2024

SUSTAINABILITY REPORT

USIMINAS

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Presentation

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Usiminas presents its Sustainability Report for the year 2024, which details the company's performance from January 1 to December 31, 2024, and follows the guidelines of the *Global Reporting Initiative* (GRI), internationally recognized as a comprehensive standard for sustainability reports. In addition, the report is aligned with the *Sustainability Accounting Standards Board* (SASB) standards specific to iron and steel producers and mining and metals, as well as the recommendations of the *International Sustainability Standards Board* (IFRS) S2 on climate-related financial disclosures.

This report highlights sustainable development actions that impact *stakeholders* and society. In this way, it addresses issues of efficient management, strategies, sustainable projects, targets and indicators monitored in the areas of governance, social, environmental and economic-financial.

Usiminas' Material Themes, the focus of this report, underpin all of the organization's strategies and guide actions to reduce negative impacts and increase positive impacts. These themes are detailed in Chapter 1, section "Sustainability at Usiminas", where the development of materiality and related information is described.

The scope of this document covers several Usiminas companies whose data was collected and analyzed for this report:

- **Usiminas S.A.**
- **Mineração Usiminas S.A.**
- **Soluções Usiminas S.A.**
- **Unigal Usiminas Ltda.**
- **Usiminas Mecânica S.A.**

The report is reviewed and approved by Usiminas' Board of Directors. To guarantee the transparency and credibility of the information presented, external verification is carried out by Russell Bedford.

At the end of the document is the GRI Content Summary, which organizes all the information according to the numbering used in the GRI methodology. In addition, historical data series are available which are consistent over the years.

For further inquiries or information regarding the report's content, please contact sustentabilidade@usiminas.com

Message from the Chairman of the Board of Directors GRI 2-22

Since Usiminas was founded, respect for people and the environment has been a fundamental value. This historic commitment takes on even greater relevance in the face of contemporary challenges, especially with regard to climate change and the need for responsible and sustainable corporate action.

In 2024, we reaffirmed our commitment to a more sustainable future, with a focus on reducing atmospheric emissions, setting a target of reducing greenhouse gas (GHG) emissions by 15% by 2030. We seek to advance the excellence and sustainability of our operations through the effective use of Blast Furnace 3 after the completion of its refurbishment, whose technology plays a key role in our GHG emissions reduction target. The stabilization of its operation demonstrates our ability to adapt, and in the coming years we will seek to capture its full potential in terms of efficiency and sustainability.

The well-being of the community, employees and the preservation of the environment are essential to Usiminas' success. Throughout 2024, we intensified our actions in social and environmental management, through investments aimed at preventing and mitigating environmental impacts mainly related to particulate emissions and the disposal of water effluents. Through surveys and ongoing interactions, we seek to understand the expectations of the community, which allows us to maintain a harmonious and constructive coexistence.

We continue to support the São Francisco Xavier Foundation (FSFX) and the Usiminas Institute, which offer essential services to the community and employees in the areas of health, education and culture.

People are Usiminas' greatest asset. We value the development, specialization and recognition of our employees. In 2024, we reinforced this commitment by promoting the improvement of internal processes that drive progress from attracting and hiring young talent to training and strengthening leaders for the future.

In the macroeconomic scenario we face challenges such as the increase in imports and the consequences of climate change. We adapted our processes to the new global scenario, managing risks and ensuring production continuity. The floods in Rio Grande do Sul and the reduction in the flow of the Piracicaba River required effective management of our operations.

We are committed to building a lasting legacy, balancing financial health, stakeholder interests and the sustainability of the planet. Our governance and transparent dialog strengthen our role as a company with a positive impact.

Through this report, we invite you to learn about our progress, commitments and results towards a more responsible present and a better future.

Alberto Ono,
Chairman of the Board of Directors

Message from the CEO GRI 2-22

Taking into account the macroeconomic and competitiveness challenges, we have remained focused on strengthening ties with clients and communities, consolidating our socio-environmental plans and defending the importance of the national industry. Our leadership is committed to promoting sustainable practices, implementing an agile, efficient and transparent management model. During this period, more than 20 thematic committees were set up to promote communication and alignment between management and employees, working on effective measures to overcome challenges.

In 2024, we aim to consolidate our industrial operations with a focus on operational efficiency and reducing emissions. The stabilization of Blast Furnace 3 has allowed us to operate with a more efficient production configuration, increasing energy efficiency and reducing CO2 emissions. We ensured the reliability of our industrial operations through strategic interventions in production areas, maintaining Usiminas as a benchmark in the sector.

Internally, we evolved our people management governance and consolidated safety as a non-negotiable pillar in our organizational culture. Throughout the year, we reviewed the internal processes that strengthen the attraction of new professionals, the appreciation and growth of internal talent, as well as the training of leaders aligned with Usiminas' principles. Safety and the environment, essential conditions for the lives of our employees, were reinforced with an emphasis on efficiency, strict compliance with standards and excellence in operational procedures.

We are focused on being good neighbors, maintaining a close relationship with the communities in which we are present and all our stakeholders. We believe that social responsibility is very important to the success of our objectives. In 2024, we strengthened our connection with communities through open dialog, events and conversations, which allowed us to present our actions and listen to their comments.

With regard to our environmental commitment to the future, we have set ourselves the goal of decarbonizing our operations. To this end, we have presented a plan to reduce our greenhouse gas emissions by 15% by 2030. In this context, we are investing in renewable energy and developing a realistic and effective energy transition plan.

We also seek to strengthen our relationship with the market and our clients through visits and strategic outreach. This interaction gives us a clear view of the Brazilian industrial scenario, its demands and challenges, and drives us to seek innovation and add value. In this context, the work carried out at our Research and Development Center is an important differentiator.

This report reflects our commitments and alignment with the interests of all our stakeholders through the in-depth strengthening of the quality of all our processes, with the aim of ensuring the sustainability and competitiveness of Usiminas.

Marcelo Chara,
CEO of Usiminas

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Usiminas at 2024

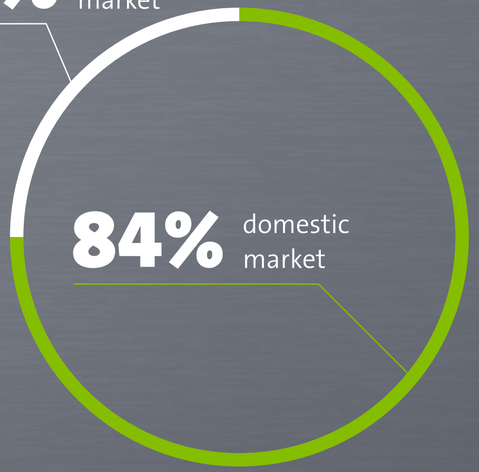
62 years of operation

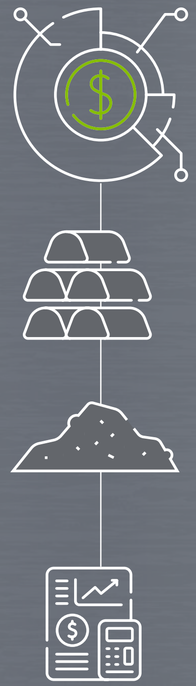
12,969 employees
own and **9,621** contracted

Revenue net in percent

16% foreign market

84% domestic market





EBITDA: **R$ 1.6 billion**

Steel sales in tons: **4.3 million**

Sales of iron ore in tons: **8.5 million**

Investment in general: **R$ 1.1 billion**

the **only company** in the steel sector included in B3's Corporate Sustainability Index (ISE B3)

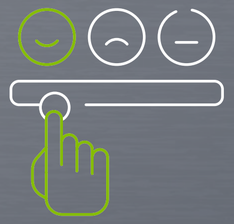
R$ 22.1 million
invested in Research and Development

+536 thousand hours of training for employees

+R$11.8 million
invested in cultural,
sports and social projects through tax incentives

415 meetings and gatherings with community and institutional stakeholders

91.5
customer satisfaction index



3 new steels
with development completed

About Usiminas GRI 2-1 2-2

Usiminas - Usinas Siderúrgicas de Minas Gerais S.A. operates throughout the steel production chain, covering everything from ore extraction to steel production, processing and distribution.

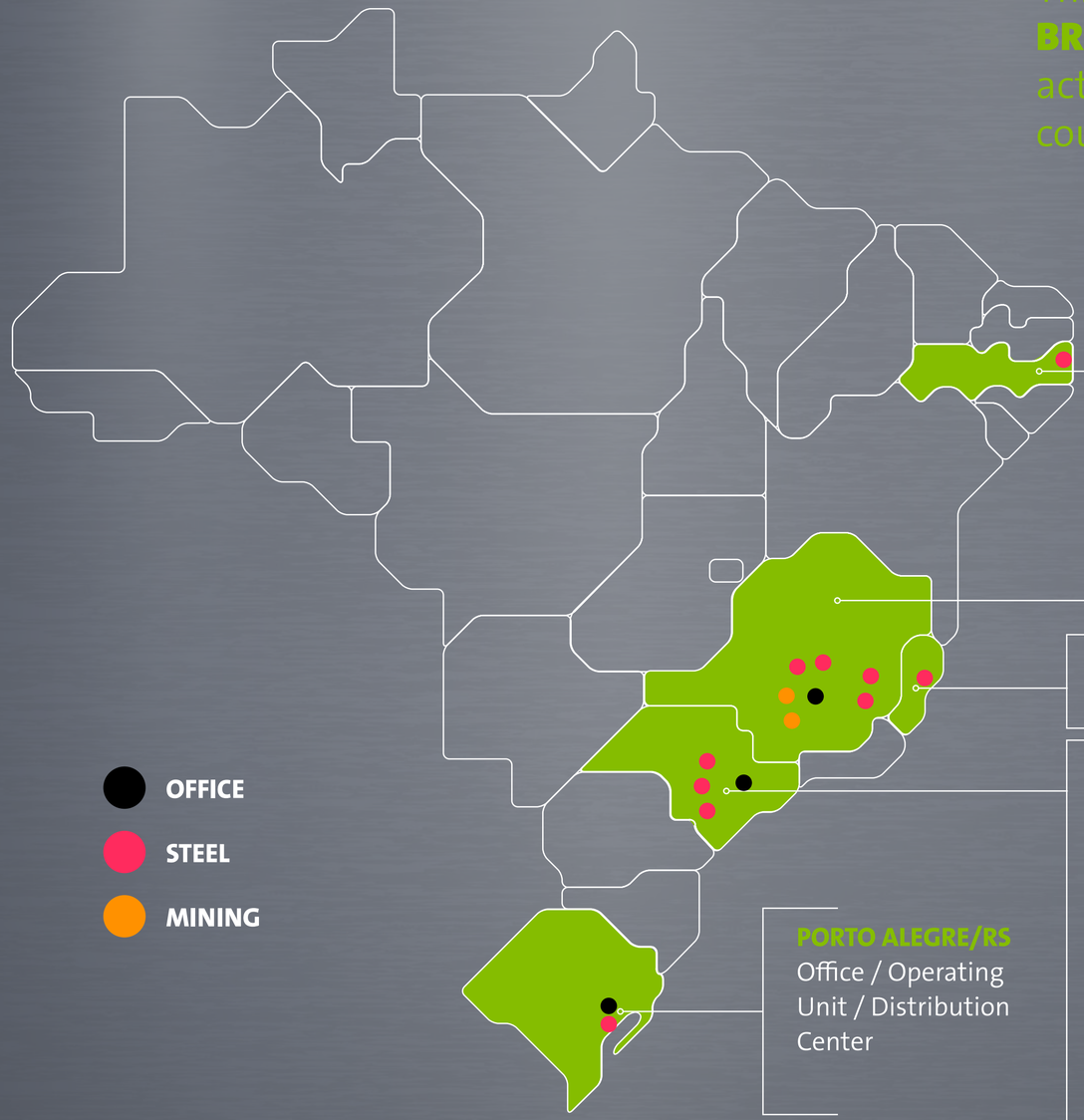
Founded in 1956 in Belo Horizonte/MG, where its headquarters are located, the company began operating in 1962 with the inauguration of the Ipatinga/MG plant, one of the largest flat steel industrial complexes in Latin America.

Becoming the first Brazilian state-owned company to be privatized in 1991, Usiminas expanded its operations by acquiring and integrating companies in the mining, steelmaking, distribution and steel processing sectors.

With operations spread across different regions of Brazil, Usiminas is a benchmark in the steel industry, maintaining a commitment to innovation, quality and sustainability, values that have guided it since its foundation.

Locations

Through its operations, **USIMINAS TRANSFORMS LIVES OF MILLIONS OF BRAZILIANS**, either directly, through the results of its operations and the economic activities generated in its value chain, or indirectly, through its contribution to the country's development.



CABO DE SANTO AGOSTINHO/PE
Operational Unit / Distribution Center

BELO HORIZONTE/MG
Usiminas Headquarters

IPATINGA/MG
Operational Unit / UNIGAL / Usiminas Mecânica / Soluções Usiminas

ITATIAIUÇU/MG
West Mine and Central Mine

MATEUS LEME/MG
Mina Leste

BETIM/MG
Operational Unit / Distribution Center

SANTA LUZIA/MG
Operational Unit / Distribution Center

VITÓRIA/ES
Maritime Terminal

SÃO PAULO/SP
Office

GUARULHOS/SP
Operating Unit / Distribution Center

CUBATÃO/SP
Operational Unit / Maritime Terminal

TAUBATÉ/SP
Operating Unit / Distribution Center

PORTO ALEGRE/RS
Office / Operating Unit / Distribution Center

Organizational culture

In pursuit of excellence and sharing results,
Usiminas acts with sustainability and social responsibility.

It is part of Usiminas' organizational culture to work towards the sustainable development of society. The company's principle is to create value for all *stakeholders*: offering quality products and services to customers, generating returns for shareholders, promoting the personal and professional development of its employees, developing projects in the communities where it operates, controlling and mitigating environmental and social impacts and redistributing economic results to society by generating jobs and paying taxes.

Vision:

To be a benchmark in quality and management in the steel industry, focusing on people, customers and generating sustainable results, safely.

Values:

Safety: Usiminas believes that it is possible to reduce accident incidents to zero, and that this is a priority goal in all its activities. To engage and inform employees about this goal, actions and initiatives are developed to reinforce the culture of safety and self-care. Significant investments are also made in training so that teams are increasingly able to carry out their activities properly and safely. At all Usiminas units, safety comes first.

People: Usiminas believes in and trusts people. With a team of competent professionals, the company encourages cooperation and commitment; it values the contribution and potential of its professionals and encourages their development and growth within the company. It is always looking to improve the working climate and humanize environments, acting with respect for differences. Respect and appreciation allow us to work in a pleasant and enjoyable environment.

Results: Through challenging collective and individual targets, it is always looking for the best results. Agility in decision-making, austerity in spending and simplification of bureaucracy all contribute to an increasingly competitive stance in the domestic and foreign markets. Results are essential to Usiminas' sustainability and growth.

Customers: Customer focus is one of Usiminas' motivations in all areas. Knowing its customers well and always being close to them, from the most diverse sectors, allows the company to create solid, long-lasting partnerships based on mutual gains. At Usiminas, everyone is always willing to learn and innovate, developing customized products and anticipating the needs of each customer. With partners and customers, Usiminas is building the future it wants, day by day.

Quality: The focus is on excellence. Usiminas strives for customer satisfaction, earning their loyalty, meeting the agreed requirements and exceeding their expectations. This is its commitment to quality. It trains its professionals, understands its customers' needs and develops innovative and customized products and solutions, always focused on quality.

In 2024, in continuity with the process of evolving our Performance Management processes for Usiminas employees, the Usiminas Competencies were defined, which represent a maturing of the Company's DNA.

- **Service attitude:** the employee has extensive knowledge of the needs of internal and external customers and the commitment required to add value through their deliveries.
- **Completion of tasks:** understands and effectively executes the processes related to their work. Aims to improve processes, products and services. To do this, they use best practices, new technologies and innovation.
- **Collaboration:** collabor ates with colleagues to achieve goals.
- **Professionalism:** has solid skills and knowledge, seeking opportunities for continuous learning.
- **Leadership (individual contributor):** has the ability to move people in a specific direction, conveying a clear vision, communicating effectively and motivating others.
- **Leadership (people manager):** has the ability to move people in a specific direction by conveying a clear vision, communicating effectively and motivating others.
- **Diversity and inclusion:** creates an inclusive environment that values people from all backgrounds, identities and perspectives.

Business and strategy

GRI 2-1 | 2-2 | 2-6 | SASB EM-IS-000.A | SASB EM-IS-000.B

Steelmaking operations are anchored in two mills located in the cities of Ipatinga/MG and Cubatão/SP, which together have an installed capacity of 6.9 million tons of flat-rolled steel per year; in addition to the other operations carried out by the company:

- **Unigal:** Transformation of cold-rolled coils into hot-dip galvanized coils;
- **Soluções Usiminas:** Processing of steel products and distribution center;
- **Usiminas Mecânica:** Maintenance and industrial assembly services for Usiminas companies.

Usiminas currently has a logistics structure made up of five distribution centers and eight customer warehouses, as well as two ports. These structures are located in the Southeast, Northeast and South regions, which are strategic for efficiently serving its main customers. Combined with the quality of its products and services, the service structure has enabled the company to stand out as the largest supplier of flat steel to the country's main consumer segments.

Usiminas companies are organized into two operating segments:

Steelmaking

As a steel company, Usiminas produces and sells a variety of flat steels, including slabs, heavy plates, uncoated and coated hot-rolled and cold-rolled products, hot-dip galvanized and electro-galvanized. These products are aimed at vital industrial segments, reaching national and international markets. The breadth of its portfolio in different types of steel guarantees specialized and specific service for the needs of customers in various sectors.

CERTIFICATIONS:
The Ipatinga and Cubatão steel plants are ISO 9001, ISO 14001, ISO 4500 and IATF 16949 certified.

