

Sustainability Report 2024



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Presentation



Presentation

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Our Commitment to the Future: **Sustainable Metallurgy is the way**

At Minasligas, sustainability is not a parallel concept to business — it is an essential part of how we exist and evolve. In presenting this report, we reaffirm our commitment to making metallurgy an increasingly efficient, responsible and connected sector to the needs of today's world and future generations.

We are aware that our impact goes beyond production: it reaches people, communities and entire ecosystems. Therefore, we seek to integrate consistent economic performance with practices that value the environment and promote positive social impact. This is the tripod on which our decisions, based on sound governance principles, to guide us towards an increasingly sustainable future.

This document translates, with transparency and objectivity, the structure, advances, learnings and results of the company from January 1 to December 31, 2024.

More than numbers, it reveals the trajectory of a company that believes in the power of transformation and the strength of a culture that unites people around common purposes. **Because building value is, above all, building a legacy.**

Enjoy reading! This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards and approved by the Executive Board of Minasligas and reflects our continuous effort to improve management, reduce impacts and expand the positive effects of our activities on communities and the environment.

If you have any questions or suggestions, please contact us at: comunicacao@minasligas.com.br.



Leadership Message

GRI 2-22

Dear Stakeholder,

It is with great enthusiasm that I present our Sustainability Report, which reflects our continuous commitment to responsible and innovative practices in the metallurgical industry. In a world facing unprecedented environmental and social challenges, at Minasligas, we believe that sustainability is not only a must, but an opportunity to transform the way we conduct our business.

As leaders in our industry, we have a responsibility to not only pursue excellence in our products, but also ensure that our production processes respect the environment and contribute to the well-being of communities where we operate. In recent years, we intensified our initiatives to support local communities, establishing partnerships that

promote education, professional qualification and social initiatives that aim to strengthen the social pillar where we operate.

In addition, we are proud to announce the use of an innovative platform that supports the concept of **sustainable metallurgy**, making use of a renewable energy matrix.

This approach not only reduces our carbon footprint, but also maximizes operational efficiency. We implement the use of high quality bioreductors and raw materials, allowing us to produce materials that meet the strictest quality standards, while respecting our planet.

These actions are not only part of a business strategy, but a reflection of our culture and vision for the future. We are aware that the challenges are great, but we are determined to lead by example.

With every step we take, we seek not only to meet the expectations of our customers and society, but also to exceed those expectations, building a legacy of responsibility and commitment.

Thank you all for your continued support on our journey. Together, we can make a difference and shape a more sustainable future for generations to come.



Henrique Simões Zica - Chief Executive Officer

About us

Eco Microsilica

Eco Ferro Silicon

Eco Silicon Metal

About us

GRI 2-1

For 45 years, valuing the past and projecting the future with awareness

Since 1980, Minasligas has been operating responsibly in the ferroalloys sector, combining operational efficiency, safety and socio-environmental commitment. Headquartered in Pirapora (MG), our operations include ten industrial ovens, 8 in Pirapora and 2 in Simões Filho/BA, 21 reforestation farms distributed in five mining municipalities and a corporate office in Belo Horizonte.

In 2023, we took another step to expand our national presence with the acquisition of a new industrial unit in Simões Filho (BA). Unit that works goes through a phase of reform and modernization. The production is expected to start in the second half of 2026, reinforcing our focus on sustainable growth and innovation.

With an annual production capacity of 60,000 tons of Eco Ferro Silicon, 40,000 tons of Eco Silicon Metallic and 20,000 tons of Eco Microsilica, we supply the main national and international markets with Eco Ferro Silicon, Eco Silicon Metallic and Eco Microsilica — products developed with a focus on quality, efficiency and lower environmental impact.

Inspired by the concept of **sustainable metallurgy**, we seek the continuous evolution of our processes, investing in eco-efficient, safe technologies based on clean and renewable energy sources — with a focus on achieving carbon neutrality, which guides decisions, goals and investments.

Over these 45 years, we have built a history that combines tradition and future, reaffirming our role in the sustainable development of the value chain, the communities where we operate and the

Where we are

- Belo Horizonte/MG - Corporate Office
- Buenópolis/MG - Deposit
- Buritizeiro/MG - Forestry Unit
- Grão Mogol/MG - Forestry Unit
- Jequitai/MG - Forestry Unit
- João Pinheiro/MG - Forestry Unit
- Pirapora/MG - Industrial Unit
- Simões Filho/BA - Industrial Unit
- Três Marias/MG - Forestry Unit



DNA Minasligas

The technical quality, professionalism and engagement of Minasliga teams are the foundation that supports our values. This combination ensures excellent customer service and reinforces our commitment to society, uniting operational efficiency, responsibility and quality in everything we do.

Purpose

Produce and market Silicon and its alloys with quality, meeting the needs of its customers, shareholders and employees, with socio-environmental responsibility.

Vision

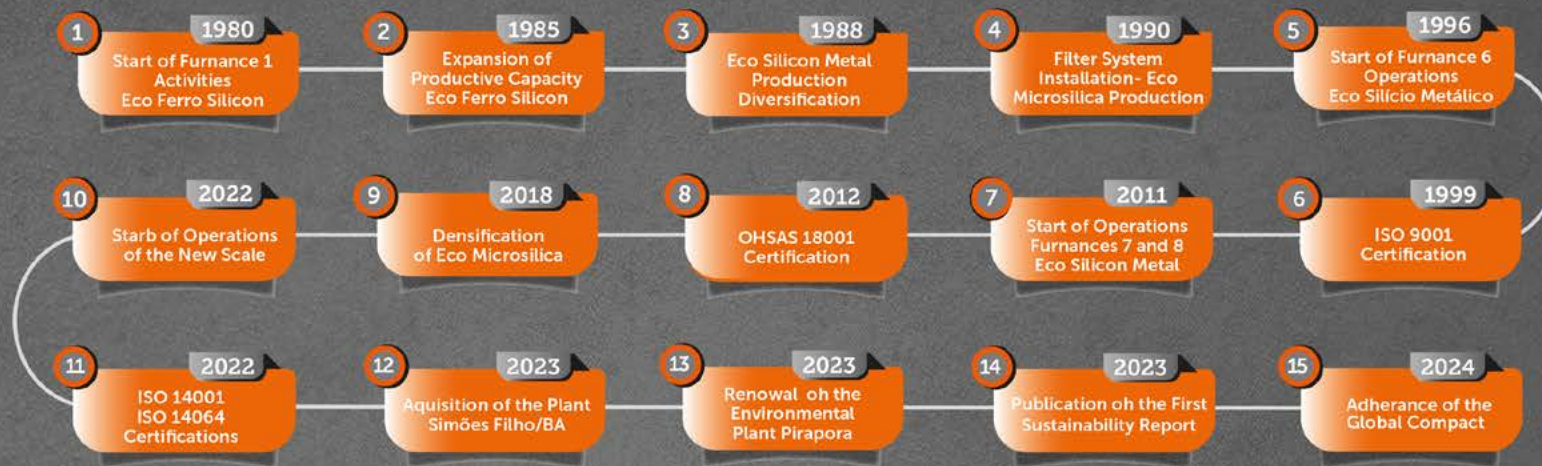
Outperform the main global competitors of excellence, with an engaged team, maximizing financial results, evaluated based on the following indicators

- Competitive costs
- People management
- Productivity
- Quality
- Safety and Sustainability
- Sell well

Values

- Commitment
- Loyalty
- Integrity
- Quality
- Safety

Timeline



Awards and Recognitions 2024

Connections That Inspire CMVC

Initiative of the Mining Committee of Corporate Volunteering, which rewards organizations committed to business volunteering. The award highlights projects that promote social impact and encourage other companies to adopt social responsibility practices.

Partner Certificate Discover Program

Recognition of the International Committee of the Discover Program, which values Minasligas' pioneering spirit and dedication to fostering partnerships aimed at the company's apprenticeship program and the inclusion of young people and adolescents of the Pirapora/MG area.

Diploma Friend of the Brazilian Navy

Awarded in recognition of the partnership and support to the Soamar Project – Best Childhood Program, developed in the city of Pirapora/ MG. The honor highlights the involvement of Minasligas with actions aimed to citizenship and the strengthening of childhood.

Friendly Company Seal Mano Down Institute

Recognition given to companies that actively engage with the cause of social inclusion. Minasligas was honored for its support and participation in projects and actions of Mano Down Institute, reinforcing our commitment to diversity and equity.

Industrial Merit FIEMG

Granted by the Federation of Industries of the State of Minas Gerais, the award recognizes companies that stand out for their leadership, innovation and inspiring contribution to the growth and strengthening of the productive set in Minas Gerais.

Heart of Good Trophy Martagão Gesteira Hospital

For the second consecutive year, Minasligas was awarded the "Coração do Bem" trophy, in recognition of the companies that contributed to the Martagão Gesteira Hospital, in Salvador/BA. The institution has a fundamental role in promoting the health and quality of life of children and adolescents.



Industrial Merit Medal – FIEMG

Friend of the Navy Medal - Brazilian Navy



Heart of Goodness Trophy - Hospital Martagão Gesteira

Products and Markets

GRI 2-6

Minasligas produces Eco Silicon Metallic, Eco Ferro Silicon and Eco Microsilica, serving industries in Brazil and in several countries around the world. they are exported to strategic markets such as South Africa, Germany, Canada, South Korea, USA, Netherlands, England, Japan , Mexico, Thailand, among others.

Minasligas



Eco Silicon Metal, obtained by reducing quartz in electric furnaces, is used in the chemical, aluminum and technology industries, with applications ranging from industrial and medicinal silicones to the manufacture of chips and light alloys.

Minasligas



Eco Ferro Silicon, composed by iron, silicon and traces of other elements, carbon steels, special steels, stainless steel and castings — present in automobiles, metallic structures, motors and transformers — are essential in the production. Minasligas offers two versions:

> Standard: 75% silicon with controlled impurities;

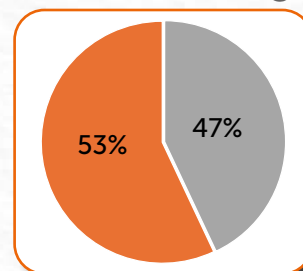
> High Purity: same concentration of silicon, with lower levels of Al, Ca, Ti and C.

Minasligas



Eco Microsilica is collected in the gas filtration systems. Due to its physical properties, it is used in the formulation of concretes, cements and refractory materials.

Market Percentage



- 53% External Market
- 47% Internal Market

Source: SAP (Calculated the commercialization of FESI and SIMET)

Ecoproducts

Our products receive the ECO prefix, as they have the lowest carbon intensities in the global market, due to a sustainable production process.

Thus, in addition to being recognized for high quality, our eco-products are differentiated by "Green Production", using eucalyptus as a bioreducer and adopting clean and renewable energy sources (hydro, wind and solar).

What does the prefix "ECO" mean?

E – Environmentally friendly;
C – Carbon Sustainable;
O – Optimized production with renewable energy and raw materials.

Commitment to Sustainability

GRI 2-23 | 2-24

Planning, action and purpose guiding every step

At Minasligas, sustainability is a game with clear direction and a solid foundation. In 2021, we started structuring our ESG Agenda with consistent planning, defined goals and a real commitment to continuous evolution — always in line with market best practices.

The starting point of this journey was the creation of an internal Working Group, with representatives from different areas of the company. This group is responsible for coordinating the action plan that guides our ESG initiatives and translates into concrete practices the values that support our organizational culture.

In recent years, we have taken firm steps to consolidate this commitment. Adherence to global platforms such as the UN Global Compact, CDP (Carbon Disclosure Project) and Ecovadis reinforce our active

stance in the face of environmental, social and governance challenges, and highlights our direct contribution to the UN Sustainable Development Goals (SDGs).

Our priority audiences

In building this agenda, we keep a close eye on the audiences with whom we relate and who are fundamental to our sustainability strategy:

- Shareholders and investors;
- Customers;
- Community;
- Employees;
- Suppliers;
- Government;
- Financial institutions.

Indicators that translate commitment

Our track record in certifications and environmental performance reflects the care with excellence, safety and responsibility in everything we do:

- ISO 9001: since 1999
- OHSAS 18001 / ISO 45001: since 2012
- ISO 14001: since 2022
- ISO 14064: since 2020

From 2020, we started the annual measurement of the company's Carbon Balance. The result is significant: year after year, we capture more carbon than we emit, thanks to our eucalyptus forests and the responsible management of natural resources. This negative balance reaffirms our active role in the climate agenda and in the supply of products with lower carbon intensity.



Global Participation and Initiatives

GRI 2-23 | 2-24

ecovadis

We respond annually to Ecovadis' evaluation, which measures our performance in environment, ethics, labor practices and sustainable procurement.

NÓS APOIAMOS
O PACTO GLOBAL



We adhere to the UN Global Compact as a commitment to universal principles of sustainability, expanding our corporate responsibility and transparency of actions with annual accountability.



We annually report our advances in climate management to CDP, sharing mitigation actions, risk and opportunity analysis, as well as environmental results, such as forest management and Carbon Balance details.



Sustainable Metallurgy Concept

We understand sustainable metallurgy as the integration between industrial efficiency and environmental responsibility, with the objective of generating lasting value for the entire chain.

This concept is materialized in operational practices that reduce the carbon intensity of our processes, such as the use of renewable energy sources and biogenic inputs, in addition to the adoption of strategies aligned with ESG principles. By combining productivity and environmental compliance, we promote cleaner, competitive products that are aligned with the demands of a global market that is increasingly attentive to climate challenges.

