line, a process that increases cemented tailings back fill of mined out areas, significantly reducing tailings dry disposal at surface.

At Vazante, we have continued to reprocess tailings from the dam to supply the plant, achieving record production levels—1.77 million metric tons processed and 1.54 million metric tons mined. We implemented important operational improvements at this facility, including ramp deepening and the construction of new pumping stations, improving operational flexibility.

A key milestone in the year was our progress at the Pasco Complex Integration Project, where we made further progress on studies towards the integration of El Porvenir and Atacocha and secured Board approval for Phase 1. We expect green light for Phase 2 in 2025. This integration is set to substantially increase mineral reserves.

In both Brazil and Peru, 2024 was also a productive year for community engagement, with no recorded operational disruptions—showing the results of our evolving approach to stakeholder relations and dialogue.





### Aripuanã

A polymetallic underground mine in Mato Grosso, Aripuanã started operations in 2022 and is now one of the largest greenfield zinc mines in the world.

CONTAINED METAL PRODUCTION IN 2024:

ZINC EQUIVALENT:  
**82,793**  
metric tons

ZINC CONTAINED:  
**31,613**  
metric tons

LEAD CONTAINED:  
**13,062**  
metric tons

COPPER CONTAINED:  
**5,519**  
metric tons

SILVER CONTAINED:  
**1.10 million**  
ounces

GOLD CONTAINED:  
**14,037**  
ounces

CONTAINED METAL PRODUCTION IN 2024:

ZINC EQUIVALENT:  
**146,227**  
metric tons

Morro Agudo

### Vazante

Located in Minas Gerais, Vazante is a polymetallic underground mine that has been in operation since 1969.

ZINC CONTAINED:  
**140,740**  
metric tons

LEAD CONTAINED:  
**947**  
metric tons

SILVER CONTAINED:  
**470,090**  
ounces

## MORRO AGUDO

In 2024, Nexa sold the Morro Agudo Complex, which includes the Morro Agudo and Ambrósia mines in Minas Gerais, Brazil. The Morro Agudo mine, a polymetallic underground operation, has been producing since 1988.

The mine has been acquired by Casa Verde Holding Ltda. The acquisition includes all assets, surface and mining rights, equipment, and related inventories. The Bonsucesso project was not part of the deal and remains within Nexa's greenfield portfolio.

This divestment was part of Nexa's strategy to maximize value, optimize our portfolio, and improve cash generation. By streamlining our asset base, we can focus our efforts on most promising operations, strengthening our capital structure.

The transition of these assets to Casa Verde was carefully managed under a plan to minimize impacts on employees through a detailed demobilization process (learn more in the chapter ESG at Nexa, under [Stakeholder Relations and Environment](#)).





PERU



**Cerro Lindo**

Located in the Ica region, Cerro Lindo is Peru's largest underground polymetallic mine and ranks among the 30 largest zinc mines in the world. Operations began in 2007.

CONTAINED METAL PRODUCTION IN 2024:

ZINC EQUIVALENT:  
**242,593**  
metric tons

ZINC CONTAINED:  
**86,207**  
metric tons

LEAD CONTAINED:  
**13,891**  
metric tons

COPPER CONTAINED:  
**29,888**  
metric tons

SILVER CONTAINED:  
**4.27 million**  
ounces

GOLD CONTAINED:  
**4,904**  
ounces

**El Porvenir**

Located in the Pasco region, El Porvenir is an underground polymetallic mine that has been in operation since 1949.

CONTAINED METAL PRODUCTION IN 2024:

ZINC EQUIVALENT:  
**125,657**  
metric tons

ZINC CONTAINED:  
**50,637**  
metric tons

LEAD CONTAINED:  
**26,805**  
metric tons

COPPER CONTAINED:  
**292**  
metric tons

SILVER CONTAINED:  
**4.64 million**  
ounces

GOLD CONTAINED:  
**7,974**  
ounces

**Atacocha**

Situated in Pasco, Peru, Atacocha is a polymetallic mine complex that includes an open-pit and an underground mine—though underground operations have been curtailed since 2020. It is Nexa's oldest operating mine, with production dating back to 1938.

CONTAINED METAL PRODUCTION IN 2024:

ZINC EQUIVALENT:  
**39,746**  
metric tons

ZINC CONTAINED:  
**10,404**  
metric tons

LEAD CONTAINED:  
**13,295**  
metric tons

SILVER CONTAINED:  
**1.21 million**  
ounces

GOLD CONTAINED:  
**9,113**  
ounces

## Smelting

Our smelting operations outperformed initial expectations despite the challenging market environment, marked by volatile international prices, lower metal treatment charges, and demand driven by uncertainties in China.

Operationally, we further optimized waste filtration processes at Três Marias, achieving over 90% dry-stacking of waste as of year end 2024.



**Cajamarquilla**  
One of the largest zinc smelters in the world, Cajamarquilla ranks as the fifth largest globally. Located in Lurigancho-Chosica, Lima, it has been in operation since 1981.

2024 PRODUCTION:  
**334,078**  
metric tons  
of zinc metal



**Três Marias**  
A zinc refinery located in Minas Gerais state, operating since 1969.

2024 PRODUCTION:  
**144,096**  
metric tons  
of zinc metal and  
**34,569**  
metric tons  
of zinc oxide

**Juiz de Fora**  
A zinc refinery located in Minas Gerais state, operating since 1980

2024 PRODUCTION:  
**81,989**  
metric tons  
of zinc metal

# Mineral exploration

Nexa's brownfield and greenfield exploration projects across Brazil, Peru, and Namibia, are developing new reserves or extending the life of mine of existing operations.

In 2024, we made continued progress in our copper exploration programs in Peru and Namibia and expanded our early-stage copper project portfolio, a core part of Nexa's long-term growth strategy.

Brownfield projects are those adjacent to mines we already operate and intended to extend their life of mine. Our ongoing exploration programs include:



## Aripuanã

This program focus on expanding reserves in the Babaçu orebody by converting inferred resources into indicated and measured resources through infill drilling, assessing opportunities for further extensions.

## Vazante

This program aims to extend mineralization in known orebodies and explore new regional targets to prolong the mine's operational life.



## Cerro Lindo

The program in Cerro Lindo focus on evaluating the mineral potential of the region, identify economically viable mineralized zones, and extend mine operations.

## Pasco Complex

We are conducting studies to extend mine life at both Atacocha and El Porvenir. A drilling program confirmed resource extensions at both sites, with notable results in the integration zone.



**Greenfield** projects are those seeking new regional targets to identify prospects and assess the economic viability of new deposits, supporting Nexa's long-term growth strategy. Our greenfield exploration projects include:



## Florida Canyon

A zinc, lead, and silver mine in the Peruvian Amazon. This project is currently at the mineral exploration stage and is being developed as a joint venture between Nexa Peru and Solitario Zinc Corp.

## Magistral

An open-pit copper mine in Ancash, Peru, with molybdenum concentrate. The project is currently at the feasibility assessment stage and its modified environment licence is in the process of being approved.

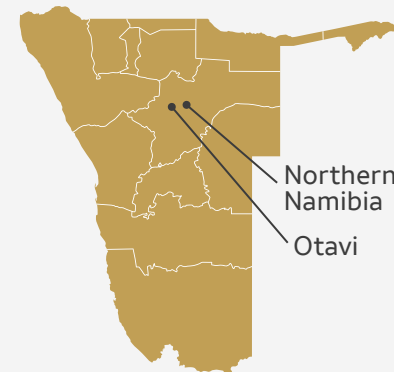
## Hilarión

A zinc mine in Ancash, Peru. One of Peru's largest vertical orebody deposits, containing sulfide zinc, lead, silver, and, in minor quantities, copper deposits. Currently in the mineral exploration phase.



## Northern Namibia and Otavi

A copper exploration project covering 560,000 hectares in north-central Namibia. Currently in the early exploration phase, the project is a joint venture with Japan Oil, Gas and Metals National Corporation (JOGMEC).



# RESOURCES AND RESERVES

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

We reaffirm that in our operations, both in Brazil and Peru, we do not have resources or proven reserves located in Indigenous lands, protected conservation areas, or conflict zones.

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 oz)	LEAD (‘000 t)	GOLD (‘000 oz)	MOLYBDENUM (‘000 t)
RESERVES (ZINC MINES) <sup>3</sup>													
Proven	43.52	3.08	0.39	29.5	0.55	0.04		1,340.3	169.3	41,308	238.5	52.9	
Probable	66.74	4.10	0.20	41.1	1.11	0.08		2,734.7	133.6	88,162	741.5	179.6	
<b>Total</b>	<b>110.26</b>	<b>3.70</b>	<b>0.27</b>	<b>36.5</b>	<b>0.89</b>	<b>0.07</b>		<b>4,074.9</b>	<b>302.9</b>	<b>129,470</b>	<b>980.0</b>	<b>232.5</b>	
RESOURCES (ZINC MINES AND PROJECTS) <sup>4</sup>													
Measured	23.80	3.35	0.14	30.5	0.67	0.02		797.3	33.0	23,373	159.5	19.0	
Indicated	65.64	3.60	0.06	25.7	0.64	0.04		2,365.5	41.6	54,179	421.4	76.0	
<b>Total</b>	<b>89.44</b>	<b>3.54</b>	<b>0.08</b>	<b>27.0</b>	<b>0.65</b>	<b>0.03</b>		<b>3,162.8</b>	<b>74.5</b>	<b>77,552</b>	<b>581.0</b>	<b>95.1</b>	
Inferred	149.37	4.61	0.16	35.2	0.85	0.11		7,072.1	244.6	173,984	1,304.7	556.9	
RESOURCES (COPPER PROJECTS) <sup>5</sup>													
Measured	98.69		0.52	2.8			0.05		510.1	8,905			51.0
Indicated	90.68		0.43	2.8			0.04		349.3	8,041			36.1
<b>Total</b>	<b>189.37</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			0.05		42.2	1,089			5.5

<sup>1</sup> The estimation of mineral resources and reserves involves assumptions about future commodity prices and technical mining matters. The Resource and Reserve statement follows the CIM 2014 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 SK, Subpart 229.1300.

<sup>2</sup> The total figures and content in this table are not adjusted to reflect our equity interest. The information presented in this table includes 100% of the estimates of Reserves and Mineral Resources of our consolidated subsidiaries and our joint ventures, calculated based on the CIM 2014 definition standards and consistent with the definitions of Mineral Resources and Mineral Reserves described in the Subpart 229.1300 of Regulation S-K, some of which are not wholly owned, as set out in the ownership column available in the 6-k Mining Report or in the Nexa 20-F Annual Report, available at <https://ri.nexaresources.com/financial-information/annual-reports/>.

<sup>3</sup> Mineral reserves include the following operations: Cerro Lindo, El Porvenir, Atacocha Underground, Atacocha Open Pit, Vazante and Aripuanã.

<sup>4</sup> Mineral reserves include the following operations: Cerro Lindo, El Porvenir, Atacocha Underground, Atacocha Open Pit, Vazante and Aripuanã; the following zinc projects: Hilarión, Florida Canyon and Bonsucesso.

<sup>5</sup> The following copper projects: Magistral.



## Commercial

Our commercial strategy is centered on sustaining and building on our position as a leading South American mining company with global operations. With offices in Brazil, Peru, and Luxembourg, we have successfully navigated commodity price volatility while ensuring that we are responsive to customer demand.

In 2024, global demand for metallic zinc grew by just 2%, according to Wood Mackenzie. This slow growth was driven by global economic slowdowns, rising inflation, geopolitical tensions, and high interest rates. As a result, excess of supply impacted global inventory levels.

Another defining factor in 2024 was a concentrate shortage, leading to negative treatment charges (TC) and higher London Metal Exchange (LME) prices, particularly in the second half of the year. For 2025, the concentrate market is expected to be more balanced.

Amidst this challenging context, we have strengthened our commercial relationships with our clients through initiatives that generate value, such as transparency in market information through reports, podcasts, and workshops (read more in the chapter “ESG at Nexa”, under [Stakeholder Relations and Environmental Stewardship](#)).

One of the key successes of our commercial strategy in 2024 was that it further strengthened partnerships

with local customers, ensuring a strong presence in the Latin American market.

In our logistics operations, we faced a number of challenges in the year stemming from climate-related disruptions, such as low water levels in the Panama Canal, which affected ship traffic. Meanwhile, increased global trade activity led to port congestion and container shortages, forcing shipping companies to adjust routes, increasing lead times and operational costs.

In response, we enhanced governance practices and invested in advanced route tracking technologies using real-time monitoring systems and supply chain management software that improved logistical reliability and regulatory compliance. We also maintained our Authorized Economic Operator (AEO) certification, aligning with global trade and customs regulations.

The average LME zinc price in 2024 was US\$ 2,779 per metric ton, a 5% increase from 2023. Nexa’s total sales volume of zinc and zinc oxide was 591,307 metric tons. Looking ahead to 2025, we expect moderate demand growth, though macroeconomic and geopolitical uncertainties. Our strategy is to strengthen our leadership in Brazil and South America as the region’s largest zinc producer while expanding our market share in key international markets.



<sup>1</sup> In mining and smelting, a treatment charge (TC) is a fee charged by smelters and refineries to process ores or concentrates. This covers operational costs involved in smelting raw ore into metal.



## NEXA BY THE NUMBERS



**US\$ 2.77**  
**billion**

in Net Revenue  
in 2024

**US\$ 714**  
**million**

in Adjusted  
EBITDA

**US\$ 277**  
**million**

in CAPEX  
investment



**US\$ 37** million

invested in mineral  
exploration

**4%**

of global zinc  
production



**5,250**

direct  
employees

**7,346**

permanent  
contractors

**4,678**

temporary  
contractors

## Our geographic presence

### Offices

#### LUXEMBOURG

**Luxembourg City**  
(headquarters, head and sales office)

#### BRAZIL

**São Paulo**  
(head and sales office)

**Belo Horizonte**  
(administrative)

#### PERU

**Lima**  
(head and sales office)

### Mines

#### BRAZIL

**Vazante**  
**Aripuanã**  
**Morro Agudo\***

#### PERU

**Cerro Lindo**  
**El Porvenir**  
**Atacocha**

### Smelters

#### BRAZIL

**Três Marias**  
**Juiz de Fora**

#### PERU

**Cajamarquilla**

### Mineral exploration projects

#### BRAZIL

**Aripuanã**  
**Vazante**

#### PERU

**Cerro Lindo**  
**Complejo Pasco**  
(Atacocha and El Porvenir)  
**Florida Canyon**  
**Magistral**  
**Hilarión**

#### NAMIBIA

**Northern Namibia**  
**Otavi**

\* Morro Agudo operation was interrupted in April 2024 and its deal was completed in July 2024. Read more in [this chapter](#).

## AWARDS AND RECOGNITIONS

**Valor Inovação Brasil 2024**  
Top 5

**Mining Best Practices  
Brazil Awards**  
1<sup>st</sup> place for Energy Efficiency and  
3<sup>rd</sup> place for Innovation

**FGV Brazilian GHG  
Protocol Program**  
Golden Seal

**Top Companies for  
Communications with  
Journalists Award**

**Ser Humano 2024 Award**

**Gartner Eye on Innovation  
Award 2024**  
Americas

**XXVII Concurso Internacional  
de Seguridad Minera 2024 (ISEM)**  
Refineries & Smelters  
(Nexa Cajamarquilla)

# Business strategy

We are committed to building a more resilient and agile company, focused on creating long-term sustainable value. We understand the critical role of base metals in everyday life and in shaping a sustainable future, as they are essential components for the energy transition and the development of a low-carbon economy.

To stay ahead, we closely follow and respond to global trends, as we continue to deliver on our purpose: integrating mining into an ever-changing world as an opportunity for a sustainable development.

Our business strategy is built on four key pillars:

### Cash flow & value creation

Our focus is on generating sustainable, consistent cash flow through operational excellence, disciplined cost and capital management.

### Culture and performance

We are driven by productivity, responsibility, inspiring leadership and simplicity, fostering the creation of a responsive and resilient organization.

### Growth

We are committed to strengthening our existing operations while expanding copper's participation in our portfolio. Our strategy includes evaluating organic (project pipeline) and inorganic (mergers and acquisitions) options at different stages of maturity.

### ESG

A targeted approach, efficiency, and risk mitigation support reliable outcomes and effective communication.

Our Mergers & Acquisitions (M&A) team continuously evaluates market opportunities aligned with our growth strategy. In tandem, we regularly review our asset portfolio to identify ways to accelerate or optimize its development. For assets that do not align with our priorities—due to factors such as scale, expected returns, or execution timelines—we explore strategic divestment options.

In 2024, we ramped up our efforts to align business strategy with our goal to maximize value by optimizing our portfolio, being decisive for our performance in improving cash flow generation.

This strategic focus has supported us to target resources towards our most attractive assets and operations while strengthening our capital structure. Following this path, we have continued to divest non-core assets, including the Morro Agudo mine (learn more in this chapter). In Peru, we completed the sale of the Pukaqaqa project and the Chapi mine, as well as our withdrawal from the Shalipayo project, a joint venture with Pan American Silver.

At Nexa, innovation is a key enabler of our strategic pillars of growth and performance. It plays a significant role in decarbonizing our operations, optimizing processes, and enhancing safety. Through innovation, we anticipate technology trends and set new standards across our operations.

*We use this icon to mark  
everytime a section in the  
report discusses Nexa's  
innovative projects.*

**HERE'S INNOVATION!**



# Organizational structure

Gri 2-9, 2-12, 2-14

The deployment of our business strategy, as well as our projects and operations is supported by an organizational structure that enables us to operate globally while upholding high standards of sustainability, ethics, transparency, and governance.

Our governance structure comprises the General Shareholders Meeting, Board of Directors, Advisory Committees, and the Executive Board.

## General Shareholders Meeting

Our ultimate decision-making body, with the authority to amend the company's bylaws, elect or remove Board members, and approve financial statements.

## Board of Directors

Nexa's highest governance body, responsible for overseeing the company's strategic direction and decision-making. Beyond overseeing the Executive Board, the Board of Directors is responsible for upholding our principles, values, core purpose, and governance system, serving as its centerpiece.

The Board of Directors has four committees, including a Sustainability and Capital Projects Committee, responsible for the oversight of our ESG Strategy.

Pursuant to our bylaws, the Board of Directors is composed of 5 to 11 members, including at least 3 independent directors<sup>1</sup>, in accordance with the rules of the stock exchanges on which we are listed.

Board members are elected by a simple majority vote at the General Shareholders' Meeting, where shareholders explicitly vote for or against each candidate. Abstentions, blank votes, and non-voting shares are not considered. Board of Directors members serve a renewable term of two years.

GRI 2-10

<sup>1</sup> Independence is defined in accordance with Rule 10A-3 of the Exchange Act, NYSE listing standards, and Canada's National Instrument 52-110 on Audit Committees.





# MEMBERS OF THE BOARD OF DIRECTORS

GRI 2-11

**Jaime Ardila**

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

**Edward Ruiz**

*Independent member*  
Member of the Audit Committee and Finance Committee

**Paulo Macedo**

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

**Flávio Aidar**

*Member*  
Member of the Finance Committee

**Jane Sadowsky**

*Independent member*  
Member of the Audit Committee and the Compensation, Nominating and Governance Committee

**Daniella Dimitrov**

*Independent member*  
Member of the Audit Committee and Sustainability and Capital Projects Committee

**Luís Ermírio de Moraes**

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

**Gianfranco Castagnola**

*Member*  
Member of the Finance Committee

**Hilmar Rode**

*Independent member*  
Member of the Sustainability and Capital Projects Committee

Further information about the Board of Directors and members' biographies are available [here](#).

We are committed to fostering plurality in our highest governance body, which currently includes 9 members (2 women and 7 men). None of the Board members holds an executive position at Nexa, and all receive compensation. In 2024, Paulo Macedo and Flávio Aidar were appointed to the join Board of Directors.

The Board of Directors receives updates on risks and concerns through regular and extraordinary meetings, where planned and ad hoc topics are assigned to the appropriate committees and the Board, in line with internal regulations and corporate governance policies. In 2024, the Board convened ten times, with no critical concerns reported through grievance mechanisms. **GRI 2-16**

## Advisory Committees

Advisory Committees assist the Board of Directors in carrying out its responsibilities and overseeing the company's performance in key areas. These committees consist of board members and meet at least once per quarter.

**Audit Committee**

The Audit Committee is responsible for assisting the Board and overseeing the quality and integrity of the financial statements, the effectiveness of internal control systems and risk management, and for establishing procedures on ethics and business conduct. It is composed of three independent members of the BoD. .