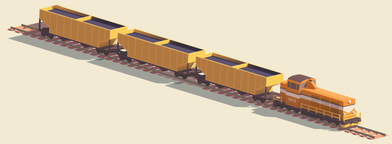
- **Thick plates**
  - Construction
  - Machinery and Equipment
  - Large Diameter Tubes
  - Capital Goods
  - Wind Energy
  - Oil and Gas

- **Hot rolled**
  - Construction
  - Machinery and Equipment
  - Large Diameter Tubes
  - Automotive
  - Solar Energy
  - Oil and Gas

- **Cold Rolled**
  - Construction
  - White Line
  - Automotive

- **Galvanized**
  - Construction
  - White Line
  - Automotive
  - Solar Energy

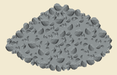
Usiminas Value Chain



1. Supply

Iron ore

Pelota



Founders

Acquired Coke

Limestone

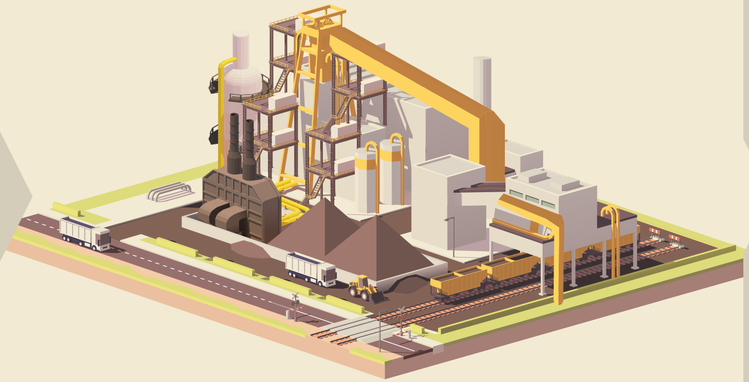
Charcoal

Coal

Natural gas

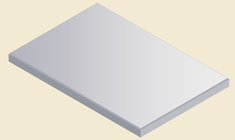
Materials and Services

2. Raw materials - *Inputs*

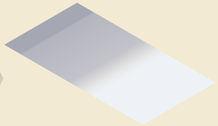


3. Production process

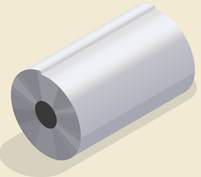
Heavy plates



Thin Sheets



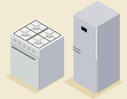
Galvanized Material



4. Products - *Outputs*

Automotive sector

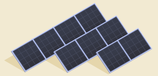
Production Sector - White Goods



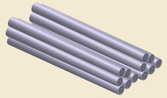
Construction sector

Energy Sector - Wind Power Generation Structures

Energy Sector - Solar Generation Structures



Tube Production

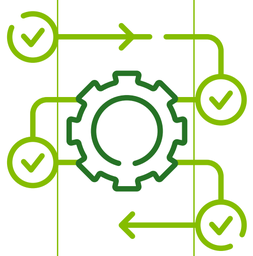


Naval industry

5. Supply Sectors

R&D Center GRI 3-3

Located in Ipatinga/MG, Usiminas' Research and Development Center is considered the largest of its kind in Latin America, with a focus on developing and implementing scientific and technological knowledge, seeking innovative solutions that keep the company one of the leaders in this segment. The Center contributes to the evolution of the products and services offered by the company, supporting the supply and maintenance of materials with greater mechanical resistance and a lower carbon footprint. In operation for 53 years, the Center is a central pillar for Usiminas' technological progress, applying its research to the evolution of various activities, including:



- **Product development:** New steels and improvements to those already produced. In 2024, 10 types of steel were improved or developed by the R&D Center;
- **Application engineering:** Actual performance of steels in service and technical support for customers. In 2024, more than 90 studies were carried out to ensure the most effective use of Usiminas products;
- **Mapping and testing emerging technologies**
- **Continuous improvement of industrial steelmaking processes**
- **R$ 22.1 million invested in R&D in 2024**
- **371 R&D studies completed by 2024**
- **84 professionals involved, including scientists, researchers and technicians:**
  29 with undergraduate degrees, 20 with master's degrees and 4 with doctorates

Highlights of the R&D Center in 2024

- **Development of new wear-resistant hot-rolled steels:** Abrasion-resistant steels from the RAVUR range have been developed on a pilot scale. The steels take the form of thick plates and hot-rolled coils, in the average surface hardness class of 450 HB and are intended for the manufacture of mining and agricultural equipment, load boxes for mineral transport trucks and concrete mixers.

- **Improving high-strength cold-rolled steel:** A new alloy design was developed for an advanced high-strength cold-rolled steel (AHSS) with a strength limit of over 1180 MPa, whose formability and weldability showed excellent results. This material, produced experimentally on an industrial scale, is being used in safety parts for the automotive sector, helping to reduce emissions from combustion engines.this material, produced experimentally on an industrial scale, has applications in safety parts for the automotive sector, contributing to the reduction of emissions from combustion cars and the protection of batteries in hybrid and electric vehicles.

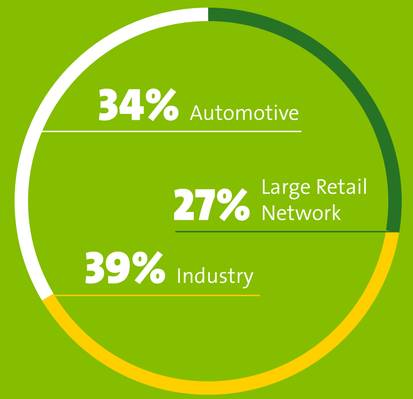
- **Optimization of resistance spot welding of AHSS:** Electrical resistance spot welding procedures were developed for different grades of AHSS with a 980 MPa strength limit, which allowed for exceptional gains in terms of toughness in the welded joints. The increase in toughness tends to be decisive for the application of these products to customers in the automotive sector, as these are steels generally used in safety components where toughness is greatly impacted by welding and is directly related to the impact energy absorption capacity of cars.

- **Predictive models via *Machine Learning* for process improvement:** Using *Machine Learning* algorithms, the R&D Center created a model capable of predicting the cleanliness of steel, taking into account the thermodynamic conditions of its processing. The models were applied with good agreement with the types of inclusions found in the process, allowing the development of new approaches to assist in alloying and process analysis, as well as guiding improvements in steel processing. Such an approach could bring gains in the application of steels, especially those used in the oil & gas sector, with emphasis on API grades with stringent strength and toughness requirements for application in harsh environments.

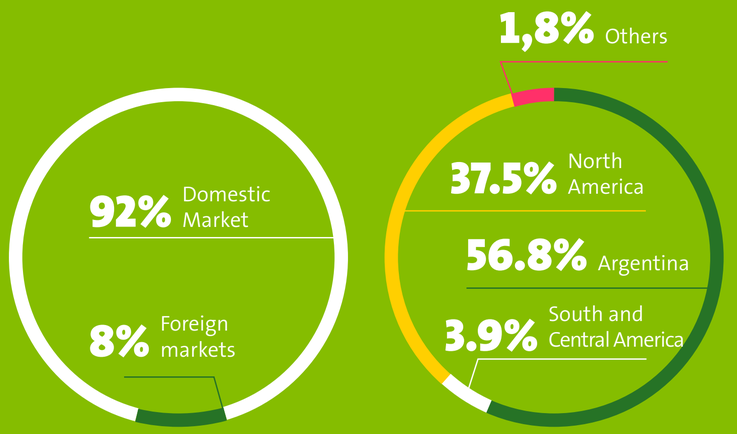
- **Sustainable pig iron production:** To this end, the R&D Center is developing various strategies, such as the search for a self-reducing agglomerate (briquette) that can reduce fuel consumption to obtain pig iron. Throughout 2024, the metallurgical and reactivity aspects of this new type of reducer were explored, as well as its characteristics in the reduction process in an environment that simulates the softening and melting process in blast furnaces.

- **The search for efficiency in industrial processes:** A study is underway to improve the thermal efficiency of CAPL's Continuous Annealing Line by increasing the performance of the radiant tubes used in the heating and soaking furnaces. Changes to the surface of the radiant tubes can increase thermal radiation, increasing their efficiency and, consequently, leading to a reduction in fuel gas consumption.

Sales by segment (2024 domestic market, steel)



Export sales volume by country (2024 - steel)



Blast Furnace 3 operation

In 2024, Blast Furnace 3 was in full operation after its refurbishment in 2023, bringing significant modernization since its launch in 1974. The project, which took six years of planning and absorbed investments of around R$2.7 billion, involved the complete replacement of the furnace structure. The results of improvements in operational and environmental efficiency are beginning to be seen, with a reduction in fuel consumption, an increase in productivity, a reduction in greenhouse gas emissions and sedimentable particles, known as black dust.

With the renovation, the equipment now operates with a more efficient distribution of the metal charge and fuels. In addition, the modernization and replacement of environmental equipment has improved the furnace's performance and control, enabling real-time monitoring of operations, increasing the production capacities and sustainability of the Ipatinga Plant.

The technological evolution brought about by the reform has made the equipment the most modern blast furnace in the West.

Mining SASB EM-MM-000.A

Mineração Usiminas S.A. is responsible for extracting and using iron ore to produce *lump* ore, *sinter feed* and *pellet feed*, essential raw materials for the steel industry. This operation is located in the Iron Quadrangle of Minas Gerais, more specifically in three different mines: Mina Oeste and Mina Central in Itatiaiuçu/MG, and Mina Leste in Mateus Leme/MG.

Acquired in 2008 to supply Usiminas' steelmaking activities, these mines quickly allowed the company to emerge as a competitive *player* on the international stage. The fruits of this strategy can be seen in the continuous production, sales and export records, highlighting the high operational efficiency achieved by the company.

Efficient service to the world's main steel markets and integrated logistics, carried out by contracted carriers and MRS Logística - which has Mineração Usiminas and Usiminas in its shareholding through UPL (Usiminas Participação e Logística) - take the products to the rail and sea terminals where they are shipped to customers, including Usiminas itself.s shareholding through UPL (Usiminas Participação e Logística) - take the products to the rail and sea terminals, from where they are shipped to customers, including Usiminas itself.

The company is also dedicated to collaborative actions with local partners and municipalities to foster sustainable development in the area. This includes stimulating the generation of jobs and income, and contributing directly and indirectly to the economic growth of nearby towns, highlighting its role in promoting local prosperity.

Mineração Usiminas monitors the entire process until final delivery, guaranteeing safety, quality and socio-environmental commitment in the areas where it operates and in neighboring communities.

Usiminas Mining results in 2024:

Production **8.2 million** tons of iron ore

Sales **8.5 million** tons of iron ore

68% of the iron ore was sent to foreign markets.

32% was sold to the domestic market.

In order to reduce the impacts generated by its activities, Mineração Usiminas does not currently have any tailings containment dams in operation. The solution is to meticulously process these tailings - first through filter presses that efficiently separate the liquid components from the solids, and then organize them into structured piles.

Reinforcing its commitment to safety and sustainable practices in its operations, Mineração Usiminas has invested in de-characterizing all of its dams. The first to go through this process was the Somisa Dam, which was de-characterized in 2021, followed by the Central Dam in 2022. Both dams, originally raised using the upstream method, have finished their activities and have been regularized in compliance with the required legal deadlines.

Following this example, the Samambaia 0 dam is inactive and is undergoing a voluntary de-characterization process, which is expected to be completed in 2025. So far, the phases of the de-characterization project for this dam have been adequately carried out within the deadlines set and, when completed, will represent a significant milestone for the company with the de-characterization of all its tailings containment dams.

At Mineração Usiminas, almost 18 million cubic meters of tailings have already been reprocessed as a result of the de-characterization of the Central Dam, which was transformed into the Central Park. To support this initiative, the company has invested in the ITM Flotation plant, which allows the reuse of old and new tailings from other plants, transforming most of them into high-quality products for the international market.

Sustainability at Usiminas GRI 2-13 2-23

The scope and scale of Usiminas' operations represent a major responsibility in relation to sustainability throughout the steel chain. This responsibility is seen as an opportunity to expand its positive impact, contributing to sustainable development beyond its direct activities.

At Usiminas, sustainability management is a continuous and collaborative construction that integrates different areas, promotes innovation and seeks alignment with global best practices. Based on solid governance, the company articulates sustainability as a strategic axis, involving senior leadership, the Sustainability Board, thematic committees, internal specialists and operational teams to manage material issues efficiently and responsibly. In addition, the Board of Directors has a fixed agenda that takes place every six months at Board meetings.

In this context, the Sustainability Standard serves as an essential guide, promoting alignment between corporate strategies and environmental, social and governance goals.

Collaboration to achieve more GRI 2-28

The sustainability agenda is a collective construction that must take into account the entire Usiminas value chain. The partnership with customers, suppliers, the community and industry associations such as the *World Steel Association*, Alacero, Aço Brasil and many others allows individual initiatives to be transformed into a mobilization for the sustainable development of the sector.

Sustainability in the Steel Chain Program: Sustainability Policy for Suppliers Launched in 2024; Meetings with customers during 2024 to present Usiminas' Decarbonization Plan

The commitment to a sustainable operation is reinforced by Usiminas alignment with global agendas, such as the UN Sustainable Development Goals (SDGs[1]) and market guidelines such as the Global Reporting Initiative (GRI), TCFD, SASB, ISE B3, the Brazilian GHG Protocol Program and the Carbon Disclosure Project.sustainable Development Goals (SDGs), and the market guidelines of organizations such as the *Global Reporting Initiative (*GRI), TCFD, SASB, ISE B3, the Brazilian GHG *Protocol* Program and the *Carbon Disclosure Project* (CDP).

[1]In 2024, Usiminas chose not to continue its membership as a participating member of the Global Compact. The company reaffirms its commitment to the principles of the Global Compact and the Sustainable Development Goals (SDGs), which continue to serve as guidelines for the company's sustainability agenda.

The priority SDGs for Usiminas:

ESG targets

As of 2024, Usiminas has implemented a new model for setting its ESG targets, aimed at achieving medium- and long-term objectives. This new method is based on the Sustainability Standard and has been aligned with the organization's Material Themes to ensure that sustainable practices are in line with the main global guidelines.

The main initiatives implemented to address the concerns and opportunities in each of the pillars described above will be presented in the chapters of this report and are based on the identification of the company's materiality.

The main pillars and actions are highlighted below:

- **Governance**
- **People**
- **Human Rights**
- **Communities**
- **Decarbonization**
- **Environment**
- **Steel Chain**
- **Finance**

Materiality

GRI 3-1 3-2 3-3

The Materiality study carried out by Usiminas not only provides the basis for the preparation of this Sustainability Report, but also provides a strategic vision for identifying risks and opportunities, analyzing their impacts, guiding investments and establishing critical agendas.it also provides a strategic vision for identifying risks and opportunities, analyzing their impacts, guiding investments and establishing critical agendas.

Usiminas' materiality highlights the most relevant issues for the organization and its strategic *stakeholders*. These topics cover areas that directly influence value creation, the relationship with the community and other stakeholders, as well as considering the company's environmental and socio-economic impacts.

Development

The definition of Materiality at Usiminas covered the priority themes for the Mining and Steelmaking units, reinforcing the strategic management guidelines and ensuring the comprehensive integration of these themes throughout the organization. The process was developed based on the premises of the GRI*(Global Reporting Initiative*), addressing the environmental, social and economic perspectives.

Methodology implemented

1. Identification of stakeholders and their expectations: Detecting the opinions and perspectives of strategic *stakeholders* through online consultations and qualitative interviews.

Click on to find out more.

2. Mapping of relevant topics: Sector survey involving Usiminas' national and international peers, along with analysis of *ratings, frameworks* and internal documents. Detailed media analysis and interviews were also conducted to identify, evaluate and validate the issues that impact the company's sustainable performance.

3. Analysis of the impacts of the themes: Referenced in the Aço Brasil 2020 Report and the Usiminas Reference Form (FRE), this step involved an in-depth examination of the impacts of the 22 themes identified previously.

4. Online consultation and prioritization of topics: Consolidation and analysis of the evaluations received from the public consulted and analysis of the impacts observed in the previous phase.

Material themes

Usiminas' Materiality process defined **seven Material Themes**:

Back to top

Environmental

- 1. Climate change
- 2. Management of natural resources and environmental impacts

Governance

- 3. Governance, ethics and integrity
- 4. Economic and financial performance
- 5. Portfolio sustainability and innovation

Social

- 6. People management
- 7. Relationship with external stakeholders

- Water management
- Diversity
- Product quality
- Sustainable management of the value chain (customers and suppliers)

Innovation GRI 3-3

Usiminas has a long tradition of improving its processes, products and services, incorporating advanced technologies and offering innovative solutions in the steel sector. Continuous investment in research and technological development is essential to ensure that the company stays ahead in an increasingly sustainable and competitive market.

In order to stimulate and encourage innovative habits, the **InovaAí** platform has been running since 2019. This tool was designed to speed up the implementation of creative ideas and connect various partners in search of better results for the business. Through the initiative, it is possible to democratize knowledge and promote cultural changes in the company, helping to strengthen its pioneering position in steel production with sustainable practices.

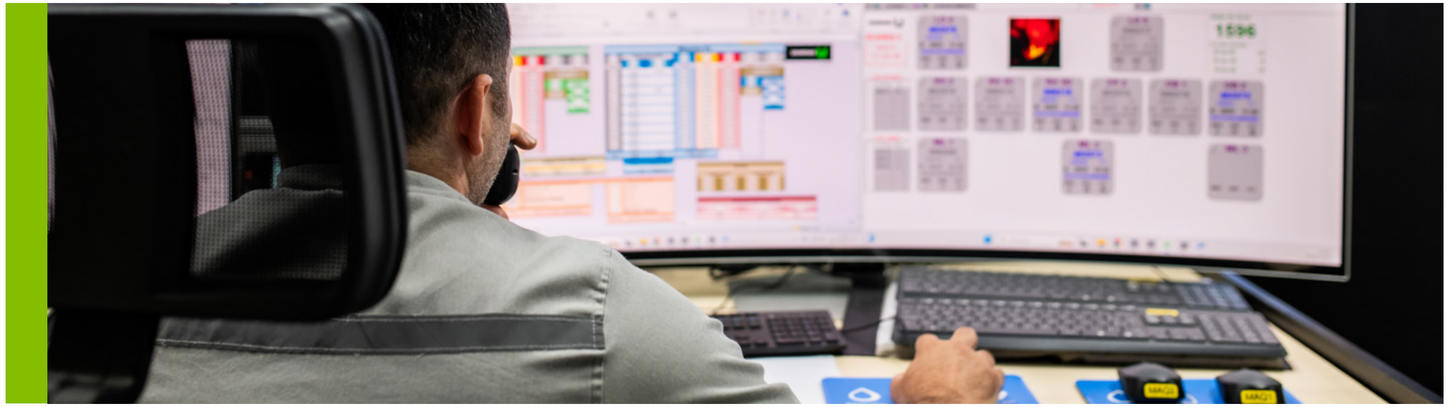
In addition, there is also **InovaAí Ideias,** an intrapreneurship program that encourages all employees to propose and test new ideas through pilot projects, assessing their potential for success. Various innovation initiatives are in progress aimed at economic benefits, environmental improvements and an increase in the quality of working conditions. All these actions and initiatives are developed and supported by the **Innovation and Digital Transformation corporate management,** which plays a role in directing specific efforts to boost the emergence of new innovative ideas.

The implementation of all the initiatives is verified in various areas, with the results of reduced risks, pilot success rates, and economic and financial analyses validated by Industrial Engineering and the Environment, Health and Safety teams. In addition, and in order to capture impressions of this innovation environment, sensitivity surveys are carried out annually with all the company's employees.

To reinforce the importance of an innovative culture, Usiminas is seeking to incorporate digital transformation as a strategic pillar within its objectives. The organization has followed a detailed roadmap designed to guide it along a path of high connectivity and integration, starting with the merger of the Innovation and Digital Transformation areas with the Information Technology teams.s Information Technology teams, as well as constant integration with Engineering and Automation teams, improving the implementation of new technologies in all the company's operations in a scalable and sustainable way.

In addition to innovation initiatives, Usiminas promotes events and training to disseminate the company's innovation *framework*. In 2024, more than 100 events and internal actions were held aimed at changing the *mindset* towards Innovation and Digital Transformation, ideation and capturing opportunities, impacting hundreds of employees.

> **For example, in one of the innovation programs alone, around 50 pilot projects were carried out in 2024, enabling the validation of 60 security risks and the identification of a potential economic gain of more than R$35 million per year.**



One of the highlights among the pilot projects developed is the optimization of the blending of raw materials in sintering plants in Ipatinga. The solution uses artificial intelligence and machine learning to provide the best mix to minimize losses and maximize production.

Another highlight is the project for monitoring and tracking people in critical areas, which provides solutions integrated with security and emergency teams and provides information for decision-making in cases of people exposed to sensitive situations. To this end, technological devices are used for invasions and evasions, supporting the work and property security teams in monitoring movements in real time at critical locations in the operational units.

With an ongoing commitment to strengthening financial and qualitative results, Usiminas maintains a strategic focus on cultural affirmation objectives, activities and plans. In the coming years, the company plans to accelerate the implementation of *rollouts* (effective solutions resulting from innovation and digital transformation projects), intensify innovation initiatives and promote greater integration between partner areas and employees.

it is clear to see how the innovative culture has taken root in the organization. Over time, it has become more proactive in terms of reviewing the rules for working on new projects, participating in its own budget and integrating processes with the Engineering and IT areas. Through its dedicated team and extended corporate action, Usiminas has advanced on its path towards a balance between sustainability, innovation and seizing opportunities.