The growing preference for solutions with less environmental impact shows a paradigm shift, in which sustainability starts to guide purchasing, supply and investment decisions. Thus, by incorporating environmental, social and governance criteria into our operations, we strengthen the competitiveness of our products and contribute to a low-carbon future.

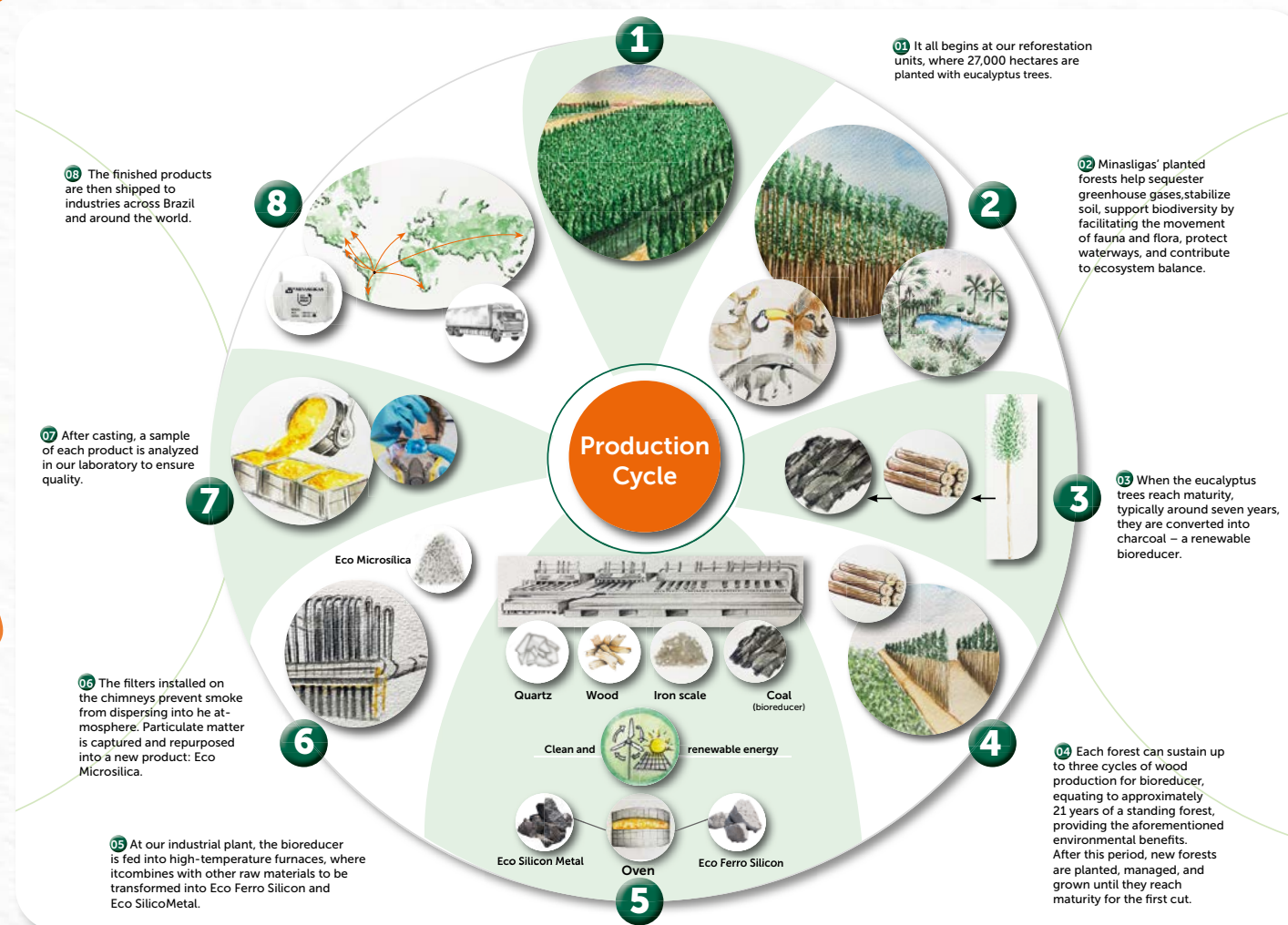


Sustainable Metallurgy Cycle

The Sustainable Metallurgy Cycle of Minasligas represents the integration between technological innovation, responsible use of natural resources and commitment to environmental preservation at all stages of our production process.

Based on the use of renewable energy and plant-based bioreducers, this model contributes to the reduction of carbon intensity and strengthens the biogenic carbon cycle, returning to the atmosphere only the CO₂ previously absorbed by the biomass.

At the same time, it incorporates practices of biodiversity conservation and efficient use of natural resources, promoting a balance between industrial performance and socio-environmental responsibility.



Connection to the Sustainable Development Goals

GRI 3-1 | 3-2

Sustainability that generates real impact

Minasligas recognizes in the UN 2030 Agenda a collective and important path to transform the world. More than a formal commitment, the Sustainable Development Goals (SDGs) represent an opportunity to direct efforts with focus, responsibility and purpose. Significant impacts — positive and transformative — along the entire value chain.

Therefore, we evaluated the 17 SDGs, prioritizing those with greater affinity of our operations and concrete ability to contribute. This prioritization helps us to be more coherent between what the world needs and what Minasligas can and should deliver.

Our contribution is organized into three levels:

- **Level 1** – SDGs with the greatest potential for direct contribution;
- **Level 2** – SDGs with relevant potential for direct contribution;
- **Level 3** – SDGs with the possibility of indirect contribution.

This structure guides our decisions, investments and sustainability goals, promoting a more strategic, measurable and connected to global challenges.

Our contribution to the SDGs



Material Topics: what truly matters.

Relevance, listening and impact guiding our priorities

Material topics are not defined only by trends or good practices — but by actively listening to our stakeholders and analyzing the impacts we generate.

Through a structured process, we conducted a verification that involved market research, industry benchmarks and consultations with different audiences: employees, customers, communities, suppliers, investors, governments and shareholders.

This qualified listening allowed us to identify the most relevant topics for those who interact with us and more strategic for the future of our business. These are the themes that shape our actions, guide us and guide the management of our ESG Agenda, ensuring coherence between discourse and practice.

Material Topics

Related SDGs

Actions taken and Results achieved



Energy



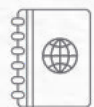
- Major use of energy from renewable sources
- Reuse of non-hazardous waste for energy generation



People management



- About 1,039 employees
- Corporate Benefits
- Development, qualification and training
- R\$1.27 million in 14 social projects
- Innovation and improvement projects



Governance and Compliance



- Mature organizational structure to ensure the continuity of the company
- Board of Directors composed of independent members and shareholding control
- ISO 9001, ISO 14001, ISO 14064 and ISO 45001 Certifications
- Integrity when acting in line with legislation, ethics, anti-corruption policy and compliance
- Human rights: investment in equality and non-discrimination



Efficient and Safe Production



- Filter in 100% of the chimneys, in all crushing and discharge system of bioreducer (charcoal)
- Quality Management and traceability in the production chain
- Exclusive access flow for heavy vehicles
- Water reuse



Health and Safety



- Internal safety programs
- Wellness and quality of life programs
- Training



Differentiation by Green Production



- \$37 million invested in the environmental area
- Ecoproducts differentiated by forest production - Use of bioreducer Preservation of a large area of native vegetation
- Waste management
- Capture of more greenhouse gases than emissions
- Fauna and flora monitoring



Governance



Governance

GRI 2-1

Where tradition and innovative thinking meet

Minasligas' history is supported by a governance that goes beyond good practices — it is part of our identity. Ethics, transparency and long-term vision are principles that guide not only strategic decisions, but also the way we relate to all audiences.

Incorporated as a privately-held corporation under multi-family control, the company values the balance between the legacy of its founders and the professionalization of management. Since March 14, 1980, when it produced its first Ferro Silicon broa, Minasligas has consistently advanced, preserving the values that gave rise to the business and adapting to the requirements of a constantly changing market.

The solidity of our governance and the ability to unite generations. A model that integrates succession with an experienced executive leadership — a combination that combines continuity, innovation, with the excellence and passion we make.

More than a management governance system at Minasligas, it is trust. It is what ensures that the step we take today is also a firm step towards a sustainable and lasting future.



Monument in honor of the founders of Minasligas.
 From left to right Paulo Fialho, José Rodrigo Machado Zica and Tadeu Machado Zica.

Organizational Structure

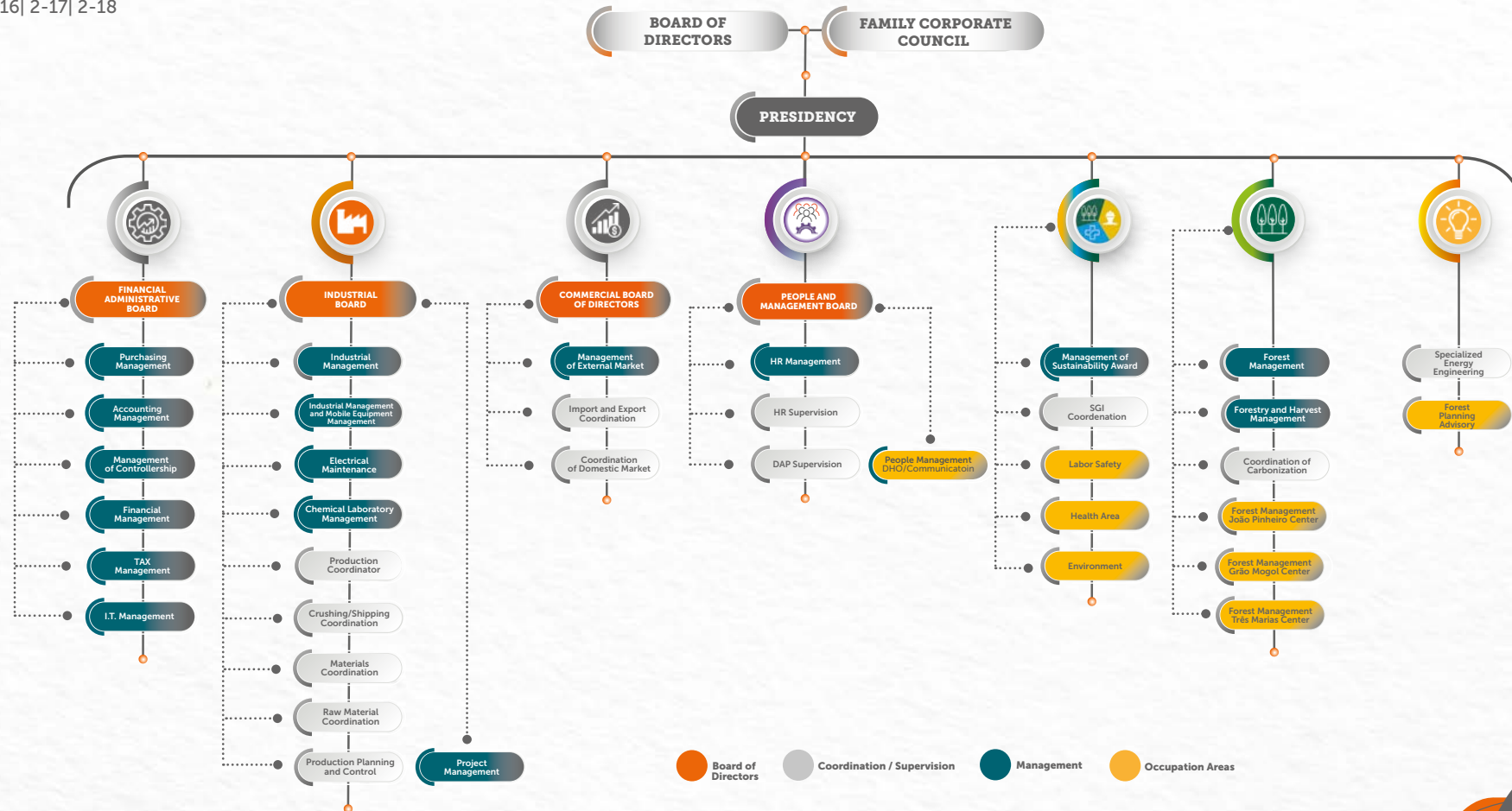
GRI 2-9 | 2-10 | 2-11 | 2-12|2-13 | 2-13 |2-14| 2-15| 2-16| 2-17| 2-18

Composed of strategic and tactical instances, Minasligas' organizational structure has instances that ensure the governance and efficient conduct of business.

The Board of Directors and the Corporate Family Council are responsible for defining the guidelines and guiding the direction of the company.

Advisory committees and committees technically support these boards, as well as the Presidency.

The execution of the strategies and the management of the operations are under the responsibility of the Executive Board.



Board of Directors

Strategic governance with a view to the future

The Board of Directors is Minasligas’ highest level of governance. Composed of six members — four shareholders’ representatives and two independent directors — the current collegiate was formed in April 2024 for a two-year term. Acting in conjunction with the Corporate Family Council, the Board of Directors is responsible for defining strategic guidelines, preserving the company’s purpose and ensuring alignment between mission, values and vision, with a focus on sustainability and business continuity.

The independent directors are appointed by the Family Council based on technical criteria and experience in topics such as governance, social responsibility, environment and innovation.

Each controlling family group has guaranteed representation, which guarantees a plurality of visions and more balanced decisions, reinforcing Minasligas’ commitment to ethics, perpetuity and a responsible future.