**Finance Committee**

The Finance Committee monitors the company's financial health, advises on management strategy and capital structure, and approves

transactions as outlined in the Bylaws. It is composed of three members of the BoD.

**Compensation, Nominating and Governance Committee**

Made up of four Board members, including one independent director, this committee is tasked with reviewing compensation structures, recommending candidates for CEO and Board positions, assessing the performance of the Board, CEO, and Advisory Committees, and developing corporate governance guidelines and principles. Each year, the Board and its committees conduct a self-assessment to evaluate their effectiveness in overseeing various matters defined in their charters. The committee also conducts an annual assessment of senior leadership performance. Periodically, and at the discretion of the Committee or Board, external consultants are engaged to support these evaluations. **GRI 2-10, 2-18, 2-20**

**Sustainability & Capital Projects Committee**

This committee ensures we implement safe and sustainable business practices, and oversees environmental, social, health, safety, and tailings management matters. It also supports oversight of our engagement with communities and other stakeholders in the areas where we operate and surrounding our project sites. In addition, it monitors disclosures on mineral resources and reserves related to operating assets and project portfolios. The Sustainability & Capital Projects Committee consists of four Board members, including two independent. This committee maintains a standing agenda focused on labor union relations and community engagement. **GRI 2-13, TCFD Ga**



### Executive Board

Our Executive Board is composed of executives who globally manage key business areas and stakeholder relations. It is also responsible for developing and implementing our strategy based on guidance from the Board of Directors.

The Executive Board comprises six vice presidents and two officers, led by the CEO. They hold regular meetings to assess performance, discuss sustainability, financial, and operational matters, and define tactical plans for their teams.

The Executive Board actively participates in Board meetings to address critical issues within its areas of responsibility. They also receive updates on environmental performance metrics and key risks outlined in Nexa’s risk matrix, including climate-related risks. ESG goals are a factor in determining the bonus of all members eligible for this remuneration since 2022.

In April 2025, we welcomed Mr. Hilário as the new Vice President of Human Resources & Corporate Affairs, succeeding Mr. Gustavo Cicilini, who concluded his professional journey at Nexa after 7 years of valuable contributions.

### MEMBERS OF THE EXECUTIVE BOARD

**Ignacio Rosado**

*President and Chief Executive Officer*

**José Carlos del Valle**

*Vice President of Finance and 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 Cand 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*

# ESG AT NEXA





# ESG strategy

Nexa's ESG Strategy is built around nine key levers supporting 17 ESG Strategy topics, all aligned with environmental, social, and governance (ESG) priorities and the United Nations (UN) Sustainable Development Goals (SDGs). Our materiality matrix (see the [Materiality section](#) in this chapter) connects to ESG strategy by identifying the priorities that guide Nexa's sustainable development efforts.

 <b>ENVIRONMENTAL</b>	
<b>LEVER 1:</b> <b>CLIMATE CHANGE</b>  	<b>Emissions reduction</b> To remain one of the lowest-emission zinc producers in the industry, achieving net zero by 2050.
<b>LEVER 2:</b> <b>NATURAL CAPITAL</b>    	<b>Water Use &amp; Discharge</b> Optimize water management through monitoring and process improvements to increase recycling, reduce consumption, and improve discharge quality.  <b>Biodiversity &amp; Land Use</b> Restore biodiversity in areas affected by Nexa's operations through targeted recovery initiatives.
<b>LEVER 3:</b> <b>RESPONSIBLE PRODUCTION</b>   	<b>Dam Management</b> Achieve recognition as a company that is engaged and transparent around dam safety and management and follows rigorous, internationally recognized standards.  <b>Waste Management &amp; Circular Economy</b> Maximize resource efficiency by creating value from both extracted minerals and products generated throughout the process.  <b>Decommissioning</b> Implement a decommissioning management system addressing the particularities of each of our operations, demonstrating a commitment to and responsibility toward social and environmental issues.

 <b>SOCIAL</b>	
<b>LEVER 4:</b> <b>HUMAN RIGHTS</b>   	<b>Human Rights</b> Ensure compliance with international and local human rights practices within Nexa, in our relationships with communities and in our supply chain, working to develop highly engaged and socially responsible mining operations.
<b>LEVER 5:</b> <b>SOCIAL LEGACY</b>    	<b>Social License to Operate</b> Achieve recognition as a company that promotes a relation of trust, transparency and dialogue, whose presence is positively perceived by the stakeholders.  <b>Local Development</b> Build a social legacy together with our host communities, helping to increase income generation and pursuing economic and social empowerment.
<b>LEVER 6:</b> <b>HEALTH, SAFETY AND WELL-BEING</b>   	<b>Safety</b> Take a robust approach to safety with a focus on steadily building a safer environment with zero fatalities and reducing accidents through a cultural transformation program.  <b>Occupational Health</b> Strengthen our occupational health culture through regular initiatives with a focus on preventive actions within Nexa and in the communities where we operate.  <b>Well-Being</b> Ensure employee well-being through initiatives to improve the workplace in terms of supportiveness, culture, climate, education and prevention.
<b>LEVER 7:</b> <b>PEOPLE AND CULTURE OF WORK</b>   	<b>Plurality</b> To be an increasingly diverse and inclusive company that nurtures an environment of opportunity, recognition, and acceptance for all.  <b>Training &amp; Development</b> Strengthen Nexa's reputation as a company that attracts and retains talent by fostering continuous employee development and delivering a meaningful, engaging experience.

 <b>GOVERNANCE</b>	
<b>LEVER 8:</b> <b>INTEGRITY</b>  	<b>Ethics &amp; Transparency</b> Incrementally raise awareness across the Nexa ecosystem (employees, suppliers, customers, traders, competitors and communities) related to good corporate and human rights practices.
<b>LEVER 9:</b> <b>ESG RESPONSIBILITY</b>   	<b>Sustainable Value Chain</b> Promote responsible practices regarding ethical, human rights, labor, environmental and community impacts among suppliers and customers.  <b>ESG Governance</b> Position Nexa as a company engaged in sustainability (ESG) while maintaining a strong reputation with stakeholders.



Public Targets

In 2022, as part of our ESG Strategy, we committed to public targets on key topics:					
TOPIC	2030 TARGET	KPI	BASELINE <sup>1</sup>	2023	2024
Emissions reduction	<b>2030<sup>2</sup></b> Reduce absolute Scope 1 emissions by 20% (52,000 metric tons of CO <sub>2</sub> equivalent).	Emissions in ktCO <sub>2</sub> e	252.6	244.9	226.9
	Maintain Nexa's electrical energy (EE) matrix almost in its entirety composed of renewable sources.	% renewables in electricity matrix	-	95.5%	98.6%
	<b>2040<sup>3</sup></b> Reach neutrality by 2040.				
	<b>2050<sup>3</sup></b> Become net zero by 2050.				
Water use and discharge	10% reduction of specific consumption of water-Mining.	m <sup>3</sup> /ton ROM <sup>4</sup>	1.68	1.97	2.26
	10% reduction of specific consumption of water-Metallurgy.	m <sup>3</sup> /ton metal	24.01	22.10	20.64
Safety	Year after year, zero fatalities in all operations.	#	-	0	3
	Consolidate all units the first quartile <sup>5</sup> of the mining industry regarding the Total Recordable Injury Frequency Rate (TRIFR).	TRIFR   Quartile	2.39 2 <sup>nd</sup> q.	2.15 2 <sup>nd</sup> q.	2.36 2 <sup>nd</sup> q.
Plurality	30% women in the workforce.	% of women	16%	17.3%	17.8%
	30% women in leadership roles.	% of women	21%	24.6%	22.9%

<sup>1</sup> The baseline refers to the year 2020, except for specific water consumption, which considers 2021.  
<sup>2</sup> The Aripuanã mine (MT) was not included in the (2020) baseline for this target. However, it is included in the reduction target.  
<sup>3</sup> Based on directions of SBTi 2021.  
<sup>4</sup> Run-of-mine (ROM): crude ore, extracted directly from the mine without undergoing any kind of processing.  
<sup>5</sup> Source: International Council on Mining and Metals (ICMM).

Financing & debentures

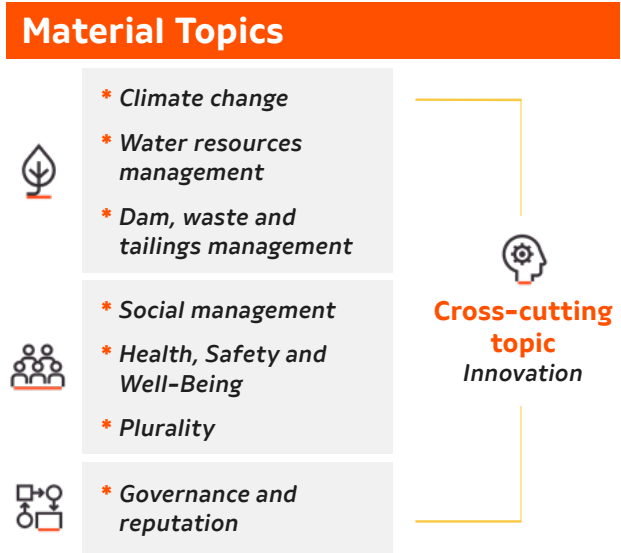
As a key milestone in 2024, supported by our ESG Strategy, we secured a R\$ 200 million in financing from the Brazilian Development Bank (BNDES). This 8-year loan, with a 2-year grace period, will fund ESG initiatives and includes commitments that will further leverage our sustainability agenda. This was the first ESG-linked loan granted by BNDES within the mining sector connected to the BNDES *Crédito ASG* program.

As part of the agreement, we committed to achieving the **Golden Seal** reporting status under the GHG Protocol (Brazilian Program), a internationally recognized standard to assure the quality of corporate greenhouse gas (GHG) emissions inventories. Upon completing the initial reporting cycle and filing our 2023 baseline emissions inventory (Scopes 1, 2, and 3) in Brazil's Public Emissions Registry, we successfully earned the **Golden Seal** reporting status in 2024, another key step in our long-term ESG commitments.

As part of our financial strategy in 2024, we tapped into the Brazilian capital markets to optimize our financial structure, diversify sources of funding, and enhance liquidity. In line with this approach, we issued our first ESG-linked debentures in the amount of R\$ 650 million, with a 6-year maturity. This financial instrument and its covenants are directly linked to our commitment to reducing greenhouse gas emissions

# Materiality

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



Our material topics shape and guide our ESG Strategy, supporting value creation and effective risk and opportunity management. These topics inform Nexa’s strategic plan, influencing business decisions, action plans, and corporate direction.





Materiality assessments points out material topics affecting Nexa, based on stakeholder insights and aligned with ESG principles and best practices.

In 2023, we conducted a materiality review that identified seven material ESG topics across the environmental, social, and governance dimensions, plus one cross-cutting topic. The assessment, based on operational and financial risk analysis, played a key role in defining Nexa’s strategy and its deployments. These material topics are further detailed in the chapter [Strategic & Priority Topics](#).

Our materiality assessment was conducted by an independent consultancy in line with international frameworks, including the Global Reporting Initiative (GRI) Standards, the International Council on Mining and Metals (ICMM) standards, Ecovadis, the Dow Jones Sustainability Index (DJSI), and the Sustainability Accounting Standards Board (SASB) Standards.

Risks and Opportunities

TCFD Ea Eb

MATERIAL TOPICS	<div> AMBIENTAL</div>			<div> SOCIAL</div>			<div> GOVERNANCE</div>	CROSS-CUTTING TOPIC
	CLIMATE CHANGE	WATER STEWARDSHIP	MANAGEMENT OF DAMS, TAILINGS AND WASTE	SOCIAL MANAGEMENT	HEALTH, SAFETY AND WELL-BEING	PLURALITY	GOVERNANCE AND REPUTATION	<div> INNOVATION</div>
RISKS	<p>Transition Risks: Policies and regulations, such as emissions restrictions; carbon pricing; reputational risks</p> <p>Physical Risks: severe weather events (acute and chronic); natural disasters; operational disruptions and loss of productivity</p>	<p>Water shortages; limited access to water resources; operational disruptions and loss of productivity</p> <p>Inadequate effluent management; regulatory fines and suspensions; reputational damage</p>	<p>Failure of structures</p> <p>Regulatory compliance;</p> <p>Structural life of mine</p>	<p>Social conflict; failure to meet social commitments and agreements; operational stoppages and blockades; reputational impact</p> <p>Social and environmental impacts</p> <p>Indigenous and traditional communities conflicts</p>	<p>Fatalities and safety incidents</p> <p>Gaps in operational risk management and controls</p> <p>Employees occupational health impacts</p>	<p>Changes in laws and regulations</p> <p>Rising incidents of harassment and discrimination</p>	<p>Risks related to our growth strategy</p> <p>Legislative and regulatory changes</p> <p>Cyber risks; digital security</p> <p>Market and operational risks</p> <p>Lack of leadership succession plan for key positions</p>	<p>Loss of expertise; knowledge management</p> <p>Intellectual property protection risks</p> <p>Obsolete technologies</p>
OPPORTUNITIES	<p>Implementing retrofits to expand the use of renewable fuels</p> <p>Develop decarbonization technologies</p> <p>Optimizing raw material and resource consumption</p> <p>Generating carbon credits</p>	<p>Implementing projects to increase water recycling</p> <p>Optimizing water resource management and effluent treatment</p> <p>Exploring emerging technologies</p>	<p>Building dry tailings storage facilities</p> <p>Identifying technologies and markets for waste-to-value and circular economy practices</p> <p>Generating new revenue streams from co-products</p>	<p>Socioeconomic development as a legacy for communities</p> <p>Efficiency in shared value creation for communities</p> <p>Reputation gain and operational stability.</p>	<p>Pursuit of automation technologies in areas with critical risks, leading to improve operational risk controls.</p> <p>Productivity gains driven by a culture of safety and operational stability.</p>	<p>Expanding plurality, equity, and inclusion efforts</p> <p>Expanding literacy programs; affinity groups</p>	<p>Cultural transformation</p>	<p>Circular economy, decarbonization, and energy efficiency projects</p> <p>Co-creation of solutions that meet both local needs and the company's objectives.</p>

# Commitments to society

## Global Compact

In 2017, we became a signatory of the United Nations (UN) Global Compact, which calls on the global business community to adopt ten fundamental principles in the areas of human rights, labor relations, the environment and anti-corruption.

## Sustainable Development Goals (SDGs)

Since 2017, we have supported the UN's 17 Sustainable Development Goals (SDGs) related to human rights, labor rights, environmental sustainability, and anti-corruption.

## Carbon Disclosure Project (CDP)

The CDP is a global initiative that evaluates and recognizes corporate efforts to mitigate and manage environmental impacts. We have responded to the CDP water security questionnaire since 2019, and to the climate change questionnaire since 2020. Our questionnaires have currently both been awarded B ratings, as of 2023, the latest disclosure.

## Brazilian Business Council for Sustainable Development (CEBDS)

In 2024, we rejoined CEBDS to further align our sustainability practices with globally recognized sustainability standards.

## Forum on Business and LGBTI+ Rights

In 2021, we signed the letter of accession and the ten commitments of the Forum on Business and LGBTI+ Rights.

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

In 2020, Nexa signed a pledge to expand the presence of women in the mining industry, fostering a dynamic business environment that can attract and retain women employees, capitalize on their strengths, and recognize their value.

## Women On Board (WOB) Certification

In 2021, we received the Women on Board (WOB) certification in recognition of female representation on our Board of Directors. WOB is an independent initiative whose purpose is to acknowledge, value and promote corporate environments in which women are part of the board of directors or advisory boards.

## Ecovadis

Ecovadis is a global platform for tracking corporate sustainability performance across environmental, social, and ethical criteria for companies in various industries. We improved Ecovadis sustainability rating in 2023 demonstrating our ongoing commitment to responsible business practices, environmental stewardship, and increased transparency toward our key stakeholders, particularly customers.



# Risk management

GRI 2-25, TCFD Gb GRa, GRb, GRc, MMa, MMc

Nexa’s risk management practices are overseen by the Enterprise Risk Management (ERM) team, which is responsible for reassessing enterprise risks and supporting other business functions in identifying and managing risks through standardized ERM methodologies.

At Nexa, a risk is defined as **any event that could adversely affect our ability to achieve strategic objectives**. These risks may be financial, environmental, health and safety-related, social, legal, or reputational. In 2024, the focus of our risk management efforts was on building a corporate risk management framework grounded in industry best practices while reinforcing governance, roles, and responsibilities across corporate and operational risk management.

To support this initiative, the Risk Management Department, under the Finance Division, developed a structured plan focused on four key objectives:

- \* Establish a standardized risk management framework
- \* Integrate risk management across ERM processes
- \* Provide key risk insights
- \* Develop risk management capabilities and accountability

Nexa’s ERM strategy includes improving risk management methodologies and processes, enhancing visibility around key strategic and operational risks, adopting advanced risk assessment tools, and cultivating a risk-aware culture that informs decision-making.

As part of this initiative, Nexa’s ERM team conducted workshops with operational leadership teams to foster a strong risk culture and enhance collaboration with operational sites. During these sessions, participants reviewed existing risk assessments and identified emerging risks within Nexa’s integrated risk management system. The goal was to establish a standardized risk identification process and share best practices across business units.

In 2024, Nexa delivered ERM methodology training on the integrated risk management framework to employees at all organizational levels. Targeted sessions were held for senior leadership, including managers, directors, and board members.

## Risk identification

GRI 201-2

Nexa’s risk management framework is governed by two key documents: an Enterprise Risk Management Policy and a Corporate Risk Manual, both of which are based on ISO 31000:2018, COSO ERM 2017, and global best practices.

Nexa conducts an annual risk reassessment, during which the risk matrix is updated and refined. Risks are categorized into four major classes, strategic, financial, operational, and regulatory, and further broken down into 13 categories and 41 subcategories. Each risk subcategory is assigned a risk appetite level of averse, cautious, flexible, or open. Risk assessments evaluate impact and likelihood, with impact classifications including financial, environmental, health & safety, social, legal, and reputational factors.

During risk assessments, we review controls, mitigation measures, and accountability structures, including the risk owner (who makes decisions regarding a given risk) and facilitators (who support but do not directly manage the risk). The ERM cycle involves multiple levels of responsibility: frontline teams manage day-to-day risks and are often tasked with executing controls and actions; the tactical level defines risk mitigation strategies; and the executive level, including the Board of Directors, oversees risk management.

Nexa’s risk mapping process follows a structured lifecycle: identification, analysis, risk appetite assessment, prioritization, mitigation, monitoring, and reporting. Senior leadership, through the Board of Directors and advisory committees, plays a critical role in supervising risk management and recommending best practices. TCFD Gb

Nexa ensures a coordinated approach to risk management by integrating processes across Risk Management, Internal Controls, Internal Audit, Compliance, and our Ethics Hotline, aligning their approach when managing the same risk on different fronts.

Key risks identified within Nexa’s ESG Strategy include climate change, sustainability, biodiversity, social conflicts, and operational safety. These and other critical risks are continuously monitored by relevant departments and, in collaboration with the ERM team, are comprehensively reported in our [20-F](#).

Nexa works to foster a culture of collective ownership of risk management, as reported risks are shared across the business. At Nexa, every employee is also a risk owner.



# Stakeholder relations and environmental stewardship

GRI 2-28, 2-29

Stakeholders play a key role in the development of our business. That is why we maintain multiple communication channels to ensure transparent, open, and continuous dialogue.