2 GOVERNANCE

Objectives of the Governance Pillar 28
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Organizational Structure 30
Ethics and Integrity 33
Risk Management 39
Information Security 42

Corporate governance based on solid principles, with transparency, ethics and respect for all *stakeholders*, is one of the main factors for an organization to establish itself in the market with success, security and credibility. Usiminas recognizes the importance of its commitment to the continuous improvement of its operations in all aspects, from management and decision-making processes to business strategy. This commitment results in a more efficient operation, comprehensive and safe risk management, the mitigation of negative impacts, the amplification of positive impacts and the guarantee of a solid financial return and long-term business sustainability.

Objectives of the Governance Pillar

Objectives

- Adopt measures to combat all forms of corruption, basing relations with all its stakeholders on ethics and transparency and ensuring compliance with Law No. 12.846/2013 (Anti-Corruption Law), with the provision of service and reporting channels to address situations of non-compliance with the principles established by Usiminas companies;
- Act in accordance with operating practices, which include anti-corruption practices, responsible political involvement, fair competition, promotion of social responsibility in the value chain and respect for property rights.fair competition, the promotion of social responsibility in the value chain and respect for property rights, with the aim of upholding its commitment to ethics and transparency;
- Adopt good corporate governance practices whenever applicable, guided by market rules, laws and regulations, and manage crisis or conflict situations appropriately, with a commitment to guaranteeing the longevity and financial sustainability of Usiminas companies;
- Promote the proper identification and assessment of the risks inherent to its business, such as regulatory, market, socio-environmental, reputational, strategic and operational risks, among others, in order to promote the safety of all stakeholders of Usiminas companies and the continuity and sustainability of its business;
- Ensure that the company's management bodies evaluate and discuss the issues relevant to its Sustainability Agenda, in order to provide information and management of the issues to the various hierarchical levels of Usiminas, as applicable.

Initiatives implemented to achieve objectives

- **Integrity Program** that guides practices and actions, strengthening the ethical conduct of professionals and the entire organization.
  - Anti-Corruption Policy: Practices and actions to prevent corruption;
  - Open Channel: 24/7 management of complaints, secret and confidential;
  - Corporate training for internal and external audiences;
  - Meetings and training with suppliers on the topics of the Integrity Program.
- **Integration program** for newly appointed members of the Board of Directors and the Supervisory Board.
- **Permanent Audit Board** and other **advisory committees**, such as: Audit Committee, Risk Management Committee, Human Resources Committee and Conduct Committee.
- **Corporate Risk Management Policy**: incorporating a vision of risk into strategic decision-making and in line with best governance practices.

Results achieved in 2024:

- **99%** of employees have completed training on the Code of Conduct
- **70%** adherence to the CVM Governance Code Report (ICBGC)
- **11** meetings of the Board of Directors, 4 ordinary meetings and 7 extraordinary meetings
- **397** internal controls implemented
- **99** internal regulations published

Shareholder composition

GRI2-1

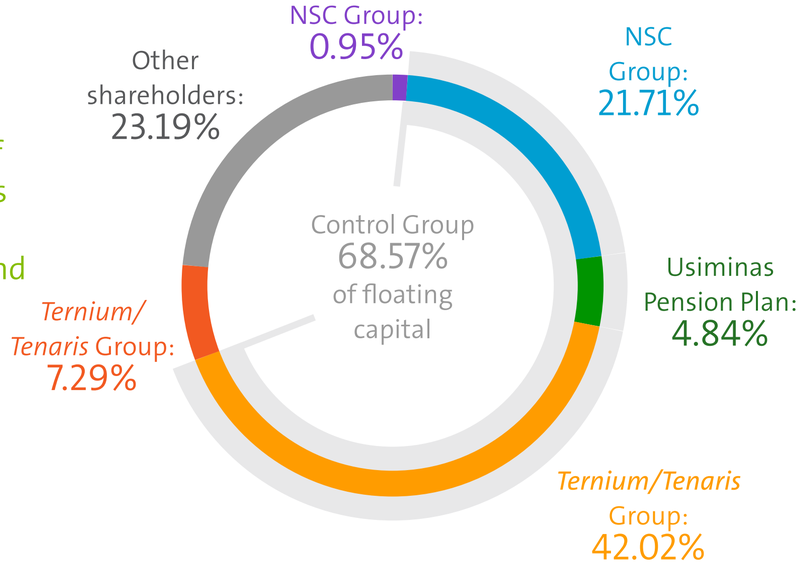
Usiminas is a publicly-held company listed on Level 1 of Governance of B3 (Brasil, Bolsa, Balcão) under the codes USIM3, USIM5 and USIM6; on New York's Over-The-Counter (OTC) as ADR Level I, under the codes USNZY and USDMY; and on the MaduSIM3, USIM5 and USIM6; in New York's *Over-The-Counter* (OTC), as ADR level I, with the codes USNZY and USDMY; and in Madrid (Latibex with the codes XUSI and XUSIO).

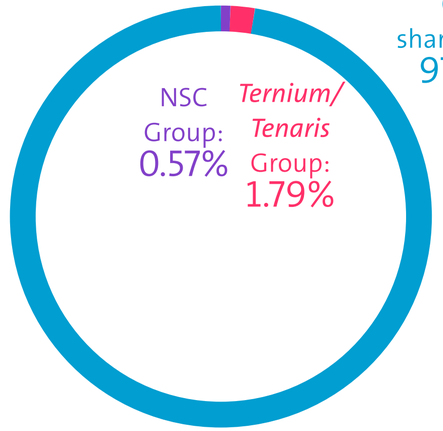
Shareholders' agreement:

Total shares:
1,253,079,108

Shares with voting rights
ON **56.28%** 705,260,684

Preferred shares
PN **43.72%** 547,818,424



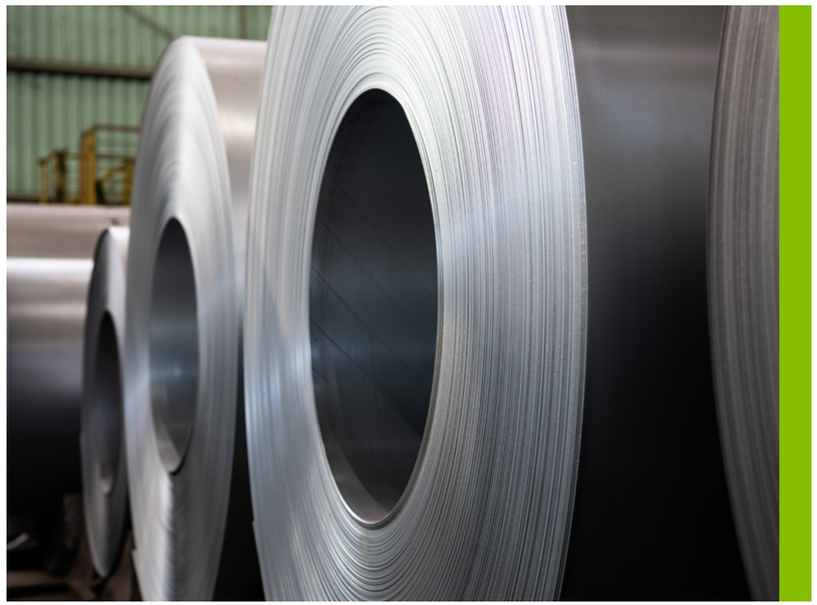


Visit webpage
The new Shareholders' Agreement is available to the public here.

Organizational Structure

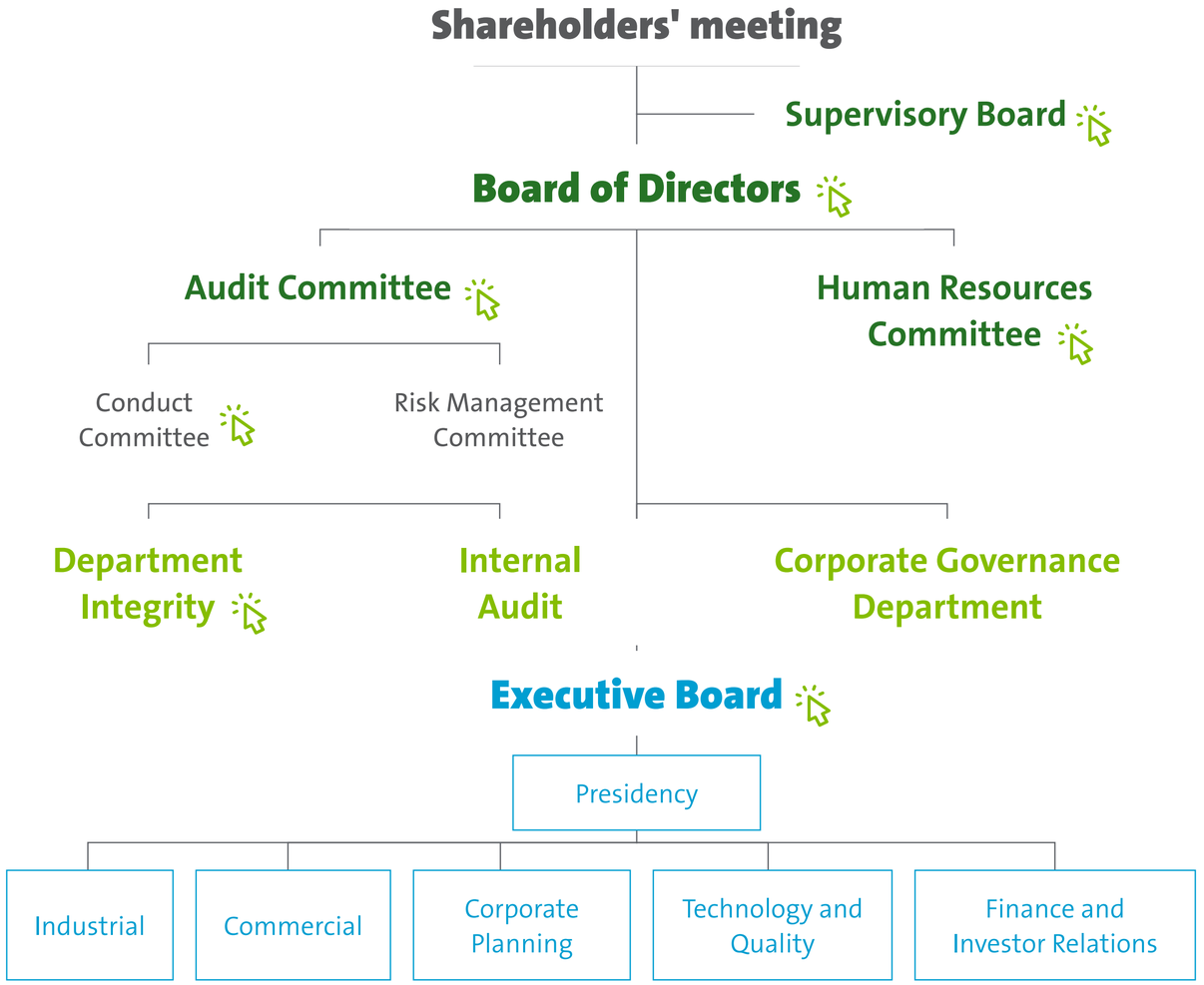
GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-15 | 2-16 | 2-17 | 2-18

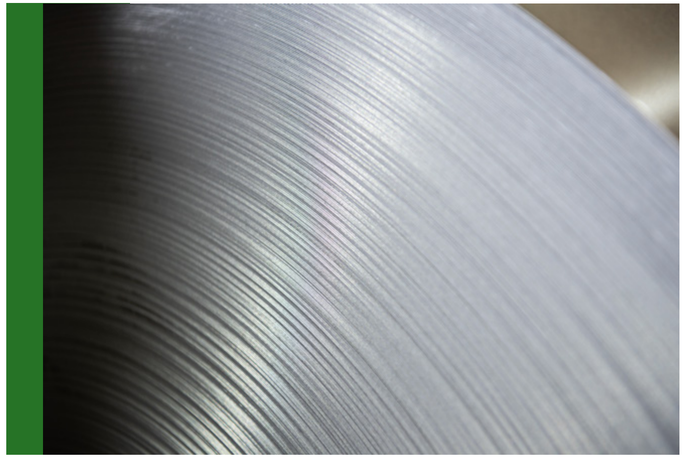
Usiminas' governance structure has the Board of Directors as one of its deliberative bodies. Constantly evolving to adapt to market requirements, the collegiate body guides the conduct of business and decides on strategic issues.



Click on the Organizational structure to find out more

Visit The webpage new Shareholders' Agreement is available to the public here.





Performance of the Board of Directors

The Board of Directors guides strategies and oversees sustainability practices. Composed of members with diverse backgrounds, experience and culture, the Board has eight full members and eight alternates, including one full member and two alternates, representing 12.5% and 25% of the full and alternate members, respectively.

The Board's responsibilities cover a wide range of critical issues, including the analysis of risks and opportunities, as well as the impact of the company's activities on sustainability issues and Usiminas' material issues. Meeting agendas and related materials are prepared and made available on the Governance Portal, allowing Board Members to prepare for meetings and guide decisions.

Constantly evolving to keep up to date with the needs of society, the body guides the conduct of business and decides on strategic issues, with a view to:

TO PROMOTE THE CONTINUOUS GROWTH OF THE COMPANY, ALWAYS RESPECTING ITS VALUES AND ITS SOCIAL FUNCTION, exercising its legal and statutory competence and observing the corporate purpose of Usiminas and its subsidiaries, affiliates and subsidiaries;

CARING FOR THE INTERESTS OF ALL SHAREHOLDERS, without neglecting other*stakeholders*;

TO CARE FOR THE PERENITY OF THE ORGANIZATION WITH A LONG-TERM PERSPECTIVE AND SUSTAINABILITY, incorporating social, environmental and good corporate governance issues into the definition of business and operations;

ADOPT AN AGILE MANAGEMENT STRUCTURE, made up of qualified professionals with an unblemished reputation;

FORMULATE GUIDELINES FOR THE MANAGEMENT OF THE ORGANIZATION AND ITS CONTROLLED COMPANIES, affiliates and subsidiaries, which will be reflected in the annual budget;

TO ENSURE THAT THE STRATEGIES AND GUIDELINES ARE EFFECTIVELY IMPLEMENTED BY THE BOARD OF DIRECTORS, without, however, interfering in operational matters;

PREVENT AND MANAGE SITUATIONS OF CONFLICT OF INTEREST OR DIVERGENCE OF OPINIONS, so that the interests of Usiminas always prevail. According to the bylaws, if any member presents a possible conflict of interest in relation to matters under analysis by the Board of Directors, they must inform and abstain from debating and voting, and it is up to the other exempt members to decide on the matter. The integrity guidelines governing the resolution of conflicts of interest are set out in the Conflicts of Interest and Related Party Transactions Policy, in line with Usiminas' Code of Ethics and Conduct and Bylaws.

The composition of the Board in the current term (2024-2026) has two independent full members, one of whom is directly elected by the employees and retirees of Usiminas and the subsidiary Usiminas Mecânica S.A. and the other by the controlling shareholders, in addition to other members appointed in accordance with the rules set out in the Shareholders' Agreement. the positions of Chairman of the Board of Directors and Chief Executive Officer may not be combined.

Appointments to Usiminas' Board of Directors are based on criteria that take into account the diversity of the candidates' profiles, knowledge, training, experience and cultures, which allows for different perspectives to assess the issues dealt with.

It is worth noting that there is no annual process for evaluating the performance of the Board of Directors, due to the strictness of the biannual appointment process of the directors who will serve out their term of office.

Usiminas implements a comprehensive integration program for newly appointed members of senior management and the Supervisory Board. The aim is to ensure that they gain a broad understanding of the company's business and the issues fundamental to its operations, as well as its growth and sustainable development. The program includes detailed presentation meetings and visits to Usiminas' main facilities. On these occasions, crucial aspects of the company's business and operations are discussed, with an emphasis on topics pertinent to the sustainability agenda.

Complete information on the composition and performance of the Board of Directors, the Fiscal Council and the Advisory Committees to the Board of Directors can be found in the Reference Form, available at **here**.

Statutory Board

Usiminas' Statutory Executive Board is responsible for implementing the directives of the Board of Directors, managing the organization's internal and external relations. The Executive Board is responsible for maintaining ethical conduct and considering the interests of all parties involved in operations, ensuring the quality of the products and services offered, as well as promoting corporate social and environmental responsibility practices.

In addition, Usiminas has non-statutory Vice-President Directors who support the Statutory Executive Board in business management and in the search for efficient results, contributing to the effectiveness of internal processes. This organizational structure aims to facilitate the company's continuous operation within its business environment.

Organ	Position	
Statutory Board	CEO	Marcelo Chara
	VICE-PRESIDENT DIRECTOR OF FINANCE AND INVESTOR RELATIONS	Thiago da Fonseca Rodrigues
	VICE-PRESIDENT DIRECTOR INDUSTRIAL	Americo Ferreira Neto
	VICE-PRESIDENT DIRECTOR OF CORPORATE PLANNING	Gino Ritagliati
	VICE-PRESIDENT DIRECTOR OF TECHNOLOGY AND QUALITY	Toshihiro Miyakoshi
	VICE-PRESIDENT DIRECTOR COMMERCIAL	Miguel Angel Homes Camejo

Organ	Position	
Non-Statutory Corporate Board	VICE-PRESIDENT DIRECTOR OF STRATEGIC AFFAIRS	Sergio Leite de Andrade
	VICE-PRESIDENT DIRECTOR OF PRIMARY AREAS	Célio de Assis Alves
	VICE-PRESIDENT OF CAPEX, SAFETY AND ENVIRONMENT	Fernando Caracoche

Ethics and Integrity

GRI 3-3 | 2-16 | 2-23 | 2-24 | 2-25 | 2-26 | 2-27 | 205-1 | 205-2 | 205-3 | SASB EM-MM-510a.1

Compliance and Integrity Program

The Usiminas Integrity Program was developed to reinforce the corporate values of transparency, respect, integrity, professionalism, responsibility and diversity.

Created with the collaboration of internal and external experts, the program is aligned with current national legislation and the organization's ethical principles. It includes the Code of Ethics and Conduct and various policies with guidelines on the behavior expected of employees in their interactions with colleagues, suppliers, partners and clients, establishing governance and transparency in processes.

Usiminas has an Integrity Board so that employees and other *stakeholders* can seek guidance on how to act ethically and responsibly in the company's activities. The Board works in a preventive manner, based on ethical values and transparency, and routinely responds to queries on issues associated with the risk of corruption and other matters. Throughout 2024, no significant cases were recorded, nor were any significant fines received in relation to non-compliance with laws and regulations.

Integrity Program Management

The Integrity Department manages the program and reports directly to the Board of Directors, which supervises and monitors the activities, as well as approving and overseeing the policies and the Code of Ethics and Conduct.

Integrity-related issues are addressed in regular meetings with the Conduct Committee, which decides on cases reported through the Open Channel. Meetings are also held with the Audit Committee and the Board of Directors on a quarterly basis (or whenever necessary) to monitor the progress of the Integrity Department's work and to improve the program. The Integrity Program is implemented in all Usiminas units.