Composition of the Board of Directors (2024–2026)

- Cristiana Simões Zica Géo – Chairman of the Board
- Alessandra Costa Zica Mascarenhas – Director
- Gilberto Zica Fialho – Director
- Haroldo Moura Vale Mota – Independent Director
- Henrique Simões Zica – Director
- Maurício Bicalho de Melo – Independent Member



Performance of the Board of Directors

Ongoing assessment to ensure effective, future-aligned governance

The performance of Minasligas' Board of Directors is evaluated based on indicators that cover three pillars: economic, environmental and social. The results are monitored monthly, with comparisons between budgeted and realized goals, ensuring decisions aligned with the company's strategy.

In addition to performance, the composition of the Board undergoes periodic reviews, considering the adherence of the profiles of the directors to the long-term vision of the organization. Whenever necessary, adjustments are made to ensure the skills appropriate to the sustainability and continuity of the business.

Regular self assessment are part of this process, focusing on the analysis of possible conflicts of interest and the strengthening of transparency. The environment of mutual respect favors open dialogue and the quality of governance.



Directors

Integrated management focused on people, results and sustainability

Minasligas' directive structure reflects our commitment to strategic, collaborative and future-oriented management. Composed of the Presidency — exercised by a member who is also a member of the Board of Directors — and four executive boards: Administrative-Financial, Commercial, Industrial and People and Management, the executive governance of the company operates in an aligned and complementary manner.

Each board has well-defined responsibilities, but it is in joint action that decisions gain strength. Weekly meetings ensure alignment between the areas, monitoring of key indicators and the continuous incorporation of ESG (Environmental, Social and Governance) principles into the company's routine.

In 2024, we took an important step with the creation of the People and Management Board — an evolution that reinforces the recognition of people in our strategy. With a focus on human development, talent appreciation and strengthening organizational culture, this board was created to promote a healthier, more engaged and prepared work environment for the challenges of the present and the future.



From left to right Atila Benito, Felipe Zica, Henrique Zica, Gustavo Favato and Marcelo Farnezi.

Executive Board Composition

- Henrique Simões Zica – Chief Executive Officer
- Átila Benito Pimenta Rodrigues – Industrial Director
- Felipe Simões Zica – Commercial Director
- Gustavo Henrique Favato – Director of People and Management
- Marcelo Farnezi Velloso – Chief Financial Administrative Officer

Sustainability Department

GRI 2-24 | 2-23

The management of the ESG Agenda at Minasligas is under the responsibility of the Sustainability Department, created from the evolution of an initial Working Group dedicated to the theme. The area is composed of a multidisciplinary team, trained to deal with the main material topics of the organization.

The department is responsible for coordinating the consolidation of data and validating the indicators and information presented in this report, with final approval from the Chief Executive Officer.



Rogério Acayaba, Sustainability Manager

Composition of the Sustainability Working Group

| | |
|---------------------------------|--------------------------------|
| Rogério Acayaba | Sustainability Manager |
| Boulanger Lopes de Souza Campos | Communication Advisor |
| José dos Santos Abreu Júnior | HR Manager/People Management |
| Juliana Fonseca | Forest Engineer (Biodiversity) |
| Noemi dos Santos Silva Vasques | Environmental Engineer |
| Rafael Magno | SGI Coordinator |

Estrategic Committees

Minasligas adopts interdisciplinary committees as instances to support decision-making on critical issues, such as the acquisition of new assets. These groups bring together representatives from different areas to ensure a systemic and well-founded analysis, according to the complexity of the theme.

Although they are not permanent structures, they are activated whenever necessary, promoting safe, collaborative decisions and aligned with the principles of sustainability and governance.

Committee

Composition

| | |
|-----------------------------|---|
| Risk Management Committee | Chief Executive Officer, one Director and two Managers |
| Health and Safety Committee | Board, Sustainability Manager, HR and SESMT Team |
| Ethical Conduct Committee | Three permanent members and a transitional representative |

Relationships with Stakeholders

GRI 2-28 | GRI 2-29

In a scenario of growing demand for transparency and engagement, Minasligas continuously strengthens its relationship with stakeholders. We believe that open and permanent dialogue is essential for responsible management and connected to the transformations of society.

Relationships with Suppliers

GRI 407-1 | 408-1 | 409-1

Minasligas adopts strict criteria to ensure that its entire supply chain complies with its values and commitments of social and environmental responsibility. The relationship with suppliers is monitored through documentary and face-to-face checks, covering legal aspects and respect for human rights.

Our contracts include specific clauses dealing with the prevention of child, forced or slave-like labor, as well as compliance with current legislation and health and safety requirements.

In 2024, no non-conformities or risks related to freedom of association, collective bargaining, slave-like labor or child labor were identified among our suppliers.

Communication and Engagement

GRI 2-25

We maintain active and accessible communication channels, aimed at the internal and external public, in order to ensure fluidity in exchanges and alignment between the different strategic groups. When necessary, we hold extraordinary meetings with stakeholders to address issues that require direct participation and collective construction of solutions.



Presentation of the Sustainability Report to the Stakeholders of Pirapora/MG

Communication Channels



| | |
|-------------------|--|
| INTERNAL AUDIENCE | E-mails, bulletin boards, bulletins, WhatsApp, Corporate TV and Social Networks |
| EXTERNAL AUDIENCE | Social Networks such as LinkedIn, Facebook and Instagram; Announcements and campaigns broadcast on regional radio stations and community events. |

Governance e Compliance

GRI 3-3 | 205-2

Transparency, ethics and accountability

Minasligas Corporate Governance is supported by a solid structure and organizational culture that values integrity at all levels of management.

It is through it that we guarantee transparent, effective strategic decisions aligned with the long-term purpose of the company.

Alongside governance, Compliance ensures compliance with laws, rules and internal policies, promoting ethical conduct in all our relationships — with employees, partners, customers and communities.

These two fronts form the basis of the company's responsible management and are recognized as Material Topics of our sustainability agenda, due to their relevance in generating value and the trust of stakeholders.

Anti-Corruption Policy

Minasligas adopts a solid policy to prevent and combat corruption, which guides employees, customers and suppliers on ethical and responsible conduct.

Reporting Channel

Expanded to serve employees, customers, suppliers, the community and other interested parties, ensuring a safe, confidential and accessible space for the registration of manifestations through the website: www.minasligas.com.br



Compliance Program

GRI 3-3 | 2-23 | 2-26

Integrity that guides and protects our decisions.

Minasligas' Compliance Program reinforces our commitment to ethics and transparency in practice. Through structured evaluations, manuals, internal procedures and control mechanisms, the program ensures adherence to current legislation and corporate guidelines, promoting a preventive culture.

It also acts in the identification, treatment and correction of any deviations, contributing to the integrity of operations and strengthening the company's reputation.

Key policies and commitments:

- Complaints channel
- Code of Ethics and Conduct
- Contractor management
- Strategic risk mapping

- Purchase policy
- Labor and human rights policy
- Data Privacy Policy
- Environmental sustainability policy
- Information security

Dumping

After months of investigation conducted by the United States Department of Commerce, Minasligas was recognized as the only Brazilian producer of ferro silicon not involved in dumping practices in the North American market.

As a result, a minimum rate of 0.78% was applied, considered as 0.0% by American legislation, reaffirming the ethical performance of the company and its international competitiveness.

This recognition strengthens our presence in the global industry and reinforces our commitment to fair, quality and sustainable business practices.



Minasligas Factory Unit. Simões Filho/BA



Big bags loaded for exportation

Human rights

Respect for human rights is one of the pillars of our sustainability strategy.

We recognize our responsibility to ensure that all our operations — especially those with a direct impact on communities and the environment — are conducted based on the appreciation of human dignity, promoting a safe, fair and inclusive work environment.

Our Labor and Human Rights Policy, in line with the Code of Ethics and Conduct, establishes clear guidelines for:

- Respect for basic human rights;
- Combating child, forced or compulsory labor;
- Respect for the rights of indigenous and tribal peoples;

- Promotion of adequate working conditions;
- Prevention of discrimination and prejudice;
- Combating moral and sexual harassment.

Risk Management

We adopt a broad and integrated approach to risk management, in line with best governance practices. Our model involves operational, financial, climate, regulatory, social and environmental risks, with the objective to protect the organization and identify opportunities that contribute to the sustainable growth of the business.

Risk Matrix

Risks are classified in a Risk Matrix, which includes the following categories:

- Financial and Accounting;
- Operational
- Climatic;

- Market and Marketing;
- Governance;
- Business Model;
- Regulatory.

Management Tools and Processes

GRI 2-17

Although we recognize the need to further formalize the management process, we operate with consolidated tools to identify and mitigate risks. Among the PRI instruments, the following stand out:

- Materiality analysis;
- Risk mapping questionnaires;
- Plans and internal audits
- Supplier management and approval;
- Budget and contract monitoring;
- Annual GHG inventory;
- Renewable energy use;
- Structured feedback with stakeholders.



Information security

GRI 418-1

Information security

With constant attention to the risks of technological infrastructure, adopting policies and preventive measures to strengthen data protection. With a dedicated team, we use resources such as firewalls, updated antivirus and internal regulations, ensuring the integrity and confidentiality of information.

In 2024, strategic actions were defined to achieve the Zero Trust model in the coming years, establishing it as a reference for future initiatives. This change represents an evolution of mentality, guiding more rigorous and resilient practices, without giving up existing tools.

The following stand out as priorities of the period:

- Multifactor Authentication (MFA): Deep Dive into Solutions
- Adaptive, able to adjust checks according to the user's context.
- Network Security and Servants: architectural studies on micro-segmentation, limiting the movement of threats and strengthening the containment of incidents.
- Access Management: reinforcement of the policy of restricted access in critical systems, with conceptual evolution for the adoption of a Privileged Access Management (PAM) solution.

LGPD Compliance

We have made progress in responsible data management, with the implementation of inventories and time tables. We treat compliance with the LGPD and information security as permanent and constantly improving commitments.

Future vision

The year also marked the strength of the intelligence and incident response capability based on in-depth analysis of the threat landscape and strategic planning. It thus consolidates a solid basis for the continuous evolution of information security, in line with the best market practices and the mission of Minasligas with operational efficiency and sustainability.

In 2024 there were no incidents or attacks or damage or leakage of company data.



Social

Social

At Minasligas, social commitment begins with people. We value those who are at the center of our operations and who make it happen every day — professionals who, with dedication, determination and competence, drive our results and our purpose. Therefore, we prioritize people management focused on human development, well-being, health and safety in the workplace.

We understand that our role is not restricted to the limits of the company. Therefore, we actively work with the surrounding communities, promoting social initiatives that contribute to regional socioeconomic and environmental development. These are actions that strengthen bonds, transform realities and expand the positive impacts of our presence in the territories where we operate.



Company Profile

GRI 2-7 | 2-8 | 2-30

Composition of Team

The Minasligas team has

1.039 employees¹
2.1% more employees compared to 2024
979 employees on a permanent contract

 100% under CLT ² regime

100% FULL-TIME

100% under collective bargaining agreements

52 with temporary contracts³

44 apprentices

8 trainees

 Working in the areas of administration,
 engineering and administrative support

8 persons under statutory regime

Own employees | 1039

| | | |
|------|----|-------|
| 5 | 41 | 258 |
| 0,5% | 4% | 24,8% |

| |
|-------|
| 735 |
| 70,7% |

● Simões Filho
 ● Belo Horizonte
 ● Reforestation Farms
 ● Pirapora

Outsourced workers⁴ | 576

| | |
|------|-----|
| 2 | 224 |
| 0,3% | 39% |

| |
|-------|
| 348 |
| 60,7% |

● Belo Horizonte
 ● Pirapora
 ● Reforestation Farms



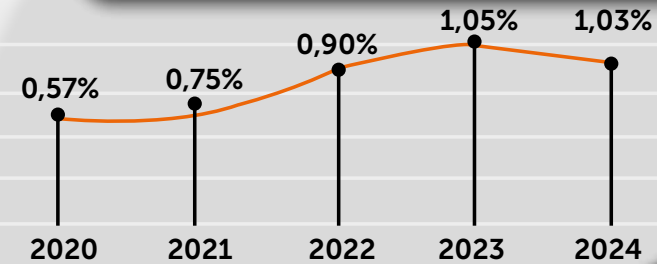
- ¹ - Data compiled by calculating the average monthly payroll of employees between January and December 2024.
- ² - CLT - Consolidation of labor laws
- ³ - In specific terms of the scholarship programs to which they are linked, with working hours and part-time
- ⁴ - Workers linked to the first level of the production chain. For example, personnel from the truck and dock fleet are not considered.

Turnover

GRI 401-1

In 2024, Minasligas hired **137 employees**.
114 employees were dismissed throughout the year.
Average annual turnover/turnover rate⁵ is 1.03%

Average turnover in Minasligas



HIRING



13 women/124 men

Hiring by gender



Hiring by age group



Hiring by location



DISMISSALS



8 women/106 men

Dismissals by gender



Dismissals by age group



Dismissals by location



People Management as a Strategic Differential

GRI 3-3

In 2024, Minasligas took another decisive step with the creation of the People and Management Board — an evolution that consolidates the recognition of people as one of the central pillars of our strategy. With a focus on human development, talent appreciation and strengthening organizational culture, this board was structured to promote a healthier, more engaged and prepared work environment for the challenges of the present and the future.

We believe that people are the starting point for every meaningful transformation. Therefore, our talent management goes beyond routine: it is a strategic and essential part to sustain the company's growth in a solid and sustainable way.

Over the past few years, we have made progress in building teams that are capable, committed and aligned with our purpose. We invest in structured initiatives that strengthen professional development, promote well-being and raise the organizational climate — elements of a culture that values, above all, the human being in the first place.



Fundamental pillars of Minasligas People Management

1. ATTRACT: We seek professionals who balance skills, deliveries and attitudes that present potential for the future, aiming at high organizational performance and business perpetuity.