SHAREHOLDERS & INVESTORS	Investor meetings   Industry conferences   Site visits   corporate website and investor relations website   Social media   Market announcements   Sustainability Report   20-F filings   Quarterly earnings reports   Investor Day   E-mail alerts & newsletters   Earnings call/webcasts   Shareholder assemblies/AGMs   Capital markets updates
SUPPLIERS	Social and environmental criteria for supplier selection and contracting   Ethics Hotline   Annual Report   Plural Chain
CUSTOMERS	Support from commercial staff   Customer satisfaction surveys   Ethics Hotline   Annual Report   Industry events
BANKS AND FINANCIAL INSTITUTIONS	Meetings   Conference calls   Industry events   Sponsored events   Quarterly earnings reports   Ethics Hotline   Annual Report   20-F filings
EMPLOYEES, CONTRACTORS, INTERNS AND APPRENTICES	CEO Talks   Leadership Talks   Strategic & Operational Meetings   What's Nexa   Biweekly Safety Talks   Performance & Development Reviews   Career Planning & Development Programs   Ethics Hotline   Annual Report   Workplace   Go Nexa   Rolando na Nexa
INDUSTRY ASSOCIATIONS	Meetings   Industry events   Ethics Hotline   Annual Reports   Active participation in governance committees
GOVERNMENT ORGANIZATIONS	Government meetings   Interactions   Corporate website   Social media   Ethics Hotline   Annual Reports
REGULATORS	Government meetings   Written communications   Corporate website   Social media   Ethics Hotline   Annual Reports
THIRD-SECTOR ORGANIZATIONS	Meetings   Social & environmental programs   NGO capacity-building   Corporate website   Social media   Ethics Hotline • Annual Reports • Field visits to Nexa's social initiatives   Networking events
MEDIA	Press releases   Interviews   Corporate website   Social media   Annual Reports
COMMUNITIES	Social and environmental programs   Local stakeholder meetings   Volunteering   Community social and economic impact assessments   Corporate website   Social media   Ethics Hotline   Annual Reports   Social agenda   Public meetings   Livestreams



# Membership of associations

We strengthen engagement with stakeholders through active membership of key industry associations, including the following:

- \* Brazilian Association of Mineral Exploration & Mining Companies (ABPM)
- \* Brazilian Mining Institute (IBRAM)
- \* Brazilian Association for Research & Development at Innovative Companies (ANPEI)
- \* Institute of Non-Ferrous Metals (ICZ)
- \* Mato Grosso State Industry Federation (FIEMT)
- \* International Zinc Association (IZA)
- \* Minas Gerais State Industry Federation (FIEMG)
- \* Mining Hub
- \* Senator José Ermírio de Moraes Foundation (FUNSEJEM)
- \* Business Mobilization for Innovation (MEI)
- \* Innovation Hub
- \* Mining Industry Association of Minas Gerais (SINDIEXTRA)
- \* Union of Mineral Extractive Industries of Mato Grosso (SINDIMINÉRIO)
- \* National Society for Mining, Oil & Energy (SNMPE) – Peru

# Nexa culture

## Our people

Our employees are the key to Nexa’s success. No business, operation, or innovation can succeed without the dedicated people behind its development. We trust our teams to uphold and embody our purpose every day.

Our organizational culture is central to promote synergies and mindsets that enhance efficiency, competitiveness, and positive results for all stakeholders. We are constantly working on consolidating and strengthening our culture, and in 2024, we continued this journey to increasingly align our operations with Nexa’s values and strategic objectives.

Our cultural drivers articulate and guide our behaviors and, in 2024, placed an even greater emphasis on safety. Although safety has always been embedded in our daily operations, this move has reinforced the importance we attach to safe workplace practices, acting with ownership, accountability, agility, and confidence, while at all times respecting protocols, boundaries, and life (read more in the chapter [Strategic & Priority Topics](#)).

## Independence with responsibility

We are committed to our promises and accountable for our outcomes. Our goal is to consistently deliver top-quality results while meeting cost and deadline requirements, ensuring safety, excellence, and discipline.

## Efficiency and performance

We are able to quickly and effectively adapt to new demands of our industry and society. We collaboratively seek simple and efficient solutions for the challenges we face (1 + 1 > 2).

## Openness & transparency

We foster an environment where diverse opinions and fresh ideas are welcomed. We value collective learning, openly sharing our mistakes and best practices with confidence and transparency.

## Safety

Safety is a key value for sustained success of our company and for the health and well-being of our employees.



Nexa workforce profile

At year end 2024, we had 5,250 direct employees, 3,245 in Brazil, 1,988 in Peru, and 17 in other countries. We also had 7,346 permanent contractors providing services. Due to the nature of our operations, part of our workforce is outsourced, especially in Peru.

Throughout 2024, 802 new employees joined Nexa. Out of the total workforce, women made up 17.8%, while employees aged 50 and over comprised 14%.

Our headcount by end of the year 2024, excluding interns and apprentices, was 9% below 2023. **GRI 401-1, 405-1**



UNION NEGOTIATIONS

Our representatives operate under Nexa’s Union Master Plan, a structured framework of metrics where we proactively track our labor relations and prevent conflicts or strikes. In 2024, 76,5% of Nexa’s employees were covered by collective bargaining agreements, including economic and social clauses, while 5% were covered by social clauses only, with wage adjustments aligned to Nexa’s Compensation policy. **GRI 2-30, SASB EM-MM-310a.1**

In 2024, we were affected by a single partial strike in February at our Três Marias, smelting plant in Brazil, involving direct employees and lasting six days. Operations continued throughout this period, though at reduced capacity. There were no strike incidents at any of our Peruvian operations. **GRI 14.20.3, SASB EM-MM 210.b.2, 310a.2**

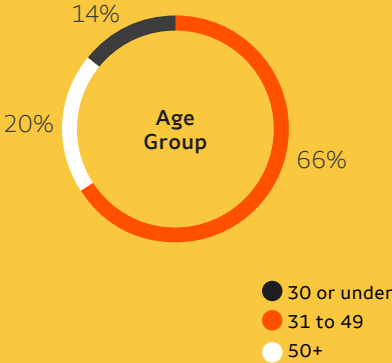
TOTAL WORKFORCE

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

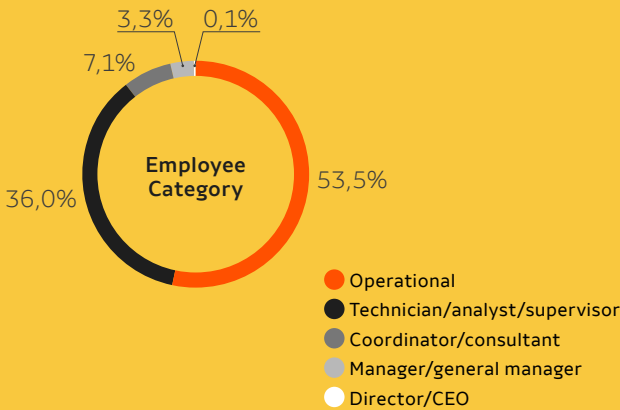
Year	Company employees	Permanent contractors <sup>1</sup>	Temporary contractors
2022	5,624	8,596	6,081
2023	5,770	8,784	8,946
2024	5,250	7,346	4,678

<sup>1</sup> At year end 2023, effective from 2024, we revised the criteria and classifications for contractors, now factoring in monthly site access or days worked per month. As a result, workforce figures in this report may differ from those in previous editions. **GRI 2-4**

EMPLOYEES BY AGE GROUP



WORKFORCE BY EMPLOYEE CATEGORY



### Entryways

Nexa offers young talents access to various development and career entry programs, including:

**Potenciar:** designed for internal talent, this program builds participants' technical and managerial skills through knowledge exchange and collaboration with employees from Votorantim SA's portfolio of Companies. In 2024, *Potenciar* provided 150+ hours of training and engaged 11 participants.

**Internship Program:** a hands-on experience combining on-the-job training, knowledge

exchange with leaders, and real-world projects to support intern development. In 2024, Nexa welcomed 234 active interns across Brazil and Peru.

**Professional Learning:** a training initiative focused on preparing young people aged 14 to 24 and people with disabilities (with no age limit) for the job market. In 2024, our sites in Brazil had 112 apprentices.

### Benefits and compensation

#### GRI 2-19

Our compensation policy is designed to attract and retain top talents, recognize performance, and maintain fair and competitive pay. It includes a base salary and variable compensation linked to individual performance and goal attainment. This model fosters career development and results-driven performance while ensuring a competitive and equitable compensation structure aligned with industry benchmarks. For senior executives, the compensation package includes long-term incentives tied to shareholder value creation. Further information is available in our [20-F Report](#).

Since 2022, ESG targets have been incorporated into senior leadership's strategic goals, which are linked to their compensation. For all other employees, ESG-linked performance targets are customized to align with their specific roles and involvement in projects or initiatives related to ESG topics.

### Training & development

#### GRI 404-2, 2-17

Beyond training on our corporate culture, employees have access to professional development tools designed to enhance their job performance and career advancement. In 2024, Nexa delivered 164,000+ training hours, averaging 30.5 hours per employee, surpassing the Brazilian (21 hours) average training hours in the private sector.

Nearly 7,000 hours were allocated to leadership training, with a primary focus on first-line leaders (supervisors and coordinators), who collectively completed 4,000+ training hours across our Brazilian and Peruvian operations.

In 2023, we introduced the First-Time Leader Program, starting with Module 1: Leadership Culture & Responsibilities. In 2024, we expanded the program with Module 2: Labor Relations, plus an additional module on personnel management, HR systems, and software applications.

In total, Nexa allocated US\$1.1 million to training and development programs, averaging US\$255 per employee, exceed, as a reference, the national industry average. This investment included mandatory safety training, technical skill-building, leadership programs, external courses, participation in industry conferences and seminars, language courses, and educational subsidies for undergraduate and postgraduate studies.

In collaboration with the area of Internal Audit, Compliance & Internal Controls, we also developed trainings related to sexual harassment to create awareness at internal teams for an issue which can occur in the corporate environment (read more in the chapter [Strategic and Priority Topics](#)).



AVERAGE HOURLY TRAINING BY GENDER

GRI 404-1

	2022	2023	2024
Men	25	40	32
Women	19	36	27

Performance assessment

Nexa Up is our annual career and performance management program, aimed at providing fair and transparent assessments of employee performance and potential, based on individual delivery, alignment with Nexa’s cultural values, and pace of learning.

Following the performance review process, employees receive constructive feedback, engage in career discussions with their leaders, and create an Individual Development Plan (IDP). This program covers all professional staff across Brazil and Peru.

In 2024, 97% of eligible employees (professional and leadership levels) completed the performance and potential review. Of those evaluated, 26% were

recognized as high performers, while 28% demonstrated potential for roles with greater complexity. Nexa identified 167 succession-ready positions with 30% being women.

Employee recognition program

We foster a culture of recognition, celebrating key employee behaviors that embody Nexa’s Culture. Through our Reconhecer platform, employees can recognize or receive recognition from their colleagues. Employees receive recognition through Nexa’s internal reward currency, called Zincoins.

Accrued Zincoins can be redeemed for a variety of products available on the rewards platform. In 2024, 5,630 employees received rewards as part of the program, with over 4 million Zincoins awarded.

DEMobilIZATION OF MORRO AGUDO GRI 14.8.9

In 2024, following the sale of our Morro Agudo operation, Nexa implemented a detailed demobilization plan that transitioned 66 employees to other Nexa operations, while 336 affected employees received close assistance throughout their departure. Our primary focus was to provide the necessary support to all employees during this transition, including the following:

- \* Extended healthcare benefits and Employee Assistance Program (EAP) coverage for six months post-employment to support physical and emotional well-being
- \* Six months of continued meal vouchers
- \* Severance payments ranging from 1.8 to 4.8 times the employee’s salary, based on length of service
- \* Career transition assistance, including job placement through a talent database and the organization of internal and external job fairs, creating new opportunities for many individuals
- \* Upskilling programs designed to enhance employees’ skills and employability

- \* Career coaching sessions on resume writing, LinkedIn profile optimization, job search strategies, and interview preparation

- \* Personal financial planning

Nexa continued to provide clear and transparent communication, engaging employees and stakeholders throughout the transition process. The process was managed with professional support and a humanized approach, and included union meetings, leadership alignment, direct communication from managers across shifts, and personal outreach to absent employees to ensure they were formally informed.

A collective bargaining agreement was signed, allowing severance payments to be issued without additional social security charges. Nexa also hosted an on-site orientation session at Morro Agudo to provide details on the EAP program and available support services, especially psychological and emotional support services.

These efforts were recognized with a *Ser Humano* award, granted by the Brazilian Association of Human Resources (ABRH-MG), which recognizes excellence in human resources and employee transition programs.



Suppliers

GRI 308-2, 414-2, 14.25.3, 14.13.1

We have strengthened our sustainable sourcing framework recognizing risks and impacts linked to mineral extraction, trade, handling, and export—especially concerning the volumes of zinc concentrate purchases from third-party suppliers in high-risk or conflict-affected areas.

To address these risks, we implemented a Sustainable Procurement Policy alongside a Responsible Sourcing Policy for Concentrates, incorporating a five-step due diligence process aligned with the Organization for Economic

Cooperation and Development (OECD) best practices.

We require all suppliers to adopt best-in-class social and environmental practices, use natural resources responsibly, and uphold labor and human rights. As a result, all significant<sup>1</sup> contracts and agreements incorporate human rights provisions. **GRI 412-3**

At year end 2024 our suppliers base included 5,542 companies (3,364 in Brazil and 2,199 in Peru)<sup>2</sup> across different segments: inputs,



raw materials, waste management, environmental management, power supply, minerals and chemical products, fuels in general, healthcare services, packaging, shipping in general, MRO (Maintenance, Repair and Other), facilities and IT, and services and maintenance. Our supplier spend was a total of US\$ 1.09 billion, with 7% spent on local suppliers.

<sup>1</sup> Significant investments are defined as procurement processes managed by CAPEX (Procurement Projects) with purchase orders exceeding US\$200,000.

<sup>2</sup> Nexa uses different classifications for Brazilian and Peruvian suppliers, so the total supplier count does not equal the combined figures from both countries.

OUR LOCAL SUPPLIERS

We updated our definition of local suppliers in late 2024 as part of our Sustainable Value Chain Program, designed to drive sustainable development and create shared value across our supply chain.

Under this new framework, local suppliers are defined as micro and small enterprises operating within: 50 kilometers of Nexa’s urban production sites in Lima and Juiz de Fora; 100 kilometers of all other Nexa industrial and mining operations. Local supplier spend strengthens local economic growth while fostering stronger ties with neighboring communities, creating a mutually beneficial business ecosystem.

Communal suppliers, a designation exclusive to Nexa’s Peruvian operations, refers to individuals or businesses owned by members of a local community within the area of social influence of a Nexa site or project. To qualify, these suppliers must be nominated and/or evaluated by their communities, with final approval from Nexa’s Social Management team in Peru.

This approach ensures that business relationships with community suppliers are aligned with local interests and needs, fostering social inclusion and building sustainable economic relationships.

SUPPLIER SPEND **GRI 204-1**

	2022	2023	2024
Total supplier spend (US\$ million)	1,221.47	1,840.90	1,089.08
Percentage of spend for locally-based suppliers	10.3%	6.77%	7%



### Supplier management at Nexa

Nexa's supplier screening process includes documents reviews and legal compliance checks, tailored to the supplier's category and scope of work.

Our Third-Party Due Diligence (IDD) process analyzes commercial and tax data against public databases, internal risk lists, and uses reputational screening tools to identify risks associated with corruption, fraud, money laundering, and terrorism financing. We also conducted an in-depth investigation of the documents and carried out specific public searches, focusing on social aspects such as labor and employment relations, human rights, child labor, forced labor, and legal sanctions.

If any compliance breaches are detected, Nexa initiates an investigation to verify the findings and determine corrective actions, which can include penalties, sanctions, or contract termination. In 2024, we did not identify any operations or suppliers with risks related to child labor or forced labor in this process. **GRI 408-1 409-1**

One of the most effective tools is our Supplier Code of Conduct, that all business partners are required to be familiar and comply with.

### Supplier assessment

In 2022, we enhanced our Supplier Evaluation Program by incorporating an internal review of ESG practices and performance indicators, allowing internal teams to assess suppliers' ESG data directly. Through our Sustainable Value Chain Program, we identified the need to strengthen our supplier evaluation criteria. This led to the launch of an updated, more comprehensive Supplier Evaluation Program in 2024, structured into two key phases.

The first phase consists of an internal performance review, evaluating supplier safety, operational performance, and environmental compliance to ensure alignment with sustainability and operational excellence standards.

The second phase involves an external assessment, where suppliers undergo an evaluation of their maturity in the areas of sustainability, social responsibility and governance practices.

Suppliers that demonstrated outstanding performance in both operational and ESG criteria were recognized through Nexa's Supplier Recognition Program (see below). Suppliers identified with areas for improvement were provided with targeted action plans aimed at enhancing their sustainability performance and fostering a continuous improvement culture across the value chain.

In 2024, 99% of all suppliers under consideration for selection or contracting successfully met Nexa's environmental screening criteria. During 2024, 3,998 suppliers (99%) underwent social and human rights due diligence, with 1%

identified as posing potential social impact risks. Nexa implemented corrective action plans for all identified cases, ensuring all suppliers follow sustainable and ethical practices. Continuous monitoring supports our commitment to ethical business practices, human rights, and equitable workplace conditions. **GRI 308-1, 414-1, 414-2**

In certain cases, process improvements were agreed to ensure suppliers are compliant with Nexa requirements. No supplier contracts were terminated in the period.

### Supplier Recognition Program

Our Supplier Recognition Program offers awards to recognize suppliers that have consistently and notably demonstrated our values and sustainable principles, strengthening collaboration and partnership.

We encourage our business partners to implement and enhance initiatives aligned with our purpose. In 2023, Nexa integrated ESG criteria into the awards selection process, an important step in driving sustainability within our supply chain.

In 2024, 10 Brazilian and 10 Peruvian suppliers were recognized for excellence in the Logistics, Projects, Materials, Consumables, Safety, and Local Supplier Engagement categories.

In 2022 we introduced the Plural Chain (a plurality initiative) into the Supplier Recognition Program. This initiative celebrates supplier plurality efforts in all geographies, promoting an inclusive business culture and helping to engage our value chain partners in the ESG-agenda

# Customers

In 2024, we further developed our customer approval process and mandatory documentation requirements. We also refined customer assessment criteria to minimize tax and compliance risks in connection with the marketing of our products.

In line with our commitment to promoting sustainable development in the zinc value chain, we introduced a Customer Code of Conduct providing recommendations on responsible business practices across ESG dimensions. We also launched a periodic due diligence review covering 100% of active customers.

Supporting our ambition to be one of the zinc producers with the lowest GHG emissions rate globally, Nexa is actively implementing a set of initiatives as part of our decarbonization roadmap. These efforts are bolstering our competitive position in industries that value precise carbon footprint and recycled content data, particularly in the automotive sector.

In 2024, Nexa completed the Life Cycle Assessment (LCA) for its products, obtaining third-party certification against ISO 14071, 14040, and 14044. Nexa also developed a standardized methodology for reporting recycled content in zinc oxide production.

Nexa achieved a 9.1(out of 10) customer satisfaction rating in Latin America, exceeding industry benchmarks. The quality of our products and commercial support were highlighted as top-performing attributes. Globally, we have worked to strengthen our brand positioning to engage more closely with our end customers.

Building strong, transparent customer relationships remains a key pillar of our long-term partnership strategy. Our commercial teams are dedicated to serve our clients with high-quality, efficiency, safety and care, reinforcing customer communications across multiple channels:

- \* **Market Newsletter:** a quarterly newsletter containing information about the zinc market and recent innovation and developments, with a particular focus on products and services.
- \* **Zincast:** a fortnightly commercial-department podcast about the zinc market and technical topics, supporting more efficient and effective communication with our customers.
- \* **Market Talks:** individual conversations with our customers to exchange market insights and provide closer attention and service.



# Society & Environment

GRI 3-3, SASB EM-MM-210b.1

Achieving balance between industrial operations, the environment, and local communities remains a key industry challenge. Recognizing our role as an agent of change and a driver of local development, we seek to build close and transparent relationships with communities by providing channels for transparent dialogue with company representatives and implementing social and environmental initiatives (read more in the chapter [Strategic & Priority Topics](#)).



- \* **Participation and management:** numerous communication and dialogue mechanisms in the communities, such as websites, e-mails, phones, and in-person service by the Social Management team.
- \* **Leadership dialogue and engagement:** in Brazil, we launched local development plans called Social Agendas in 2018, which have now evolved into Community Panels—a structured program including training, planning and intervention that engaged and empowered around 50 local leaders to drive local development. In Peru, we carried out training programs, promoting the development of leadership techniques and skills in local communities. 123 people participated in the programs.
- \* **Nexa Open Doors:** our program facilitates community visits to our operations aimed at building a relationship based on trust and knowledge for the families of our employees, students, and residents.
- \* **Information & Participation Offices (OIP):** in Peru, we promote active community involvement through permanent information centers, a more representative communication mechanism. These are strategically located for easy access and equipped with communication tools outlined under a communication plan. Informative meetings, workshops, and assemblies are organized.
- \* **Participative Environmental Monitoring:** at our Peruvian operations, we engage local communities in periodic air, water, and soil quality monitoring.
- \* **Nexa+Comunidade:** a day of civic and cultural activities, providing essential services in partnership with local government agencies and NGOs, including document issuance, job fairs, and wellness activities. In 2024, 4,256 brazilians received services through this program.

Nexa’s environmental management practices follow globally recognized compliance standards and frameworks, supporting us in meeting our sustainability commitments. Our Integrated Management System establishes guidelines on doing business in accordance with applicable environmental laws and regulations in each country where we operate.