The policies and the Code of Ethics and Conduct are available at the following links:

- **Code of ethics and conduct**
- **Anti-corruption policy**
- **Gifts and Hospitality Policy**
- **Competition Policy**
- **Conflicts of Interest and Related Party Transactions Policy**
- **Sponsorship and Donations Policy**
- **Relationship Policy with Third Party Intermediaries**

Anti-corruption practices

Usiminas' Integrity Program strengthens practices and actions to prevent corruption. The inclusion of the Anti-Corruption Policy, among other policies, which establish ethical, honest and transparent guidelines for relations with all *stakeholders*, defines acceptable standards of behavior for all employees, regardless of their hierarchical level, function or place of work.the inclusion of the Anti-Corruption Policy, among other policies, establishes ethical, upright and transparent guidelines for relations with all stakeholders, defining acceptable standards of behavior for all employees, regardless of their hierarchical level, function or place of work, as well as for third parties in situations that may involve or characterize acts of corruption, especially in interactions with the Government. In addition, 100% of the organization's employees are trained in anti-corruption practices.

Usiminas ensures that the conduct of its business adheres to the highest standards of integrity, legality and transparency, maintaining a stance of absolute intolerance towards any illicit act practiced by employees, third parties or anyone who represents the name of the organization.

Usiminas' Integrity Program therefore covers the entire business, through a corporate corruption risk assessment applicable to all Usiminas companies. A total of 62 corruption risk factors were analyzed, all of which contain controls and mitigation actions.

The significant risks analyzed by the Integrity Department, in the premises for preventing corruption, include those related to: interactions with suppliers that represent greater risks, donations and sponsorships, analysis of conflicts of interest, receipt and delivery of gifts and hospitality, hiring of third-party intermediaries, analysis of legal commitments - such as Terms of Conduct Adjustment (TACs), etc.these include: interactions with suppliers posing greater risks, donations and sponsorships, conflict of interest analysis, receiving and delivering gifts and hospitality, hiring third-party intermediaries, analyzing legal commitments - such as Conduct Adjustment Terms (TACs) - and other forms of dialogue with public authorities.

In 2024, there was no case of corruption confirmed in the Usiminas companies.

Stakeholder Commitment to Integrity

All Third Party Intermediaries must be informed and have knowledge of the Anti-Corruption Policy of Usiminas companies, which is applicable to all employees In addition, all suppliers who become part of Usiminas' registration base are aware of the premises of the Integrity Program upon acceptance.the suppliers who have a contract via electronic draft and/or general supply conditions also state that they are aware of the premises of Usiminas' Integrity Program.

Training and Actions Communication on Integrity

Integrity Program training

Training is a critical component in ensuring that all employees understand and implement the program's policies. Topics covered include corruption, moral and sexual harassment, bribery, conflicts of interest, competition and interactions with public authorities. These trainings are held periodically for internal staff and managers.

99%

of employees at all Usiminas' units have undergone training on the code of ethics and conduct

Integrity Actions 2024

- 5th Integrity Week
- *Workshops* on anti-corruption and other topics
- Communication actions on Integrity Program topics to internal and external audiences

Open Channel

Usiminas has an Open Channel, a tool for its direct and indirect employees, as well as the general public, to report problems and make complaints.this includes incidents such as moral and sexual harassment, discriminatory acts, and violations of the rules of the Integrity Program or the laws in force. This includes incidents such as moral and sexual harassment, discriminatory acts, prejudice, fraud, corruption and health and safety hazards, among others. The Channel operates uninterruptedly and is accessible 24 hours a day, all week long. This service is supported by lawyers and psychologists and offers accessible resources, including sign language interpreters, voice support and other inclusive solutions.

The Integrity Department is proactively involved in the company's operations, implementing educational activities and promoting the use of the Open Channel. A detailed guide to the procedures for making an effective complaint is available on the Open Channel website, clarifying the information needed to do so. Once the complaint has been concluded, the whistleblower obtains a unique and personal protocol number, which allows them to monitor the status of the complaint.

The operation of the Open Channel is assigned to a specialized external company, guaranteeing confidentiality and neutrality in the handling of information, which is forwarded to Usiminas' Integrity team. This team is responsible for categorizing and forwarding complaints for rigorous evaluation and internal investigation, always guided by values of transparency, neutrality, confidentiality, respect, ethics, diversity, professionalism, dedication and responsibility.

Qualified complaints are periodically reported to the Conduct Committee, the governance body that decides on disciplinary and remedial measures for the facts investigated by the Integrity Department.

The committee is made up of the Chief Executive Officer, Commercial Vice-President, Senior Legal Officer, Senior Human Resources Officer and Senior Internal Audit Officer. Reports are also made quarterly to the Audit Committee and the Board of Directors.

Open Channel figures 2024:

- Among the registrations received, **263** were qualified for investigation;
- **38%** of the qualified records concerned processes and 62% concerned behavior;
- **77%** of registrations were made on the website, 13% by phone and 10% by other means, such as app, letter and email.

Website Telephone: **0800-900-9093**

Human Rights

GRI 3-3 | 2-23 | 406-1 | 408-1 | 409-1

In 2024, Usiminas established its Human Rights Policy. The policy applies to all companies and entities linked to Usiminas, including directors, executives and employees. Usiminas expects its entire supply chain to share its values on labor, human rights and community relations, and these factors are assessed during contracting, in accordance with the Code of Ethics and the Sustainability Policy for Suppliers.

Usiminas maintains its commitment to equal opportunities for all, rejecting any prejudiced or discriminatory conduct or forms of harassment. Integrity, respect and transparency are values that guide interactions both internally, covering all hierarchical levels, and externally, in relations with customers, suppliers, the government, the press and other *stakeholders*.

According to the Code of Ethics and Conduct, it is mandatory that all employees respect current labor legislation, as well as individual working conditions. Practices such as child, forced or degrading labor are strictly prohibited in all Usiminas operations, and the same attitude is required in all relations with customers and suppliers. We are not aware of any suppliers exposed to the risks of child labor, forced labor, degrading labor or labor in conditions analogous to slavery.

In 2024, the Integrity Department reinforced respect for human rights with training and various communications. These activities are part of the Integrity Program and address various topics, reinforcing internal policies and the Code of Ethics and Conduct.

During the year, Usiminas investigated all 53 cases of discrimination received through the Open Channel. Of these, only one case was confirmed and resulted in the employee being dismissed as a disciplinary measure.

Preventive and corrective measures, including Daily Safety Dialogues (DDS), are continuously improved to ensure that all employees, including those of contractors, are aligned with the company's ethical values.

Objectives of the Human Rights Pillar

Objectives

- Respect internationally recognized human rights and comply with all applicable laws in all locations where it operates, promoting and encouraging commitment to human rights throughout the value chain of Usiminas companies.
- Identify, prevent, mitigate and repair negative impacts on human rights directly related to operations, products or services provided by the company's commercial relations, including when Usiminas has not contributed to generating them, when feasible.
- Preventing and combating direct involvement (in its own operations) and indirect involvement (in the operations of its suppliers and other agents in the value chain) in any situations that run counter to its commitment to eradicating child labor and forced or compulsory labor.
- Adopt measures to prevent and reprimand direct involvement (in its own operations) and indirect involvement (in the operations of its suppliers and other agents in the value chain) in situations of moral or sexual harassment.
- Preventing and combating the sexual exploitation of children and adolescents in locations where the company has direct or indirect operations, via the operations of its partners, suppliers and other agents in the value chain, paying special attention to the concrete consequences on the human rights of these groups.this means paying special attention to the concrete consequences on the human rights of these groups which, due to their peculiarities, are already exposed to a greater risk of vulnerability or marginalization.

Initiatives implemented to achieve objectives

- Integrity Program that guides practices and actions, strengthening the ethical conduct of professionals and the entire organization.
- Code of Ethics and Conduct that provides for the need to guarantee adherence to human rights in all activities and relationships, both interpersonal and with *stakeholders*, inside and outside the organization;
- Open Channel: 24/7 management of complaints, secret and confidential.
- Diversity Program that promotes a diverse, inclusive and welcoming environment and enhances the organization's human capital.
- The Steel Chain Sustainability Program aims to broaden Usiminas' engagement with its Customers and Suppliers, enabling it to work together with these stakeholders in favor of sustainable development.
  - The processes for approving and hiring suppliers at Usiminas require proof of compliance with labor legislation, ensuring that they meet legal standards and offer adequate working conditions.
  - Mapping sustainability risks and opportunities for strategic suppliers;
  - Training the internal public (Procurement Team) on Sustainable Purchasing.
- Human Rights Policy that fosters and promotes respect for fundamental rights and the dignity of people in Usiminas companies and their supply chain
- Habitat Plan that promotes infrastructure improvements at Usiminas units.

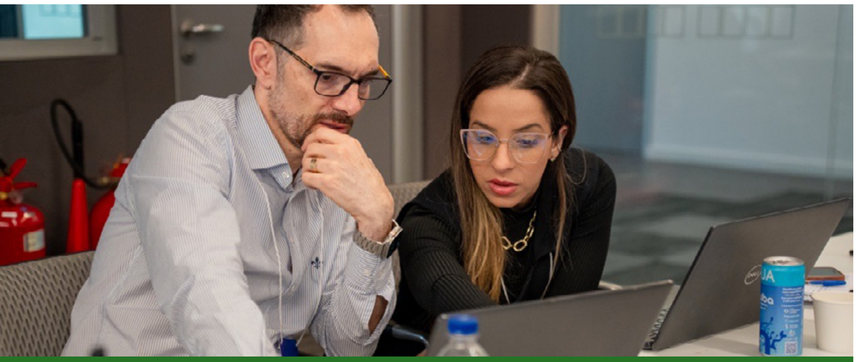
Results achieved in 2024

- **Establishment of** the Human Rights Policy
- **100%** of employees at Usiminas companies covered by collective bargaining agreements
- **Launch of** the Habitat Plan

Risks Management

GRI 3-3 2-25

Usiminas has a Corporate Risk Management Policy, approved in 2022, which establishes principles, concepts, guidelines and responsibilities on risk management for the company and its Business Units. This policy aims to provide guidance on the operation of the processes for identifying, analyzing, evaluating, treating, monitoring and communicating risks inherent in the company's activities.the purpose of this policy is to provide guidance on how to identify, analyze, evaluate, treat, monitor and communicate the risks inherent in the company's activities, incorporating a vision of risks into strategic decision-making and in line with best governance practices.



Risk management at Usiminas is a continuous and dynamic process, focused on both reactive and preventive measures to minimize vulnerabilities and maximize operational resilience. This function is strategically allocated to the Risk Management and Internal Controls area under the Vice President of Finance and Investor Relations, ensuring robust governance with periodic reviews conducted by an independent external auditor. This structure ensures that reporting practices are aligned with exemplary corporate governance standards.

The company implements effective controls and constant monitoring to respond promptly to potential risks, while adopting preventive strategies to mitigate adverse impacts arising from its activities. Risk management provides support to the various areas and business units, as well as keeping the Executive Board, the Risk Management Committee, the Audit Committee and the Board of Directors regularly informed about the company's risk exposure.

In addition, in 2024 Usiminas continued its efforts to comply with the *Sarbanes-Oxley* Act (SOX), ensuring compliance with current regulations and internal standards, particularly with regard to the integrity of financial statements.

397 controls in place

99 internal regulations published

Risk assessment

Usiminas' Risk Management assesses the potential impacts on the organization according to the five dimensions mentioned: people, business, environment, infrastructure and communication. Each risk identified is weighted and submitted to a process in which the appropriate mitigating actions are defined. In addition, the probability of the risk occurring is assessed, taking into account historical analysis, the existence of internal controls, audits, etc.

This methodology adopts a conservative approach to the classification of criticalities, examining all dimensions in detail and considering the most critical scenario possible for both the inherent and residual risk classification.

Potential and actual impacts are assessed and managed in five dimensions:

People: With regard to employee health and safety, the company has accident prevention programs and promotes a safety culture with continuous training, periodic reviews of operating procedures and investments that can increase safety in the workplace.

Business: The company adopts measures to monitor external economic variables and changes in regulations that could affect profitability.

Environmental: Usiminas monitors aspects related to atmospheric emissions, pollutants and compliance with environmental legislation. In addition, there are working groups with the aim of ensuring that all actions are aligned with the best environmental practices, in order to minimize impacts.

Infrastructure: To mitigate risks related to the interruption of production and damage to assets, there are controls related to preventive and corrective maintenance.

Media: Usiminas continuously monitors the scenarios in which the company is exposed, by monitoring the media and contacting the communities where the operating plants and authorities are located, in order to act effectively in situations that could affect Usiminas' image and reputation.

Risk Management

All business areas are responsible for managing the risks associated with their activities, using the risk assessment methodology as a support tool and implementing strategies for process management.

Measures to prevent or mitigate negative impacts

Implementation of formally established internal guidelines, which include regulations, standards, policies and procedures related to business processes, also involving the adoption of indicators to monitor the results of each business and establish correlations with the risks identified.

it is the responsibility of the Risk Committee to discuss the risks detected and the appropriate prevention strategies. At the same time, Internal Audit carries out a work plan that is formally approved by the Board of Directors. This plan includes maintaining active communication channels, both internal and external, such as the Open Channel, and interacting with other relevant Strategic Committees.

Measures to address real negative impacts, provide for their remediation or cooperate with them

To minimize the actual negative impacts, Usiminas implements crisis and emergency management procedures, which are developed and executed in collaboration with the business areas and those responsible for the risks.these are developed and implemented in collaboration with the business areas and those responsible for the risks, with the support of Committees dedicated to advising, identifying actual risks and determining the appropriate measures.

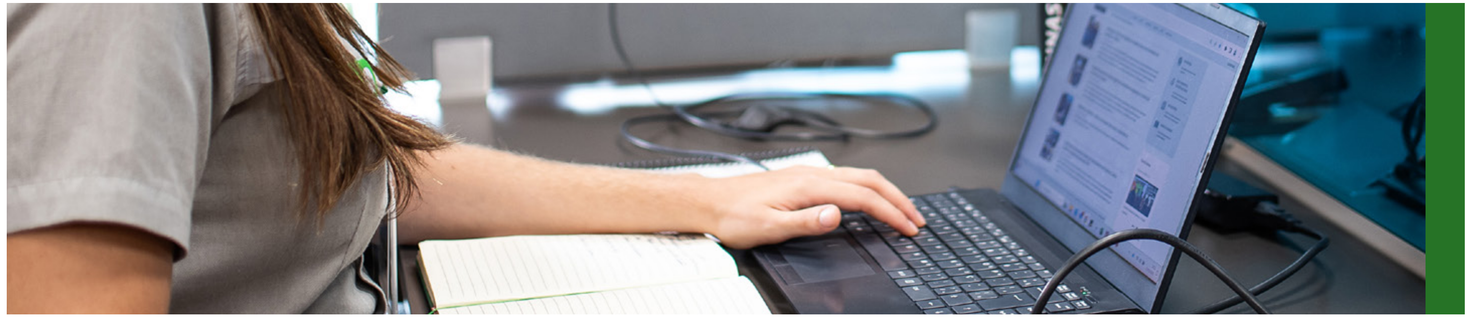
Every year, the company undergoes external and internal audits, which provide reports to senior management on the effectiveness of corrective and preventive action plans.

Measures to manage actual and potential positive impacts

The opportunities are analyzed by the Statutory Board and assessed in terms of the practical implementation of the projects and investment possibilities by the appropriate governance. The evaluation criteria include aspects such as quality, sustainability, tax benefits, among others.

Information Security

GRI 3-3 | 418-1



Usiminas is concerned with ensuring the proper functioning of the systems, applications and cyber services that support the operation, which are fundamental to protecting the sensitive and confidential information of the company and the*stakeholders* involved in the process.

Policies and procedures focused on information security and data protection have been developed and implemented, including:

- **Information Security Policy;**
- **Information Security Process Policy;**
- **Information Security Primer.**

During 2024, Usiminas carried out Information Security awareness actions, such as training, announcements, Information Security Day and *phishing* tests. These initiatives are important to keep all employees informed and prepared to deal with possible cyber threats.

Usiminas recognizes the importance of engaging with its *stakeholders* for a more comprehensive understanding of the risks and specific needs of each area, allowing security measures to be adjusted to meet the challenges faced by the organization.

The results are communicated to *stakeholders* through meetings and presentations on the main results achieved, guaranteeing transparency and accountability for the actions taken by the company.

There is no record of negative impacts related to Information Security for the organization.

Cyber Risk Management

Every year, Usiminas conducts information security tests to assess the maturity of internal tools and exercises to simulate cyber attacks, with the aim of testing and improving the incident response plan.

Based on the 2024 information security test reports, senior management and the directorates were given a set of actions to mitigate the risks identified. This included implementing rules to monitor or block the sending of data to external environments, in order to avoid the risk of data leakage. In addition, for each vulnerability identified, action plans have been drawn up for correction, the progress of which is monitored in monthly meetings with those responsible. The results of these actions are presented to the IT Board every six months.

In 2024, Usiminas did not register any proven violation of privacy or the protection of personal data.

3 SOCIAL

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In order to add value to the community, provide high quality products and services and ensure a satisfactory return for its investors, Usiminas fosters development in multiple dimensions: social, personal, professional, economic and well-being in terms of health and safety - both for its employees and for the communities where it operates.

Usiminas' relationship with its internal public is based on people management practices that value human development, diversity, recognition and well-being. The company continually invests in training programs, leadership training and performance management, as well as promoting an ethical, inclusive and collaborative work environment. Occupational health and safety are also strategic priorities, with robust prevention, monitoring and response systems aimed at preserving the physical and mental integrity of employees.

In addition, the company is actively engaged in developing and improving the steel value chain, collaborating with partners and suppliers. The aim is to manufacture high-performance steel that meets the growing needs for innovation and sustainable practices demanded by the market and society.

In this context, Usiminas prioritizes strengthening relations with all *stakeholders*, promoting constant dialogue and a continuous effort to actively involve all interested parties. This effort is aimed at maximizing the benefits and minimizing the possible adverse impacts resulting from its operations. In this way, the company strives to ensure that its production is not only efficient and safe, but also aligned with promoting human rights and increasing the quality of life, health, safety and well-being of all stakeholders.

Objectives of the People Pillar

Objectives

- Make efforts to continuously improve the company's social performance, including health and safety at work, by monitoring indicators and setting targets, where applicable;
- Take all necessary and appropriate measures to guarantee the health and safety of all employees and contractors, adopting a preventive stance and ensuring legal compliance in all its units, activities, products and/or services;
- Promoting and encouraging the quality of life of Usiminas employees, ensuring compliance with labor rights and legal compliance, and promoting voluntary welfare initiatives with employees and the local community;
- Acting to combat discrimination in all its forms, whether based on gender, race, age, sexual preference, disability, among others, in the relations of all employees, contractors, suppliers and other agents in the company's value chain;
- Adopt measures aimed at respecting and valuing diversity in its practices related to people management, employment and occupation, with the aim of making its workforce more diverse and inclusive, also covering leadership levels;
- Respect free trade union association and the right to collective bargaining for employees and contractors, and act to promote respect for this commitment by its suppliers and other agents in the value chain;
- Promote and stimulate, in a structured and continuous way through the Volunteer Program, initiatives that favor the social performance of Usiminas employees according to their aptitudes, allowing them to contribute to the development of local communities and the reduction of social inequalities.

Results achieved in 2024:

- **+196,000** hours of training in security regulations.
- **100%** of steel plants certified to ISO 45001
- **Launch of** the Habitat Plan

Initiatives implemented to achieve objectives

- **Zero Accident target,** supported by actions at all hierarchical levels, covering 100% of own and contracted employees;
- **ISO 45001 certification,** which provides a framework for managing risks and improving occupational health and safety performance;
- Work safety**training actions**;
- **Occupational Health Medical Control Program (PCMSO),** with constant monitoring of employees' state of health and ongoing disease prevention actions;
- The**+ Attitude** health promotion**program** , an interactive online platform focused on quality of life and disease prevention;
- **Code of Ethics and Conduct** that reflects the company's commitment to respecting current legislation and internal rules, covering Health and Safety, Diversity and compliance with labor rights;
- **Diversity and Inclusion Program**
  - Mentoring for women, people with disabilities, people on low incomes and black people;
  - Mandatory training on Diversity and Inclusion;
  - Diversity and Inclusion Week;
  - Habitat Plan that promotes infrastructure improvements at Usiminas units.