2. ALIGN: Through actions and programs, we engage our employees regarding culture, purpose, vision, values and code of ethics with institutional guidelines, strengthening the Minasligas team and pride of belonging.

3. ASSESS: We monitor the performance of our team, through a performance evaluation system, aligned with the desired behavior and the deliveries made by the employees. We promote an open dialogue, contributing to the culture of high performance and continuous development.

4. DEVELOP: We believe in the evolution of each company that builds the history of Minasligas. We offer technical, behavioral, safety and quality training, stimulating individual and team development.

5. REWARD: We recognize and reward our professionals, providing opportunities for these people to grow in the direct reason of their results, seeking transparency and meritocracy.



Minasliga Leaders Team

Development of People Management

GRI 402-1

The strengthening of the People and Management area has promoted significant advances in employee engagement, positively impacting productivity and the organizational climate. Valuing and developing people is a central part of Minasligas' strategy.

People management evolves continuously, with more integrated, automated processes aligned with a strategic approach, which expands the capacity for analysis and decision making.

Among the highlights of this journey are:

- Continuous training and capacity building programs;
- Internal committee to support people management;
- Audits and systematic monitoring actions;
- Active participation in social responsibility initiatives;
- Monitoring of key performance indicators (KPIs);

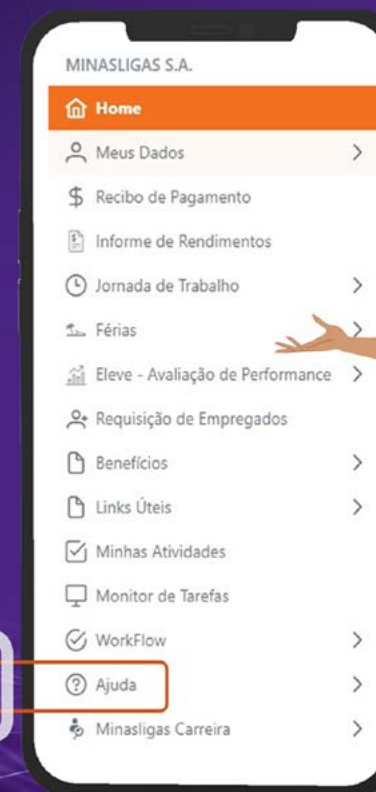
- Performance evaluations with a focus on individual development;
- Remuneration and appreciation policies.

Digital HR



Through a platform/app accessible via desktop or smartphone, employees can consult, in a practical and safe way, information on remuneration, benefits, appointment, vacations, hours worked, income report, internal vacancies, Academy courses and Minasligas other services.

Service portal



People strategic management

GRI 404-3

The People Management Committee acts in an integrated manner with other areas of the company, promoting a broad and strategic view on topics related to people, health and safety.

With meetings held monthly, the committee's central focus is human development, recognized as an essential pillar for the organization's sustainable growth.

Human Development Tools

Minasligas adopts structured tools to strengthen the management of people at all levels, including:

- Performance evaluation and continuous feedback;
- Annual cycle of formal evaluation;
- Organizational Climate Survey;

- Training program and incentive to studies.

People Management Indicators

We monitor KPIs that contribute to more effective decisions:

- Organizational environment;
- Absenteeism;
- Turnover index;
- Satisfaction with training;
- Average closing time of vacancies.

Performance Evaluation and IDP

The review of organizational competencies aligned the expected behaviors to the strategic directions of the company.

The performance evaluation covers all employees and includes:

- Analyst level and above: self-assessment, manager evaluation, structured feedback, calibration, Nine Box and Individual Development Plan (IDP);
- Operational level: individual evaluation based on Minasligas competencies.

In 2024, 100% of employees were assessed.



Training and Qualification

GRI 404-1 | 404-2 | 410-1

We follow in a structured way the training data, such as training hours, scholarships awarded and courses taken, generating inputs to continuously improve their people development initiatives.

All employees and third parties receive specific training in human rights, in addition to participating in technical and behavioral training. Multidisciplinary internal audits reinforce the commitment to safe and adequate working conditions.

In 2024, we had
24.884 hours
training totals.

Hours of training
per employee:
40,23



Minasligas Academy

The Minasligas Academy presented in 2023 replaces the former Corporate University, integrating the management of training programs and promoting career paths, scholarships and training aimed at job performance, SGI, Health and Safety.

Recognition that inspires Innovation that transforms



The +Ideas program emerged to give visibility to suggestions for innovation and continuous improvement — especially when they come from those who live the day-to-day of the operation. In 2024 there were more than 90 proposals

sent by employees, proving their engagement and willingness to build solutions.

Six of these ideas stood out for their originality and impact and were recognized in an exclusive event, with the presence of the Board of Directors. More than tributes, these moments celebrate a culture that values creativity, collaborative work and people's protagonism.



+ Ideas recognition event

Parental Leave

GRI 401-3

In 2024, 41 Minasligas employees exercised the right to Parental Leave:

2 women obtained Maternity Leave

39 men obtained Paternity Leave

100% returned to work after the end of the leave

82.9% remained employees for 12 months after return

Benefits

GRI 2-19

We offer benefits that go beyond what the legislation determines — because we are aware that health, safety and well-being in the workplace are not only rights, but pillars of a solid and respectful relationship with our employees. Thus, we create conditions for each person to be valued, protected and motivated to grow together with the organization.

- Vacation allowance
- Christmas Gift
- Partnership Club (partnerships with discounts for employees and dependents Minasligas)
- Sport and leisure Gremil Company club

- Gympass (Wellhub)
- School supplies kit
- Snacks
- Profit Sharing
- Health insurance for employees with permanent contract
- Plano odontológico

- Private Pension
- Education incentive program
- Quality of Life Program work life and wellbeing
- Life insurance for employees on permanent contracts
- Food Voucher/ Meal Voucher
- Transportation Voucher



Diversity and Inclusion

GRI 405-1 | 406-1

The plurality of stories, origins and experiences that make up our team is one of our greatest strengths.

At Minasligas, we promote equity and create spaces for growth and recognition for all, because we believe that inclusive environments drive performance, strengthen innovation and make work more human and meaningful.

Diversity in team composition

Of the **979 Employees** with permanent contract



40 Employees are PWDs, exceeds the mandatory legal⁶ of quota by 4%

Age group

Under 30 **19.5%**
 30 to 50 **71%**
 Under 50 **9.5%**

Diversity on the Board Directors

Gender
 Female 2 **33%**
 Male 4 **67%**

Age group
 under 30 0 **0%**
 30 to 50 1 **16,6%**
 under 50 5 **83,4%**

In 2024, we received no reports of discrimination.



⁶- Calculation basis for the quota considers the total number of employees, with the exception of apprentices, health retirees and quota number itself.

Occupational Health and Safety

GRI 3-3

Taking care of the physical and mental integrity of employees and partners is an absolute priority and a daily commitment to life. Relying on safe, healthy and welcoming environments is the basis of an efficient and sustainable operation.

OHS Governance and Management

Occupational Health and Safety (OHS) management is coordinated by the Sustainability Department, which performs maturity diagnoses, plans certifications and aligns all practices with the organization's guidelines in a strategic and structured manner.

Among the initiatives that strengthen this front, the following stand out:

- Quality of Life Committee
- Toolbox Meeting
- Managerial Safety Dialogue
- Risk Behavior Observation (OCR) Program
- Quality of Life and Well-Being Program
- Zero Accident Program (PAZ)
- Security Guardian Program

Currently, **100%** of employees (own and third parties) are covered by our Health and Safety Management System.

Risk Prevention and Monitoring

The Technical Report on Environmental Working Conditions (LTCAT) identified risk factors. In response, we developed preventive and control actions, including monitoring occupational risk conditions and carrying out specific examinations aimed at mapped occupational risks.

More than protecting, our goal is to anticipate risks, promote well-being and ensure that each person returns home healthy, every day.

*In 2024, there were **NO** cases of diseases or deaths related to occupational diseases among employees and service providers.*



Social Balance

GRI 2-16 | 2-25 | 2-26 | 203-1 | 203-2 | 413-1 | 413-2


 VIA
ROUANET LAW

 VIA
CHILDHOOD AND ADOLESCENCE FUND

 VIA
MUNICIPAL FUND FOR THE ELDERLY

FEDERAL SPORTS INCENTIVE ACT


MUNICIPALITIES BENEFITED

- BELO HORIZONTE - MG
- BURITIZEIRO - MG
- CONTAGEM - MG
- GRÃO MOGOL - MG
- JOÃO PINHEIRO - MG
- SALVADOR - BA
- SIMÕES FILHO - BA
- PIRAPORA - MG

TOTAL AMOUNT INVESTED
R\$ 1.278.173,52

 SPORTS LAW
 R\$ 319.543,38

 ELDERLY FUND
 R\$ 159.771,69

 FIA
 R\$ 159.771,69

 ROUANET
 R\$ 639.086,76

Minasligas in 2024
 supported **14 projects**
 that, together impacted
 the lives more than
106 thousand people.

Commitment to Social Development

Transforming realities

For more than four decades, Minasligas has maintained a firm commitment to the development of the regions where it is present. Contributing to growth in a sustainable way is also generating social value — which is why we continuously invest in actions that promote quality of life, inclusion and opportunities for the communities around us.

We operate in an integrated manner in areas such as education, health, culture, sport and inclusion of the elderly — always aligned with our vision of sustainability, which combines social responsibility and environmental care.

Relationship with communities

Our social responsibility program is more than a guideline: it is an everyday practice that strengthens links with communities and contributes to collective well-being.

These actions also play an important role in mitigating the impacts of our operations, reinforcing our commitment to ethical, transparent and collaborative action in the territories where we operate.

Supported Projects

We support, through tax incentives, projects that generate social and economic benefits in the locations where we operate. We prioritized initiatives that had a direct impact on social inclusion and the generation of employment and income. These investments reflect our commitment to drive local development with responsibility, respect and true partnership.

In 2024, we supported projects that bring dignity, hope, education, leisure and opportunities to the communities where we operate, with actions aligned with the Sustainable Development Goals (SDGs).


FIA

Educate and Transform NACCI (Salvador/BA)



With the Educate and Transform project, the Support Center for Combating Children's Cancer (NACCI) brings digital inclusion and playful activities to children and adolescents undergoing cancer treatment. The initiative restructures spaces and provides educational materials, creating a more welcoming and stimulating environment for learning and well-being.

460 people benefited

ODS: 3, 4 e 10

Audience: children and adolescents from 5 to 17 years old

Early Childhood Mano Down Institute (Belo Horizonte/MG)



The Early Childhood project offers individualized care to promote the integral development of children aged 3 to 6 years with Down Syndrome and other intellectual disabilities. Each service is designed to strengthen family bonds, stimulate autonomy and ensure that each child reaches their potential.

100 people benefited

ODS: 3, 4, 9, 10 e 16

Audience: Children from 3 to 6 years old

Education, Health and Leisure APAE of Pirapora (Pirapora/MG)



The APAE of Pirapora continues to transform lives with the Education, Health and Leisure project. The proposal brings together integrated actions to promote autonomy, inclusion and quality of life for people with disabilities, focusing on children and adolescents.

320 people benefited

ODS: 3 e 4

Audience: Children and adolescents from 5 to 17 years old



Elderly Fund

Renovation of the Dormitories São Vicente de Paulo Asylum (Buritizeiro)MG)



Offering dignity is also taking care of the space in which you live. The project aims to reform the dormitories of the asylum, today in precarious conditions, with serious structural, electrical and hydraulic problems. The intervention will bring more security, comfort and quality of life to the elderly assisted.

28 people benefited

ODS: 10 e 16

Audience: Elderly

A Different Look at Home Home for the Elderly São Vicente de Paulo (Pirapora/MG)



With the increased demand for specialized services, the project seeks to expand the Dr. José Rodrigo Machado Zica, with the implementation of the Specialized Rehabilitation Center (CER). The initiative will allow to offer a more accessible, safe and adapted environment to the needs of the elderly in the process of physical, intellectual rehabilitation or with autism.

50 people benefited

ODS: 3

Audience: Elderly

Stitching Stories Divine Providence (Contagem/MG)



By offering professional training in cutting and creative sewing for older people, the project encourages productive inclusion and increased income. The workshops also involve storytelling, the production of which will result in a book with stories and memories of the participants.

5,000 people benefited

ODS: 1, 3, 4, 8 e 10

Audience: Elderly

Sport Law

Training of Athletes through the Integration of Sports Sciences Minas Tênis Clube (Belo Horizonte/MG)



The project combines technical knowledge and scientific methodology to train more complete athletes — on and off the courts and swimming pools. With a focus on basketball and soccer, artistic and trampoline gymnastics, judo, tennis, swimming and men's and women's volleyball, the program offers a journey of physical, technical and human development, respecting the individuality and potential of each young person.

1,200 people benefited

ODS: 3, 4, 5 e 10

Audience: Children and teenagers

Ajudôu IV AJUDÔU (Pirapora/MG)



Ajudôu IV promotes social inclusion by offering, free of charge, sports modalities such as futsal, volleyball, football and judo for vulnerable children and adolescents. In addition to sports, the project stimulates the construction of bonds, discipline, self-esteem and real opportunities for a better future.

10,000 people benefited

ODS: 3, 4, 5 e 10

Audience: Children and teenagers

Sports Little Seed VII Institute More Action (Buritizeiro/MG)



Sports Little Seed project creates sports initiation centers in futsal, promoting not only physical practice, but also the social and emotional development of children and adolescents. A proposal that values the potential of each student, uniting sport and education to form citizens more prepared for the world.