# STRATEGIC AND PRIORITY TOPICS





# ENVIRONMENTAL

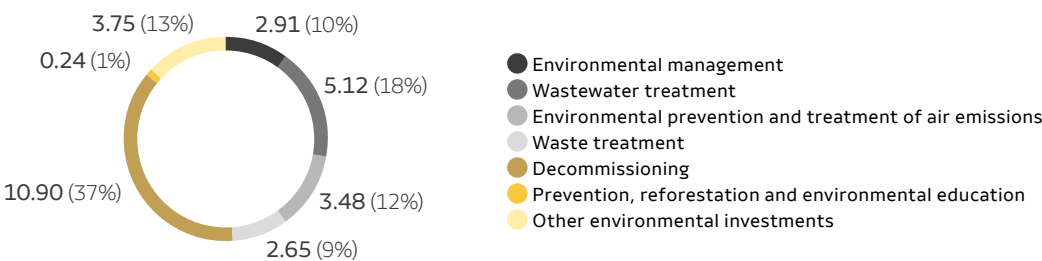


Nexa’s **Integrated Management System** governs our operations across quality, environment, occupational health & safety, and social responsibility, ensuring compliance with all relevant environmental regulations in each geography.

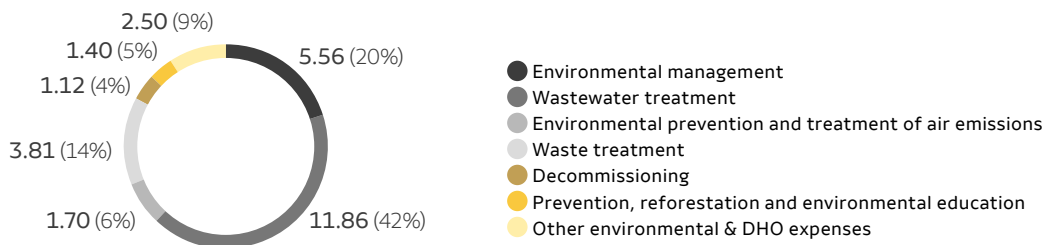
The system has been developed using PDCA (Plan, Do, Check, Act), an iterative, four-step approach integrating clearly articulated goals and targets, risk and requirement management, dam management, internal and external audits, flash performance indicators, environmental awareness initiatives via *Cultura Nexa*, and the Siclope platform for process management. All of our operations have active Environmental Management Plans. **SASB EM-MM-160a.1**

Below, we share more about our initiatives across each of our key environmental priorities and material topics.

## ENVIRONMENTAL INVESTMENTS (in US\$ million) **EN31**



## ENVIRONMENTAL EXPENSES (in US\$ million) **EN31**



# Climate change

GRI 3-3, SASB EM-MM-110a.2, TCFD Ea Eb Ec

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Energy plays a critical role in our operations. As part of an energy-intensive industry, Nexa actively develops innovative projects and collaborates with partners to improve environmental performance by adopting cleaner energy sources and reducing greenhouse gas (GHG) emissions, supporting progress on local climate programs and initiatives.	All operations	Nexa, employees, suppliers and communities

Our climate action roadmap outlines a series of strategic projects and initiatives, including the following.

## HERE'S INNOVATION!

### Bio-oil

We are currently developing a project to introduce biogenic fuels at our Três Marias zinc oxide plant, leading to an annual reduction of 25,000 metric tons of CO<sub>2</sub>e, while enhancing process efficiency and lowering costs.

In 2024, Nexa completed the engineering for the conversion of 12 roasters, supporting an annual CO<sub>2</sub>e reduction of 6,440 metric tons from 2025 onward.

Efforts are underway to expand our biofuel supplier base, ensuring a reliable, large-scale, high-quality biofuel supply. The remaining 35 furnaces are scheduled for conversion as part of Nexa's long-term investment plan, with project completion targeted for 2029.

### Bio Briquettes

Nexa's Juiz de Fora operation uses the Waelz kiln process to recover secondary zinc, with petroleum coke used as a primary energy source—a significant source of GHG emissions and one of the facility's highest costs. Over the past few years, we have been developing a biobriquetting project to partially replace petroleum coke used for heat generation. In 2024, Nexa completed feasibility studies, following successful industrial trials in 2023, which indicated that biobriquettes could replace up to 30% of petroleum coke consumption.

In 2024, market research and economic feasibility assessments identified cost challenges in scaling up biobriquette production. In 2025, Nexa will investigate alternative production pathways, including a new self-reducing briquette formulation, to further optimize petroleum coke usage in zinc recovery operations.

If fully implemented, biobriquettes could cut 25,000 metric tons of CO<sub>2</sub>e emissions annually, while improving cost efficiency and expanding the use of biogenic energy sources.

### Sustainable logistics

In response to growing customer awareness of emissions associated with product transportation, Nexa has introduced carbon footprint tracking across our main logistics routes.

Addressing these emissions is a significant challenge, and our Logistics and Innovation teams have worked to identify and implement a range of low-carbon solutions. These initiatives include: expanding the use of electric forklifts across operations; deploying fleets powered by natural gas (NGV); introducing HydraGEN™ technology; expanding multimodal logistics solutions (rail + road).

Beyond transitioning part of our fleet to natural gas-powered vehicles, Nexa is actively engaging with shipping partners to secure Eco certifications for maritime transportation, using green fuels to cut emissions on key shipping routes.



Air emissions

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

Nexa aims to be one of the zinc producers with the lowest emission in the world. To achieve this, we have set GHG emissions reduction targets for our operations while ensuring compliance with fixed-source emission limits and air quality standards.

We have consistently improved our emissions management through employee training, knowledge sharing, and data collection improvements. We have identified new areas for improvement, and enhanced data traceability and transparency.

In 2024, Nexa’s direct (Scope 1) GHG emissions stood at 226,964.42 tCO<sub>2</sub>e, a 7% decrease year-over-year. Indirect (scope 2) emissions from purchased electricity were a total of 10,012.66 tCO<sub>2</sub>e. Direct (scope 1) biogenic emissions were a total of 9,371.19 tCO<sub>2</sub>e.

Emissions intensity was 0.40 tCO<sub>2</sub>e per metric ton of zinc and zinc oxide sold. The intensity is calculated by adding scopes 1 and 2 (market-based approach). **GRI 305-4**

In 2024, wildfires across Brazil also affected Nexa’s operational units, with varying impacts depending on the location. The fires reached cities and areas close to our operations in Juiz de Fora, Três Marias and Aripuanã. In response, we took proactive and voluntary action in collaboration with local municipalities to mitigate the impacts. The associated emissions were calculated separately, totaling 114,871.32 tCO<sub>2</sub>.

<sup>1</sup> Emissions information is collected and reported using the GHG Protocol tool. For our operations in Peru, emissions are calculated using emission factors found in official local literature.

GHG EMISSIONS (in tCO<sub>2</sub>e) **GRI 305-1, 305-2, 305-3, 305-5, SASB EM-MM-110A.1, TCFD MMb**

	2022	2023	2024	% do total em 2024
Scope 1 – direct emissions	208,472.97	244,991.79	226.964,42	22%
Scope 2 – electricity consumption (market-based approach) <sup>1</sup>	12,968.40	13,799.95	10.012,66	1%
Scope 3 – value chain	50,841.13	1,199,463.17	771.644,53	77%
<b>Total<sup>2</sup></b>	<b>272,282.49</b>	<b>1,458,254.91</b>	<b>1,008,621.61</b>	<b>100%</b>

<sup>1</sup> The Scope 2 emissions reported on this page refer to the calculation using the market-based approach. In 2024, Nexa’s location-based Scope 2 emissions amounted to 447,248.48 tCO<sub>2</sub>e.

<sup>2</sup> In 2024, we recorded a reduction in total emissions. In Scope 1, this decrease was due to the shutdown of a furnace in Juiz de Fora, resulting in lower coke consumption. In Scope 2, the positive impact stemmed from the integration of Aripuanã into Nexa’s energy contracts and the signing of new renewable energy agreements in Peru. In Scope 3, the significant reduction was a consequence of the discontinuation of Morro Agudo, which in 2023 generated emissions of approximately 492,000 tCO<sub>2</sub>, and for 2024, emissions were considered up until June.

Energy

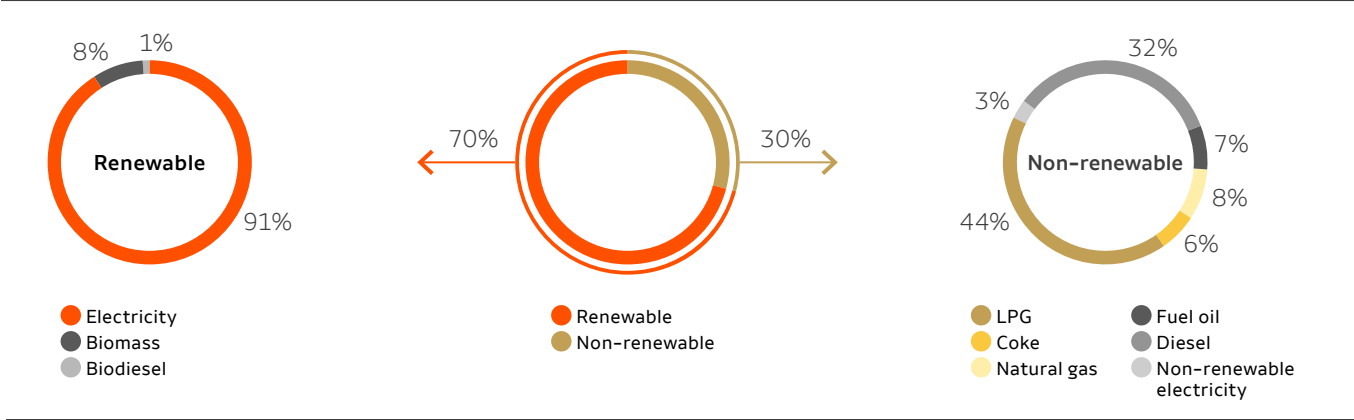
GRI 302-1, 302-2, 302-3, SASB EM-MM-130a.1

In 2024, renewable energy consumption stood at 13,485,958.65 GJ, accounting for 70% of our total energy consumption of 19,298,514.46 GJ, a 19% decrease from the previous year, influenced by the partial operation of a roaster in Juiz de Fora, Brazil and the demobilization of Morro Agudo. Alongside biofuels like biomass,

ethanol, and biodiesel, 98.6% of Nexa’s electricity consumption was from renewables sources.

Our total non-renewable energy consumption was 5,812,555.81 GJ, with diesel and LPG being the primary sources, accounting for 32% and 44% of our non-renewable energy consumption, respectively. Our energy intensity was 32.45 GJ per metric ton of zinc and zinc oxide sold.

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



# Water resources management

GRI 3-3, 303-1, 303-2

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Nexa values water as a critical resource and we consistently work to reduce water use in both mining and smelting operations. We also strive to maximize water reuse and recycling while ensuring all discharged water complies with local effluent quality standards.	All operations	Nexa, employees and communities

Our current focus is on improving wastewater treatment and investing in water recycling technologies in our operations. Water saving practices are encouraged, and projects are being developed to reduce withdrawals and increase recycling.

At Nexa we ensure compliance with all applicable water regulations in the locations where we operate. Our **Sustainability Master Plan** and **Corporate Water Management Standard** outline best practices and targets for ongoing efficiency improvements.

All water withdrawal and discharge must be covered by previously obtained permits, in accordance with the local policies of the countries where we operate. Nexa’s water withdrawal, consumption, and discharge volumes are fully covered by permits and regulated by local environmental agencies.

In drilling operations, Nexa ensures all water is reused and recycled, with zero direct discharge into the environment. Water from drilling is retained in decantation ponds until it evaporates, and all sediments are safely contained to prevent contamination.

In 2024, we improved water recycling efficiency at our Aripuanã site. Water from wetlands that was previously treated and discharged is now recycled. Out of the five existing wetlands, only one is still receiving discharged treated effluent, while water withdrawals from the other four wetlands are fully recycled.

At our Cerro Lindo site, Nexa desalinates seawater for operational use, eliminating the need for freshwater withdrawals and preventing competition with other critical water users, including human. The recirculation rate at Cerro Lindo in 2024 was 91.3%.



## RECYCLING RATE

In 2024, Nexa reached a **water recirculation rate of 84.2%** across our operations.

## WATER CONSUMPTION GRI 303-5

Nexa’s total water consumption in 2024 reached **14,763.2 megaliters** across all operations.

*Note: The increase in water consumption compared to 2023 is due to an adjustment in the calculation methodology, which now considers water intake minus discharge into water bodies. In previous years, the calculation included process water, such as evaporation and other losses.*

## WATER USE INTENSITY

Mines

**2.26 m³/metric ton** of ROM<sup>1</sup>

Smelting plants

**20.64 m³/metric ton** of metal

<sup>1</sup> Run-of-mine (ROM): crude ore, extracted directly from the mine without undergoing any kind of processing.

## EFFLUENT TREATMENT

**18% (around R\$ 5 million)** of our environmental investments and expenses in 2024 went to effluent treatment

# Dam, waste and tailings management

GRI 3-3, 306-1, 306-2, SASB EM-MM-540a.2, EM-MM-150a.10

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Nexa's Dam Management Policy incorporates cutting-edge technologies and best practices to guarantee structural stability and operational safety, going beyond legal compliance. We also invest in alternative tailings and waste disposal methods and actively seek to reduce waste generation. We have implemented circular economy solutions to repurpose tailings into new products, minimizing disposal. We are also working to align our tailings management practices with the Global Industry Standard on Tailings Management (GISTM).	All operations	Nexa, employees, environmental agencies, suppliers and communities

Our mining and metallurgical processes generate waste and tailings, which, if not properly managed, could result in environmental and economic liabilities, such as site rehabilitation and remediation costs. We have stringent tailings storage practices in place and regularly update our Dam Management Policy to ensure we effectively manage and prevent these risks. As of 2024, 25.3% of Nexa's total waste and tailings in Brazil and Peru are stored in tailings dams. **GRI 14.6.2**

Nexa applies stringent safety protocols to maintain tailings dam stability and security. Our Dam Management System (SIGBAR) provides a framework for safe operation of tailings storage facilities. Periodic inspections, geotechnical monitoring, and software systems form the backbone of our tailings dam safety program. **GRI 14.6.3**

Nexa continues to develop and implement alternative tailings storage technologies, such as:

- \* Backfill:** mixing tailings/waste rock with cement, creating a slurry that can be used to fill voids in underground mines. The backfill method is used in our Atacocha, El Porvenir and Cerro Lindo operations: 6.7% of tailings/waste rock are returned to the mines in the Pasco Complex (Atacocha and El Porvenir), and 21.7% at Cerro Lindo. In 2024, Nexa initiated backfill operations at Vazante, where 2.0% of mine tailings are now returned underground.
- \* Dry stacking:** after removing moisture, the tailings/waste rock are stacked in layers to form an artificial mountain, with minimal environmental impact. This method is currently being used at our mines in Cerro Lindo, Aripuanã and Vazante as a way to improve the disposal process. In 2024, Nexa reached 38.2% tailings disposal via dry stacking. In Três Marias, 1.8% of tailings are dewatered and safely dry-stored at the licensed Murici Tailings Facility (TSF). Nexa is progressing with the licensing process for a new dry tailings storage facility to permanently store filtered tailings from ongoing plant operations.



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 (in metric tons)	Non-hazardous (in metric tons)
Total non-mining and smelting waste <sup>1</sup>		16,946.50 <sup>2</sup>	19,450.21
Mining and smelting waste	Tailings	11,735,962.14	1,207,235.00
	Waste rock	10,690,799.83	886,194.00
	Tailings recycled, reused or remanufactured	2,938,860.02	-
	Waste rock recycled, reused or remanufactured	1,150,310.00	201,113.00

<sup>1</sup> At Três Marias, Nexa receives and recycles external zinc ash, with 32% (6,142.35 metric tons) of reported non-hazardous waste originating from external sources rather than Nexa's own operations.  
<sup>2</sup> Waste volumes increased due to challenges in screening zinc ash at Três Marias, which hindered processing efficiency. Instead, the material was sold for external reuse

In 2024, Nexa initiated the implementation of the Global Industry Standard on Tailings Management (GISTM) at Vazante. Under the GISTM framework, Nexa convened an external geotechnical expert panel to conduct an independent evaluation of our tailings storage structures.

Nexa also introduced a Slope Health Monitoring System (SHMS), a digital platform for tailings dam management, and launched a program to automate geotechnical monitoring instruments at smelting operations, after previously automating mining operations. The automation process began at Três Marias and will extend to Juiz de Fora in 2025.

In Aripuanã, Nexa expanded mine tailings backfill operations using the paste fill method, which mixes cement and lime with tailings before reintroducing them into underground voids. This reduces tailings disposal and enhances underground structural stability, improving both geotechnical and geomechanical safety.

Nexa also completed the issuance of Stability Certificates for all tailings structures. All Nexa tailings dams have been certified as stable, with regular reporting to environmental agencies and biweekly inspections by an independent registered engineer. Nexa also submits monthly stability updates, and every six months, a comprehensive stability declaration is officially filed with environmental agencies.

Nexa is actively developing new technologies to reuse tailings and waste as part of a circular-economy approach. Here are some of our key circular economy initiatives.

## HERE'S INNOVATION!

### New applications for jarosite

Jarosite is a by-product of the hydrometallurgical zinc production process at Nexa's Juiz de Fora facility. Historically, jarosite has been disposed of in tailings storage facilities, with no available commercial application. Through Nexa's open innovation platform, Mining Lab Beginnings, we partnered with Geeco Materiais e Engenharia, Escalab, the Federal University of Minas Gerais (UFMG), and WEG Tintas to develop sustainable applications for jarosite. As a result, jarosite is now being repurposed for the production of geopolymeric materials for use in the building and construction industry. Additional research has led to the development of applications for use of jarosite as a pigment and anti-corrosive coatings and ecological concrete blocks. In September 2024, Nexa began marketing jarosite for use as an additive in the construction industry to produce concrete blocks. Additionally, jarosite can be used in the production of concrete.

### Agricultural inputs

Nexa secured R\$ 4 million in funding from the Brazilian Innovation Agency (FINEP) to support the development of a soil acidity amendment produced from flotation tailings at the Vazante operation, which are currently dry-stored in piles. Ongoing laboratory and field tests have validated the technical and economic viability of the process, and Nexa is now exploring partnerships for full-scale industrial adoption. In 2024, this material was successfully tested in corn cultivation, showing significant yield improvements, with results comparable to conventional soil amendments currently used in agriculture.

### Iron concentrate

Nexa is developing a project to recover high-purity iron concentrate from waste material at the Vazante mine, currently stored in tailings piles. The material undergoes magnetic separation, yielding iron concentrate with up to 63% iron content, through a two-step rougher and cleaner process. Nexa is now engaging potential commercial partners to scale up production and begin large-scale processing, since the environmental license for this material is already in place.

### Cajamarquilla Gypsum (Geso CJM)

The effluent treatment process at our Cajamarquilla refinery produces sludge that is 90% gypsum. Nexa is developing a circular economy initiative to repurpose this gypsum-rich sludge as a sustainable alternative to natural gypsum in cement production. In collaboration with a nearby cement manufacturer, Nexa has completed laboratory and pilot-scale tests confirming the technical feasibility of using Geso CJM in cement production. Following successful test results, Nexa is now finalizing technical and commercial agreements to secure continuous supply of Geso CJM to its cement industry partner.



## HERE'S INNOVATION!

### Bricks & precast materials

Nexa's Cajamarquilla smelter generates 144 ktons of goethite waste annually, making it the primary smelting by-product. Rich in iron content, goethite and sludge residues were successfully tested as raw materials for brick and precast concrete production, with promising laboratory results indicating that up to 60% of a brick's weight can be composed of goethite and sludge. In the first half of 2025, Nexa will advance to pilot-scale validation tests, collaborating with industry partners interested in marketing bricks utilizing waste materials from Cajamarquilla.

### Cementitious and geopolymers materials

Nexa is exploring construction sector applications for Atacocha's tailings, which are rich in silica and calcite. In collaboration with cement producers, Nexa's laboratory research has shown that Atacocha's tailings can serve as a supplementary cementitious material, replacing up to 20% of conventional cement. Nexa is now completing chemical stability assessments before initiating industrial-scale trials, the final phase before formalizing a long-term supply contract for cementitious materials.