Employees Profiles

GRI2-7 | 2-8 SASB EM-MM-000.B

At the end of 2024, Usiminas had **22,590** workers in its various operations. Of this total, **12,969** were direct **employees** of the company and **9,621** were **external contractors**, representing approximately 43% of the workforce. These contracted workers play crucial roles, especially in areas such as mills, work order management, construction projects and maintenance activities.

		Temporary	Permanent	Total	Full-time	Part-time
South East	Female	217	1,098	**1,315**	1,150	165
	Male	243	11,167	**11,410**	11,203	207
South	Female	3	14	**17**	16	1
	Male	2	108	**110**	109	1
North East	Female	3	6	**9**	9	0
	Male	3	105	**108**	107	1
Total		**471**	**12,498**	**12,969**	**12,594**	**375**

Types of contract:

- **Permanent:** Contract without a fixed term for termination.
- **Temporary:** Fixed-term contracts (such as apprenticeships, traineeships, statutory contracts , among others).

Workload:

- **Full time:** eight hours a day.
- **Part-time:** Less than eight hours a day.

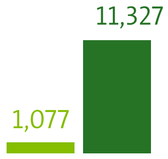
The data for the period 2022 to 2024 can be found in the Historical Series annex.

12,969
direct employees

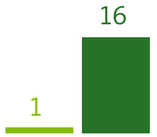
1,341
female

11,628
male

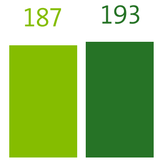
Active:



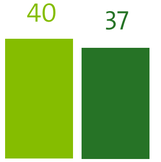
Statutory:



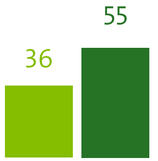
Apprentices:



Trainees:



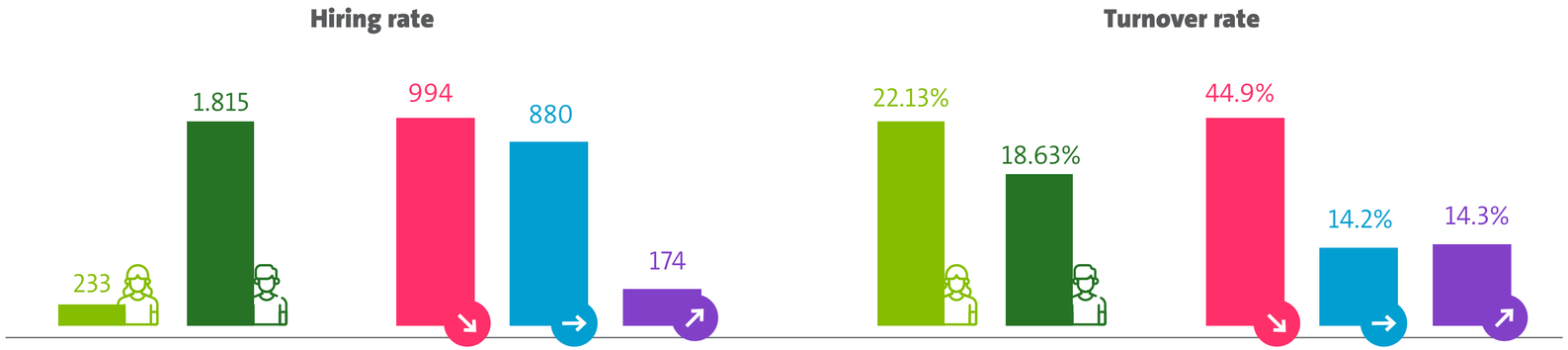
Interns:

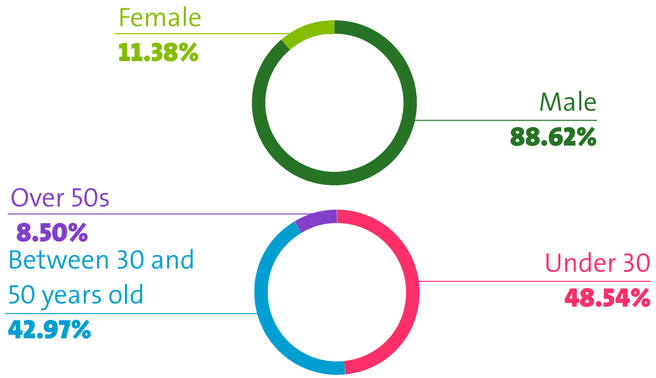


Turnover GRI 2-7 401-1

In 2024, Usiminas hired **2,048 new employees**, resulting in a **hiring rate of 15.3%** in the workforce.

The turnover rate at Usiminas reached 18.9% in 2024, reflecting a reduction of 959 own employees compared to December 2023. This reduction is in line with the company's budget and productivity strategies, aimed at reducing costs and increasing operational efficiency, aligning production with budget expectations.





The data for the period 2022 to 2024 can be found in the Historical Series annex.

Third party contractors GRI 2-8

Of the 9,621 outsourced workers at Usiminas, approximately 75% (7,252) have permanent employment contracts, while 7% (714) are temporary employees and 17% (1,655) are professionals assigned to contracts related to investments and CAPEX projects.

Compared to December 2023, there was a reduction of 1,891 outsourced employees. This variation is mainly due to the company's budget and productivity policies, as well as a decrease in the number of work orders and maintenance activities in general.

People Management

MATERIAL THEME

GRI 3-3

Usiminas recognizes that the continuous improvement of its employees adds value to society, provides high quality products and services to customers and guarantees sustainable returns to shareholders. A qualified, well-prepared and valued workforce consolidates Usiminas as a leader in quality and management in the steel industry, ensuring safety and promoting sustainable results.

The Integrated Management Policy, which extends to all the company's units, reaffirms this commitment by promoting the personal and professional development of its employees, as well as guaranteeing their safety and contributing to the social and environmental strengthening of the communities where Usiminas operates.

According to Usiminas' Health and Safety Policy, life and well-being are recognized as inalienable universal rights. Acting as a socially responsible company, Usiminas is committed to maintaining a people management that not only values and protects its employees, but also encourages inclusion and provides a healthy and safe working environment for all those who contribute to the perpetuation of the organization's value in the world.

Remuneration and benefits GRI 2-19 2-20

The remuneration and benefits offered to employees and senior executives/members of governance bodies are pillars for attracting, retaining, engaging and motivating the talents who contribute daily to Usiminas' growth and development. To this end, the People Management Department monitors current remuneration practices in the market and carries out studies and surveys on an ongoing basis. These analyses are carried out both voluntarily and at the request of the Statutory Board or the Human Resources Committee in order to ensure Usiminas' competitiveness in the sector.

In 2024, Usiminas started using Mercer's points methodology for evaluating positions, with the aim of improving the structure and management of positions. In addition, independent consultants are hired to carry out periodic salary evaluations, with the aim of ensuring the company's competitiveness in relation to the various components that make up total remuneration. The salary scales are then adjusted according to the results of these surveys, with a view to aligning them with market trends and reinforcing the commitment to attracting and retaining qualified professionals.

Senior Management Remuneration GRI 2-19 2-20

The remuneration of the Statutory Directors at Usiminas is made up of fixed and variable parts. The fixed portion is established by the Board of Directors, with guidance from the Human Resources Committee, while the variable portion depends on the achievement of quantitative and qualitative targets aligned with the company's overall performance, including sustainability objectives (such as safety and health indicators, among others). This variable component is only disbursed after the Annual Balance Sheet has been validated and approved by the Board of Directors. In addition to these aspects, complementary benefits are granted, such as the use of a chauffeur-driven car, health and dental plans, life insurance and private pension plans.

As for the Board of Directors, its members receive fixed fees, determined during the Annual General Meeting, without the inclusion of variable remuneration. On the other hand, the monthly remuneration of the members of the Supervisory Board is set at 10% of the average fixed salaries of the Statutory Directors, also without a variable component.

Any remuneration project, study or program aimed at Statutory Officers or members of the Board of Directors is developed by the Corporate People Management Department. These are initially approved by the Human Resources Committee through a formal meeting and then submitted for final approval by the Board of Directors.

Profit sharing and results GRI 2-19 2-20

The company's salary structure includes the Profit Sharing and/or Results (PLR) and Bonus program, which aims to recognize and reward short-term results. The program applies to all levels of the organization, including the CEO, Vice-Presidents, Directors, Managers, Specialists, Coordinators and other employees. The program is directly linked to EBITDA, which is the company's main operating performance indicator. Incentives are therefore distributed in proportion to the results achieved, ensuring that individual rewards are in harmony with the company's financial success.

Ratio of basic salary + variable remuneration of women to men GRI 405-2

Company	Board of Directors	General Management	Management	Coordinator	Superior	Technical	Administrative	Operational
Usiminas Mecânica	0.00	0.00	0.91	0.00	0.51	0.78	0.95	0.73
Mineração Usiminas	0.87	0.00	0.94	0.00	0.76	0.84	0.68	0.79
Soluções Usiminas	0.99	1.02	1.21	0.00	0.88	0.76	0.84	0.66
Cubatão Plant	0.94	0.93	0.98	0.00	0.88	0.76	0.77	0.66
Ipatinga Plant	0.00	0.84	0.92	1.25	0.76	0.83	0.95	0.68
Headquarters and Offices	0.59	1.16	0.91	0.00	0.89	0.71	1.27	0.53
Unigal	0.00	0.00	0.70	0.00	0.53	0.00	0.00	0.63

Benefits GRI 401-2

The benefits package offered to employees[1] is as follows: co-participative health plan with medical and dental coverage; pension plan; food allowance, which can be used in the company's own restaurant or by means of a meal vouchermeal vouchers; food vouchers; transportation vouchers; group life insurance; childcare assistance and extended maternity leave.

For trainees and apprentices, Usiminas offers a range of benefits including a health plan, food allowance, transport vouchers and life insurance, with the trainee not having a co-payment due to the nature of the contract. These advantages are an investment by the company in the well-being and continuous development of young people at the start of their careers, ensuring that they also feel supported during their time at the company.

[1] Only employees with a permanent contract governed by the CLT are eligible for these benefits.

Previdência Usiminas GRI 2-19 201-3 3-3

Usiminas offers its employees a complementary pension plan as a benefit, contributing to their financial security and providing a supplement to their income after working, in addition to that received from the National Social Security Institute (INSS).

The company sponsors four benefit plans (Usiprev, Cosiprev, PBD and PB1) which are administered by Usiminas Pension Fund, a non-profit Closed Supplementary Pension Entity (EFPC) with administrative and financial autonomy.

Previdência Usiminas, which in September 2024 was the 20th largest EFPC in Brazil and the 9th largest among private entities, according to data from of the Supplementary Pension Fund Management Report - RGPC, ended December 2024 with net assets of R$10.4 billion and 35,357 participants. Of this total, 19,310 are retirees and pensioners, while 16,047 are active participants, distributed over the four plans managed. In addition to Usiminas employees, the employees of the other sponsors are also participants in the plans (there are currently twelve sponsors, Usiminas being the sponsor with the largest number of participants and the largest share of the assets of the main Benefit Plans).

Benefit Plan 1 - PB1 - Plan in extinction, i.e. closed to new members since November 11, 1996, characterized as a defined benefit plan.

Defined Benefit Plan - PBD - Plan in extinction, i.e. closed to new members since December 1, 2020 and characterized as a defined benefit plan.

Mixed Pension Benefit Plan Number 1 - Cosiprev - Plan in extinction, i.e. closed to new members since May 1, 2009 and characterized as a defined contribution plan.

Benefit Plan 2 - Usiprev - An active plan, i.e. open to new members, which came into force on August 1, 1998, characterized as a variable contribution plan. Usiprev is aimed at employees hired from the date of its implementation and active participants affiliated to PB1 were also allowed to migrate by choice.

Click on the plans to find out more

During the accumulation phase, Usiprev participants define their monthly contribution to build up their pension savings reserve. The sponsor monitors this contribution up to the limits defined in the plan regulations.

When the benefit is granted, the participant can choose to receive their benefit as a monthly income of between 0.1% and 2.0% of their account balance or as a monthly income for a fixed term of between 60 and 360 months.

Founding Participants, those enrolled in the plan before April 13, 2011, can also choose to convert their account balance into a monthly annuity for life. In this case, during the benefit receiving phase, Usiprev will have the characteristics of a Defined Benefit plan.

The benefits guaranteed to participants in the Usiprev plan include: planned retirement, benefits resulting from the option for the Deferred Proportional Benefit (BPD) institute, disability retirement, sickness benefit and death pension - before and after retirement.

The Institutes of Self-Sponsorship are also guaranteed, when the participant continues to contribute to the formation of pension savings after being dismissed from the employing company. And Redemption, available to participants who have left the sponsoring company and are not eligible for retirement benefits.

Contributions to the plans are made by sponsors and employees, based on the specific regulations of each benefit plan.

By sponsoring pension benefit plans, in addition to supporting its employees and their families in building a more dignified future, Usiminas promotes social protection and offers an attractive benefit, which can have an impact on retaining talent and reducing *turnover*.

In addition, the contributions made by the sponsors and participants of the benefit plans encourage financial and pension education. According to data from Abrapp, the association that represents the country's EFPCs, investments represent 11.4% of the Gross Domestic Product (GDP). More than 8 million Brazilians are impacted by complementary pension benefits and more than R$104 billion is paid out in pension benefits. In 2024, Previdência Usiminas paid out R$792 million in benefits to retired participants and pensioners in the four plans it manages.

With the aim of contributing to a healthier, safer and more peaceful financial life for active participants, retirees and pensioners, Previdência Usiminas has a Social Security and Financial Education Program.the aim of this program is to raise awareness and disseminate knowledge, information and guidance on the social security and financial worlds.

Parental Leave GRI 401-3

IN 2024, **466** **EMPLOYEES** WERE ENTITLED TO MATERNITY AND PATERNITY LEAVE.

Employees entitled to parental leave:

They returned to work after their leave ended:

Employees who used their parental leave:

They remained employed 12 months after returning to work:

In 2024, **402 employees** returned from parental leave and remained with the company for at least 12 months after their return.

The retention rate is 67.11%

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Trade union relations GRI 2-30 402-1 407-1

At Usiminas, 100% of employees are covered by collective bargaining agreements, reflecting the company's commitment to labor rights and appreciation of free union association. The company recognizes the importance of trade unions as legitimate representatives of employees' interests and is dedicated to maintaining a constant and constructive dialogue with these entities.

Employees interact with trade unions in a variety of ways, including assemblies, dissemination of union bulletins and direct contact at the workplace. Usiminas ensures this communication by opening permanent channels for dialogue and delegating to the Human Resources and Labor Relations area the responsibility for dealing with collective issues, resolving possible conflicts and mitigating adverse impacts that could affect the work environment or the company's image.

Collective bargaining is conducted directly with the unions representing the various categories of employees, ensuring that all agreements are reached in a fair and transparent manner. In addition, Usiminas undertakes to communicate any significant operational changes that may affect its employees at least one week in advance. The information is shared in accordance with the agreements established with the unions and in compliance with Ministry of Labor and Employment regulations.

Talent Attracting

MATERIAL THEME

GRI 3-3

With a focus on promoting an inclusive and equitable environment, the Talent Management area encourages the involvement, awareness and participation not only of employees, but also of other stakeholders in the cultural transformation towards a society that respects cultural, social and identity differences.not only employees, but also other *stakeholders* in the cultural transformation towards a society that respects cultural, social and identity differences.

The company values diversity of viewpoints and experiences to enrich the work environment and drive innovation. At Usiminas, there is an ongoing commitment to attracting, developing and retaining talent, particularly through programs aimed at young students and recent graduates who are looking for opportunities to grow both professionally and personally.

To facilitate the transition from the academic to the professional environment, Usiminas has implemented specific programs for apprentices, interns and trainees. These initiatives are designed to integrate young people into the company's culture, offering structured development paths, enriching practical experiences and extensive opportunities to exchange knowledge. In this way, each participant receives the necessary tools to contribute effectively to the future of the organization, while developing skills and having the possibility of building a solid career at Usiminas.

Apprentice Program

Usiminas' Apprentice Program integrates formal educational training with practical experience in the workplace, offering young people aged 16 to 23 the opportunity to develop relevant technical and behavioral skills.
The initiative contributes to the qualification of future professionals and the strengthening of local communities.

In 2024, Usiminas took on 380 apprentices, of whom 49.21% were women and 50.79% men, reflecting its commitment to diversity and inclusion, opening doors to young people from all walks of life.

Internship Program

The Usiminas Internship Program is a bridge between the company and technical or higher education students, enriching their academic training with practical experience. In 2024, the program hired 69 technical and higher education interns, 40.57% women and 59.43% men, who are on a journey of learning and professional development through academic training and practical learning at the company.

Trainee Program

The Global Trainee Program promotes rotations in various areas, visits to operational units and the development of behavioral and technical skills, seeking interdisciplinarity in the development of professionals. In 2024, 59 trainees, represented by 50.84% women and 49.16% men, were hired and are developing to be inspiring leaders, ambassadors of Usiminas' culture and values, and with the ability to identify the challenges of the local and international business environment.

Usiminas' entry programs are designed to foster diversity and inclusion within the organization:

- There is a commitment to ensure that **50%** of the vacancies in the Trainee Program are filled by women.
- The recruitment team makes it a priority to ensure that 55% of the vacancies in the Apprentice and Internship programs are filled by candidates from different groups, in order to promote diversity.

Fairs and events

Usiminas' presence at fairs and events on careers and professional opportunities, organized by partners, helps attract a diverse and interested public, thus optimizing the process of recruiting new talent.

In 2024, Usiminas stood out for its strategic participation in various events, strengthening the employer brand and attracting new professionals to the company. The company was present at career fairs, job fairs and other educational initiatives, highlighting renowned institutions such as the University of São Paulo (USP) and the Federal University of Minas Gerais (UFMG).o Paulo (USP), Federal University of Minas Gerais (UFMG), IBMEC, University of Taubaté, PUC Minas, Federation of Industries of the State of Minas Gerais (FIEMG), Federal University of Viçosa (UFV), among others.

Usiminas also continued to reinforce its commitment to inclusion by taking part in the PCD Includes Fair, the largest online fair aimed at promoting the employability of people with disabilities. This event reinforces the company's mission to create an accessible environment where everyone has the opportunity to develop and grow professionally.

Constant participation in these events increases Usiminas' visibility and attracts students and professionals looking for new opportunities, strengthening teams with talented people who are committed to the company's success.

Performance Evaluation GRI 404-3

At Usiminas, employee evaluation takes place annually and is part of the Performance Management program. This evaluation covers all functional categories, organized into two large groups: administrative and operational. While the evaluation of the administrative group is based on goals, competencies and potential, the operational group is evaluated focusing on competencies and potential.

- Stages of the Performance Evaluation:
- Hiring, validation and review of targets;
- Self-evaluation carried out by the employee;
- Evaluation conducted by the manager;
- Management roundtable to discuss the evaluations;
- *Feedback* session, which promotes constructive interaction between evaluator and evaluated.

After these stages, the development process begins, which includes training, an Individual Development Plan (IDP) and career planning. Both individual and collective actions are tailored to the employee's profile and can lead to lateral movement or advancement within the organization.

In 2024, 100% of eligible employees took part in the performance appraisal process.