6,000 people benefited

ODS: 3, 4, 5 e 10

Audience: Children and teenagers



Rouanet

The climate has warmed up **Fostering Projects (Simões Filho/BA)**



Through art and education, the “The climate has warmed up” project awakens environmental awareness and a sense of responsibility in new generations. The initiative involved the creation of an unprecedented play and thematic books, both with the aim of translating the climate challenge into an accessible and inspiring language for children and adults.

7,500 people benefited
ODS: 4
Audience: All ages

Environmental Circus – 2nd Edition **Vik Produções (João Pinheiro and Grão Mogol/MG)**



Uniting fun and ecological awareness, the “Environmental Circus” ran through public schools in João Pinheiro and Grão Mogol with playful shows that addressed topics such as re-cycling, conscious consumption and environmental preservation. The experience promoted reflection on the role of each one in building a more sustainable world.

30,000 people benefited
ODS: 3, 4, 5, 10, 11, 14 e 17
Audience: All ages

5th FLIPI – Pirapora Literary Festival **Maria Soter Vargas (Pirapora/MG)**



More than an event, FLIPI is an invitation to imagination, learning and encounter with literature. The party offered a rich schedule, with lectures, workshops, storytelling and cultural presentations, encouraging the taste for reading and access to culture.

3,000 people benefited
ODS: 4
Audience: All ages



Rouanet

Biennial Activity Plan Tamboril Literary Club Association (Pirapora/MG)



Focusing on valuing culture and education, the project offered artistic workshops, theater, music and actions to encourage reading for students, teachers and families. Free programming strengthened the link between school, community and local culture.

3,000 people benefited

ODS: 4, 5, 8, 11, 12 e 13

Audience: All ages

Movie Night Show at Metropolitana – 9th Edition Movie Night (Various cities/MG)



Culture and leisure under the stars. The traveling exhibition "Movie night" brought outdoor sessions to 20 Brazilian cities, democratizing access to the seventh art. Each session featured two films, creating moments of fun, reflection and encounter between communities.

40,000 people benefited

ODS: 10 e 17

Audience: All ages

Environmental

Environmental

Our Environmental management covers essential topics such as efficient and safe production, responsible use of water and raw materials, waste reduction, forest conservation and emission control. All this in line with our Quality, Health, Safety and Environment Policy, supported by ISO 9001, 14001, 14064 and 45001 certifications.

Innovation is present in the offer of ecoproducts, identified with the pre-fixed ECO, which stand out for having the lowest carbon emissions in the market.

We also adopted the use of bioreducers in the production of Eco Ferro Silicon and Eco Silicon Metallic. By integrating this model into our production chain, we promote a balanced biogenic cycle, with emissions offset by growing forests.

Bioreducer

It is the name given to charcoal used as a reducing agent in industrial processes. Its carbon, from renewable sources, reacts with the oxygen present in the silica (SiO_2), removing it and reducing the silicon to the metallic form or in alloys. Thus, it replaces fossil inputs, such as coal, and ensures a more sustainable and efficient process. Bio – renewable origin, produced from planted forest. Reducer – act as reducing agent (chemical reaction).

Biogenic Cycle

It refers to the natural carbon cycle between the atmosphere, plants and soil. In the case of the use of biomass, such as firewood from planted forests, the CO_2 emitted during burning is offset by the CO_2 absorbed by the trees in their growth, characterizing a carbon neutral process. In this process, forests act as carbon sinks, capturing and storing CO_2 during their development.

Commitment to Decarbonization

Minasligas is aligned with the global effort to reduce emissions of carbon dioxide (CO₂) and other greenhouse gases, with a focus on achieving net-zero emissions.

Decarbonization Management and Air Quality – Factory

- Continuous control and mapping of atmospheric emissions.
- Annual Greenhouse Gas (GHG) Inventory audited by an independent third party.
- Particulate monitoring of all dedusting filters with all results below legal limits.
- Preventive maintenance of ovens for efficiency and safety.
- Use of technologies to reduce emissions and ensure environmental monitoring.
- Internal and external audits, with review by senior management.
- All furnaces, crushing and unloading systems with dedusting equipment (filters).
- Two air quality monitoring stations in Pirapora, with public data.

- “Sweeper” that reintegrates 40 t/month of particulates to the process.
- Monitoring of black smoke from trucks.
- Replacement of diesel by LPG in the heating of refractory cookware, reducing GHG emissions.

Decarbonization Management and Air Quality – Farms

- Annual forest planting targets to ensure bioreducer supply by scaling up CO₂ capture
- Use of software to optimize the temperature of the furnaces, increasing efficiency.
- Adoption of forest clones more resistant to planting site conditions optimizing their growth and CO₂ capture
- Reduction of particulates on internal roads by wetting the roads.
- Forest fire prevention campaigns with neighboring communities.
- Annual fire brigade training and firebreaker maintenance.
- Monitoring of black smoke from trucks on farms.
- Preservation and maintenance of environmental protection areas and native vegetation of the remaining cerrado.



Dedusting filter at Factory Pirapora/MG

Efficient and Safe Production

GRI 3-3

Efficient and safe production is one of the principles that have accompanied us since the beginning of our history. This concept guides the management of natural resources, raw materials and production processes, directly impacting environmental, operational and financial results.

The strict control of costs — variable, fixed and logistical — combined with the optimization of energy and raw material consumption, such as the bioreducer, combines technical excellence, operational efficiency and environmental responsibility, generating value in a sustainable way..

Water Management Efluentes

GRI 303-3 | 303-4 | 303-5

Focusing on efficiency and the responsible use of natural resources, Minasligas continuously monitors water consumption.

Through mechanisms that identify any non-standard variation, we are able to act quickly, adopting corrective measures whenever necessary.

On reforestation farms, sanitary effluents are treated by tank, filter and sink systems monitored every six months. We use biodegradable products for cleaning and apply a biological activator, Biorooter, monthly.

At the plant in Pirapora, the sanitary effluent is sent for treatment in the Public Sewage Treatment System of Pirapora (SAAE).

Currently, we generate and dispose of 6.68 megaliters of sanitary effluent, which represents a total of 1.87% of the drinking water intended for human consumption in the factory.

TOTAL WATER CONSUMPTION IN 2024

Water consumption in Megaliters (ML)

| | Annual consumption(ML) |
|--------------------------|------------------------|
| Production Ferro Silicon | 201,22 |
| Silicon Metal Production | 143,15 |
| Human Consumption | 13.36 |
| TOTAL | 357.74 |

Water consumption in Megaliters (ML)

| | Makes Annual consumption |
|-----------------------|--------------------------|
| Underground catchment | 122.51 |
| Surface catchment | 287.45 |
| TOTAL | 409.96 |



Cooling towers - Factory - Pirapora/MG

Raw materials management

GRI 301-1 | 301-2

In the search for increasingly responsible production, Minasligas prioritizes the use of raw materials with less environmental impact. This includes the use of renewable inputs, such as bioreducer and firewood, and recycled materials, such as mill scale — a by-product of the steel industry that replaces part of the iron ore in production, reducing waste and the extraction of natural resources.

Total raw materials used in 2024:

409.974,03 tons

Raw materials total recycled (scale) used:

15.997,194 ton/3,9%

MATERIALS USED IN 2024

NON-RENEWABLE SOURCES (in tons)

| | |
|----------------------|-------------------|
| Electro-paste | 2,429,476 |
| Pre-cooked electrode | 3,648.431 |
| Quartz | 216,567.527 |
| Scale | 15,997.194 |
| Iron ore - hematite | 329,295 |
| TOTAL | 238,971.92 |

RENEWABLE SOURCES (in tonnes)

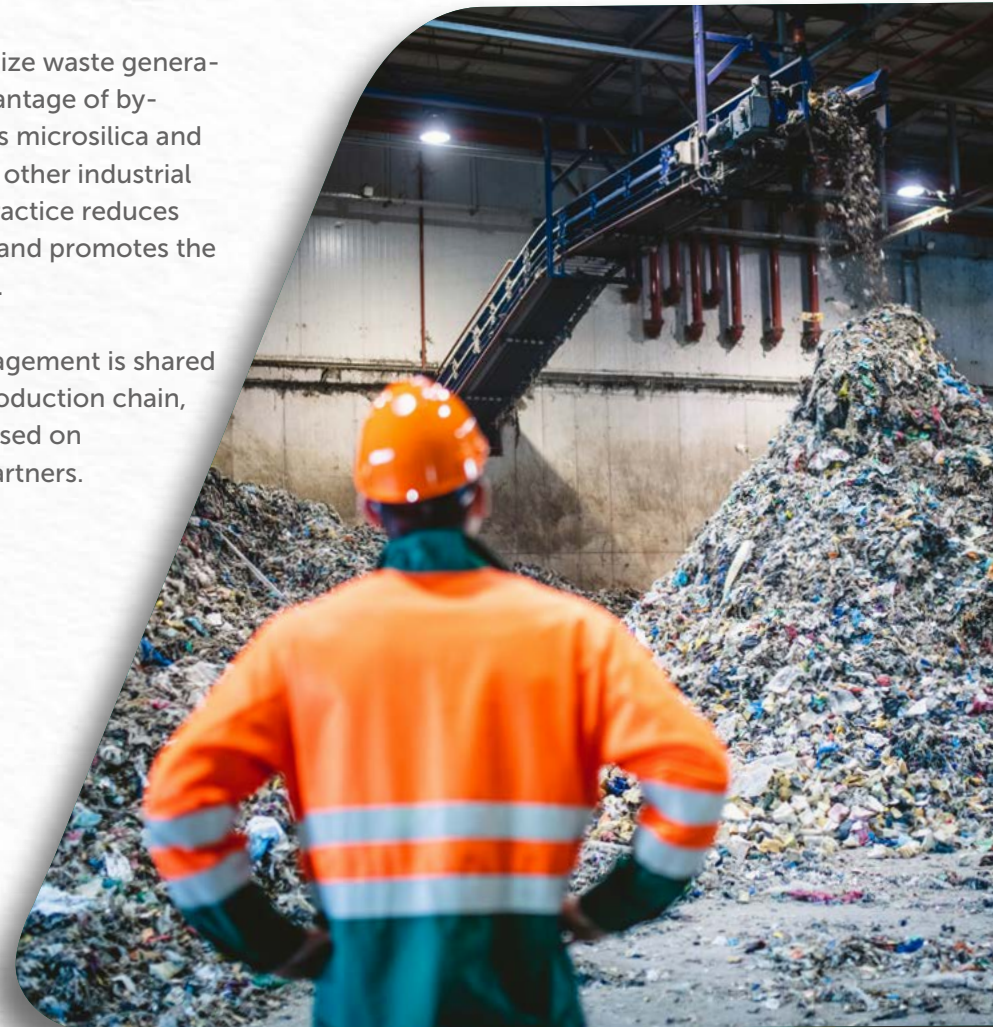
| | |
|--------------|-------------------|
| Bioreducer | 137,763.403 |
| Firewood | 33,238.706 |
| TOTAL | 171,002.11 |

Waste management

GRI 306-1 | 306-5

We seek to minimize waste generation and take advantage of by-products, such as microsilica and coal fines, sold to other industrial processes. This practice reduces costs, adds value and promotes the circular economy.

Responsible management is shared with the entire production chain, with training focused on employees and partners.



Waste Generated

Our management is guided by the correct classification and destination of materials, with special attention to those that are sent to third parties. We require all receiving companies to be properly certified and operate in an environmentally responsible manner and adhere to relevant legislation.

The main actions include:

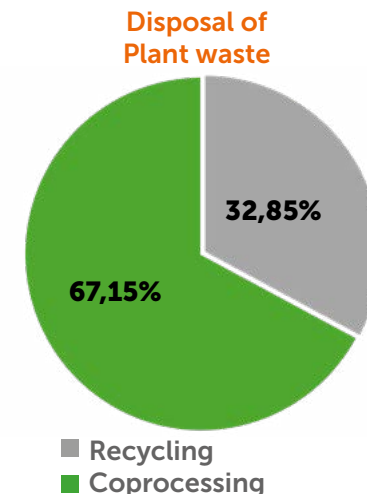
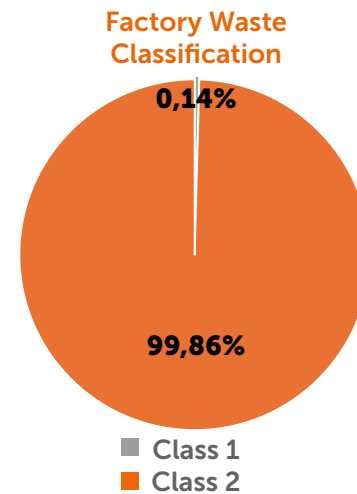
- Digital platform that connects waste generators and buyers
- Survey of Environmental Aspects and Impacts (LAIA)
- Solid Waste Management Plan (PGRS)

- Waste donation programs
- Internal awareness campaigns
- Selective collection training
- Control and classification
- 3R's Program

In 2024, 37,721,367 tons of waste were generated at the Minasligas plant. Of these, 67.15% were destined for recycling and 32.85% for co-processing. No waste generated at the Plant was sent to landfills. No significant incidents associated with hazardous materials and waste management occurred in 2024.