### Pyrite concentrate

Nexa has identified an opportunity to recover high-purity pyrite at our Cerro Lindo site, where tailings contain over 50% pyrite. Using advanced flotation technology, this material can be concentrated to 98% or higher purity. This represents a new commercial opportunity for Nexa in specialized pyrite markets. Nexa has identified two potential buyers in Germany, with a combined annual demand of 200,000 to 400,000 metric tons. Nexa is in the final evaluation phase, assessing how to utilize existing infrastructure at Cerro Lindo to minimize investment costs for the new pyrite concentration circuit.

## DRILLS

GRI 14.15.1, 14.15.4, SASB EM-MM-540a.3

We regularly conduct evacuation drills in the Self-Rescue Zones (ZAS) downstream of our tailings and industrial waste dams. These preventive exercises ensure that employees and nearby communities are briefed and well-prepared to respond effectively in an emergency. While Nexa's tailings dams meet the highest safety standards, these drills are a mandatory component under Emergency Response Plans (PAEB), ensuring compliance with legal requirements.

These exercises are used to test our emergency communication system, including sirens, signage and escape routes, evaluate emergency preparedness, and identify areas for improvement. In addition to fulfilling legal obligations, emergency drills provide an opportunity to reinforce a culture of safety among local residents and emergency response agencies, ensuring all involved understand evacuation procedures and can respond safely in a real emergency.

In 2024, Nexa successfully conducted emergency drills at all Brazilian operations, working closely with the Fire Department and Civil Defense teams, with support from local governments, law enforcement agencies, and municipal emergency response units. Community engagement in these drills was exceptionally high, with resident participation surpassing regulatory requirements in all locations.



# Biodiversity

## GRI 14.4.1

Nexa's biodiversity and ecosystem services policy calls for monitoring and surveying wildlife and vegetation and conserving both legally and voluntarily designated protected areas.

Our operations can impact biodiversity both directly, through on-site activities, and indirectly, through supply chain and logistics operations. To reduce and mitigate biodiversity risks, Nexa's Integrated Management Policy provides guidance on sustainability, environmental best practices, and risk prevention. **GRI 14.4.3**

In line with applicable regulations and Nexa's internal procedures, all operations are supported by approved Environmental Impact Assessments or equivalent certifications. Each assessment outlines biodiversity impact mitigation strategies and is accompanied by Biodiversity Management Plans to ensure regulatory compliance. **GRI 14.4.2, 14.4.4**

Nexa also has policies in place to support the development of a Biodiversity Conservation Plans, customized for each site. These are still in the process of being developed and, once completed, will incorporate industry best-practice conservation methodologies to ensure a positive balance of impact reduction and environmental benefits in our operations.

Nexa also has a range of programs supporting environmental education. At our Três Marias site, Nexa operates a seedling nursery that supplies plants for environmental education programs and city-wide tree planting programs.

Nexa's Aripuanã site is situated within an biodiversity-rich region of the Amazon. In late 2024, the region experienced severe wildfires, which eventually spread near our operational site. The wildfire began in an external area but spread rapidly, eventually reaching Nexa's operational perimeter. Nexa's Emergency Response Team mobilized to support local fire suppression efforts, using available capacity to help safeguard the surrounding ecosystems and limit further destruction. Environmental regulatory agencies were promptly informed about the wildfire incident.

A comparable situation occurred at our Juiz de Fora operation, where Nexa's Emergency Response Team voluntarily assisted local firefighters responding to regional wildfires.



## LEGADO DAS ÁGUAS

Nexa is one of the founding companies of *Legado das Águas*, funded by Votorantim S.A. As the largest private Atlantic Forest reserve in Brazil, Legado das Águas protects 31,000 hectares in Vale do Ribeira (São Paulo). The reserve functions as a hub for scientific research, ecological restoration, and sustainable biodiversity initiatives, including public access programs and native plant propagation.

Currently, the area is managed by Reservas Votorantim, a company created to establish a new model for managing private protected areas to deliver sustainable social, environmental, and economic benefits.



Strengthening the social and economic development of communities near our operations is a core driver of Nexa’s sustainability strategy. As an agent of transformation, we tailor our social impact programs to meet the specific needs and strengths of each territory. Creating a lasting positive legacy requires strong, transparent relationships with local stakeholders.

Our investments focus on our strategic social priorities: income generation, education (both basic and vocational), water, and social license to operate. These focus areas align with community needs and business objectives, directing our social investments in the areas where we operate.

All of our operational sites have programs in place for community engagement, impact assessment, and local development.

GRI 413-1

# Social management

GRI 3-3, 14.10.1, SASB EM-MM-210b.1

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Our operations are designed to co-create a positive legacy in the geographies where we operate, and we maintain constant and close dialog with communities assuring our social license to operate.	All operations	Nexa, employees and communities

Nexa recognizes that a social license to operate (LSO) is key to balancing business activities with community interests, enabling us to proactively manage risks that could affect both operations and local populations. To this end, Nexa maintains open, ongoing communication with community members and local stakeholders. Our goal is to ensure that Nexa’s presence contributes to local development, creating shared benefits. The effectiveness of our social management strategy is measured through monthly reports tracking potential community conflicts and the responsiveness of our consultation and grievance resolution processes.

Nexa is committed to expanding income generation opportunities within communities, creating sustainable alternatives that decrease reliance on mining activities and mitigate the socioeconomic risks of industry transitions.

It is worth emphasizing that our social management strategy focuses on four priority areas: education (basic and vocational), income generation, social license to operate, and water.

In 2024, we completed our social impact plan, defining key programs and strategic drivers across

local development, social license to operate, and water use and discharge. The structured annual project pipeline includes both social investments required under environmental commitments and voluntary social investment.

Nexa’s social programs address challenges facing the business and local communities, and are an important component of our ESG Strategy.

**In 2024, Nexa invested US\$ 0.8 millions in Brazil and US\$ 11.1 millions\* in Peru in development initiatives, infrastructure and services improvements in the communities where we operate, some of them in partnership with local governments.**

**GRI 203-1 (14.9.3)**

*\*In addition to this amount, we invested \$600,658.46 through the Obras por Impuestos mechanism, which enables private companies to collaborate with the Peruvian government, regional and local authorities, or public universities to finance and implement projects under Law No. 29230. This initiative fosters social impact, strengthens stakeholder relations, and enhances our corporate reputation.*



### Amazon partnership

The *Talento na Nuvem Program*, in partnership with Amazon Web Services (AWS), funded over 40,000 technology scholarships in its latest edition, including 43,121 enrollments in 2024 across various courses such as Generative AI and Machine Learning.

A highlight was the launch of the “Cloud Architect@s” track, designed to train AWS cloud solution architects, with a focus on a more diverse audience. The collaboration with Nexa funded 200 full scholarships and covered 50% of the cost for the AWS–Certified Solutions Architect – Associate exam.

Further promoting employment and inclusivity, the *Talento na Nuvem para Mulheres* program offers free introductory courses on programming and cloud computing fundamentals, with a goal of training 500 women by 2025. In 2024, the program expanded to Juiz de Fora, Três Marias, Aripuanã, and Cuiabá, with 25 women per cohort, all currently progressing through their training.

### Somos Todos

Nexa’s *Somos Todos* volunteer program enhances our social impact in the communities where we operate while also engaging our employees in solidarity, mentorship, and social legacy initiatives.

Operating in ten regions in Brazil and Peru, the program promotes social participation and the development of local alliances and networks, fostering community engagement and collaboration for sustainable local development.



### SOCIAL INVESTMENT IN 2024

**US\$ 6.7 millions**

total social investment\* **GRI 11.14.2**

**08** locations

**50** education projects

**24** water projects

**59** income generation projects

**65** projects strengthening our social license to operate

**22.919** people benefited

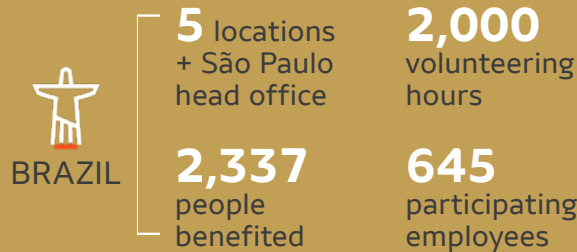
\*Note: The values refer to social commitments and do not include amounts related to socio-environmental commitments or infrastructure investments, which are already included in the GRI 203-1 indicator on the previous page.

Topic	Social management program	Commitment/approach
Education	<ul style="list-style-type: none"><li>• Environmental education</li><li>• Professional training</li><li>• Primary and secondary education</li><li>• Rights advocacy</li></ul>	Establishing partnerships to strengthen basic education and offer vocational training programs across various disciplines, and implementing environmental education initiatives in the communities where we operate.
Income generation	<ul style="list-style-type: none"><li>• Local suppliers</li><li>• Local economic diversification</li><li>• Farmers</li></ul>	Supporting alternative sources of income through smallholder inclusion and rural technical assistance, such as livestock, agriculture, entrepreneurship, tourism, among others.
Social license to operate	<ul style="list-style-type: none"><li>• Stakeholder engagement</li><li>• Legal obligations</li></ul>	Actively participating in local stakeholder forums and continuously tracking community feedback and grievance mechanisms to measure satisfaction and ensure effective communication. Investments in local infrastructure projects in fulfillment of our social commitments.
Water	<ul style="list-style-type: none"><li>• Water</li></ul>	Contribute to awareness, availability, and improvement of water quality in the communities where Nexa operates.





## VOLUNTEERING IN 2024



## HERE'S INNOVATION!

### Building a self-sustaining value chain in Pasco

Nexa's self-sustaining value chain program in Pasco, Peru, is implementing a sustainable model by strengthening supply chains, providing access to finance, offering technical assistance, and attracting external investment. The initiative has selected specific value chains (sweet potatoes, dairy, and pork) for initiatives to boost productivity and link producers to high-value markets. It also supports local innovation and entrepreneurship through capacity-building programs.

One major success was a 65% rise in pork production achieved by the La Aurora Association, with backing from the International Potato Center (CIP). The project is also helping to expand dairy production and market access in collaboration with PurAgro, as well as increasing access to micro-finance through Caja Huancayo.

Nexa established a business incubator at Daniel Alcides Carrión National University (UNDAC), attracting over 300 applicants and successfully launching 35 new enterprises, 6 of which secured startup funding, supporting innovation and economic growth in the region. Through

collaboration across government, the private sector, and academic institutions, the project is providing a platform for sustainable development in Pasco.

### Vazantes Mineiras

Nexa's *Vazantes Mineiras* project aims to promote economic development in Vazante and nearby communities, ensuring a sustainable post-mining legacy by strengthening the dairy value chain. The scope of the *Vazantes Mineiras* project includes:

- \* Research and tourism
- \* Collaborative partnerships with dairy farmers
- \* Financial engineering to ensure the project's economic viability at scale
- \* Revitalizing the environment and local culture
- \* Increasing household income and improving the local standard of living
- \* Impacting more than 1000 people (starting with an initial pilot of 40 families, later to be scaled across rural properties in Vazante and some surrounding towns).

# Land rights and natural resources

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

Nexa's operations are located in areas classified as conflict-free according to the Uppsala Conflict Data Program (UCDP) and the Organization for Economic Cooperation and Development's (OECD) international guidelines. We seek the free, prior and informed consent from native communities in the locations where we operate in accordance with international conventions (OIT 169) and each country's legislation. **GRI 14.11.4**

Within the area of influence of our Aripuanã (MT) operation, there are two Indigenous territories belonging to the Arara do Rio Branco and Cinta Larga ethnicities. Our relationship with these communities is based on open dialogue, mutual respect, and collaborative engagement.

In 2024, we secured approval of our Indigenous Component Basic Environmental Plan (PBACI), which was co-developed with Indigenous leaders and formally approved by the National Indigenous Foundation (FUNAI).

The PBACI outlines a structured program approach covering indigenous environmental monitoring, social communication, institutional strengthening, cultural preservation, education and health support, territorial protection, productive activities, and sustainable development. With this validation, we have begun implementing planned initiatives.

In Peru, the operations at Atacocha, El Porvenir, and Cerro Lindo are located near Quechua communities, whose recognition as campesino communities is recent and occurred after our operations were already existent. The Quechuas are part of the original communities within our areas of influence. We maintain commitments to social investments with these communities and their representatives, conducting participatory consultations and approvals for these investments. Additionally, the Quechuas play an active role in the projects carried out in their territories, working collaboratively to promote the development and well-being of their communities.

In 2024, there were no direct conflicts with neighboring communities related to land occupation. A legal process was initiated regarding mining rights for research and drilling on a private property. The procedure was conducted in compliance with our standards, without any conflicts. Regarding the Environmental Licensing for the Murici deposit's elevation in Três Marias, as reported previously, we held meetings in the Self-Rescue Zone (ZAS) to formalize the closure of the process, the end of negotiations and involuntary resettlement, as well as the demobilization of the Social Assistance Post.

**GRI 14.12.2, 14.12.3**

# Decommissioning

GRI 14.8.1, 14.8.3, 14.8.4, 14.8.5

From initial planning, through operations and beyond, we ensure suitable decommissioning of our operations to help create a positive legacy for the surrounding community. Decommissioning is a strategic pillar of Nexa's sustainability approach, and is governed by internal governance structures involving both operational sites and the Executive Board. We have decommissioning and future use plans for all our operations, developed using the most up-to-date and practical technical references available worldwide.



# Health, safety and well-being

GRI 3-3, 14.16.1

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
We continuously invest in strengthening our health and safety culture by providing training for both employees and contractors, particularly for high-risk activities, while ensuring safe working conditions. We also address quality of life and mental health, and encourage our employees to pursue a positive work-life balance.	All operations	Nexa, employees, suppliers and communities

Safety is Nexa’s top strategic priority. In response to a challenging year for workplace safety in 2024, Nexa introduced a Safety in Focus Plan—a company-wide initiative designed to enhance Occupational Health & Safety (OHS) performance through targeted action over 30, 90, and 180-day cycles. The plan reinforces field presence intensification, increase dedicated time and the quality of safety tools and care for people, driving our Zero Harm Journey.

## Zero Harm Journey

GRI 403-3 GRI 403-7

The Zero Harm Journey is Nexa’s flagship initiative to drive cultural transformation in safety and health. In 2022, Nexa joined a zero harm program for mining companies led by the University of Queensland, and implemented organizational level-specific Global Minerals Industry Risk Management (GMIRM) training in Brazil and Peru in collaboration with the University of São Paulo (USP). The GMIRM program includes four hierarchical training levels: N4 – CEO and executive officers; N3 – General managers & department heads; N2 – Supervisors and team leads; and N1 – Operational employees.

In 2024, we trained our executive leadership (L4) to reinforce safety principles and enhance leadership engagement. In Brazil, we continued our partnership with USP, while in Peru, we established a new collaboration with the University of Queensland’s Sustainable Mining Institute – International Center of Excellence (SMI-ICE-Chile). In 2024, we completed multiple N3 and N2 training sessions across Brazil and Peru, while launching N1 training for frontline operational teams. The program successfully trained 1,542 employees, offering a total of 12.884 hours of training.

GRI 403-5

Following two years of GMIRM implementation, Nexa conducted a reassessment to evaluate progress across six human-factor elements and 17 system elements of the GMIRM safety framework, informing further advances on our Zero Harm Journey.

In 2024, we faced three fatal accidents at the El Porvenir and Cerro Lindo units in Peru, and Vazante (MG), involving two Nexa employees and one contractor. We promptly adopted support and care measures for the families and teams involved.



We investigated the root causes and implemented actions to prevent new accidents, involving senior leadership to share lessons learned and monitor the actions taken.

These incidents underscored the urgent need to further strengthen Nexa’s safety culture and risk management practices. “Nexa, at all organizational levels, especially leadership, is firmly committed to this mission.

<sup>1</sup> In El Porvenir, the accident occurred during waste rock transportation for final disposal inside the mine. At Vazante, the incident occurred during a pipe replacement operation. At Cerro Lindo, the fatality occurred while replacing the ore conveyor belt.



## SAFETY CULTURE

At Nexa, safety has long been a core value, and in 2024, it became a key driver of our culture.

There are multiple methodologies for assessing safety culture maturity within organizations and guiding cultural transformation. Nexa utilizes GMIRM framework, which defines five stages of safety culture maturity: Basic, Reactive, Compliant, Proactive, and Resilient. Currently, elements of our safety culture are at the Basic and Reactive levels, as we are in the early stages of a structured transformation.

Strong leadership commitment is critical to advancing Nexa's safety culture. Therefore, in 2024, the "Safety on the Agenda" routine was established for the CEO and vice-presidents , with the purpose of monitoring progress in safety across all operational units.

A mature safety culture enables early detection of risks before incidents occur, enhances awareness, promotes best practices, and drives continuous improvement and innovation. Our mission is clear: to elevate safety standards and work together to build a culture that helps to protect lives, builds trust, and drive Nexa's future success.

## RATES RELATED TO EMPLOYEES, PERMAMENT AND TEMPORARY CONTRACTORS<sup>1</sup>

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

Description	2022	2023	2024 <sup>2</sup>
Lost-time injury frequency rate	0.74	0.88	1.11
Total recordable injury frequency rate	1.96	2.15	2.36
Near-miss frequency rate	1.72	2.57	2.06
Fatality rate	0.02	0.00	0.07

<sup>1</sup> Following the model adopted in previous Annual Reports and using the ICMM Safety Performance Report (an international benchmarking for the mining industry) as a reference, the rate calculations consider the frequency of events per one million (1,000,000) man-hours worked in 2024. All own employees and contractors are included in this indicator.

<sup>2</sup> As a reference, the result of the frequency rate in 2024 would place us in the second quartile of the ICMM - base year 2024



# Operational safety management

GRI 403-1, 403-2, 403-4

We have an occupational health and safety (OHS) management system that prioritizes, beyond legal compliance<sup>1</sup>, safety as a fundamental value, ensuring a system committed to protecting everyone in our operations.

Nexa's Fatality Prevention Program is designed to enhance critical risk management protocols, extract key learnings from high-potential incidents, and ensure the integrity of critical controls to mitigate severe process-related risks that can lead to multiple fatalities.

We have made significant progress in systematically verifying critical controls across our operations and have developed a multi-year implementation plan for controls that have not yet been fully established. Looking ahead to 2025,

our focus will be on integrating these safety protocols into mineral exploration and project development activities.

Nexa employees use different tools to identify and report hazards and unsafe behaviors detected during their activities:

- \* Risk Perception Workshops
- \* Preliminary Risk Analysis (PRA)
- \* *Fale Fácil* (a tool for reporting, assessing, and mitigating health and safety risks proactively)
- \* Right of Refusal

<sup>1</sup> In Brazil, the CLT (Consolidation of Labor Laws) and regulations such as NR-4, NR-5, and NR-22 require safety measures and dedicated professionals. In Peru, Law No. 29,783/2011 and Supreme Decrees No. 05-2012 and 24-2016 establish similar obligations.

HERE'S INNOVATION!

## Innovation in workplace safety

Nexa actively leverages technology and innovation to improve health, safety, and employee well-being.

As part of our long-term safety vision, we conducted a comprehensive risk mapping study to identify innovative technological solutions and projects that can reduce workforce exposure to high-risk environments and advance Nexa's health and safety objectives.

Following extensive collaboration with national research and technology centers, Nexa advanced to the industrial testing phase in 2024 for underground mine worker tracking sensor systems, supporting this way safer operations.

Through the Mining Lab Challenge, Nexa identified two groundbreaking geomechanical monitoring technologies for underground mining applications. These will be tested in 2025, enabling enhanced real-time analytics for decision support.

## Health and well-being

GRI 403-6

We work to prevent health risks and promote employee well-being through a range of initiatives.

- \* **Occupational health and hygiene:** Nexa uses preventive monitoring metrics to track exposure to hazardous agents, including noise and chemical substances, and to inform initiatives to reduce exposure risks, such as process optimization and engineering controls, which help lower the risk for occupational illnesses.
- \* **Employee Assistance Program (PAC):** Nexa's Employee Assistance Program (PAC) is a confidential service that helps to preserve and restore the emotional and social well-being of employees and their families. The program includes mental health counseling, legal and financial guidance, and social support services.
- \* **Enfrente:** Nexa's *Enfrente* program offers specialized health advice and referrals for employees dealing with substance abuse concerns, including dependency on alcohol and other substances. .
- \* **Quality of life:** To improve employee well-being, Nexa ran several health-focused initiatives in 2024:
  - White January (mental health)
  - Ergonomic awareness programs to mark World RSI/WMSSD Prevention Day
  - Hearing loss prevention campaigns and respiratory health initiatives aimed at reducing occupational and seasonal respiratory diseases
  - Green April (workplace health & safety awareness)
  - Vaccination campaigns
  - Yellow September (suicide prevention)
  - Pink October (women's health) and Blue November (men's health), including financial support for preventive health screenings, and a range of educational and wellness activities to encourage a healthier lifestyle.
  - As part of our commitment to physical well-being, Nexa provided free registrations for employees to participate in *Circuito das Estações* running events, held in São Paulo, Belo Horizonte, Brasília, and Rio de Janeiro, as well as Lima, Peru.