In total, 91.5% of employees were eligible for the performance appraisal process, regardless of position**.** The remaining 8.5% were not eligible according to the criteria established in the Performance Management procedure: terminated before 30/11/2024, hired after 15/07/2024, leave of more than 6 months during the evaluation period and Global Trainee who have a specific evaluation cycle. This does not include trainees, apprentices and supplementary staff, as they do not take part in this generalized process. However, interns and apprentices are subjected to specially adapted assessments, aligned with their respective training and development programs, ensuring that they receive feedback and guidance appropriate to their professional journey.

In addition, Usiminas' Statutory Executive Board goes through a formal performance evaluation process, supervised by the Board of Directors and advised by the Human Resources Committee. This process annually defines quantitative and qualitative indicators that measure the company's performance in relation to meeting collective and individual targets.

Capacity building, Training and Education

MATERIAL THEME

GRI 3-3 | 404-1 | 404-2

Usiminas strives to create value for society by offering high quality products and services to customers and generating significant returns for shareholders, while promoting the personal and professional development of its employees. To achieve this goal, the company invests in the constant qualification of its workforce through the Usiminas University, *which is responsible for* developing the skills that underpin the company's strategies and encourage a culture of continuous learning, using an integrated range of educational solutions.

Usiminas University is present at all units and houses several specialized schools: Business School, Health, Safety and Environment School, Leadership and Culture School, and Steel School. Training is offered in face-to-face, online and distance learning formats, covering areas such as leadership, self-development, productivity, safety and quality of life, accessible to all employees via a virtual platform on the company's intranet.

Usiminas' commitment to continuous training also supports the first steps in the careers of young people in the Apprentice, Internship and *Trainee* programs. These initiatives help these new talents enter the job market and reinforce the company's position as a benchmark for quality and management in the steel sector. With this approach, Usiminas not only seeks to train a qualified team prepared for future challenges, but also actively contributes to building a more informed and sustainable society.

Business School

At Usiminas Business School, critical knowledge for business development is improved with a strong customer focus . The aim is to anticipate the future and conceive new ways of acting and innovating, seeking a proactive stance in the face of market changes.

School of Health, Safety and Environment

Responsible for disseminating a strong health, safety and environmental culture, this school develops critical safety knowledge. The focus is on educating and engaging all employees to adopt practices that favor the preservation of life and the environment in all operations.

School of Leadership and Culture

This school is dedicated to developing leaders who are able to face contemporary and future challenges. It prepares them to be agents of change, strengthening the organization's culture and values with employees, promoting a cohesive work environment aligned with business strategies.

Steel School

The Steel School focuses on strengthening the quality and continuous improvement of Usiminas' industrial processes, as well as expanding the technical knowledge of professionals. This school also encourages research into new methods and innovations to maintain excellence in steel production.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Average training time in 2024[1]

Gender	Average hours/employee
Female	57.04
Male	45.34

Functional category	Average hours/employee	Total
Administrative	25.66	4,593.97
Board of Directors	5.26	457.52
Management	14.58	7,945.52
Operational	52.79	397,861.14
Superior	26.30	38,186.99
Technical	39.36	87,381.03
GRAND TOTAL	**46.37**	**536,426.17**

[1] Does not take into account training hours for apprentices, trainees and employees working on construction sites.

EAD Partner Company Program: in 2024, Usiminas and Senai continued the program whose main focus is to train the workforce in the Vale do Aço region, with a further 171 free places being made available for training in the following technical coursesin 2024, Usiminas and Senai continued the program, the main focus of which is workforce training in the Vale do Aço region.

Continuing Education and Language Program: continuation of the Graduation and Language Programs, with the aim of complementing the training of employees to help them face the challenges of their careers, highlighting an *in-company* graduate class in Mineral and Metallurgical Engineering, held *in partnership* with PUC-Minas, training 31 Usiminas employees.s in Mineral and Metallurgical Engineering, held in partnership with PUC-Minas, training 31 Usiminas employees, with graduation scheduled for the 1st semester of 2025.

Quality Development Program: the program develops professionals to be benchmarks on the subject of quality, acting as promoters and multipliers of continuous improvement and problem-solving related to products and processes. It includes courses in CQE, *Minitab*, 9001 Internal Auditor Training, *Coretools* + IATF, Management for Results, SNQC renewals and certifications, among others.

Steelmaking**for non-steelworkers:** training focusing on knowledge of the steelmaking process, from raw materials and the main intermediate processes to the final product, with a technical tour of the entire production flow at the Ipatinga mill, giving employees a more comprehensive understanding of the steel industry. In 2024, seven classes were held, totaling 134 participants.

***Compliance* Environmental:** reinforcing its commitment to preserving the environment, Usiminas has continued and launched new online training modules on Environmental Compliance, with more than 4,500 hours of training on the subject.

Management, control and monitoring

Usiminas University is equipped with a structured approach to managing, controlling and monitoring training processes. The institution sets clear targets and uses a Training Matrix to measure the indicators of training completion. In addition, an Effectiveness Assessment is carried out for training considered critical to the Quality Management System, making it possible to measure the retention and application of the knowledge acquired by employees.

The company also uses the "Documented Quality Processes" documentation, which identifies risks and opportunities in the process of training and developing people, as well as analyzing them using the GUT Matrix methodology.the company also uses the "Documented Quality Processes" documentation to identify risks and opportunities in the process of training and developing people, as well as an analysis using the GUT Matrix methodology, in accordance with the internal Risk Management procedure, in order to help prioritize, plan and monitor actions. Usiminas is constantly seeking to improve its processes for controlling and monitoring indicators, as well as risk management in the process of training and developing people.

To monitor and control process indicators, the company uses tools such as Site RH and *Power* BI to help identify and mitigate potential risks, guaranteeing the quality and effectiveness of operations.

Internationally recognized standards, such as ISO 9001, 14001, 45001, and IATF 16949, require that training procedures undergo periodic audits, which are carried out by both internal and external teams. These audits are essential not only to ensure compliance, but also act as a feedback mechanism, allowing Usiminas to continually improve its educational and training processes. These certifications ensure that the company meets international quality, environmental, health and safety standards, as well as those for the automotive industry.

MATERIAL THEME

Diversity and Inclusion

GRI 3-3 405-1

Diversity and inclusion initiatives are important pillars in Usiminas' sustainability strategy. They go beyond the goal of creating a competitive edge, significantly impacting the organizational climate. By cultivating a diverse, inclusive and welcoming environment that respects everyone's individuality, the company enhances human capital, expands diverse perspectives and experiences, and fosters the creation of innovative solutions. This approach not only increases the sense of belonging and psychological security among employees, but also significantly improves the company's reputation with all ***stakeholders*.**

Since the implementation of the Diversity and Inclusion Program in 2019, Usiminas has consistently developed actions that promote a more inclusive and diverse work environment.

The program is structured into five Affinity Groups:

- Gender Equity;
- People with disabilities;
- Race and ethnicity;
- Generations;
- LGBTI+.

These groups are made up of volunteer employees, known as Diversity Ambassadors and Guardians. They meet to identify opportunities for improvement, suggest specific actions, disseminate initiatives, influence colleagues and ensure that the program remains active and effective.

The diversity and inclusion journey at Usiminas has matured and significant progress has been made in terms of culture and changing mindsets. However, challenges remain, such as breaking paradigms and unconscious bias. Strengthening awareness of the importance of a diverse, safe and inclusive environment requires decisions that positively impact interactions between employees, operational processes and the sustainability of the business. The constant search for a qualified workforce that is representative of minority groups has been centralized in the entry programs.

In 2024, the topic of Diversity and Inclusion remained present at the Board of Directors' meeting, with reports on the company's status, the Women in Leadership Indicator and the indicators of the Entry Programs.

Cultural diversity on the Board

Usiminas' board of directors, which includes area directors, directors of the production units (Ipatinga Plant and Cubatão Plant), and the Statutory Board (CEO and Vice Presidents), reflects a rich cultural diversity. Currently, 70% of the executives are Brazilian, while 30% come from other nationalities.

- **Argentine 15%**
- **Brazilian 70%**
- **Italian 2%**
- **Japanese 9%**
- **Mexican 2%**
- **Venezuelan 2%**

D&I actions in 2024

Lactation Room: Existing at Usiminas, the Lactation Room was expanded in 2024 to include third-party employees, in addition to our own employees. The aim of expanding access is to provide a welcoming environment for milking and preserving breast milk, making it easier for mothers to continue breastfeeding after returning to work.

In addition, a **pregnant women's booklet** was created, available on the employee access portal, to provide guidance on the rights and benefits of pregnant employees, as well as a guidance booklet for managers to welcome and support pregnant employees.

***Mentoring/Coaching*Programs for Underrepresented Audiences:** Usiminas offers mentoring and *coaching* programs specifically for women and the LGBTI+ community. These programs are designed to boost participants' personal and professional development, encouraging learning, growth and continuous improvement.

***Outplacement*process :** The company has an external consultancy to help executives who have been dismissed without just cause to re-enter the job market. The definition of the employees covered is made according to the company's strategy.

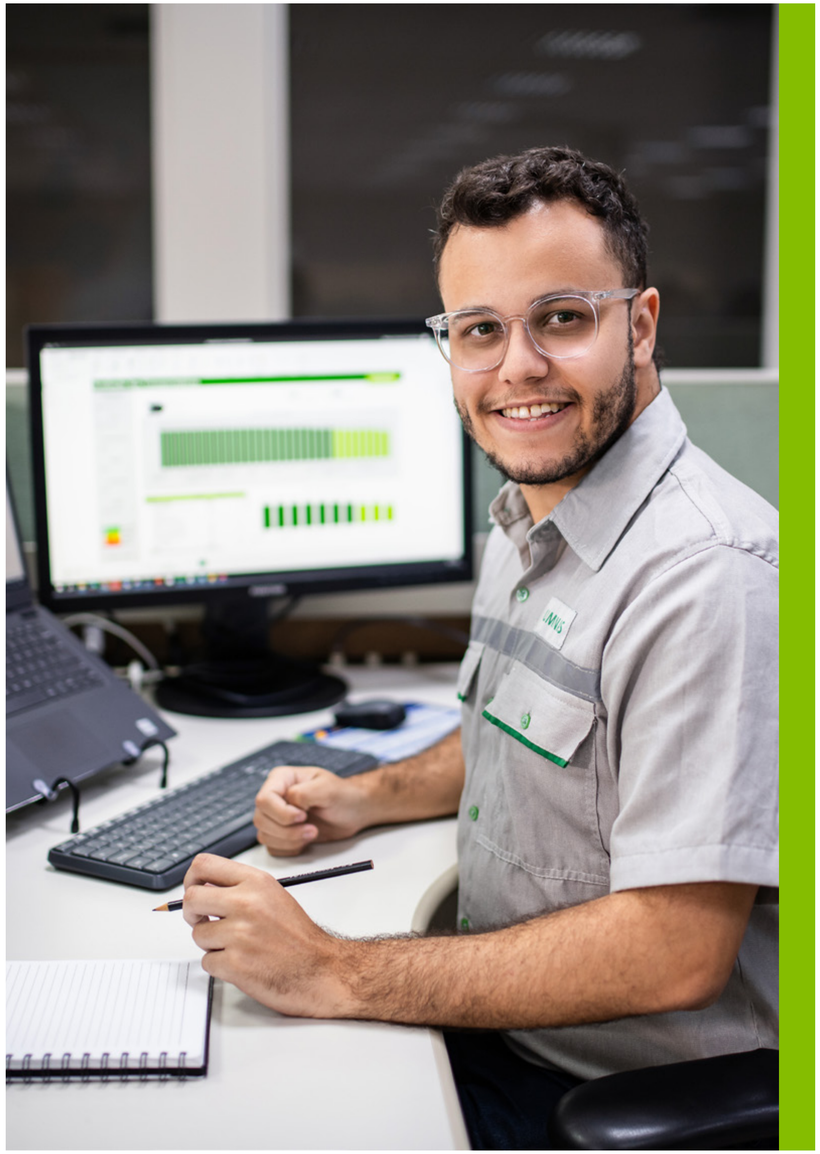
Employee Profile Monitoring: Usiminas carries out detailed monitoring of the profile of its employees, categorized by pillars such as Gender Equity, Generations, People with Disabilities (PWDs), and Race/Color. In addition, as of January 2024, information regarding the LGBTI+ pillar will be collected through an optional self-declaration of gender identity and sexual orientation. Strategies are being implemented to increase adherence to this self-declaration.

Reports to the Board of Directors: Data on the Diversity and Inclusion pillars is regularly reported at Board of Directors meetings to monitor the evolution of the employee profile. Since the start of the Diversity and Inclusion Program in 2019, there has been significant progress in female representation. That year, women represented 5.89% of all employees and 13% of leadership positions. By December 31, 2024, these figures had risen to 8.68% of the total workforce and 16.15% in leadership positions. Of particular note is the significant increase in female representation since the start of the Diversity and Inclusion Program in 2019: from 5.89% of women in total employees and 13% in leadership positions to 8.68% of women in total and 16.15% in leadership positions (Steelworks).

In 2024 Usiminas revisited its competencies and included Diversity as a competency assessed in the Performance Management of its team of administrative employees.

Mentoring for young students: usiminas' Volunteering program carried out the mentoring initiative for young students, focusing on diversity when defining the target audience, prioritizing in this edition the participation of people with disabilities, low income, women and black people from the cities of Ipatinga, Itatiaiuçu and Cubatão. Of the 31 students selected, aged between 17 and 25, 90% are black, 77% are women and two are people with disabilities.

In addition to the actions highlighted above, development and training actions were also carried out, such as: training in sign language, a career talk on Women's Day, a talk on autism spectrum disorder and a talk on diversity in the workplace on International LGBTI+ Pride Day.

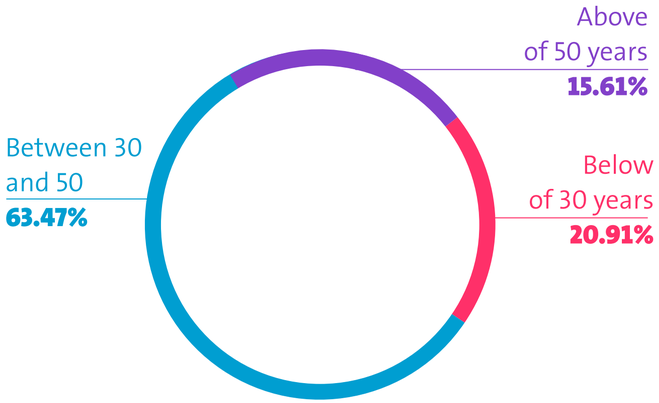


Diversity in functional categories within the organization - 2024

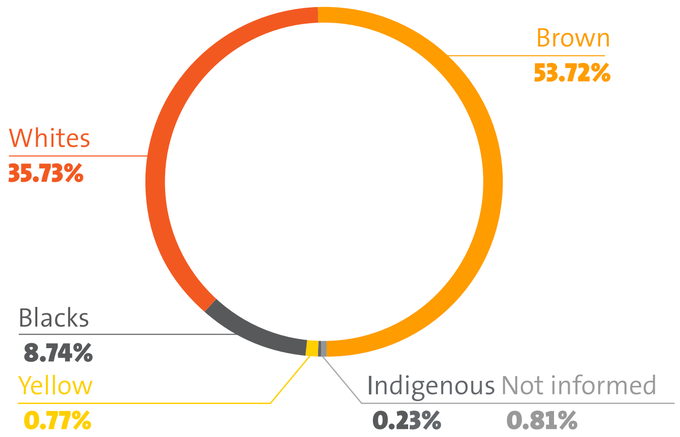
Category	Gender		Age			Race					
	Female	Male	Below of 30	Between 30 and 50	Above of 50 years	Brown	White	Blacks	Yellow	Indigenous	Not informed
Statutory Board	5.88%	94.12%	0.00%	29.41%	70.59%	5.88%	82.35%	0.00%	11.76%	0.00%	0.00%
Management Area	8.64%	91.36%	0.00%	58.02%	41.98%	16.05%	83.95%	0.00%	0.00%	0.00%	0.00%
General Management	13.54%	86.46%	0.00%	82.29%	17.71%	28.13%	69.79%	2.08%	0.00%	0.00%	0.00%
Management	19.24%	80.76%	1.52%	67.85%	30.63%	29.11%	65.06%	4.05%	1.27%	0.51%	0.00%
Coordinator	4.71%	95.29%	1.76%	84.71%	13.53%	60.59%	31.76%	6.47%	0.59%	0.00%	0.59%
Superior	36.26%	63.74%	23.05%	65.16%	11.79%	36.61%	56.29%	3.99%	1.60%	0.18%	1.33%
Technical	7.98%	92.02%	8.95%	77.76%	13.30%	52.71%	39.70%	6.72%	0.58%	0.19%	0.10%
Administrative	35.96%	64.04%	34.21%	51.75%	14.04%	47.37%	46.49%	6.14%	0.00%	0.00%	0.00%
Operational	6.98%	93.02%	24.93%	59.40%	15.66%	57.88%	29.94%	10.26%	0.70%	0.25%	0.98%
Total	**10.34%**	**89.66%**	**20.91%**	**63.47%**	**15.61%**	**53.72%**	**35.73%**	**8.74%**	**0.77%**	**0.23%**	**0.81%**

Gender

Age



Race



The data for the period 2022 to 2024 can be found in the Historical Series annex.

Occupational Health and Safety

MATERIAL THEME

GRI 3-3 | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10

Usiminas is committed to protecting its employees in a way that not only mitigates and prevents accidents, but also eliminates risks that could compromise the life and physical and mental integrity of its workers. This commitment extends beyond daily operational safety practices and also encompasses the promotion of health and well-being throughand well-being through disease prevention initiatives and increased incentives to adopt healthy habits. These actions are essential for improving productivity and boosting the organization's sustainability, benefiting not only employees, but also their families.

Health and safety management system

GRI 403-1 | 403-8

Usiminas' Health and Safety Policy recognizes that life and well-being are universal rights of individuals and therefore considers safety to be a non-negotiable value. This premise guides its Occupational Health and Safety Management System, which is based on legal and other regulatory requirements.

> ***100%*** *OF OWN EMPLOYEES AND THIRD PARTIES ARE COVERED BY THE SAFETY MANAGEMENT SYSTEM.*

This management system is implemented in all our industrial operations and is periodically audited. In 2024, 81% of employees and contractors worked in ISO 45001-certified facilities.

The system's governance is complemented by the Integrated Management Policy, Golden Rules, Code of Ethics and Conduct and other documented information that establishes clear guidelines for the safe execution of activities. Employees receive the appropriate training so that they can carry out each task correctly at all times, strengthening operational discipline.

Occupational Health GRI 3-3 403-3 403-4

Launched in 2016, the Usiminas Integrated Health System (SISU) was established with the aim of implementing, at corporate level, the most advanced practices in occupational health, medical and social assistance, as well as health promotion, emergency care and disease prevention.and social assistance, as well as health promotion, emergency care and disease prevention. SISU operates in collaboration with various functional areas such as legal, communications and occupational safety, ensuring an integrated and multidisciplinary approach.

This system covers all employees of Usiminas companies and is based on principles of integration and rationalization of resources, seeking to create synergy between the services offered and raising the quality of all health actions.

Usiminas' Technical Health Group is responsible for managing and implementing SISU, organizing scheduled monthly meetings to discuss occupational and general health issues, as well as establishing health strategies for employees. At these meetings, held online with representatives from each of the company's units, risks are identified, health prevention strategies are outlined, and indicators are updated along with the status of each company or unit's actions and projects. Prepared by the corporate team, these sessions also call on professionals from the Occupational Safety, Communication and Legal areas to make relevant contributions.