Waste Generated in 2024 - Factory

| Class (harzadous) | Quantity Generated (tons) | | |
|--|---------------------------|-------------------|-------------------|
| | Coprocessing | Recycling | Total |
| Petroleum products, solvents, plastic and toll | 28,914 | - | 28,914 |
| Oil | - | 13,95 | 13,95 |
| Lam | - | 0,912 | 0,912 |
| Batteries | - | 7,89 | 7,89 |
| Subtotal Classe 1 | 28,914 | 22,752 | 51,666 |
| Class II (non-harzadous) | Coprocessing | Recycling | Total |
| Paper | - | 20,02 | 20,02 |
| Plastic | - | 124,82 | 124,82 |
| Wood | - | 56,88 | 56,88 |
| Rubber | - | 5,96 | 5,96 |
| Others Inerts | 25.294,18 | 11.796,67 | 37.090,85 |
| Garden and park waste | - | 14,71 | 14,71 |
| Scrap metal | - | 356,281 | 356,281 |
| Subtotal Classe II | 25.294,18 | 12.375,521 | 37.669,701 |
| Total | 25.323,094 | 12.398,273 | 37.721,367 |



Waste Generated-Reforestation

| | Quantity Generated (tons) | | | |
|---|---------------------------|--------------|--------------|--------------|
| | Land fill | Coprocessing | Recycling | Total |
| Class (harzadous) | | 3,01 | 2,19 | |
| Petroleum products, solvents, and plastic | - | | | 5,20 |
| Class II (non-harzadous) | | - | 6,58 | |
| Metal | - | - | 4,06 | 6,58 |
| Paper/Cardboard | - | - | 26,31 | 4,06 |
| Plastic | - | - | 0,03 | 26,31 |
| Glass | - | - | - | 0,03 |
| Non recyclable | 4,06 | 3,01 | 39,17 | 4,06 |
| Grand total | 4,06 | 6,51 | 84,70 | 46,24 |
| Percentage | 8,79% | | | |

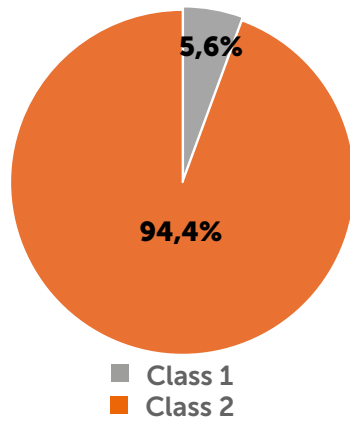
Total Waste generated in 2024

Waste generated at the factory:
37,721,37 tons

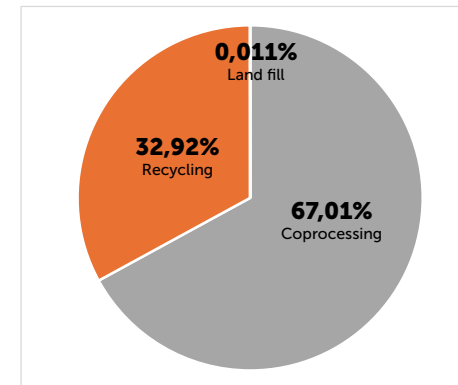
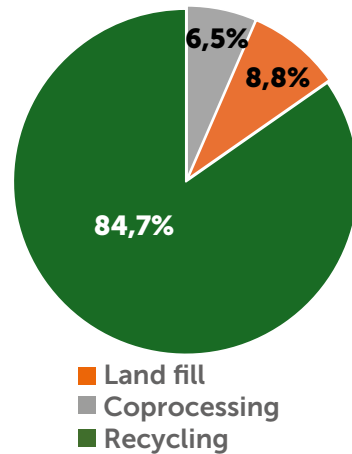
Waste generated on farms:
46,24 tons

TOTAL waste generated in Minaslignas:
37,767,61 tons

Factory Waste Classification



Disposal of Plant waste



Land fill: 4,06 ton
 Recycling: 12.437,443 ton
 Coprocessing: 25.326,104 ton

Energy

GRI 3-3 | 302-1

As an electro-intensive industry, energy is a strategic input for Minasligas, with a direct impact on operational efficiency, competitiveness and environmental impact.

Our matrix is composed of mostly renewable sources, such as hydro, solar and wind. This diversification, added to partnerships with different suppliers, strengthens supply security and reduces risks associated with scarcity.

More than guaranteeing supply, we seek to continuously evolve. We invest in research and practices to optimize consumption, increase efficiency and actively collaborate in combating climate change.

Self-production

Minasligas recently entered into a partnership with Auren for the self-production of renewable energy from

sol de Jaíba solar park, in the north of Minas Gerais.

The 15-year contract includes the supply of energy to the units of Pirapora/ MG and Simões Filho/ BA, with I-REC certification that attests to the renewable origin of the source.

The agreement, in the Self-Production by Equalization (APE) model, includes Minasligas' equity interest in Auren's assets. The supply will be 22 average MW in 2025, increasing to 33 MW from 2026 to 2040.

Energy used in Minasligas

| Type of energy | Source | Origin | Destination | |
|----------------|--------------------------------------|--|---|--|
| Electric power | Predominantly renewable ⁷ | Purchase of energy from the National Interconnected System (SIN) Autogeneration by photovoltaic panels | Pirapora Factory Gremil Farms Office BH | 100% SIN, being 91,20% renewables ⁸ 67% PHOTOVOLTAIC 33% SIN |
| Bioreducer | Renewable | Reforestation | Raw material used in the production stage of reduction in the factory | |
| Diesel Fuel | Non-Renewable | | Machinery | |
| GLP Fuel | Non-Renewable | | Cookware heating process | |

7 - The electric power transmission production system in Brazil is a large hydro-thermal-wind system, with the price of hydroelectric plants. There is no guarantee, therefore, that all the energy made available in the system is from a renewable source.

8- Considering only the National Interconnected System, which excludes Isolated Systems, Electricity Import, Self-Production not injected into the network and MMGD.



Differentiation by Green Production

GRI 3-3 | 304-1 a 304-4 | 101-4 a 101-8

Minasligas differentiates itself in the market by integrating sustainability into its strategy and offering products with the lowest carbon intensity when compared to the main world producers, shaping our “ecoproducts” and the concept of Green Production. Based on ESG indicators, we structured a sustainable metallurgy approach, marked by low carbon intensity per ton produced, thanks to the use of bioreducers and renewable energy.

In addition to energy efficiency, forest management of bioreducer production areas allows the company to capture more greenhouse gases than it emits, reinforcing its contribution to combating climate change. Each ESG indicator we monitor reinforces our path towards an industry with a positive impact.

Preservation Areas

Our farms operate in protection zones that require rigor in mitigating impacts on biodiversity. We maintain reserves and areas of vegetation in preservation. These protected species are essential for the conservation of biodiversity and for the eco balance of the regions where we operate.

[Click here to track our Sustainability Report 2024](#)



Consumption of non-renewable fuels

| | | |
|---------------|------------------------------------|-------------------|
| Diesel | Unit Factory Pirapora Farms | Liters |
| | TOTAL | 327.492,83 |
| GLP | All units | kg |
| | TOTAL | 253.325,89 |

Calculation basis:

- PCI (lower caloric value) of diesel = 10,100 kcal/kg
- LPG PCI = 11,100 kcal/kg Where 1 kcal = 4,184 J¹¹

Bioreducer consumption in 2024

| | |
|------------------|-------------|
| 137.763 | tols |
| 3.723,733 | GJ |

Calculation basis:

- Bioreducer PCB = 6,460 kcal/kg

Electricity consumption in 2024

| | | |
|---------------------------------|----------------|------------------|
| Unidade | MWh | CJ |
| Pirapora Factory | 936.813 | 3.372.526 |
| Others Units (BH, Farms Gremil) | 378,06 | 1.361 |



TOTAL AREA OF FARMS
 OPERATIONAL AREA

- Planted forest (eucalyptus forestry)
- Fallow areas/ to be planted
- Improvements (roads, fireplaces, warehouses, support and accommodation constructions and easement)

60.028,01 ha **100% of the 21 Farms**
33.240,93 ha **55,38%**

ENVIRONMENTAL PROTECTION AREA

- Legal Reserve
- ELE Permanent Preservation Area (app)
- Preserved Native Vegetation/Remaining Cerrado

26.787,08 ha **44,62%**
12.826,67 ha **21,37%**
4.734,83 ha **7,89%**
9.225,57 ha **15,87%**
Structural forest management activities that can impact biodiversity

| | Impact | Way to reduce /mitigate impact |
|---|--|---|
| Carbonization Plants (PLC) /Coal Production Units (UPC) | Emission of particles into the atmosphere. | They were built in central areas of the farms surrounded by eucalyptus forests, which reduces the impact of atmospheric emissions on surrounding communities and roads. The ovens with each batch undergo a cleaning and maintenance process. The woody material undergoes a natural drying process to reduce moisture. Everyone the furnaces have their temperature controlled, generating greater control in carbonization, consequently greater efficiency and less amount of atmospheric emissions. |
| Construction of roads and firebreaks that support operational activities in forest areas and locomotion on farms | Plant extraction to open roads and gravel extraction to maintain structures; dust dispersion in periods of drought. | Roads are important mechanisms against the spread of fire in case of forest fires, in addition to generating benefits in relation to soil and water preservation, since containment basins and trucks are deployed along the strains, avoiding the transport of soil particles to lower locations, not allowing the formation of erosive processes. In the dry season, rural roads with higher freight traffic are wet to decrease dust dispersion. |
| Application of pesticides to combat competition pests and weeds | Pesticides can affect insects and other organisms that participate in essential processes, such as pollination of flowers, good as birds, fish and the like. | The application is carried out only when necessary, using products registered in Brazil and in accordance with the agronomic prescriptions. |
| Application of soil improver and fertilizers to plants | The intensive use of concealers and fertilizers can weaken when sanitizing the soil. | The application is carried out only when necessary, according to the soil analyzes, indicating nutritional deficits. |
| Sanitary and oily effluents | When effluents are not properly disposed, they can contaminate water bodies and cause loss of biodiversity and impacts on human and animal health. | The effluents are disposed of correctly, without reaching the watercourses or water table. Sanitary effluents are disposed of in septic tanks (Trench, filter and sink). The oily effluents are directed to water and oil separator boxes. |

Total volumes of standing wood (at various ages) in 2024:

1,333,953.04 m³

 Total volume of timber harvested in 2024: **500,585.77 m³**

 Intended for charcoal production: **443,192.54 m³**

 Intended for chip production: **57,393.23 m³**

Source: Biological Asset/2024 & SAP

Impacts on Biodiversity

The environmental management of farms is based on impact studies and reports, which assess potential effects of projects and ensure the adoption of preventive and corrective measures to protect biodiversity.

Before any intervention, we carry out detailed studies and impact reports that accurately assess the possible effects of our activities on the environment. These diagnoses are the basis for concrete actions: preventive and corrective measures aimed at protecting the fauna, flora and natural resources of the regions where we operate.

Species found and monitored in Minasligas operating areas

| Core Operational | Group | Number of records | Wealth | CR | EN | VU | NT | LC | DD |
|--|-----------------------------|-------------------|--------|----|----|----|----|-----|----|
| João Pinheiro * 5 years of Monitoring | Entomofauna | 6134 | 100 | | | | | 110 | |
| | Ichthyofauna | 829 | 36 | | | | | 36 | |
| | Herpetology | 4551 | 82 | | | | | 82 | |
| | Avifauna | 8970 | 290 | | 1 | 3 | 11 | 288 | 3 |
| | Medium and large mastofauna | 1410 | 36 | | | 3 | 6 | 27 | 1 |
| Buritizeiro * 4 years of Monitoring | Small Mastofauna | 423 | 30 | | | | | 30 | |
| | Entomofauna | 7099 | 93 | | | | | 93 | |
| | Ichthyofauna | 1138 | 40 | | 1 | | | 39 | |
| | Herpetology | 1795 | 84 | | | | | 83 | 1 |
| | Avifauna | 6828 | 306 | | 1 | 1 | 3 | 304 | |
| Grão Mogol * 3 years of Monitoring | Medium and large mastofauna | 994 | 30 | | | 2 | 1 | 25 | |
| | Small Mastofauna | 261 | 23 | | | 1 | | 21 | |
| | Entomofauna | 448 | 31 | | | | | 31 | |
| | Ichthyofauna | 142 | 13 | | | | | 13 | |
| | Herpetology | 616 | 40 | | | | | 38 | |
| Rubelita * 1 year of Monitoring | Avifauna | 1439 | 181 | | | | | 180 | |
| | Medium and large mastofauna | 106 | 3 | | | | | 10 | |
| | Small Mastofauna | 13 | 3 | | | | | 6 | |
| | Entomofauna | 357 | 14 | | | | | 14 | |
| | Ichthyofauna | - | - | | | | | | |
| Rubelita * 1 year of Monitoring | Herpetology | 204 | 26 | | | | | 26 | |
| | Avifauna | 771 | 185 | | 1 | | | 185 | 1 |
| | Medium and large mastofauna | 20 | 3 | | | | | 3 | |
| | Small Mastofauna | 11 | 3 | | | | | 3 | |

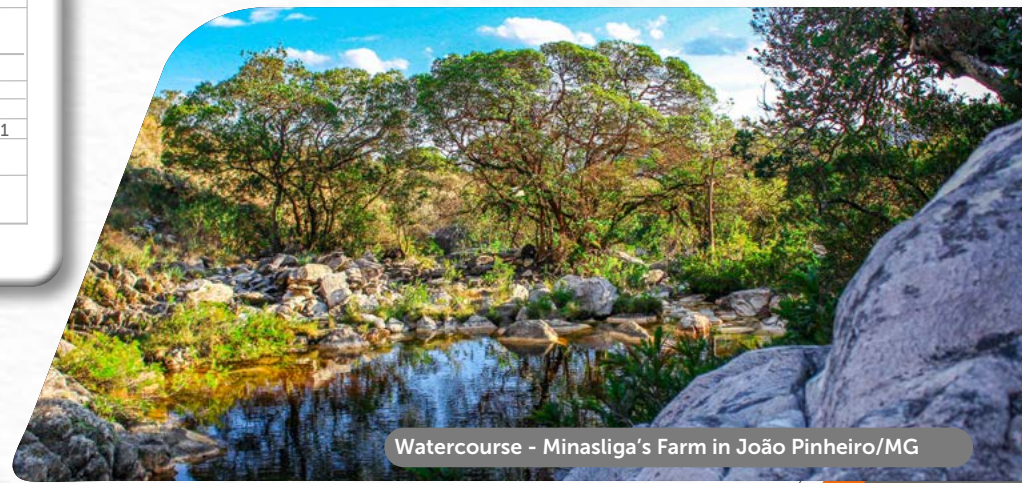
IUCN 2025 based threat status: **CR**: Critically Endangered; **EN**: Endangered; **VU**: vulnerable; **NT**: near threatened; **LC**: least concern; **DD**: data deficient.