# People

As a United Nations Global Compact signatory since 2017, Nexa is committed to upholding its 10 Universal Principles, which guide businesses in adopting socially responsible and sustainable practices. Our public commitment to the Global Compact’s principles underscores our commitment to protecting human rights and fundamental freedoms.

Within Nexa, we integrate human rights principles into our corporate governance and provide employee training on key issues, such as conflicts of interest and anti-terrorism financing.

In line with global best practices in social responsibility, Nexa’s Golden Social Rules establish a structured framework for ethical and respectful community engagement. These rules prohibit discrimination based on race, religion, ideology, sexual orientation, and other personal traits.

Among the requirements in our Social Golden Rules is a no-tolerance stance towards:

- \* Sexual abuse or sexual exploitation of children and adolescents
- \* Gender-based violence and domestic abuse
- \* Child labor
- \* Slave or forced labor

Learn more about Nexa’s ESG strategy and employee relations initiatives in the chapter [ESG at Nexa](#)

# Plurality

GRI 3-3

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Nexa recognizes that plurality is an ongoing challenge in the mining sector. Our goal is to cultivate a more plural and inclusive workplace where all employees, without distinction, feel valued, heard, and empowered in decision making.	All operations	Nexa, employees, suppliers and communities

Nexa aspires to be a plural company that fosters a workplace rooted in respect, opportunity, recognition, where individuals feel they can be themselves. Nexa’s approach to plurality and inclusion is built around three key focus areas:

- \* **For individuals:** an inclusive and emotionally safe workplace that fosters integration, creativity, and a strong sense of belonging and innovation, allowing people to be themselves.
- \* **For the company:** plurality is a competitive advantage that makes teams more resourceful, drives innovation, and enhances business performance.
- \* **For society:** through our inclusion practices and outcomes, we are helping to build an increasingly ethical, human-centric and equitable society.

Our plurality strategy is implemented through structured programs, initiatives, events, and targets. Nexa has five affinity groups that foster discussion and employee engagement and awareness across key plurality areas: gender, LGBTQIA+, disability (PwDs), race and ethnicity, and generations.

- \* **Empodera:** a gender equity initiative focused on talent development and partnerships. Highlights from 2024 included: roundtable discussions on Women’s Health, a Women’s Book Club, and Women’s Empowerment Week: Powerful Women Empower Others.
- \* **Pride:** focused on LGBTQIA+, this group reviews policies, procedures, and corporate guidelines. Highlights from 2024 included: Plural Dialogues: Celebrating LGBTQIA+ Pride Day.

- \* **Acessa:** this group advocates for physical and digital workplace accessibility and the development and retention of employees with disabilities (PwDs). Highlights from 2024 included: Plural Dialogues: World Autism Awareness Day.
- \* **Tonalidades:** this group champions cultural, racial, and ethnic plurality, working to break down systemic barriers, raise awareness, and develop diverse talent. Highlights from 2024 included: Plural Dialogues: National Day Against Racism and Antiracism Guide (Peru).
- \* **Conexão:** a group dedicated to intergenerational plurality, ensuring inclusive practices for talent attraction, retention, and career development.

Nexa delivered more than 50 plurality initiatives in 2024, reaching and engaging over 5,000 employees and contractors. One of the highlights from the year was the Plurality Week in November, which included keynote talks, training sessions, interactive discussions, and diverse engagement activities across Nexa’s operations and corporate offices.



2024 PLURALITY & INCLUSION METRICS

17.8%	women in the workforce	22.9%	women in leadership roles
54.6%	black people (Brazil)	12.7%	women in operations
14%	50+ employees	4.2%	PwDs (Brazil)

WOMEN RETENTION & RECRUITMENT PROGRAM

Nexa has set a strategic gender plurality goal of achieving 30% female representation in both our workforce and leadership roles by 2030. In 2024, we expanded efforts to attract and retain female professionals through affirmative hiring initiatives for women and the creation of a female talent pool called *Indique uma Mina* (“Recommend a Woman”). As part of our *Pluralidade na Mineração* (“Plurality in Mining”) program, Nexa introduced a Mining Equipment Maintenance Training Course specifically for women, targetting greater female representation in operational roles.

MENTORSHIP PROGRAM

A program designed for women to share expertise across roles, without hierarchical barriers. The initiative underscores Nexa’s commitment to accelerating the advancement of women in leadership and strengthening our female talent pool. In 2024, 88 women participated in the mentorship program, guided by 57 mentors (26 women and 31 men).

# GOVERNANCE

Nexa has a range of policies and tools in place to ensure we uphold our standards on ethics and integrity, human rights, transparency, and social and environmental governance and responsibility, including our Code of Conduct, Compliance Program, Corporate Policies, and Ethics Hotline.

Our policies are approved by the Board of Directors and include principles on integrity, transparency, equity, accountability and corporate responsibility, which guide our internal activities and our relationships with stakeholders. Main governance policies: **GRI 2-23**

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

Learn more about  
Nexa's corporate  
governance structure  
in the chapter  
[Who We Are.](#)





# Governance and reputation

GRI 3-3

RELEVANCE	BOUNDARY OF IMPACT	STAKEHOLDERS INVOLVED
Nexa is committed to being a mining company that changes with the world, building our future through sustainable practices, respect for people and the environment, and a commitment to transparent, close relationships with our stakeholders. To achieve this vision, Nexa maintains high ethical and integrity standards through our Compliance and Risk Management programs, backed by a robust corporate governance.	All operations	Nexa, employees, suppliers, customers, shareholders, trade associations, governments and communities

In 2024, Nexa introduced a dedicated Ethics Hotline management team and adopted a new protocol restricting managerial access to reported cases, strengthening trust in our whistleblowing mechanisms and investigations. The Ethics Hotline team is part of the Internal Audit, Compliance & Internal Controls Officer department, which underwent major changes in 2024.

Integrated with the Executive Board, and thus participating in discussions with the CEO and vice presidents, the department values and maintains its independence, reporting directly to the Audit Committee (composed of three independent board members) and functionally to the CEO. This structure provides greater freedom to act and address demands.

The Compliance and Ethics teams conducted site visits across all Nexa operations, engaging directly with leaders and employees to discuss reporting mechanisms, and answer questions about how to use these channels effectively.

This led to a 40% increase in Ethics Hotline reports compared to the previous year, reflecting greater employee awareness, improved case classification, and increased confidence in the confidentiality of the reporting process.

## COMPLIANCE PROGRAM

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

Nexa’s Compliance Program is routinely updated to establish guidance on expected conduct among employees, contractors, and other stakeholders. Oversight and enforcement are led by the Board of Directors and the Audit Committee, ensuring that noncompliance is addressed through proper consequence management.

Our Code of Conduct is one of the main pillars of the Compliance Program and is aligned with the Votorantim Group’s values. It guides employee behavior and interaction with stakeholders. The 2021 edition of the Code of Conduct is currently under revision, with an updated version set for release in early 2025. All Nexa employees are required to complete online training covering the Code of Conduct and Anti-Corruption Policy. Electronic signatures afford greater reliability to the process.





In 2024, our Ethics Hotline handled **237 discrimination reports**. Of these, 80 were unsubstantiated, 119 were confirmed violations, and 38 were still under investigation as by end of the year. The appropriate sanctions as outlined in the company's policies were applied to the valid complaints.

GRI 406-1

## ETHICS HOTLINE

GRI 2-25, 2-26

Our Ethics Hotline is a confidential channel for reporting potential violations of our Code of Conduct, policies and procedures, laws, or regulations, including financial crimes, fraud, corruption, discrimination, harassment, and other ethical breaches.

To ensure neutrality, Nexa's Ethics Hotline is managed by an external, independent firm, responsible for initial case assessments and report triage. Reports go through a structured process, including initial assessment, interviews, in-depth investigation, and final resolution on whether the report is substantiated. If misconduct is confirmed, disciplinary action and corrective measures are taken.

Nexa's Ethics Hotline ensures impartiality and transparency, and safeguards whistleblower anonymity and case confidentiality. Access to Ethics Hotline reports is strictly limited to the Ethics Hotline team, Nexa's Head of Compliance & Internal Audit, and the external third-party administrator.

The Ethics Hotline operates in Portuguese, English, and Spanish, with reports accepted via [web](#) and phone channels:

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

# APPENDIXES

GRI, SASB and TCFD content indexes

## General

### DIRECT EMPLOYEES, INTERNS AND APPRENTICES **GRI 2-7 2-8**

		2022	2023	2024	(%)
DIRECT EMPLOYEES, INTERNS AND APPRENTICES					
Salaried	Men	3,772	4,064	3,875	82%
	Women	806	904	871	18%
Hourly	Men	926	710	453	90%
	Women	120	92	51	10%
Total		5,624	5,770	5,250	100%
Interns	Men	113	114	99	42%
	Women	134	124	135	58%
Apprentices	Men	17	17	25	22%
	Women	87	89	87	78%
CONTRACTORS <sup>1</sup>					
Permanent		8,596	8,784	7,346	61%
Temporary		3,795	8,946	4,678	39%
Total		12,391	17,730	12,024	100%
Grand Total <sup>2</sup>		18,366	23,844	17,620	100%

<sup>1</sup>At yearend 2023, effective from 2024, we revised the criteria and classifications for contractors, now factoring in monthly site access or days worked per month. As a result, workforce figures in this report may differ from those in previous editions. **GRI 2-4**

<sup>2</sup>The overall total includes third-party workers, interns, apprentices, and regular employees.

## Governance

### ENTITIES INCLUDED **GRI 2-7 2-8**

#### 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>Environmental and social series performance indicators include all operating sites and, where applicable, projects and sites being decommissioned. A complete list of entities included in the reporting scope can be found on page XX.

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

**DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (in US\$ thousand) GRI 201-1**

DESCRIPTION	2022	2023	2024
<b>1) Revenue</b>			
1.1. Sales of goods and services	3,436,054	2,837,212	3,015,683
1.2. Other operating revenue (expense)	-698	-3,734	-16,183
1.3. Allowance for doubtful accounts	-861	-2,235	1,060
<b>1.4. Total revenue</b>	<b>3,434,495</b>	<b>2,831,243</b>	<b>3,000,560</b>
<b>2) Inputs purchased from third parties</b>	<b>-</b>	<b>-</b>	<b>-</b>
2.1. Raw materials and other production inputs	-1,463,472	-1,327,681	-1,187,542
2.2. Material, electricity, outsourced services and other	-563,535	-535,296	-568,285
2.3. Impairment of property, plant and equipment	-32,512	-114,643	-32,870
<b>3) Gross value added</b>	<b>1,374,976</b>	<b>853,623</b>	<b>1,211,863</b>
3.1. Depreciation, amortization and depletion	-288,272	-310,475	-330,198
<b>4) Net added value produced</b>	<b>1,086,704</b>	<b>543,148</b>	<b>881,665</b>
<b>5) Transferred added value</b>	<b>-</b>	<b>-</b>	<b>-</b>
5.1. Share of profit (loss) of equity-accounted investees	1,885	23,536	21,223
5.2. Other comprehensive income from written off investments	629,180	281,678	160,246
5.3. Finance revenue	-	-	-
<b>Total transferred added value</b>	<b>1,717,769</b>	<b>848,362</b>	<b>181,469</b>
<b>6) Total added value to be distributed</b>	<b>1,717,769</b>	<b>848,362</b>	<b>1,063,134</b>
<b>7) Distribution of added value</b>	<b>259,548</b>	<b>271,063</b>	<b>1,063,134</b>
7.1. Payroll and related charges	165,897	165,761	279,280
7.1.1. Direct compensation	29,200	35,871	176,210
7.1.2. Social security taxes	64,451	69,431	33,289
7.1.3. Benefits	566,501	363,025	69,781
7.2. Taxes, charges and contributions	441,393	267,823	386,609
7.2.1. Federal	124,822	179,234	454,880
7.2.2. State	38	1,177	21,847
7.2.3. Municipal	248	-85,209	-
7.2.4. Deferred taxes	814,732	506,084	-90,118
7.3. Return on debt capital	763,991	448,736	584,652
7.3.1. Finance expense	50,741	57,348	529,706
7.3.2. Rent	76,988	-291,810	54,946
7.4. Interest on equity	76,988	-291,810	-187,407
7.4.1. Net income (loss) for the year	-	-	-187,407
<b>8) Added value distributed</b>	<b>1,717,769</b>	<b>848,362</b>	<b>1,063,134</b>



COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2<sup>1</sup>

		TOTAL EMPLOYEES THAT ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO	TOTAL EMPLOYEES THAT RECEIVED ANTI-CORRUPTION TRAINING	% COMUNICATED	% WHO RECEIVED TRAINING <sup>2</sup>
Brazil	Executive/ CEO	5	7	100%	100%
	Managers	99	94	100%	95%
	Coordinator/ Consultant	389	165	100%	42%
	Technician/ Analyst/ Supervisor	712	1082	100%	100%
	Operational	2,040	1,442	100%	71%
	Interns	135	82	100%	61%
	Apprentices	112	23	100%	21%
	<b>Total</b>	<b>3,492</b>	<b>2,895</b>	<b>100%</b>	<b>83%</b>
	<b>Third-party</b>	<b>974</b>	<b>974</b>	<b>100%</b>	<b>100%</b>
Peru/non-Brazil	Executive/ CEO	2	3	100%	100%
	Managers	46	55	100%	100%
	Coordinator/ Consultant	180	143	100%	79%
	Technician/ Analyst/ Supervisor	503	540	100%	100%
	Operational	1,274	682	100%	54%
	Interns	99	57	100%	58%
	Apprentices	0	0	100%	-
	<b>Total</b>	<b>2,104</b>	<b>1,480</b>	<b>100%</b>	<b>75%</b>
	<b>Third-party</b>	<b>270</b>	<b>270</b>	<b>100%</b>	<b>100%</b>

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

<sup>2</sup> The percentage above 100% is due to the control and communication being carried out in Feb/24, while the employee base represents the closing in December 2024. Due to fluctuations, the percentage appears above 100%; however, the area conducts frequent communications, ensuring it reaches 100% of its base.

Environmental

PERCENTAGE OF MINE SITES WHERE ACID ROCK DRAINAGE

SASB EM-MM160a.2

	2022	2023	2024
Percentage of mine sites (by annual production in metric tons) where acid rock drainage is "PREDICTED TO OCCUR"	20%	7%	10%
Percentage of mine sites (by annual production in metric tons) where acid rock drainage is "ACTIVELY MITIGATED"	20%	6%	0%
Percentage of mine sites (by annual production in metric tons) where acid rock drainage is "UNDER TREATMENT OR REMEDIATION".	0%	2%	0%

<sup>1</sup> Historical data adjusted so that percentages match only the information from the mines.

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

	2022	2023	2024		
	TOTAL VOLUME	TOTAL VOLUME	TOTAL VOLUME	IN AREAS WITH WATER STRESS	IN AREAS WITHOUT WATER STRESS
Surface water (rivers, creeks and lakes)	16,959.51	34,297.41	32,764.37	-	32,764.37
Freshwater				-	
Other water	16,959.51	34,297.41	32,764.37	-	32,764.37
Groundwater (aquifers, wells and groundwater drawdown in mines)	119,939.28	110,574.03	106,184.90	-	106,184.90
Freshwater			273.98	-	273.98
Other water	119,939.28	110,574.03	105,910.92	-	105,910.92
Rainwater harvested and stored directly by the organization	6,928.69	7,153.08	7,213.30	-	7,213.30
Freshwater				-	
Other water	6,928.69	7,153.08	7,213.30	-	7,213.30
Seawater	3,057.82	3,601.66	3,634.36	-	3,634.36
Freshwater				-	
Other water	3,057.82	3,601.66	3,634.36	-	3,634.36
Produced water (water contained in ores and concentrates)	220.30	262.34	223.48	-	223.48
Freshwater				-	
Other water	220.30	262.34	223.48	-	223.48
Third-party water (supplied by utilities and suppliers)	32.35	36.77	34.71	-	34.71
Freshwater				-	
Other water	32.35	36.77	34.71	-	34.71
Total water withdrawal and consumption by source	147,137.95	155,925.28	150,055.11	-	150,055.11
Freshwater			273.98	-	273.98
Other water	147,137.95	155,925.28	149,781.14	-	149,781.14

WATER DISCHARGE BY SOURCE (in megaliters) **GRI 303-4, SASB EM-MM-140a.1**

	2022	2023	2024		
	TOTAL VOLUME	TOTAL VOLUME	TOTAL VOLUME	IN AREAS WITH WATER STRESS	IN AREAS WITHOUT WATER STRESS
Surface water (rivers, creeks and lakes)	126,357.56	132,349.29	131,177.02	-	131,177.02
Freshwater				-	
Other water	126,357.56	132,349.29	131,177.02	-	131,177.02
Groundwater (aquifers, wells and groundwater drawdown in mines)	3,651.82	2,739.34	1,563.28	-	1,563.28
Freshwater				-	
Other water	3,651.82	2,739.34	1,563.28	-	1,563.28
Seawater	1,864.19	1,971.68	1,942.89	-	1,942.89
Freshwater				-	
Other water	1,864.19	1,971.68	1,942.89	-	1,942.89
Third-party treatment	19.02	80.22	608.75	-	608.75
Freshwater				-	
Other water	19.02	80.22	608.75	-	608.75
Total water discharged into water bodies <sup>1</sup>	142,927.94	147,794.97	135,291.94	-	135,291.94
Freshwater				-	
Other water	142,927.94	147,794.97	135,291.94	-	135,291.94
Water retained in products	1,942.60	2,079.02	2,775.87		2,775.87
Losses and supply to communities	9,092.75	8,575.43	7,651.05		7,651.05

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

HABITATS PROTECTED OR RESTORED **GRI 304-3**

BIOME	AREAS WHERE RESTORATION MEASURES HAVE BEEN APPROVED BY INDEPENDENT SPECIALISTS OR IN ACCORDANCE WITH EXTERNAL PARAMETERS/PROTOCOLS		TOTAL AREA
	YES	NO	
Amazon	19.15	-	19.15
Caatinga	-	-	-
Cerrado	903.70	-	903.70
Atlantic Forest	2.37	0.45	2.83
Tropical wetlands	-	-	-
Pampas	-	-	-
Other <sup>1</sup>	0.00	2,700.01	2,700.02

<sup>1</sup> Others correspond to the biomes of the Peruvian units: Cerro Lindo, El Porvenir, Atacocha, and Cajamarquilla

AMOUNT OF LAND DISTURBED OR REHABILITATED **GRI 14.8.6**

	MINES	SMELTING	TOTAL
Total land disturbed and not yet rehabilitated	1734.01	823.63	2557.64
Total land disturbed and rehabilitated (including progressively rehabilitated, if applicable)	399.42	14.84	414.25

FOR EACH MINE SITE, REPORT THE ESTIMATED LIFE OF THE MINE (LOM)<sup>1</sup> **GRI 14.8.7**

	VAZANTE	ARIPUANĂ	EL PORVENIR	CERRO LINDO	ATACOCHA
Estimated year	2038	2036	2025	2025	2027

<sup>1</sup> This information applies to our smelter operations in Três Marias, Juiz de Fora and Cajamarquilla.

CLOSURE PLANS<sup>1</sup> **GRI 14.8.8**

DADOS/ANO	2022	2023	2024
Percentage of operations that have closure plans	100%	100%	100%
Financial provisions made by the organization for closure (US\$) <sup>2</sup>	222,821,497.85	307,797,000	100,118,110

<sup>1</sup> Provisions are made based on the estimated net present value for the execution of decommissioning actions, which are periodically reviewed and updated.

<sup>2</sup> The values consider only mining units, namely: Aripuanã and Vazante in Brazil, and El Porvenir, Atacocha, and Cerro Lindo in Peru. Additionally, there is a provision of \$32,033,893 for non-operational structures in Peru, bringing the total to \$132,152,003

NITROGEN OXIDES (NO<sub>x</sub>), SULFUR OXIDES (SO<sub>x</sub>), AND OTHER SIGNIFICANT AIR EMISSIONS **GRI 305-7**

	2022	2023	2024
NO <sub>x</sub> <sup>1</sup>	159	860	774
SO <sub>x</sub>	1,317	673	3,080 <sup>2</sup>
Carbon monoxide (CO)	581	351	767
Particulate matter (PM)	997	2.673	2.410
Other standard emissions categories identified in regulations	168	168	174

<sup>1</sup> The substantial increase is due to the activation of inactive stacks in previous years in Juiz de Fora (MG).