Usiminas' Occupational Health team preserves the health of employees in their workplaces, implementing actions aimed at promoting health and reducing medical absenteeism. This multidisciplinary team, which carries out occupational examinations such as admission, dismissal, periodic, change of risk and return to work, is made up of various specialized professionals, including occupational physicians, occupational nurses, speech therapists, social workers, occupational nursing technicians, ergonomists, among others. Together, they identify risks and possible damage to employees' health, working to mitigate or eliminate these risks and take proper care of the resulting impacts.

Usiminas Occupational Health works closely with the Usisaúde health plan to provide comprehensive assessments, examinations and treatments, giving employees access to quality medical and dental services. The team also acts in urgent and emergency situations within the units, providing pre-hospital care, in addition toin addition to developing initiatives that not only reinforce a culture of self-care among employees, but also identify and treat ergonomic, psychosocial and organizational risks.

Health management at Usiminas is conducted through protocols and procedures defined in accordance with the Health and Safety Policy, and includes monthly monitoring of occupational health indicators and targets, as well as compliance with the Occupational Health Medical Control Program (PCMSO). In 2024, specific targets were set, including the completion of periodic examinations and the monitoring of ergonomics projects at the Ipatinga and Cubatão plants, as well as the relaunch of health promotion programs and the new implementation of absence management. The indicators are monitored and calculated on a monthly basis by means of reports extracted from the system, enabling assessments to be made of the effectiveness of the actions and the continuous revision of operating procedures to guarantee the health and well-being of employees.

To ensure legal compliance and mitigate vulnerabilities, health practices at Usiminas are aligned with the requirements of regulatory standards NR 07 and NR 17, eSocial guidelines and regulatory inspections. Usiminas issues an annual PCMSO report, continuously monitoring employee well-being and strengthening disease prevention actions, both clinical and occupational, to promote a healthier and more resilient workforce.

Compliance with these obligations prevents failures that could expose the company to legal vulnerabilities, including additional assessments, fines and potential lawsuits, affecting the ability to obtain or maintain important certifications. Inadequate developments in the area can also result in consequences such as increases in absenteeism and sick leave, reducing the overall effectiveness of the workforce and negatively impacting the company's strategic position in the markets.

Promoting Workers' Health GRI 403-6 403-7

At Usiminas, employees have access to the Usisaúde health plan, which covers medical and dental consultations, as well as offering care at the Occupational Health units. During clinical consultations, employees can be referred to specialists as required, with all costs being borne by the company. All employees undergo complementary examinations for the prevention of chronic diseases (e.g. diabetes, dyslipidemia, diabetes, etc.).diabetes, dyslipidemia, cardiovascular disease, prostate cancer, breast cancer and cervical cancer), the results of which are assessed by the company's doctors and employees are given advice on care and/or referrals to specialists.

Orthopedic complaints are directed to the Superar Project, which includes consultations with an orthopedist and physiotherapist, while pregnant women are assisted by the Gerar Project, receiving guidance on pregnancy and breastfeeding. Employees also receive guidance and awareness about mental health through the Buscar Project. In addition, the Mama Space is designed to support breastfeeding employees in milking and safely storing breast milk during working hours.

In addition, there is the 'Fala Aí Saúde' service, an app that offers health advice and facilitates the scheduling of occupational examinations.

Usiminas, in partnership with the FSFX Health Operator - São Francisco Xavier Foundation, offers employees and their dependents the +ATITUDE health promotion program. Through an online platform, gamification is used to promote health and prevent illness, focusing on primary care and comprehensive family care.

The annual flu vaccination campaign, which has been running since 1997, is also part of Usiminas' health initiatives, aimed at reducing the incidence and complications of flu. The quadrivalent vaccine is available at no extra cost to employees and at a subsidized rate for dependents. The campaign has been running at the company since 1997 and in 2024 approximately 9,500 employees and their dependents were vaccinated.

In addition, in 2024, actions were developed at Usiminas University on mental health for employees and managers, to demystify mental illnesses.this will enable everyone to act to prevent mental illness and promote mental health.

Occupational Safety GRI 3-3

Usiminas has adopted the commitment to "Zero Accidents" as a strategic objective, directing efforts towards strengthening a culture of safety.

The Environment, Health and Safety Department is responsible for defining the company's Strategic Safety Plan, establishing guidelines focused on developing and training employees, strengthening third-party management and continuously improving the management system. These pillars guide practices aimed at improving the company's performance, ensuring safer and healthier working environments and contributing to the preservation of the environment.

As part of the strategic planning, Working Groups were set up to focus on high severity events - Severity 4 (VS4). These groups emerged after a detailed analysis of events at the company's plants. Each event was thoroughly analyzed to understand its causes and prevent recurrences. Multidisciplinary teams made up of professionals from different areas and plants were set up to foster the exchange of experiences and establish new safety standards, with the aim of creating a safer environment for everyone.

Stakeholder engagement is fundamental to the company's safety actions and the leadership plays an active role, participating in the analysis of incidents and accidents.the leadership plays an active role, participating in the analysis of incidents and accidents, leading the Working Groups, ensuring the implementation and monitoring of the necessary corrective measures and disseminating the learning from these analyses.

The active participation of employees in these groups is vital, increasing safety awareness and involving the team in problem-solving. This makes it possible to identify hidden risks and develop more effective solutions, making security a shared priority in the organization.

The effectiveness of the measures implemented is constantly monitored to ensure that the expected results are achieved. Feedback from the Working Groups and the involvement of the leadership make it possible to make the necessary adjustments, promoting continuous improvement and the practical application of lessons learned.

Hazard identification, risk assessment and accident investigation GRI 403-2

Usiminas adopts a structured methodology to identify and assess risks related to its operations, seeking to guarantee the safety of employees and contractors. This process is applied to both routine and non-routine activities, following established standards and internal procedures that allow risks to be mitigated effectively.

Each area of the company, supported by a specialized safety team, is responsible for managing the risks associated with its activities, using Preliminary Risk Analyses (PRAs) as a basis. The APRs have been detailed in operating procedures that describe the step-by-step activity and the control measures for the risks identified. For non-routine activities, a Task Risk Analysis (TRA) is carried out where those involved in the activity also point out the risks identified and together with the technical team define the control measures. The ART is one of the documents that support the safe performance of the activity. These documents provide guidelines so that hazards are properly identified in advance and control measures are implemented according to the hierarchy of controls, prioritizing the elimination of risks whenever possible.

In addition, in the event of accidents, a detailed analysis is carried out by the Occupational Safety team, with the support of safety engineers and technicians and specialists from the areas involved. This process includes investigating the context of the accident to identify causes and contributing factors. The analysis, preparation of documents and their management follow a methodology established in procedures. This flow ensures that the results of corrective actions and lessons learned are implemented on the work fronts to prevent recurrences.

The quality of risk assessment processes is guaranteed by training security teams, operational areas and leaders, ensuring that they have the necessary training to identify and control risks and manage processes.

Despite all the controls in place, there may still be situations in which the activity has not been risk mapped or which are at odds with the standards and/or values emphasized by the company. In this context, employees have the right and are encouraged to refuse any task that could compromise their safety. This policy, known as the Right to Refuse, aims to prevent more serious incidents by suspending the activity in order to review and strengthen the necessary control measures.

When workers identify a potentially dangerous situation or working condition, they can immediately stop their activities and activate the Right to Refuse. This action is recorded in the Integrated System for Occupational Health and Safety Actions (Siasso), guaranteeing proper monitoring of the case and a historical record of the entire process. Working conditions are then reviewed and new control measures are implemented before activities are resumed.

Managers reinforce this right in all their guidelines and reiterate that exercising it is not only a right but also a commitment to mutual safety, encouraging and recognizing this practice within Usiminas.

Indicator Management GRI 3-3 403-2

Any situation and/or condition that is out of scope is reported in the Integrated Occupational Health and Safety Action System (Siasso). Employees can enter events in it, whether they are deviations or incidents. Safety professionals also enter information on accidents at work, in partnership with the medical team, which assesses the injuries involved. The situations reported in Siasso now have action plans built into an integrated system, which stipulates responsibilities for everyone who can add to and be part of resolving the issue. The entire management of the issue can be followed on the safety website, which is available to the company's employees.

The management dashboard is available on the security website, which makes it possible to monitor the indicators.

Occupational health and safety training GRI 403-5

At Usiminas, the commitment to training in occupational health and safety is reinforced by the constant updating of training and the development of new courses. These initiatives aim not only to ensure adherence to regulatory standards, but also to foster an organizational culture that prioritizes accident prevention, in line with the Zero Accident goal.

In 2024, Usiminas implemented various training initiatives in occupational safety:

- The continuation of regulatory training, which is essential for operational excellence and compliance with applicable regulations, resulted in a total of 196,213 hours of training, involving 8,309 employees.

- Following the introduction of the "Environmental Compliance" online training in 2023, Usiminas continued to expand this program in 2024 with the addition of 10 new modules focused on sensitive areas of the Compliance Program.

- The theme "Safe Behavior: everyone's attitude" marked the Internal Week for the Prevention of Accidents at Work (Sipat). The event included lectures on "Risk perception, our first defense", "Safety isn't bad, it's a habit", "The connection between physical and mental health", and "The connection between physical and mental health". the connection between physical and mental health" and the "Water Crisis". The event also included the Talent Festival, in which employees presented creative and effective solutions applied in their areas of work. Another highlight was the visit to the plant by employees' families, an experience that promoted greater understanding and appreciation of safety practices.

- With the intention of reinforcing risk perception and fostering a preventive culture, a new training course has been created for crane operators, called "Prevention Culture in Load Lifting". This training is now part of the compulsory curriculum and uses a practical and interactive methodology, facilitating the exchange of experiences between participants and contributing directly to accident prevention.

- Moments of reflection were also organized on topics that are important for the health, safety and well-being of employees. The "Ergonomics D-Day" featured a specialist discussing body awareness, complemented by interactive dynamics. In addition, during "Yellow September", the talk "Care begins with you" focused on the balance between personal and professional life, resilience and the importance of mental health, led by a behavioral specialist.

Communication and employee participation in health and safety 403-4

Usiminas adopts different mechanisms to ensure effective communication and the active participation of employees in issues related to safety at work and in the management of the Occupational Health and Safety System.

- Corporate intranet: a dynamic channel where employees can register comments and suggestions on safety. All contributions are evaluated by a technical group responsible for analyzing and processing the proposals.
- Internal Accident Prevention Commission (Cipa): set up in accordance with the requirements of NR-05, it ensures that workers are represented and enables them to play a direct role in discussions on accident prevention through regular meetings.
- Participation in risk management processes: employees are involved in identifying hazards, assessing risks and opportunities, defining controls and drawing up operating procedures, strengthening the preventive culture.
- Transparent communication of incidents: relevant security events are communicated clearly to all levels of the organization, promoting organizational learning.
- Digital systems: the company provides all employees with access to the Siasso system for recording and consulting safety-related information, as well as the Workplace Safety Website, which provides updates on deviations, events and performance indicators.

In addition to these initiatives, other mechanisms such as the Daily Safety Dialogue, Working Groups and area meetings ensure that workers are actively listened to and provide material for processes to be reassessed and improved.

Accidents at work GRI 403-9 403-10

In 2024, Usiminas faced incidents and accidents at work with the potential for serious consequences, predominantly related to manual tasks and tools, hygiene at the workplace (hot surface), falling from the same level, gases/asphyxiants, moving machinery, falling from a height, cranes and lifting and hoisting devices, uncontrolled moving material (falling, rolling, projected, etc.).all events were investigated and re-evaluated. All events were investigated and reassessed by the occupational safety team in collaboration with multidisciplinary professionals from the areas involved. Based on these investigations, the hazards and risks were identified, and new control measures were defined, mapped and implemented in the workplace.

As for occupational illnesses, Usiminas recorded one occurrence of an occupational illness in 2024, related to hearing loss in an employee, but there were no deaths due to occupational illnesses for either employees or contractors. Employee health is monitored through the annual reports of the Occupational Health Medical Control Program (PCMSO), which not only monitors the health of employees, but also the health of employees.n addition to continuously monitoring employees' state of health, it also supports ongoing preventive actions for both clinical and occupational diseases.

Reported accidents at work	Employees		Third parties	
	number	index	number	index
deaths resulting from accidents at work	0	0	0	0
Accidents at work with serious consequences (except death)	13	0.55	10	0.42
Accidents at work that must be reported	49	2.08	65	2.74
Hours worked	**23,603,030.01**		**23,706,371.55**	

Relationship with *Stakeholders*

MATERIAL THEME

GRI 3-3 | 2-29 SASB EM-IS-430a.1

Usiminas relates to its *stakeholders* through an integrated social responsibility, environmental and governance strategy, developed over the years to meet the needs and expectations of its stakeholders: shareholders, employees, communities, customers, suppliers, industry groups, governments and strategic partners. **The company is committed to creating value for society as a whole, actively listening, dialoguing and engaging with these stakeholders in order to increase the positive impacts and reduce the negative ones of its operations.**

To ensure an understanding and monitoring of the impacts of its activities, Usiminas maintains a constant engagement with the community through participation in committees and councils, conducting surveys and polls, which help the company to better capture the expectations and demands of stakeholders.

Value chain

Usiminas' relationship with its value chain involves the challenge of disseminating its culture, values and standards to customers and suppliers**, with** the**aim of promoting a production chain that is not only sustainable, but also socially and environmentally responsible.** The principles, guidelines and standards that regulate Usiminas' relations with these partners are explained in the Code of Ethics and Conduct and in the General Corporate Administrative Standard for Supplies.

Recognizing the strategic importance of steel for various sectors of the economy and aware of the environmental and social impacts it can generate, Usiminas has stepped up its efforts to achieve more sustainable steel production. This **involves developing high-performance products that not only meet the expectations of customers and society in general in terms of durability and efficiency, but also reduce harmful emissions.** as society, the market and customers become increasingly aware of environmental and social issues, they seek innovation, workforce qualification and investment in sustainable practices.

Usiminas strives to achieve production that is sustainable, safe and efficient, reflecting its commitment to human rights and to the continuous improvement of the quality of life, health, safety and well-being of its *stakeholders*.

Objectives from pillar Steel Chain

Objectives

- When planning a new product and/or project, or significant changes to existing ones, and when looking for opportunities for innovation, assess the impacts on stakeholders, with the aim of generating shared value;
- Promoting and building responsible relationships with clients, based on trust, quality, honesty and transparency;
- Promote sustainability throughout its value chain, with a special focus on supply chain management, identifying, evaluating, mitigating and remedying the negative socio-environmental impacts of its suppliers, when possible and applicable, once Usiminas companies are aware of such events;
- Investing in innovation and R&D as a means of developing processes, products, the use of by-products and waste, and solutions with a lower socio-environmental impact, more efficient, more competitive and with an economic return, generating value for all its stakeholders and giving its portfolio a sustainable positioning.

Initiatives implemented to achieve objectives

- **The largest Research and Development Center of its kind** in Latin America, focused on new product development, product application engineering, industrial process optimization, cost reduction and more;
- **The Steel Chain Sustainability Program** aims to broaden Usiminas' engagement with its Customers and Suppliers, enabling it to work together with them to promote sustainable development;
- Development of an agenda focused on sustainability topics with clients and suppliers;
- Mapping risks and opportunities for strategic suppliers;
- Training internal staff who interact with customers and suppliers on sustainability issues;
- Training for the internal public (Procurement Team) on Sustainable Purchasing;
- Ecovadis evaluation and sharing the results with clients;
- Sustainability Policy for Suppliers.

Results achieved in 2024

- **3** new steels have finished development
- **91.5** customer satisfaction rating
- **R$22.1** million invested in R&D
- Silver medal in Ecovadis rating
- Implementation of the Sustainability Policy for Suppliers

Relationship with customers

GRI 3-3 | 416-1 | 416-2 | 417-1 | 417-2 | 417-3

MATERIAL THEME

Although steel is an indispensable product for industry, customers need to recognize its added value. To this end, Usiminas seeks to develop the best solutions for customers' specific demands, demonstrating that the product they need can be supplied by Usiminas with excellence.

Customer satisfaction is prioritized through innovation, constant staff training and investments focused on sustainability. These efforts are aimed at creating increasingly sustainable products and supporting social projects, in line with growing consumer demand for products from brands that are committed to social and environmental responsibility.

Customer service

At Usiminas, customer service in the steel industry is structured into pre-sales and post-sales stages to ensure excellence and attention to customer needs. The pre-sales stage is conducted by professionals with extensive knowledge of the sector, who are responsible for identifying customer needs, exploring opportunities and assessing possibilities for developing new products.

After-sales is run by the Technical Assistance team. This group is dedicated to maintaining a constant dialogue with the customer, producing contact reports and organizing weekly meetings attended by technicians and leaders from various hierarchical levels. At these meetings, recent occurrences, actions to be implemented, customer perceptions and demands are discussed, ensuring a quick and effective response to customer needs. The most relevant topics raised in these discussions are then forwarded to the company's senior management for more detailed analysis and deliberation.

Quality of product

GRI 3-3

MATERIAL THEME

Usiminas ensures that its product portfolio is in line with the requirements of the various sectors of industry and meets the main quality standards and certifications. This is essential not only to satisfy customers, but also to strengthen the company's bottom line.

Usiminas' portfolio is enriched by constant innovations, which open up new business opportunities and bring benefits such as cost savings to customers. For this reason, the portfolio is continually reviewed and updated, adapting to market demands, technological advances and global steel consumption trends. This process ensures that Usiminas remains relevant in a competitive market and contributes to increasing its turnover and resources.

Over the last ten years, Usiminas has developed more than 50 new products, many of which were pioneers in the Brazilian market, and all of which are geared towards customer needs. These include advanced high-strength steels for the automotive market, which meet the demands of automakers and government agencies interested in reducing CO_2 emissions and increasing safety.they also promote sustainability by reducing the amount of steel per unit produced.

In 2024, Usiminas finalized three new steel developments, adding to its range of innovative projects. Currently, **the company has seventeen new steel projects under development**, always focusing on aligning innovation with the expectations and needs of its customers.

Development of products

The Product Development team, which is part of the Customer Service, Quality and Product Department, is responsible for managing the development portfolio of new steel products. On the other hand, the portfolio of products already established on the market is managed by Integrated Quality Control at the industrial plants in Ipatinga (MG) and Cubatão (SP).

The team in charge is multidisciplinary, including specialists, engineers and technicians from various professional backgrounds. These professionals are committed to excellence in the steel industry and are dedicated to finding modern and innovative solutions in products and services. They carry out regular analyses to capture the main trends and demands of the steel market, both nationally and globally. In addition to developing new products, the team also assesses technological *gaps* in existing products, taking into account competition and customer satisfaction.

The development and innovation process is supported by computerized systems, state-of-the-art laboratories and specialized equipment. Usiminas also benefits from its Research and Development Center, which explores future steel solutions and offers technical support to the company's production areas and the application of our products to customers.

Technical information and steel characteristics, such as chemical composition and mechanical properties, are detailed in the Corporate Steel Products Manual. This manual is revised periodically to ensure that it remains up-to-date and effectively serves as a resource for various areas of the company, including Sales, Technical Assistance, Quality and the Product and Production Technical Units.

Newly developed products are only incorporated into the portfolio once they have been completely standardized. The continuous and systematic updating of the portfolio not only makes it easier for *stakeholders* to understand the specifications of the products and services offered, but also speeds up technical and commercial negotiations, keeping technical references in line with national and international standards and specifications in the steel sector.it also speeds up technical and commercial negotiations, keeping technical references in line with national and international standards and specifications in the steel sector.