Nystalus maculatus



Fields Deer



Watercourse - Minasliga's Farm in João Pinheiro/MG



Sporophila caerulescens

Climate Changes

GRI 201-2

Since 2020, Minasligas has annually carried out the Greenhouse Gas (GHG) inventory, following the GHG Protocol. The initiative has broadened our understanding of emissions, favoring the adoption of good mitigation practices and strengthening the theme in the agenda of decisions and investments.

| RISKS AND OPPORTUNITY | IMPACTS | MANAGEMENT TOOLS |
|---|--|---|
| Regulatory Risk: Emergence and application of new legislation regarding Greenhouse Gas Emissions. | Changes to the production process Need to install equipment for CO ₂ reduction/elimination | Preparation of annual GHG Inventory Carbon Credit Market Study Group |
| Opportunity: Growth of a Carbon Credits market | Raw material change | |

Carbon Negative Balance

The audit carried out by SGS proved, for the fifth consecutive year, Minasligas' negative carbon balance, attesting to a net removal of -24,663.50 ton Co₂e considering Scope 1 + Scope 2. That is, Minasligas captures more Greenhouse Gases than it emits.

For this calculation, anthropogenic emissions⁹ are considered in the production process of the factory, forestry farms and bioreducer production, corporate office, energy purchase, sale of alloys of Eco Ferro Silicon, Eco Silicon Metallic and Eco Microsilica.



⁹-Anthropogenic emissions are greenhouse gas emissions resulting directly from human activities, such as burning fossil fuels, deforestation, industrial and agricultural processes. They differ from natural emissions, as they result from human action and have a significant impact on global warming and climate change.

Emissions Inventory

GHG emissions IN 2024

(in metric tonnes CO2 equivalent)

| | |
|------------------------------|-------------|
| Scope 1 | 40.513,787 |
| Biogenic emissions Scope 1 | 412.318,156 |
| Scope 2 Market Based Scope 3 | 50.127,326 |
| Biogenic emissions Scope 3 | 48.277,981 |
| | 11.064,557 |

Base year of emissions: 2024

Gases included in the calculation: CO2, CH4, N2O2,HFCs, PFCs, SF5, NF3

Source of emission factors and global warming potential indexes (GWP) used: IPCC Consolidation approach chosen for emissions: Operational control. Standards, methodologies, assumptions and/or calculation tools adopted: GHG PROTOCOL

Other categories and activities of indirect GHG emissions (Scope 3) included in the calculation: T&D Upstream I Purchased Goods and Services/ Employee commuting/ Waste + Effluents /Business Travel

Emissions intensity index, GHG for the organization:

0.905 ton CO2 e/ ton of product.

Gases included in the calculation: CO2, CH4, N2O2,HFCs, PFCs, SF5, NF3 Considering scope 1 + scope 2 (location based)

Calculation basis: CO2 and ton emitted/production in tons

Consolidated emissions

| | | Metric tons per GHG | | | Tonnes of CO2eq | | |
|------------|----------|---------------------|-----------|--------------|-------------------|-------------------|-------------------|
| | | E1 | E2 | E3 | E1 | E2 | E3 |
| CO2 | | 32.448,15 | 50.127,33 | 25.516,77 | 32.448,15 | 50.127,33 | 25.516,77 |
| CH4 | | 227,09 | 0,00 | 50,99 | 6.358,42 | 0,00 | 1.427,76 |
| N2O | | 6,05 | 0,00 | 80,50 | 1.602,30 | 0,00 | 21.333,45 |
| HFC | HFC-134a | 19,00 | 0,00 | 0,00 | 24,70 | 0,00 | 0,00 |
| HCFC | HCFC-22 | 32,20 | 0,00 | 0,00 | 56,67 | 0,00 | 0,00 |
| Composites | R-410A | 12,00 | 0,00 | 0,00 | 23,08 | 0,00 | 0,00 |
| Others | CO2 | 3.139,20 | 0,00 | 0,00 | 3,14 | 0,00 | 0,00 |
| | | | | Total | 40.516,462 | 50.127,326 | 48.277,981 |

Other atmospheric emissions

| | |
|--|-----------------|
| NOx | 0 |
| SOx | 0 |
| Persistent organic pollutants (POPs) | 0 |
| VOC Volatile Organic Compounds | 0 |
| Hazardous Air Pollutants (Hap) | 0 |
| Particulate Matenal (MP) | 44,20 toneladas |
| (Maximum allowable volume: 551t) | |
| Other standard categories of air emissions identified in relevant laws and regulations | 0 |

Standard/ methodologies. of calculations adopted: ABNT NBR 11966:1989

Determination of the Velocity and Flow of Gases in Chimneys and Ducts from Stationary

Sources:

ABNT NBR 11967: 1989 Moisture Determination in Stationary Fountain Chimneys and Ducts

ABNT NBR 12019:1990 Determination of Particulate Material in Chimneys and Ducts of Stationary Sources;

CETESB L9.210:1990 Analysis of Combustion Gases through the Orsat Apparatus: test method CETESB L9.22

1:1990 Ducts and Chimneys of Stationary Sources - Determination of Sampling Points

Removals 2020 / 2024

A over the past few years, Minasligas has strengthened its commitment to environmentally responsible action — and the results of this effort are clearly reflected in our carbon balance sheet.

Between 2020 and 2024, our planted forest areas captured more than 753,000 tons of atmospheric CO₂ equivalent, significantly offsetting the emissions generated in our operations.

To get an idea of the size of this result, this amount of carbon removed corresponds to:

- An average forest of more than 300,000 hectares absorbing CO₂ for an entire year;

- The saving of about 321 million liters of gasoline that would no longer be burned;

- Approximately 60 million bottles of cooking gas that would no longer be consumed;

- Or even enough to supply about 160,000 Brazilian homes with electricity for a year.

- These removals are more than numbers: they represent trees growing, air more li and a planet with more chance of thriving.

They symbolize the active role we take in building a more sustainable future — a future in which development and responsibility go hand in hand. Because, for us, taking care of the environment is not just part of the business: it is part of our purpose.

Consolidated Emissions by GHG and Scope 2 (Location Based)

| Item | Year 2020 | Year 2021 | Year 2022 | Year 2023 | Year 2024* |
|--|-------------|-------------|-------------|-------------|--------------------|
| Scope 1 | 69.157,433 | 53.780,18 | 58.914,16 | 60.050,00 | 40.513,79 |
| Scope 2 (Market Based * Except Year 2024) | 11.126,21 | 4.937,33 | 5.603,38 | 4.998 | 50.127,33 |
| CO2eq removal | -319.115,50 | -256.533,47 | -155.708,02 | -266173 | -115.304,61 |
| Carbon inventory | -238.831,85 | -197.815,96 | -91.190,49 | -201.125,00 | -24.663,50 |
| Carbon inventory 2020 to 2024 CO2eq | | | | | -753.626,80 |



Programs and Partnerships

GRI 2-28



The Guardians of the Forests

Project is focused on preventing and combating forest fires, involving employees and neighboring communities with training, educational campaigns and retraining of firefighters in partnership with SESMT (Specialized Services in Safety Engineering and Occupational Medicine) and the Fire Department.



Forest Fire Campaign Material

Technical and Academic Partnership

Working with the SIF (Forest Research Society) / UFV (Federal University of Viçosa) and other companies in the forestry sector, the project develops research to create eucalyptus clones that are more resistant to drought, improving production efficiency and environmental management.



Design of drought-resistant clones

Sector Associations

Minasligas integrates working groups in entities such as ABRAFE (Brazilian Association of Ferroalloys and Silicon Metallic Producers), FIEMG (Federation of Industries of the State of Minas Gerais), Amcham (American Chamber of Commerce for Brazil) and AMIF (Mining Association of the Forest Industry), among others, strengthening sectoral dialogue, institutional representativeness and alignment with good industry practices.



Event promoted by AMIF



The Environmental Education Program promotes socio-educational actions and practices aimed at raising awareness of the population about socio-environmental impacts and environmental control measures, strengthening a balanced coexistence with the environment.

PEA Farms

Waste Project Minimums – 3R's



Audience: Own employees and third parties CCG and Centenário farm.

Location: João Pinheiro/MG

Description: To comply with the Minimum Waste Project – 3R's, training was carried out with the employees and third parties of Fazenda Centenário on Selective Collection, in order to provide theoretical and practical training on the correct separation of solid waste, in order to raise awareness about the importance of this act in the solid waste recycling cycle.

Where I Throw My Trash



Audience: Empregados próprios e terceiros fazenda CCG e Centenário.

Location: João Pinheiro/MG

Description: Game: Where I Throw My Trash + Theatrical Performance: Boy Diego, the boy who wanted to be a garbage man and gathered several materials, to transform into toys and play.

"Createlearn"



Audience: Comunidade Canabrava (João Pinheiro/MG).

Location: Escola Municipal Jovino Silveira

Description: Workshop "Createlearn", with the teachers Grupo Troupe Art 'Manhas, from Pirapora/MG.

Composting workshop



Audience: Canabrava Community (João Pinheiro/MG)

Location: Silveira Jovino Municipal School

Description: Composite Workshop, with the students of the 4th High School.

Songs and dances workshop



Audience: Students from the community of João Pinheiro/MG

Location: Sebastião Simão de Melo State School

Description: Workshop "Songs and Dances", with the students Grupo Troupe.

Used Cooking Oil Recycling



Audience: Community João Pinheiro/MG

Location: Sebastião Simão de Melo State School

Description: Workshop "Used Cooking Oil Recycling", with 3rd high school students.

O Folgado do Boi de Reis



Audience: Canabrava Community (João Pinheiro/MG)

Location: Canabrava Church Square

Description: Theatrical performance: O Folgado do Boi de Reis.

Green Area Project - São Francisco River Front



Audience: Cachoeira do Manteiga Community (Buritizeiro/MG)

Location: Community Residents Association

Description: Planning for the Green Area Project - Waterfront of São Francisco River

Visit to Palmital Stream



Audience: São Bento Community (Buritizeiro/MG)

Location: Community Residents Association

Description: Visit to the Palmital Stream, a tributary of the river São Francisco.

Water Resources and the Importance on the preservation of riparian forest



Audience: São Bento Community (Buritizeiro/MG)

Location: Community Residents Association

Descrição: Presentation on Water Resources and the Importance of the preservation of riparian forest + Theatrical Presentation: "A Saga do Rio São Francisco" - Grupo Troupe Art 'Manha.

Water Resources



Audience: Own employees and third parties Fazenda São Francisco

Location: Grão Mogol/MG

Description: Conscious Collaborator Project, still with the theme of "Water Resources" - Dynamics with cartoons with themes about waste + Game: Water Run.

Each Drop Matters



Audience: Own employees and third parties Fazenda São Francisco

Location: Grão Mogol / MG

Description: Timeline Water Resources Activities + Roundtable where the topic was addressed: "Each Drop Matters" + Delivery of the booklet: How to Catch Rainwater.

Visit to the Córrego dos Bois



Audience: Morro Grande Community (Grão Mogol/MG)

Location: Community Residents Association

Description: Visit to the water collection site for community supply, in Córrego dos Bois, to verify the state of conservation of the site + Visit to the spring recovered in Córrego da Lama" by SENAR, FAEMG and Sindicato, in 2018.

Spring Recovered in Córrego da Lama



Audience: Morro Grande Community (Grão Mogol/MG)

Location: Community Residents Association

Description: Presentation of the situation of the “Recovered Spring in the Córrego da Lama”, for the community.

Environmental Education Programme



Audience: Aparecida Community (Rubelita/MG)

Location: Community Residents Association

Description: Presentation of the school and the schedule of the Environmental Education Program that will be developed in the community.

Environmental Education Programme



Audience: Aparecida Community (Rubelita/MG)

Location: Community Residents Association

Description: Presentation of the school and the schedule of the Environmental Education Program that will be developed in the community.

Factory PEA

Introduction to Environmental Education



Audience: Own employees and third parties

Location: Pirapora Factory/MG

Description: Recall the choices made in the participatory and feedback methodologies to level the employees' understanding.

Air Quality



Audience: Own employees and third parties

Location: Pirapora Factory/MG

Description: Air Quality a legislação e as condicionantes. Presentation of Environmental Legislation Conama Resolution related to air quality, parameters to be checked and related diseases to air pollution.

Environmental Citizenship Project - Knowledge Drops



Audience: Público interno e comunidades

Location: Pirapora Factory/MG
Social networks

Description: It aims to bring content on environmental issues to employees, through a simple and easy-to-understand material through posting on social networks and internal communication groups of the company.

Pernambuco Conscious



Audience: Pernambuco Community

Location: Community Pernambuco
Pirapora/MG

Description: Recall the choices of the DSP and feedback to level the understanding of the Pea configuration and thematic activities to introduce Environmental Education that will be developed in the Community.