<sup>2</sup> There was an incorrect feeding of the Waelz kiln in Juiz de Fora (Brazil), with the direct insertion of sludge, resulting in emissions up to 10 times higher than normal. The issue was identified in the first half of the year, and subsequent analyses indicated normalization.

COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS<sup>1</sup> **GRI 2-27**

	2022	2023	2024
Total no. of sanctions	56	33	14
Monetary value of significant fines (US\$)	1,156,412.82	4,456,132.13	1,618,704.60
Cases resolved through dispute resolution mechanisms	0	0	0
Cases related to water resources	0	0	0
Incidents associated with waste management <b>SASB150a.9</b> <sup>1</sup>	0	12	10

<sup>1</sup> Information is now reported using environmental incident criteria. Consequently, monitoring data that exceeds or does not meet local laws or regulations is now included.



WASTE GANERATED, DIVERTED FROM DISPOSAL  
AND DIRECTED TO DISPOSAL **GRI 306-3, 306-4, 306-5**

WITHIN THE ORGANIZATION	Non-hazardous		2023	2024	
		DIVERTED			
		Composting	1.124,11	1.069,29	
		Reutilization	429,83	119,41	
		Recycling	5576,069	6145,352	
		Rehabilitation	0	0	
		Other	0	0	
		DIRECTED			
		Incineration (or use as fuel)	0	0	
		Landfill	606,9	385,92	
		Coprocessing/Refining	0	0	
		On-site storage	0	0	
		Underground waste injection	0	0	
		Industrial landfill	90	132	
		Other	329,8	270,43	
		Total non-hazardous waste	8.156,70	8.122,40	
		Hazardous	DIVERTED		
			Composting	0	0
	Reutilization		646,65	565,23	
	Recycling		0	0	
	Rehabilitation		0	0	
	Other		0	0	
	DIRECTED				
	Incineration (or use as fuel)		0,00	0,00	
	Landfill		226,35	124,55	
	Coprocessing/Refining		0	0	
	On-site storage		0	0	
	Underground waste injection		0	0	
	Industrial landfill		2028,92	2063,11	
Other	0		0		
Total hazardous waste	2.901,92		2.752,89		

OUTSIDE THE ORGANIZATION	Non-hazardous		2023	2024
		DIVERTED		
		Composting	54,96	151,862
		Reutilization	915,33	168,57
		Recycling	3.758,96	6.261,02
		Rehabilitation	883	980,32
		Other	411,16	0
		DIRECTED		
		Incineration (or use as fuel)	6,08	112,08
		Landfill	1.511,42	1.252,90
		Coprocessing/Refining	605,63	1135,67
		On-site storage	36,14	6,2
		Underground waste injection	0	0
		Industrial landfill	132,9	441,55
		Other	248,27	817,635
	Total non-hazardous waste	8.563,84	11.327,81	
	Hazardous	DIVERTED		
		Composting	0	0
		Reutilization	2.933,55	7.196,92
		Recycling	0	0
		Rehabilitation	0	0
		Other	118,83	0
		DIRECTED		
		Incineration (or use as fuel)	1,19941	0,59375
		Landfill	0,00	0,00
		Coprocessing/Refining	2.929,44	2.869,83
		On-site storage	0	0
		Underground waste injection	0	0
		Industrial landfill	3063,63	3329,8
Other		838,465	796,47	
Total hazardous waste	9.885,11	14.193,61		
TOTAL WASTE GENERATION		30.796,15	36.108,41	
PERCENTAGE OF WASTE DIVERTED FROM DISPOSAL <sup>1</sup>		60%	63%	

<sup>1</sup> Waste diverted from disposal is treated on an off-site. Nexa also recycles ash that is not generated on-site. In 2024, 6,145.352 metric tons of ash were recycled internally.

Social

COMPLAINTS FROM LOCAL COMMUNITIES **GRI 14.10.4**

ATACOCHA	TOTAL
Number and types of grievances from local communities during the reporting period	256
Percentage of grievances that were addressed and resolved during the reporting period	84.50%
Percentage of grievances resolved through remediation during the reporting period	0.24%

PARENTAL LEAVE<sup>1</sup> **GRI 401-3**

	2024	
	MATERNAL LEAVE	PATERNAL LEAVE
Number of employees that were entitled to parental leave	922	4328
Number of employees that took parental leave (all employees who took leave during the reporting period)	39	87
Number of employees that returned to work in the reporting period after parental leave ended (all employees who returned to work within the year and were still employed for more than 30 days within the same year)	18	76
Number of employees due to return to work after parental leave ended (all employees who were due to return to work within the same year, even though they did not remain for more than 30 days)	20	8
Return to work rate (based only on employees who returned within the same year)	46%	87%
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work (based on those who took leave in the previous reporting period)	49	86
Employees that returned to work after parental leave ended that were still employed 30 days after their return to work in the previous reporting period	38	56
Retention rate (employees that were still employed 12 months after 30 days from their return date)	78%	65%

<sup>1</sup> The data provided for paternity and maternity leave pertains to the units in Brazil for the year 2024, as there is no data control for employees who took this leave in Peru. To obtain the total number of women on maternity leave, those who had a 60-day extension were considered along with women on maternity leave.

DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES **GRI 405-1**

		TOTAL	< 30	30 - 50	> 50
Board	Women	2	0%	0%	22%
	Men	7	0%	22%	56%
Executive/CEO	Women	1	0%	14%	0%
	Men	6	0%	29%	57%
Manager/ General Manager	Women	31	0%	20%	1%
	Men	114	1%	63%	15%
Coordinator/ Consultant	Women	182	5%	25%	2%
	Men	387	5%	52%	11%
Technician/ Analyst/ Supervisor	Women	296	10%	14%	0%
	Men	919	10%	58%	8%
Operational	Women	412	5%	7%	0%
	Men	2,902	17%	54%	17%
Interns	Women	135	55%	3%	0%
	Men	99	40%	2%	0%
Apprentices	Women	87	78%	0%	0%
	Men	25	22%	0%	0%

MINORITY MEMBERSHIP <sup>1</sup>	2022	2023	2024
Employees over 50	744	792	756
Women <sup>2</sup>	1.266	1.209	922

COMPOSITION OF GOVERNANCE BODY (BOARD OF DIRECTORS AND EXECUTIVE BOARD)	2022	2023	2024
Men	14	15	13
Women	2	3	3

COMPOSITION OF GOVERNANCE BODY (BOARD OF DIRECTORS AND EXECUTIVE BOARD)	2022	2023	2024
< 30	-	-	-
30 - 50	3	4	5
> 50	13	14	11

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

<sup>2</sup> For the purpose of this report, we used the percentage of women based on indicators 2-7 and 405-1, excluding employees on leave. Therefore, the percentage differs by 0.2% (17.6% versus 17.8%) from the publicly disclosed commitment, as the metric for that indicator includes women on maternity leave.

NEW HIRES AND EMPLOYEE TURNOVER<sup>1</sup> **GRI 401-1**

	MEN	WOMEN	< 30	30 - 50	> 50	BRAZIL	OVERSEAS
Total workforce	4,328	922	1026	3468	756	3245	2005
New employee hires	586	214	285	496	19	558	242
Employee turnover	968	283	249	860	142	936	315
New hire rate	14%	23%	28%	14%	3%	17%	12%
Turnover rate <sup>2</sup>	-9%	-7%	4%	-10%	-16%	-12%	-4%

<sup>1</sup> Turnover rate is calculated as the number of employees hired minus those who left the company, divided by the total number employees in the year.

<sup>2</sup> The negative rates in 2024 reflect the company's optimization period and the closure of the Morro Agudo unit.

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN **GRI 405-2**

POSITION	2022		2023		2024	
	SALARY	REMUNERATION	SALARY	REMUNERATION	SALARY	REMUNERATION
Executive/ CEO	Not reported	Not reported	Not reported	Not reported	Not reported	Not reported
Managers	0,94	0,94	1,05	1,06	1,0	1,0
Coordinator/ Consultant	1,06	1,06	1	1,01	1,1	1,1
Technician/ Analyst/ Supervisor	0,94	0,94	1,07	1,07	0,5	0,5
Operational	1,6	1,54	1,31	1,31	1,6	1,6

WORKERS COVERED BY AN OCCUPATIONAL  
HEALTH AND SAFETY MANAGEMENT SYSTEM – 2024 **GRI 403-8**

INDICATOR	VALUE
i. Number of employees and workers covered	4,014.00
ii. Percentage of employees and workers covered	0.86
iii. Number of employees and workers covered by an internally audited system	2,803.00
iv. Percentage of employees and workers covered by an internally audited system	0.70
v. Number of employees and workers covered by an internally audited system or certified by an external party	2,803.00
vi. Percentage of employees and workers covered by an internally audited system or certified by an external partya	0.70

NOTE: In previous years, we reported the total number and percentage of employees and workers covered. Thus, starting in 2024, we present the indicator in its entirety, without historical data.

NON-COMPLIANCE WITH LABOR LAWS  
AND REGULATIONS IN THE TAX AREA<sup>1</sup> **GRI 2-27**

	2022	2023	2024
Total number of non-monetary sanctions	-	-	-
Monetary value of significant fines (US\$) – Tax	89,748,211.74	21,008,552.99	76,693,114.44
Cases resolved through dispute resolution mechanisms	0	0	0

<sup>1</sup> In 2024, we paid US\$ 4,960,385 in non-monetary sanctions for labor nonconformities. There were no significant sanctions to report in previous years.

WORK-RELATED INJURIES

**GRI 403-9**

RATES FOR DIRECT EMPLOYEES			
Description	2022	2023	2024
Man-hours worked	13026735.62	12466937.0	12313911.5
Total number of minor injuries (tier 1)	42.00	13.00	46.00
Number of no-lost-time injuries (levels 2 and 3)	12.00	20.00	17.00
Number of lost-time injuries (levels 4 to 6)	12.00	13.00	16.00
Fatalities	0.00	0.00	2.00
Lost-time injury rates	0.92	1.04	1.30
Lost-time and no-lost-time injury frequency rate	1.84	2.65	2.68
Near-miss rate	3.65	6.00	4.82

RATES FOR PERMANENT CONTRACTORS			
Description	2022	2023	2024
Man-hours worked	20730811.91	20069635.00	21080767.80
Total number of minor injuries (tier 1)	59.00	73.00	68.00
Number of no-lost-time injuries (levels 2 and 3)	23.00	21.00	23.00
Number of lost-time injuries (levels 4 to 6)	16.00	21.00	19.00
Fatalities	1.00	0.00	0.00
Lost-time injury rates	0.77	1.05	0.90
Lost-time and no-lost-time injury frequency rate	1.88	2.09	1.99
Fatality rate	1.03	1.05	0.52

RATES FOR TEMPORARY CONTRACTORS			
Description	2022	2023	2024
Man-hours worked	12104829.18	9303659.00	7201112.24
Total number of minor injuries (tier 1)	21.00	34.00	26.00
Number of no-lost-time injuries (levels 2 and 3)	21.00	12.00	11.00
Number of lost-time injuries (levels 4 to 6)	6.00	3.00	10.00
Fatalities	0.00	0.00	1.00
Lost-time injury rates	0.50	0.32	1.39
Lost-time and no-lost-time injury frequency rate	2.23	1.61	2.92
Fatality rate	0.83	1.25	1.86

<sup>1</sup> Following the model adopted in previous Annual Reports and using the ICMM Safety Performance Report (an international benchmarking for the mining industry) as a reference, the rate calculations consider the frequency of events per one million (1,000,000) man-hours worked in 2024. All own employees and contractors are included in this indicator.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE **GRI 404-1**

		2022	2023	2024
Executive/CEO	Men	0	0	3
	Women	0	1	4
Managers	Men	41	42	12
	Women	19	21	19
Consultant/ Coordinator	Men	16	10	21
	Women	14	11	33
Technician/ Analyst/Supervisor	Men	26	83	31
	Women	24	54	40
Trainees	Men	0	0	0
	Women	0	0	0
Operational	Men	25	31	30
	Women	16	32	27
Interns	Men	32	48	22
	Women	27	48	37
Apprentices	Men	10	60	23
	Women	20	37	47
Total	Men	25	40	32
	Women	19	36	27

EMPLOYEES TRAINED DURING THE REPORTING PERIOD **GRI 412-2**

	2022	2023	2024
Number of employees trained on human rights policies or procedures	4,511	5,430	3,662
Percentage of employees trained on human rights policies or procedures	75%	89%	65%

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN **GRI 406-1**

	2022	2023	2024
Reports received by our Ethics Hotline during the reporting period	130	224	237
Incidents during the reporting period	14	61	38
Incidents investigated and deemed unsubstantiated	61	69	80
Incidents investigated and deemed substantiated	54	94	119

BREAKDOWN OF VALID CASES BY FACTOR

	2022	2023	2024
Race	0	2	0
Color	0	0	0
Gender	0	0	0
Age group	0	0	0
Religion	0	0	0
Political Opinion	0	0	0
National ancestry	0	0	0
Social origin	0	0	1
Harassment and Abuse of Power	52	39	102
Others	78	53	16
Total number of discrimination cases	130	94	119

# GRI, SASB and TCFD content indexes

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

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	The organization and its reporting practices				
	2-1 Organizational details	pg. 16		-	
	2-2 Entities included in the organization's sustainability reporting	pg. 5		-	
	2-3 Reporting period, frequency and contact point	pg. 5		-	
	2-4 Restatements of information	Waste-related disclosures (306-3, 306-4 and 306-5) were restated relative to previous years due to the addition of zinc ash, which is not generated on site but is recycled internally. pgs. 28, 67		-	
	2-5 External assurance	pg. 5		-	
	Activities and workers				
	2-6 Activities, value chain and other business relationships	pg. 6		-	
	2-7 Employees	pgs 28, 56		-	8
	2-8 Workers who are not employees	pgs 28, 56		-	8
	Governance				
	2-9 Governance structure and composition	pg. 16		-	
	2-10 Nomination and selection of the highest governance body	pg. 16		-	
	2-11 Chairman of the highest governance body	pg. 17		-	
	2-12 Role of the highest governance body in overseeing the management of impacts	pg. 16		-	
	2-13 Delegation of responsibility for managing impacts	pg. 17		-	
	2-14 Highest governance body's role in sustainability reporting	pg. 5		-	

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	pg. 54		-	
	2-16 Communicating critical concerns	pg. 17		-	
	2-17 Collective knowledge of highest governance body	Every year, the board conducts a strategic knowledge deepening session, including topics on sustainable development.		-	
	2-18 Evaluation of the performance of the highest governance body	pg. 17		-	
	2-19 Remuneration policies	pg. 29		-	
	2-20 Process for determining remuneration	pg. 17		-	
	2-21 Annual total compensation ratio	In the year, there was an approximately 10% increase in the total remuneration of employees, while there was a 0% increase in the remuneration of the highest-paid individual. For more information on remuneration, please refer to the 20-F form.		-	
	Strategy, policies and practices				
	2-22 Statement on sustainable development strategy	pg. 3		-	
	2-23 Policy commitments	pg. 53		-	16
	2-24 Embedding policy commitments	pg. 54		-	
	2-25 Processes to remediate negative impacts	pg. 55		-	16
	2-26 Mechanisms for seeking advice and raising concerns	pg. 55		-	
	2-27 Compliance with laws and regulations	pgs. 61, 65		-	
	2-28 Membership of associations	pg. 26		-	
	Stakeholder engagement				
	2-29 Approach to stakeholder engagement	pg. 26		-	
	2-30 Collective bargaining agreements	pg. 28		-	
GRI 3: Material Topics 2021	Disclosures about material topics				
	3-1 Process to determine material topics	pg. 22		-	
	3-2 List of material topics	pg. 22		-	

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
ENVIRONMENTAL					
MATERIAL TOPIC: CLIMATE CHANGE					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">37</a>		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	pg. <a href="#">25</a>		14.2.2	11, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.5	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.6	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.7	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.8	14, 15
	305-5 Reduction of GHG emissions	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.9	14, 15
	305-7 NOx, SOx, and other significant air emissions	pg. <a href="#">61</a>		14.3.2	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.2	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.3	7, 8, 12, 13
	302-3 Energy intensity	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		14.1.4	7, 8, 12, 13
	302-4 Reduction of energy consumption	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .			7, 8, 12, 13
MATERIAL TOPIC: WATER STEWARDSHIP					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">39</a>		14.7.1	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	pg. <a href="#">39</a>		14.7.2	6
	303-2 Management of water discharge related impacts	pg. <a href="#">39</a>		14.7.3	6
	303-3 Water withdrawal	pg. <a href="#">59</a> . For more details, see the <a href="#">Databook</a> .		14.7.4	6
	303-4 Water discharge	pg. <a href="#">60</a> . For more details, see the <a href="#">Databook</a> .		14.7.5	3, 6, 12, 14
	303-5 Water consumption	pg. <a href="#">39</a>		14.7.6	6



GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
<b>MATERIAL TOPIC: MANAGEMENT OF DAMS, TAILINGS AND WASTE</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">40</a>			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pg. <a href="#">40</a>		14.5.1	3, 6, 12, 14, 15
	306-2 Management of significant waste-related impacts	pg. <a href="#">40</a>		14.5.2	3, 6, 12, 14, 15
	306-3 Waste generated	pgs. <a href="#">40</a> , <a href="#">62</a>		14.5.3	3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	pgs. <a href="#">40</a> , <a href="#">62</a>		14.5.4	3, 6, 12, 14, 15
	306-5 Waste directed to disposal	pgs. <a href="#">40</a> , <a href="#">62</a>		14.5.5	3, 6, 12, 14, 15
GRI 14: Mines	Report the tailings disposal methods used by the organization	pg. <a href="#">40</a>		14.6.2	9,12
	Tailings facilities	pg. <a href="#">40</a> . For more details, see the <a href="#">Databook</a> .		14.6.3	9,12
<b>STRATEGIC TOPIC: BIODIVERSITY</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">43</a>		14.4.1	
GRI 101: Biodiversity	101-1 Policies to halt and reverse biodiversity loss	pg. <a href="#">43</a>		14.4.2	12, 13, 14 15
	101-2 Management of biodiversity impacts	pg. <a href="#">43</a>		14.4.3	12, 13, 14 15
	101-4 Identification of biodiversity impacts	-	We are improving biodiversity management through standardized procedures for Nexa's units. As a result, the indicators will not be reported this year.	14.4.4	12, 13, 14 15
	101-5 Locations 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 to the state of biodiversity	-		14.4.7	12, 13, 14 15
	101-8 Ecosystem services	-		14.4.8	12, 13, 14 15
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	pg. <a href="#">61</a>		-	12, 13, 14 15
GRI 14.8: Closure and rehabilitation	14.8.6 Total land disturbed and not yet rehabilitated	pg. <a href="#">61</a>		14.8.6	12, 13, 14 15
	14.8.7 Estimated life of the mine	pg. <a href="#">61</a>		14.8.7	9
	14.8.8 Provisions for closure and rehabilitation	pg. <a href="#">61</a>		14.8.8	9

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
<b>SOCIAL</b>					
<b>MATERIAL TOPIC: SOCIAL MANAGEMENT</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">44</a>		14.8.1 14.10.1 14.11.1 14.12.1	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	pg. <a href="#">44</a>			8, 10, 11, 17
	203-2 Significant indirect economic impacts	-	Due to internal management reasons, this data was not reported. The information will be addressed internally and is expected to be included in future disclosures.		8, 10, 11, 17
GRI 402: Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	Operational changes are addressed with a structured approach, with notice periods defined as appropriate for each case. Depending on the case, necessary steps may include forming task forces, conducting impact assessments, establishing detailed timelines, and implementing targeted communication plans.		14.8.2 14.17.6	8, 10, 11, 17
GRI 14.8: Closure and rehabilitation	14.8.4 Closure and rehabilitation plan	pg. <a href="#">47</a>		14.8.4	8, 10, 11
	14.8.5 Status of closure and rehabilitation plan	pg. <a href="#">47</a>		14.8.5	8, 10, 11
	14.8.9 Non-financial provisions to manage the local community's socioeconomic transition	Our social programs aim to leave a lasting legacy in the communities surrounding our operations, even after activities are concluded. Additionally, specific social programs are developed for each operation as part of the decommissioning plan.		14.8.9	8, 10, 11
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	pg. <a href="#">44</a>		14.10.2	8, 10, 11
	413-2 Operations with significant negative impacts	To date, no operations with significant negative impacts have been identified. For further information, please refer to the <a href="#">Databook</a> .		14.10.3	8, 10, 11
GRI 14.10: Local Communities	14.10 Grievances and concerns	pg. <a href="#">63</a>		14.10.4	-
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	No cases of violations of Indigenous peoples' rights were identified during the year.		14.11.2	11, 16
GRI 14.11: Rights of Indigenous Peoples	14.11.4 Operations and proven reserves where Indigenous Peoples are present	pg. <a href="#">12</a>		14.11.3	11, 16
	14.11 Free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities	pg. <a href="#">47</a>		14.11.4	11, 16

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
GRI 14.12: Land and resource rights	14.12 Involuntary resettlement	There were no instances of involuntary resettlement during the reporting period.		14.12.2	11, 16
	14.12 Conflicts or violations of land and resource rights	There were no conflicts or violations of land or resource rights involving Nexa in 2024.		14.12.3	11, 16
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">48</a>		14.16.1	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pg. <a href="#">50</a>		14.16.2	8
	403-2 Hazard identification, risk assessment, and incident investigation	pg. <a href="#">50</a>		14.16.3	8
	403-3 Occupational health services	pg. <a href="#">48</a>		14.16.4	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	pg. <a href="#">50</a>		14.16.5	8, 16
	403-5 Worker training on occupational health and safety	pg. <a href="#">48</a>		14.16.6	8
	403-6 Promotion of worker health	pg. <a href="#">50</a>		14.16.7	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pg. <a href="#">48</a>		14.16.8	8
	403-8 Workers covered by an occupational health and safety management system	Nexa has a Health and Safety Management System that is compliant with regulatory standards, covering all operations and employees with the exception of Aripuanã, where implementation is planned for 2026. The system undergoes internal audits to ensure its effectiveness and ongoing improvement, and several sites are certified against ISO 9001, 14001, and 45001. Aripuanã, the only site not yet certified, is set to complete certification by 2026. pg. <a href="#">65</a>		14.16.9	8
	403-9 Work-related injuries	pgs. <a href="#">49</a> , <a href="#">65</a>		14.16.10	3, 8, 16
	403-10 Work-related ill health	In 2024, we reported one case of occupational illness, which was not linked to exposure to chemical, physical, or biological hazards. The case involved post-traumatic stress disorder (PTSD) triggered by witnessing a colleague's workplace injury.		14.16.11	3, 8, 16

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
STRATEGIC TOPIC: PROCESS SAFETY INCIDENT MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	pgs <a href="#">40</a> , <a href="#">42</a>		14.15.1	
GRI 306: Effluents and Waste 2016	306-3: Significant spills	For further information, see the <a href="#">Databook</a> .		14.15.2	-
GRI 14.15: Process Safety Incident Management	14.15.3 Process safety incidents	We experienced 12 process safety incidents during the year. For further details, see the <a href="#">Databook</a> .		14.15.3	3
	14.15.4 Emergency preparedness and response plans	pg. <a href="#">42</a>		14.15.4	
MATERIAL TOPIC: DIVERSITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">51</a>		"14.17.1 14.21.1"	
GRI 202: Market Presence 2016	202-1: Ratio 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 <a href="#">Databook</a> .		14.17.2	1, 8, 9
	202-2: Proportion of senior management hired from the local community	There are no members of senior management hired from the local community.		14.21.2	8, 9, 10
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pg. <a href="#">64</a>		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 are eligible for benefits including life, health and dental insurance (coverage varies by location), meal and food vouchers, private pension plans, parental leave, remote work assistance (depending on location and role), a holiday allowance, and access to our Employee Assistance Program (PAE). Temporary contractors receive payroll and benefits from their respective employers, which may differ from those provided to full-time Nexa employees.		14.17.4	8, 9, 10
	401-3 Parental leave	pg. <a href="#">63</a>		14.21.3	8, 9, 10
	401-4 Maternity leave	pg. <a href="#">63</a>		14.21.4	8, 9, 10
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	pgs. <a href="#">30</a> , <a href="#">66</a>		"14.21.4 14.17.7"	1, 8, 9
	404-2 Programs for upgrading employee skills and transition EB assistance programs	pg. <a href="#">29</a>		14.17.8	4, 5, 8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pgs. <a href="#">28</a> , <a href="#">64</a>		14.21.5	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	pg. <a href="#">64</a>		14.21.6	5, 8, 10
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	pg. <a href="#">66</a>		14.21.7	8



GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
<b>GOVERNANCE</b>					
<b>MATERIAL TOPIC: GOVERNANCE AND REPUTATION</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	pg. <a href="#">54</a>		"14.18.1 14.19.1 14.20.1 14.22.1"	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	pg. <a href="#">31</a>			9, 10, 11
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	pg. <a href="#">32</a>		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	pg. <a href="#">32</a>		14.19.2	8, 12
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	pg. <a href="#">32</a>		"14.17.9 14.18.3 14.19.3"	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	pg. <a href="#">32</a>		14.17.10	5, 8, 16
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The company respects the right of association for its employees and third parties, fostering transparent and ethical dialogue in union negotiations. To date, we have not identified any violations of the right to freedom of association in our operations or those of our suppliers.		14.20.2	8
GRI 14.20: Freedom of Association and Collective Bargaining	14.20.3 Strikes and lockouts	pg. <a href="#">28</a>		14.20.3	8
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The Compliance team evaluates risks such as corruption, money laundering, interactions with public entities, donations, sponsorships, conflicts of interest, and third-party due diligence. Our Ethics Hotline serves as a confidential channel for receiving and investigating reports of fraud and corruption. All Nexa sites undergo compliance assessments.		14.22.2	16
	205-2 Communication and training on anti-corruption policies and procedures	Employees, third parties, and board members are informed throughout the year about the progress of the Compliance Program, which includes the topic of anti-corruption. Pg. <a href="#">58</a>		14.22.3	16
	205-3 Confirmed incidents of corruption and actions taken	In 2024, Nexa received no reports and identified no instances of corruption.		14.22.4	16

GRI Standard / Other source	Disclosure	Location	Omission Requirement(s) omitted and reason	REF GRI 14	SDG
GRI 14.22 Anti-corruption	14.22.5 Approach to contract transparency	Contracts of a commercial nature, or those that, for strategic reasons related to pricing, confidentiality of the subject matter, or contracting conditions, are not and will not be made publicly available. Nexa highlights, in this regard, the possibility of disclosing aggregated information on material contracts in the explanatory notes of its financial statements, as well as in market communications, in accordance with the regulations and standards applicable in the countries where it operates. As for licenses, the information is publicly available in accordance with the transparency rules of the public entities that grant such rights.		14.22.5	
GRI 14.22 Anti-corruption	14.22.6 The organization's beneficial owners	Nexa Resources S.A. is a company listed on the NYSE and, therefore, its information is disclosed in its financial statements and is also publicly available in the 20-F.		14.22.6	
STRATEGIC TOPIC: PAYMENTS TO GOVERNMENTS AND PUBLIC POLICIES					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	pg. 75		14.23.2	8, 11
GRI 207: Taxes 2019	207-1 Approach to tax	For further information, see the <a href="#">Databook</a> .		14.23.4	8, 16, 17
	207-2 Tax governance, control and risk management	For further information, see the <a href="#">Databook</a> .		14.23.5	8, 16, 17
	207-3 Stakeholder engagement and management concerns related to tax	For further information, see the <a href="#">Databook</a> .		14.23.6	8, 16, 17
	207-4 Country-by-country reporting	-	Due to internal management reasons, we will not report this data this year. However, more detailed information can be found in the 20-F form.	14.23.7	8, 16, 17
GRI 14.23 Payments to governments	14.23.8 Minerals purchased from the state or from third parties appointed by the state	No minerals are purchased from the state or from third parties appointed by the state.		14.23.8	12
GRI 415: Public Policy 2016	415-1 Political contributions	For further information, see the <a href="#">Databook</a> .		14.24.2	8, 16, 17

**GRI Sector Standard disclosures considered non-material**

TOPIC	EXPLANATION
Topic 14.13 Artisanal and small-scale mining (ASMO)	Nexa does not maintain any commercial relationship with Artisanal and Small-Scale Mining (ASM) activities. All its supply chains undergo due diligence processes and adhere to strict criteria of integrity, human rights, and traceability, which includes verifying the origin of materials and ensuring no association with unregulated or informal practices.
Topic 14.14 Security practices	At Nexa, the majority of security personnel are outsourced, and security practices are managed as part of supplier management. Our contractors are required to provide training in human rights-related processes.
Topic 14.25 Conflict-affected and high-risk areas	Nexa does not have operations or projects located in conflict or high-risk areas. Our operational areas are characterized by institutional and legal stability, both locally and nationally. However, we recognize that operations under these conditions can pose risks and negative impacts, such as human rights violations and instances of corruption. To mitigate these risks, we began developing a Human Rights Policy in 2024 as the first step in organizing this matter within the company.

# SASB

SASB Standard	Disclosure	Page or omission	Global Compact	SDG
GHG Emissions	<b>EM-MM-110a.1.</b> Gross global scope 1 emissions, percentage covered under emissions-limiting regulations	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .	7,8	3, 12, 13, 14, 15
	<b>EM-MM-110a.2.</b> Description of long-term and short-term strategy or plan to manage scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets.	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .	7,8	3, 12, 13, 14, 15
Air quality	<b>EM-MM-120a.1.</b> Air emissions for the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	pg. <a href="#">61</a>	7,8	3, 12, 13, 14, 15
Energy & Fleet Fuel Management	<b>EM-MM-130a.1.</b> (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	pg. <a href="#">38</a> . For more details, see the <a href="#">Databook</a> .		
Water Management	<b>EM-MM-140a.1.</b> (1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	pg. <a href="#">59</a> . For more details, see the <a href="#">Databook</a> .		
	<b>EM-MM-140a.2.</b> Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There were 770 reported cases, mostly at the Aripuanã unit. All non-conformities were reported to environmental authorities and are documented in semi-annual reports that comply with environmental licensing requirements.	7, 8	3, 6
Waste & Hazardous Materials Management	<b>EM-MM-150a.4.</b> Total weight of non-mineral waste generated	pgs. <a href="#">40</a> , <a href="#">62</a>	7	12, 13, 14, 15
	<b>EM-MM-150a.5.</b> Total weight of waste rock generated	pgs. <a href="#">40</a> , <a href="#">62</a>	7	12, 13, 14, 15
	<b>EM-MM-150a.6.</b> Total weight of waste rock generated	pgs. <a href="#">40</a> , <a href="#">62</a>	7, 8	14, 15
	<b>EM-MM-150a.7.</b> Total weight of hazardous waste generated	pgs. <a href="#">40</a> , <a href="#">62</a>	7, 8	14, 15
	<b>EM-MM-150a.8.</b> Total weight of hazardous waste recycled	pgs. <a href="#">40</a> , <a href="#">62</a>	7, 8	14, 15
	<b>EM-MM-150a.9.</b> Number of significant incidents associated with hazardous materials and waste management	pgs. <a href="#">40</a> , <a href="#">62</a> . For more details, see the <a href="#">Databook</a> .	7, 8	14, 15
	<b>EM-MM-150a.10.</b> Description of waste and hazardous materials management policies and procedures for active and inactive operations	pg. <a href="#">40</a>	7, 8	14, 15
Biodiversity Impacts	<b>EM-MM-160a.1.</b> Description of environmental management policies and practices for active sites	pg. <a href="#">36</a>	7	15
	<b>EM-MM-160a.2.</b> Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	pg. <a href="#">58</a>	7, 8	15
	<b>EM-MM-160a.3.</b> Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	pg. <a href="#">12</a>	7, 8	14, 15

SASB Standard	Disclosure	Page or omission	Global Compact	SDG
Security, Human Rights & Rights of Indigenous Peoples	<b>EM-MM-210a.1.</b> Percentage of (1) proved and (2) probable reserves in or near areas of conflict	pg. <a href="#">12</a>	1	16
	<b>EM-MM-210a.2.</b> Percentage of (1) proved and (2) probable reserves in or near indigenous land	pg. <a href="#">12</a>	1	16
	<b>EM-MM-210a.3.</b> Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	pg. <a href="#">47</a>	1, 2	16
Community relations	<b>EM-MM-210b.1.</b> Discussion of process to manage risks and opportunities associated with community rights and interests	pg. <a href="#">34</a>	1, 2	16
	<b>EM-MM-210b.2.</b> Number and duration of strikes and lockouts	We did not experience delays due to non-technical issues, such as environmental non-compliance or community conflicts.	-	-
Labor relations	<b>EM-MM-310a.2</b> Number and duration of strikes and lockouts	pg. <a href="#">28</a>	3	8
Workforce health and safety	<b>EM-MM-320a.1.</b> (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	pgs. <a href="#">49</a> , <a href="#">65</a>	3	8
Business ethics and transparency	<b>EM-MM-510a.1.</b> Description of the management system for prevention of corruption and bribery throughout the value chain	pg. <a href="#">54</a>	10	16
	<b>EM-MM-510a.2.</b> Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Not applicable, Nexa does not operate in countries with the 20 lowest rankings.	10	16
Tailings storage facilities management	<b>EM-MM-540.a1</b> Tailings storage facility inventory	For more details, see the <a href="#">Databook</a> .		
	<b>EM-MM-540.a2</b> Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	pg. <a href="#">40</a>	7, 8	14, 15
	<b>EM-MM-540.a3</b> Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	pg. <a href="#">42</a>	7, 8	14, 15
Activity metrics	<b>EM-MM-000.A</b> Production of (1) metal ores and (2) finished metal products	For more details, see the <a href="#">Databook</a> .	-	-
	<b>EM-MM-000.B</b> Total number of employees, percentage contractors	pg. <a href="#">28</a>	-	8



TCFD

SASB Standard	Disclosure	Page or omission	Global Compact	SDG
Governance	a) Describe the board's oversight of climate-related risks and opportunities	pg <a href="#">17</a>	7, 8	13
	b) Describe management's role in assessing and managing climate-related risks and opportunities	pg. <a href="#">25</a>	7, 8	13
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	pg <a href="#">23</a>	7, 8	13
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	pg <a href="#">23</a>	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	pg. <a href="#">25</a>	7, 8	13
Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks	pg. <a href="#">25</a> , <a href="#">37</a>	7, 8	13
	a) Describe the organization's processes for managing climate-related risks	pg. <a href="#">25</a> , <a href="#">37</a>	7, 8	13
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Pg. <a href="#">37</a>	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	pg. <a href="#">25</a>	7, 8	13
	b) Disclose Scope 1, scope 2, and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks	pg. <a href="#">38</a>	7, 8	7, 13
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	pg. <a href="#">25</a>	7, 8	13



# INDEPENDENT ASSURANCE STATEMENT

## INTRODUCTION

Bureau Veritas Certification Brasil (Bureau Veritas) was hired by NEXA RECURSOS MINERAIS S.A. (NEXA) to conduct an independent assurance of its 2024 Sustainability Report (hereinafter referred to as the Report).

The information published in the report is the sole responsibility of NEXA's management. Our responsibility is defined according to the scope below.

## SCOPE OF WORK

The scope of this verification covered the Global Reporting Initiative™ Standards and Principles<sup>1</sup> for Sustainability Reporting and refers to the financial reporting for the period from January 01, 2024 to December 31, 2024.

The verification scope additionally covered Sustainability Accounting Standards Board (SASB) Indicators and Task Force on Climate-Related Financial Disclosures (TCFD) indicators.

In geographical terms, we verified NEXA's data and information at the Brazil and Peru level.

## RESPONSIBILITIES OF NEXA AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of NEXA management.

Bureau Veritas is responsible for providing an independent opinion to the Stakeholders, in accordance with the scope of work defined in this statement.

## METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for the material issues and the content of the report;
2. Remote verification of corporate and operational processes (verification of GRI material indicators and information sampling);
3. Verification of performance data in relation to Principles<sup>1</sup> that ensure the quality of information, in accordance with the GRI Standards;
4. Analysis of documentary evidence provided by NEXA for the period covered by the Report (2024);
5. Analysis of stakeholder engagement activities developed by NEXA;
6. Assessment of the system used to determine the material aspects included in the Report, considering the context of sustainability and scope of the information published;
7. Remote assessments of ESG indicators in the following Units: Corporate, São Paulo/SP; operational units of Três Marias, Aripuanã and Vazante – Brazil, as well as Cajamarquilla, Cerro Lindo and El Porvenir- Peru.

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

In addition to this scope of verification, NEXA Brasil's Greenhouse Gas (GHG) inventory was subject to an exclusive verification, carried out through a specific protocol of Bureau Veritas.

## LIMITATIONS AND EXCLUSIONS

It was excluded of this verification any assessment of information related to:

- Activities not included in the reported period;
- Position statements (expressions of opinion, belief, objectives or future intentions) by NEXA;
- 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 Bureau Veritas team);
- Data and information from affiliated companies or outsourced collaborators, over which NEXA has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Reliability of data were verified on a sample basis, exclusively in light of the information and data related to the material topics presented in the Report;
- The economic information presented in the Report was specifically verified against the GRI Balance and Completeness principles.

## OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- NEXA has prepared the Report following the GRI Standards and Principles, in the "in compliance" option;
- The Report publishes information on the GRI Standards indicators, SASB indicators associated with the company's material topics 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.

- We found that NEXA reviewed its materiality study in 2023, including consultation with various stakeholders, through interviews, as well as a critical analysis in relation to the previous study, resulting in 08 (eight) material themes, aligned with the company's strategy, as well as other themes that are managed by the company and reported in detail or focused on some subthemes;
- In our understanding, NEXA's Sustainability Report presents the impacts of the company's activities in a balanced manner.
- NEXA demonstrated an effective data collection and compilation method in relation to the GRI Principle of Reliability, with regard to the management of data and information of its operations. However, we identified opportunities for improvement in the data demonstration process and procedures associated with some of the indicators;
- We identified that NEXA carries out centralized and strategic management, with a global performance vision, for indicators related to material topics. For the indicators reported, but associated with nonmaterial topics, local management is carried out in each operational unit and the global result is generated annually for reporting purposes;
- The data presented to meet the GHG emissions indicators is part of the NEXA GHG Emissions Inventory. This inventory has been verified by Bureau Veritas through an independent assurance process. We found that the presentation of data regarding the inventory followed the GRI standards methodology;
- Regarding the "Climate" theme, we have observed that the Company has acted in a structured manner, identifying, assessing and addressing risks and opportunities in conjunction with the company's other

risks. The ERM (Enterprise Risk Management) policy establishes the responsibilities of the executive board and senior governance, based on the regulations of the board of directors and their respective committees. The strategy adopted for the topic is supported by a "Decarbonization Roadmap", which includes projects and actions planned to reduce GHG (Greenhouse Gas) emissions, according to the relevance of emissions from each operating unit. We believe that Nexa is committed to the theme;

- Regarding indicator 306-2 – Management of significant impacts related to waste, we found that the units have reliable management in their generation, disposal and recycling processes;
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

**RECOMMENDATIONS**

- We recommend the implementation of improvements in the compilation of data, for the purpose of improving the presentation of these data and procedures, thus improving verifiability and traceability.

**CONCLUSION**

As a result of our verification process, nothing has come to our attention that would indicate that

- The information provided in the Report is not balanced, consistent and reliable;
- NEXA has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining content and quality of the GRI Standards;

**DECLARATION OF INDEPENDENCE AND IMPARTIALITY**

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

Bureau Veritas has implemented and applies 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 preventing conflicts of interest.

The verification team has no other connection with NEXA, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for NEXA has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethics issues, which, combined with experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

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

São Paulo, April 2025.

	
Anna Carolina Guedes da Silva Lead Auditor Assurance Sustainability Reports (ASR) Bureau Veritas Certification – Brasil	Camila Pavão Chabar Executive Sustainability Manager Bureau Veritas Certification – 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](#) and on [Edgar](#).

## Board of Directors

Jaime Ardila – Chairman  
Daniella Dimitrov  
Edward Ruiz Gianfranco Castagnola  
Luís Ermírio de Moraes  
Paulo Macedo  
Gianfranco Castagnola  
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For the information verification and analysis for the 2024 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 2-30**

## Management Team

### Ignacio Rosado

President and Chief Executive Officer

### José Carlos del Valle

CFO and Senior Vice President of Finance and Group

### Jones Aparecido Belther

Senior Vice President of Mineral Exploration and 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

## Credits

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

**Translation:** Latin American Translators & Interpreters

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**nexa**