Pernambuco Conscious



Audience: Pernambuco Community

Location: Community Pernambuco
Pirapora/MG

Description: Air Quality, legislation and conditions. Presentation of Environmental Legislation Conama Resolution related to air quality, parameters to be checked and diseases related to air pollution.

Sustainable Practices in the School Community



Audience: Geny Hatem School
Community

Location: São Geraldo District
Pirapora/MG

Description: Development of Dynamics of interpersonal coexistence and with the environment. Musical presentation with environmental theme and snack with chat.

Sustainable Practices in the School Community



Audience: Geny Hatem School
Community

Location: São Geraldo District
Pirapora/MG

Description: Presentation of Solid Waste and its classification regarding responsibilities and generation. Application of "Dynamics of Waste Disposal" at the time of generation.

Economic Performance



Economic Performance

With 45 years of history, Minasligas has built a trajectory based on solutions, responsibility and strategic vision. This solid foundation — operational and financial — allows the company to move forward with consistency in its proposal for an increasingly sustainable metallurgy.

Even in the face of challenging scenarios, such as those experienced between 2020 and 2021, we face economic instability with efficient risk management, commitment from our teams and long-term decisions.

We generate value for all our stakeholders — from shareholders to employees, strengthen our supplier network and deliver products with real differentials in quality and sustainability to customers

Economic Value Generated and Distributed

GRI 201-1 | 201-4

Amount Generated and Distributed (in \$ million)

| | |
|--|------------|
| Direct Economic Value Generated /Net Revenue | R\$ 886,72 |
| Distributed Economic Value/ Expenses | R\$ 796,28 |
| Retained Amount (Amount generated Retained Amount) | R\$ 90,44 |

Economic value distributed to society, partners and employees (in \$ million)

| | |
|--|------------------|
| Benefits for employees | R\$ 24,95 |
| Profit sharing for employees | R\$ 8,13 |
| Social investment/ donations by Incentive Laws | R\$ 1,28 |
| TOTAL | R\$ 34,36 |

Government financial support (in \$ million)

| | |
|--------------------------|------------------|
| Benefits / Tax Credits | R\$ 19,11 |
| Investment and R&D grant | R\$ 1,15 |
| TOTAL | R\$ 20,26 |

Sustainable Future



For a Sustainable Future

Building tomorrow starts with the choices we make today. Therefore, we move forward as a company focused on tomorrow, preserving its essential resources: people and the environment. The recent acquisition of the manufacturing unit in Simões Filho (BA) and its renovation reflect our commitment to good production practices and the strategy of strategic expansion without neglecting operational excellence.

In the value chain, the demands for sustainability and ESG increase every day, involving mitigation of impacts, generation of value for all stakeholders, combating climate change and other essential agendas.

We invest in strategic and integrated risk management, protecting our results, our position in the

market and the longevity of the company. With focus on continuous improvement, we improve environmental management, monitoring indicators and integrating biodiversity and sustainability into processes.

But this whole journey alone and every choice derives from our vision of the future: an industry that respects the limits of the planet and actively to a just and viable ecological transition.

**Join us on
this journey!**



GRI Summary

General disclosures

| GRI Standards | Content | Location | Omission | | |
|--------------------------------|--|-------------------|---|------------------------------|--|
| | | | Omitted Requirement(s) | Reason | Explanation |
| GRI 2: General Content 2021 | 2-1 Details of the organization | Pages 7 e 8 | | | |
| | 22-2 Entities included in the sustainability reporting of the organization | Page 4 | | | |
| | 2-3 Reporting period, frequency, and contact information | Page 4 | | | |
| | 2-4 Restatements of information | | For this report, no information was reformulated. | | |
| | 2-5 External verification | | This report has not undergone external verification. | | |
| | 2-6 Activities, value chain, and other business relationships | Pages 10 e 13 | | | |
| | 2-7 Employees | Page 31 | | | |
| | 2-8 Workers who are not employees | Page 31 | | | |
| | 2-9 Governance structure and its composition | Page 19 | | | |
| | 2-10 Appointment and selection to the highest governance body. | Page 19 | | | |
| | 2-11 Chairperson of the highest governance body | Page 19 | | | |
| | 2-12 Role performed by the highest governance body in overseeing the management of impacts | Page 19 | | | |
| | 2-13 Delegation of responsibility for impact management | Page 19 | | | |
| | 2-14 Role performed by the highest governance body in sustainability reporting | Pages 4 e 19 | | | |
| | 2-15 Conflicts of interest | Page 19 | | | |
| | 2-16 Communication of crucial concerns | Pages 19, 26 e 40 | | | |
| | 2-17 Collective knowledge of the highest governance body | Page 19 e 27 | | | |
| | 2-18 Performance review of the highest governance body | Page 19 | | | |
| | 2-19 Remuneration policies | Page 37 | | | |
| | 2-20 Process for determining remuneration | Page 37 | | | |
| | 2-21 Proportion of total annual remuneration | | 2-21a; | Confidentiality restrictions | Strategic information It will not be disclosed by the company. |
| | | | 2-21b; | | |
| | 2-22 Statement on the sustainable development strategy | Page 5 | | | |
| | 2-23 Policy commitments | Pages 12, 23 e 26 | | | |
| | 2-24 Incorporating policy commitments | Pages 12 e 23 | | | |
| | 2-25 Processes to repair negative impacts | Pages 24 e 40 | | | |
| | 2-26 Mechanisms for advising and raising concerns | Pages 26 e 40 | | | |
| | 2-27 Compliance with laws and regulations | | In 2023, no significant cases of non-compliance with laws and regulations were identified | | |
| | 2-28 Membership in associations | Pages 24 e 60 | | | |
| | 2-29 Approach to stakeholder engagement | Page 24 | | | |
| | 2-30 Collective bargaining agreements | Page 31 | | | |

Material topics

| GRI Standards | Content | Location | Omission | | |
|--|---|----------|--|--------|-------------|
| | | | Omitted Requirement(s) | Reason | Explanation |
| GRI 3: Material Topics 2021 | 3-1 Process of defining material topics | Page 15 | | | |
| | 3-2 List of material topics | Page 16 | | | |
| Governance | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 25 | | | |
| | 205-2 Communication and training on anti-corruption policies and procedures | Page 25 | | | |
| | 205-3 205-3 Confirmed incidents of corruption and actions taken | Page 25 | | | |
| GRI 206: Unfair Competition 2016 | 206-1 Actions of the organization related to trust practices, commercial monopoly and anti-competitive behavior | | We were not involved in lawsuits regarding unfair competition and violations of antitrust and antitrust laws in 2024 | | |
| | 417-2: Incidents of non-compliance related to information and labeling of products and services | | There were no non-conformities regarding information and labeling of products and services in 2024 | | |
| GRI 418: Privacy of the Client 2016 | 418-1 Substantial complaints related to breaches of customer privacy and loss of customer data | Page 28 | | | |

Social

| GRI Standards | Content | Location | Omission | | |
|---|---|----------|---|--|--|
| | | | Omitted Requirement(s) | Reason | Explanation |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 33 | | | |
| GRI 401: Employment 2016 | 401-1 New hires and employee turnover | Page 32 | | | |
| | 401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees | Page 37 | | | |
| | | Page 37 | | | |
| | 401-3 Maternity/ paternity leave | | | | |
| GRI 402: Employment Relationships 2016 | 402-1 Minimum notice period for operational changes | Page 34 | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year, per employee | Page 36 | | | |
| | 404-2 Employee Skills Improvement and Career Transition Assistance Programs | Page 36 | 404-1-a i.; gender ii. functional category. | Information not available / incomplete | We did not carry out a calculation by gender and functional category |
| | 404-3 Percentual de empregados que recebem avaliações regulares de desempenho e de desenvolvimento de carreira | Page 35 | | | |
| GRI 405: Diversity and Equal Recruitment Opportunities GRI 406: No Discrimination 2016 | 405-1 Diversity in governance bodies and employees | Page 38 | | | |
| | 406 Cases of discrimination and corrective measures taken | | | | |
| | | Page 38 | | | |
| GRI 407: Freedom of Association and Collective Bargaining | 407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk | Page 24 | | | |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers with significant risk of child labor cases | | | | |
| GRI 409: Forced Labor or Similar to Slave Labor 2016 | 409-1 Operations and suppliers with a significant risk of cases of forced or compulsory labour analogue to slave | Page 36 | | | |
| | | | | | |
| GRI 410: Security practices 2016 | | Page 36 | | | |
| | 410-1 Security personnel trained in human rights policies or procedures | | | | |

Occupational Health And Safety

| GRI Standards | Content | Location | Omission | | |
|--|---|----------|-------------------------------|------------------------------|--|
| | | | Omitted Requirement(s) | Reason | Explanation |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 39 | | | |
| GRI 403: Occupational health and safety 2018 | 403-8 Employees covered by an occupational health and safety management system | Page 39 | | | |
| GRI 3: Material Topics 2021 | 403-10 Occupational diseases | Page 39 | | | |
| Enviromental | | | | | |
| 301 Material Topics 2016 | 3-3 Management of material topics | Page 49 | | | |
| | 301-1 Materials used, broken down by weight or volume | Page 50 | | | |
| | 301-2 Percentage of raw materials or recycled materials used in the manufacture of its main products and services | Page 50 | | | |
| 303 Water and Effluents 2018 | 303-3 Water intake | Page 49 | | | |
| | 303-4 Water discharge | Page 49 | | | |
| | 303-5 Water consumption | Page 49 | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Page 51 | | | |
| | 306-2 Management of significant waste-related impacts | Page 51 | | | |
| | 306-3 Waste generated | Page 51 | | | |
| | 306-4 Waste not destined for final disposal | Page 51 | | | |
| | 306-5 Waste destined for final disposal | Page 51 | | | |
| Energy | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Page 53 | | | |
| | 302-1 Energy consumption within the organization | Page 53 | 302-1 c (iii and iv); 302-1 d | Not applicable | We do not consume cooling and steam energy. |
| GRI 302: Energy 2016 | 302-2 Energy consumption within the organization | | | Not applicable | We do not consume energy outside the organization. |
| | 302-3 Energy Intensity | | | Confidentiality restrictions | Strategic information of the organization. |
| | 302-4 Reduction of the energy consumption | | | Not applicable | Not applicable - Electro-intensive Company. |
| | 302-5 Reductions in energy requirements of products and services | | | Not applicable | Not applicable - Electro-intensive Company. |

Diferenciação pela Produção Verde

| GRI Standards | Content | Location | Omission | | |
|---|---|----------|------------------------|------------------------------------|--|
| | | | Omitted Requirement(s) | Reason | Explanation |
| GRI 3:Material Topics 2021 GRI 101: Biodiversity 2024 | 3-3 Management of material topics Location | Page 54 | | | |
| | 101-4 Identification of Impacts on Biodiversity | Page 54 | | | |
| | 101-5 Location of the Impacts on Biodiversity | Page 54 | | | |
| | 101-6 Direct factors for biodiversity loss | Page 54 | | | |
| | 101-7 Changes in the state of biodiversity | Page 54 | | | |
| | 101-8 Services in the ecosystem | Page 54 | | | |
| GRI 304: Biodiversity 2016 | 304-1 Biodiversity (2016) | Page 54 | | | |
| | 304-2 Significant impacts of activities, products and services on biodiversity: | Page 54 | | | |
| | 304-3 Protected or restored habitats | Page 54 | | | |
| | 304-4 Species included on conservation lists with habitats in areas affected by the organization's operations | Page 54 | | | |
| Produção Eficiente e Segura | | | | | |
| GRI 203: Indirect Economic Impacts 2016 GRI 413: Local Communities 2016 | 203-1 Investments in infrastructure and use of local services | Page 40 | | | |
| | 203-2 Identification of significant indirect economic impacts | Page 40 | | | |
| | 413-1 Operations with local community involvement, impact assessments and development program | Page 40 | 413a i: | Information unavailable/incomplete | Unless the project is specific for gender inclusion, we have not yet directly measured the statistic |
| | 413-2 Operações com impactos negativos reais e potenciais significativos nas comunidades locais | | | | |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | | | | |
| Mudanças Climáticas | | | | | |
| GRI 201: Economic Indicators 2016 GRI 305: Emissions 2016 Differentiation by Green Production | 201-2 Financial implications, risks and opportunities due to climate change | Page 57 | 201-2 a iii; 201-2 a v | Restrições de confidencialidade | Indicators considered confidential for the organization |
| | 305-1 Direct emissions (Scope 1) of greenhouse gases (GHG) | Page 58 | | | |
| | 305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition | Page 58 | | | |
| | 305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG) | Page 58 | | | |
| | 305-4 Intensity of greenhouse gas (GHG) emissions | Page 58 | | | |
| | 305-5 Reducing greenhouse gas (GHG) emissions | Page 58 | | | |
| | 305-6 Emissions of ozone-depleting substances | Page 58 | | Non-aplicable | We do not count on the production/ import or export of SDO |
| | 305-7 Emissões de NOX, SOX e outras emissões atmosféricas significativas | Page 58 | | | |
| Desempenho Econômico | | | | | |
| GRI 201: Performance Economic 2016 | 201-1 Valor Econômico gerado e distribuído | Page 69 | | | |
| | 201-4 Apoio financeiro e incentivos recebidos de fontes governamentais | Page 69 | | | |



- Editorial Coordination, organization and reporting: Boulanger Campos (Communication)
- Data validation and technical review: Boulanger Campos, Juliana Fonseca, José Júnior, Rafael Magno e Rogério Acayaba (Sustainability GT)
- Graphic design and layout: Sandra Motta (Design Canadel)