Labeling GRI 417-1

The labeling of Usiminas' products is conducted to meet the requirements regarding the composition of the products. Each product sold directly to customers is accompanied by certificates attesting to its safety, and the company offers both pre- and post-sales advice. In addition, the disposal of products and their potential environmental or social impacts are checked and certified according to RoHS and ELV standards.

All Usiminas products and services comply with internal information and labeling procedures, ensuring that 100% of product or service categories are properly evaluated. In addition to including the product safety data sheet in accordance with ABNT NBR 14.725 on each Inspection Certificate, Usiminas rigorously monitors the origin of the inputs used and clearly states the origin of the products supplied on the certificates, guaranteeing total transparency and quality control.

Safety from product GRI 416-1

In relation to health and safety impacts, Usiminas carries out assessments on all categories of products and services of significance to guarantee the availability of Chemical Safety Data Sheets. These assessments include testing and certification of the products' maximum radiation level, which is set at less than 1 kBq/kg. The accreditation of product release laboratories by Inmetro is also ensured. In addition, all Usiminas products are certified in accordance with the European RoHS and ELV directives, assuring the consumer market that the products are free of substances that could pose health risks.

Satisfaction of customers GRI 2-29

Usiminas uses various methodologies to assess customer satisfaction and the performance of its portfolio. One of the main tools is the **Customer Satisfaction Survey**, carried out periodically, which is complemented by the perceptions obtained through technical assistants and the reports in the Technical Contact with Customers and Metallurgical Consultation of Non-Standardized Products reports.

▷ Regular evaluations of customer satisfaction allow Usiminas to continually refine the process of developing new products and services in order to better meet market expectations and needs.

Every year, the company analyzes its customers' satisfaction levels, identifying not only met and unmet expectations, but also aspirations and the level of appreciation of the products and services provided.

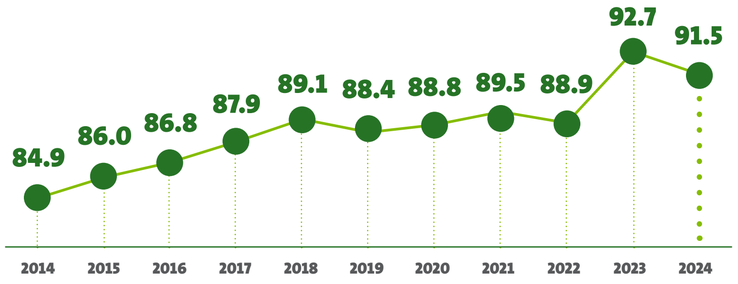
The satisfaction survey is conducted by means of interviews carried out by experienced auditors who have no direct relationship with customers, guaranteeing independence and impartiality. During the survey, aspects such as the procurement process, product receipt/logistics, quality control/engineering and production are carefully examined.

After analyzing the results, **a Reaction Plan** is **drawn up, including proposals for improvements in the processes evaluated.** This plan is presented to customers and monitored by Usiminas throughout its implementation, covering adjustments to infrastructure, information systems, operating procedures, the development of new products and the continuous improvement of existing processes. The results of these actions are then reassessed in subsequent satisfaction surveys to ensure full customer satisfaction.

Internally, the results of satisfaction surveys are shared with the Board of Directors on a monthly basis via the Monthly Quality Management System Performance Report. Externally, improvement actions are disseminateddirectly to clients via presentations and technical meetings, as well as at industry events and in the media.

In 2024**, Usiminas interviewed 49 customers from various sectors, representing approximately 60% of the** company's **internal turnover** related to products sold in the previous year.

Customer satisfaction survey results



Certifications regarding quality of products and services GRI 416-2 417-2 417-3

Usiminas prioritizes the quality of its products and services, maintaining the certification of its Quality Management System in accordance with the NBR ISO 9001:2015 and IATF 16949:2016 standards. The latter is specific to manufacturers in the global automotive supply chain. In addition to these two important certifications, Usiminas also holds other crucial certifications for the steel industry on a global scale.

Throughout 2024, Usiminas did not record any incidents that violated legal requirements or that negatively impacted the health and safety of products and services. Similarly, there were no incidences of non-compliance related to information, labeling, adherence to voluntary codes such as the RoHS directive, or *marketing* practices. As a result, the company faced no penalties or warnings related to the quality or safety of its products and services.

Relationship with suppliers GRI 3-3

MATERIAL THEME

The development of the value chain, especially suppliers, is Usiminas' commitment to society.

The company guides its interactions with suppliers through the principles, guidelines and rules established in the Code of Ethics and Conduct and the "General Corporate Administrative Standard for Supplies". which define a standard of governance for the supply chain, required of the areas of Usiminas responsible for purchasing materials, inputs, raw materials and services. Usiminas defines and applies in its supplier contracting processes the document "General Conditions for the Execution of Services and Supplies" which details the rights and obligations of suppliers and service providers, including environmental, social and corporate responsibility aspects.

In 2024, Usiminas made further progress in its efforts to ensure sustainable practices in its supply chain with the implementation of the Sustainability Policy for Suppliers, published on the Usiminas website on the Suppliers page.

Selection and hiring of new suppliers

GRI 3-3 | SASB EM-IS-430a.1

The approval and contracting processes for new suppliers at Usiminas are governed by the aforementioned documents, which establish strict selection criteria. These criteria include verification and proof of compliance with labor, social security, civil, tax and environmental legislation.

In addition, Usiminas requires suppliers to comply with occupational health and safety standards, social and environmental responsibility requirements, which include human rights issues, and to demonstrate suitability, quality, technical capacity and certifications.

Usiminas also considers in its contracting processes the performance evaluation, commercial and technological competitiveness of suppliers to ensure alignment with national and international standards, as well as its own values and corporate integrity.

To mitigate social and environmental risks, Usiminas incorporates specific clauses into its contracts with suppliers. During the term of the contract, the company carries out periodic checks on its suppliers' compliance with labor and environmental legislation. In addition, Integrity *Due Diligences* are conducted, where environmental, social and corporate responsibility aspects of suppliers are carefully examined. Occupational health and safety receives special attention and is frequently assessed through the Safe Supplier Program, which focuses on verifying and guaranteeing safe practices on the part of service providers.

NOTE: Reports relating to breaches of integrity, illegalities or non-compliance with the aforementioned laws, standards and rules can be submitted by suppliers or any interested parties via the Open Channel, accessible to all at **usiminas website**

Social and Environmental Criteria for hiring suppliers

Environmental GRI 308-1 308-2

When selecting new suppliers, Usiminas adopts strict environmental criteria, including verification of environmental compliance with the competent bodies. For suppliers with contracts already in force, continuous risk monitoring is carried out to assess registration with Ibama and the regularity of environmental licenses. Some suppliers have the potential to cause significant environmental impacts, such as particulate emissions, the release of greenhouse gases, contamination of soil and water resources, as well as the improper disposal of waste and other environmental irregularities. In this context, the control implemented allows Usiminas to keep a close eye on the validity of these suppliers' operating licenses.

- **In 2024, Usiminas registered 232 new suppliers, of which 13% (30 suppliers) were selected based on strict environmental criteria** , including the Operational/Environmental License check. Among those who did not pass the environmental check, foreign service providers and suppliers exempt from environmental license predominate, as well as other suppliers not eligible for this check.

- In addition to the new suppliers, Usiminas carried out a comprehensive assessment of its suppliers in relation to environmental impacts, with a base of **3,267 companies subject to Operational/Environmental License control.**

- Of this total, **1,022 suppliers, which handled in 2024, were assessed in relation to the regularity of their operational/ environmental license during the year.** It is important to note that, of all these suppliers assessed, none were identified as causing real negative environmental impacts. As a result, there was no need to terminate commercial relations with any supplier in 2024, nor were any improvement measures required as a result of the assessments carried out.

Social GRI 414-1 414-2

At Usiminas, the selection and hiring of new suppliers and service providers includes a rigorous assessment of the occupational safety requirements established in the Safe Supplier Program. This program aims to verify the maturity of the Occupational Safety Management System of candidate companies, especially those service providers involved in highly critical safety activities on Usiminas premises.

The scope of this program includes the safety qualification process for new suppliers prior to contracting, if they present potential risks of causing negative social impacts. The qualification of suppliers is approved when they demonstrate that they have implemented an effective occupational health and safety (OHS) management system that meets or exceeds the expected standards of maturity and effectiveness, through an audit carried out by Usiminas.

In addition, qualified suppliers with current contracts are subject to an occupational safety assessment process, with Usiminas managing the results, which may require the implementation of action plans for contractors who present potential risks of causing negative social impacts.

Direct impacts are often related to the health and safety at work of contractors working at Usiminas units, such as accidents, incidents and deviations. Indirect impacts, such as slave and child labor, are assessed during supplier registration approval and subsequent risk monitoring.

- In 2024, of Usiminas' 214 new suppliers, **6% (i.e. 12 companies) were selected on the basis of social criteria**, including qualification in occupational safety, as provided for in the Safe Supplier program.

- In terms of identifying social impacts, by the end of 2024, **690 suppliers had been qualified in safety.**

- Of these, **225 were effectively evaluated in the Safe Supplier program in 2024**. Of this group, 15% (34 companies) had their performance classified as "At Risk" or "Severe". The negative social impacts identified were directly related to health and safety at work, including accidents, incidents and deviations at Usiminas' units.

- **For all 34 companies classified in risk situations, action plans were agreed with Usiminas to address and remedy the deficiencies identified.** In addition, 1% of these assessed suppliers (2 out of 225 companies) were blocked from new business in 2024 due to serious deviations in occupational safety that were neither adequately corrected nor had the actions deemed effective.

Management of the procurement process GRI 3-3

The procurement process is monitored on the basis of key performance indicators and related targets, which are followed up monthly by the Procurement Department through the Strategic KPI reports.

In 2024, the analysis of the results indicated that the management of the supply chain showed a performance that exceeded the targets set, as detailed below.

Supplier performance evaluation

GRI 3-3

Performance evaluations of suppliers, especially those considered critical and strategic for quality - which include raw materials, services, and MRO (maintenance of equipment, repairs and daily operations) - are conducted monthly by the Procurement and Quality Assurance areas.(equipment maintenance, repairs and daily operations) - are conducted monthly by the Procurement and Quality Assurance areas. These assessments use the Supplier Development Index (SDI), which measures the suppliers' level of compliance with the expected results.

In 2024:

- The MRO/inputs IDF was 98.5%, exceeding the target of 95.3%.
- The Raw Materials IDF reached 100%, exceeding the target of 99.1%.
- The Services IDF also reached 100%, exceeding the target of 97.2%.
- The General IDF, which represents the average of the indices, remained at 99.2%, above the target of 97.2%.

In addition, suppliers and service providers in the medium and high risk categories (safety-critical activities) participating in the Safe Supplier Program are evaluated on a monthly basis, and the results are shared in reports sent to the Procurement and Occupational Safety areas and the managers of the contractors. According to these reports, 96% of the contractors have met or exceeded the established objectives, receiving ratings of Excellent, Good or Fair. In cases where the objectives have not been met, contract managers are asked to develop and present a detailed action plan together with the contractor to correct the deviations identified.

At Usiminas, risk monitoring of relevant suppliers involves rigorous analysis of their financial health, checks on the Transparency Portal, CEIS, CEFIN and CNEP lists, as well as checking the records of companies penalized for slave labor practices and environmental license control. This detailed process ensures a reliable supplier base that complies with legal obligations and is able to meet the quality and delivery standards required by the company.

Objectives completed in 2024

1. Recognition event for the Safe Supplier Program in which 62 companies were certified (they met the required safety requirements without accidents);
2. Full compliance with the supplier audit plan defined for 2024 (checking compliance with quality, safety and environmental aspects).
3. 91 new companies were approved in the Safe Supplier Program's safety qualification process.
4. Raw materials projects including studies to make alternative materials viable with a focus on decarbonization (solid pig iron and charcoal).
5. Adherence to the Ecovadis Sustainable Purchasing Improvement Plan, the main deliverable of which is the implementation of the Sustainability Policy for Suppliers, published on the Usiminas.com\Suppliers website
6. Bidding for Renewable Electricity in a Self-Production Model and Natural Gas in the Free Market.

Local suppliers GRI 3-3 204-1

Usiminas encourages the development of local suppliers[1] whenever possible, opting to purchase supplies and contract services from these companies. This strategy not only generates regional economic growth, but also increases local employability and the marketing of regional products and services.

To reinforce this approach, the Materials Development Committee and the Mono-brand Alternatives Development Committee work in collaboration with the technical areas to develop innovative solutions. These solutions aim to replace materials traditionally used in the production process, or modify specifications so that they are not restricted to a single brand, thus broadening market alternatives. These initiatives foster the development of local suppliers and promote the adoption of environmentally sustainable technologies, contributing to a more open and competitive market.

In 2024, consolidated spending on local suppliers[1] at Usiminas companies represented 14% of total disbursements.

[1] Geographical definition of location used by the organization:

- **Siderurgia:** Suppliers located in the metropolitan region of Vale do Aço (Ipatinga, Santana do Paraíso, Timóteo and Coronel Fabriciano) and cities within a hundred kilometers of Ipatinga (MG); in the Baixada Santista region (SP), including the cities of Cubatão, Santos, São Vicente, Guarujão and Praia Grande; in the metropolitan region of São Paulo; in the Vale do Sin the Baixada Santista region (SP), including the cities of Cubatão, Santos, São Vicente, Guarujá and Praia Grande; in the metropolitan region of São Paulo; in the Paraíba Valley (SP); Porto Alegre (RS); Betim, Ipatinga and Santa Luzia (MG) and Cabo de Santo Agostinho (PE).

- **Mineração: Suppliers** located in the cities of Itatiaiuçu, Mateus Leme, Itaúna, Igarapé, Brumadinho, Divinópolis, Formiga and Pará de Minas, all in Minas Gerais.

Sector relationships, associations and partnerships GRI2-28

The activities carried out by Usiminas interact significantly with various sectors, both public and private. With the aim of actively contributing to the development of public policies in the economic, social, environmental, infrastructure and logistics, energy and other areas, Usiminas is associated with more than 60 entities and local authorities. In addition to being associated with these organizations, Usiminas also actively participates in their Councils, Boards, Committees and Working Groups, directly engaging in the formulation and discussion of strategies and policies that impact the industry and society as a whole.

Highlights:

- *World Steel Association*
- *Latin American Iron and Steel Association* (Alacero)
- Brazil Steel Institute
- Brazilian Mining Institute - IBRAM
- National Institute of Steel Distributors (INDA)
- Brazilian Association of Metallurgy, Metals and Mining (ABM)
- Brazilian Association of Large Industrial Energy Consumers (ABRACE)
- Serra Azul Mining Association (AMISA)
- National Association of Freight Transport Users (ANUT)
- Association of Private Port Terminals (ATP)
- *Center for Chemical Process Safety* (CCPS)
- Brazilian Institute of Corporate Governance (IBGC)
- Brazilian Institute of Investor Relations (IBRI)
- Minas Gerais State Mineral Industry Union (SINDIEXTRA)

Relationship with communities

MATERIAL THEME

GRI 3-3 | 203-1 | 203-2 | 413-1 | 413-2

Since construction began in Ipatinga, Minas Gerais, in 1958, Usiminas has fostered a deep and collaborative relationship with its host communities. This involvement expanded after the company's privatization in 1991 and continued to expand as new companies were integrated in the following decades, reaching several other cities.

Usiminas is aware that the presence of steelmaking activities has a number of impacts on the community in which it operates. For this reason, the company's premise is to maximize the benefits generated by its operations and effectively mitigate the negative ones, should they occur. The main indirect economic impacts include:

- **Steel consumption:** The steel produced by Usiminas drives various sectors of the economy, generating a chain of direct and indirect jobs. Its importance in society means that the consumption of this material is a driving force behind development in various areas.
- **Community development:** Usiminas contributes to the growth of the communities where it operates through partnerships with public authorities and with the communities themselves. The Usiminas Institute and the São Francisco Xavier Foundation develop initiatives in the areas of health, education, culture and sport, promoting a positive social impact.
- **Payment of taxes and fees:** The company contributes resources to the municipality through the payment of taxes and fees, which enables investment in infrastructure and public services, raising the local quality of life.
- **Regional supply chain:** Vale do Aço is home to a metal-mechanics hub created to serve Usiminas, generating a network of local companies that supply essential inputs and services for the operation.
- **Trade and services:** The success of Usiminas' operations has a direct impact on local commerce. The increased demand generated by industrial activity favors the growth of the service sector and the strengthening of the regional economy.
- **Tourism:** Usiminas not only contributes to business tourism, but also sponsors cultural and sporting initiatives. These projects attract thousands of visitors, boosting the local economy and promoting tourism in the region.
- **Socio-environmental projects:** Initiatives such as Usiminas Mobiliza, which donates steel aggregate for paving rural roads, contribute to the development of isolated communities, improving access to essential services and boosting local commerce.

Usiminas reaffirms its commitment to sustainable development and the continuous improvement of the quality of life of the communities where it operates, always seeking to balance economic growth with environmental preservation and social well-being.

Social loan for use model

Usiminas is currently lending around 100 properties to social projects, directly benefiting more than 26,000 people. These initiatives include schools, which serve 5,400 students, and institutions which together generate 5,100 jobs. In addition, 847 volunteers work on the projects carried out in these spaces.

Mobiliza Program

In addition to the regions it directly influences, Usiminas extends its impact to around 60 towns in eastern Minas Gerais through the Mobiliza Caminhos do Vale program. Through this initiative, around 644,000 tons of steel aggregate have already been donated for paving rural roads, a product resulting from steel mill slag. The towns that have benefited, in turn, undertake to apply the sidewalk and carry out activities to map and recover springs through the Mobiliza Todos pela Água program.

This initiative contributes to the flow of agricultural production, improves access to health and education services in rural regions and helps to reduce the negative impacts on traffic during the rainy season.

Objectives of the pillar communities

Objectives

Identify, evaluate, mitigate the negative impacts and enhance the positive impacts on the local community resulting from its activities, in partnership with the Usiminas Institute, ensuring commitment to human rights, quality of life, health, safety and well-being of the population surrounding Usiminas companies. When impacts cannot be avoided and residual impacts remain even after mitigation, make efforts to remedy them;

Ensure that complaints from local communities are managed appropriately, making sure there is a good relationship and transparency with this stakeholder;

Ensure that relevant social information is disclosed and disseminated through the official channels of Usiminas companies, promoting and providing the appropriate means of engagement with the community;

In defining social investments, in partnership with the Usiminas Institute, dialog and open channels with the community, valuing the role of local actors and giving priority to structuring social investments that converge with collective sustainable development agendas;

In private social investments, in partnership with the Usiminas Institute, define indicators for monitoring the goals set in accordance with the institution's guidelines, and monitor, evaluate and communicate the results.

Initiatives implemented for achievement of objectives

- Usiminas Institute
- Management of cultural spaces in the city of Ipatinga (MG).
- Cultural, educational and sporting events.
- Management of various **communication channels** with the communities, such as the Open Channel, FalaAí Communities (Newspaper and Whatsapp), Contact Us, and Social Networks.
- Usiminas'**Sponsorship and Donation Policy**, which guides, assists and guarantees ethical standards and integrity in the processes of making sponsorships and donations possible.
- **Association of more than 60 organizations** with the aim of participating in open dialogues with public authorities and civil society in order to build public economic, social, environmental, infrastructure and logistics and energy policies, among others.
- São Francisco Xavier Foundation (FSFX)
- Management of six health service units in Ipatinga;
- São Francisco Xavier Educational Foundation.

Results achieved in 2024

- **+R$11.8** million invested in cultural, sports and social projects through tax incentives
- **47** projects supported
- **415** meetings with community and institutional stakeholders
- **100** properties given on social loans
- The company had more than **638** volunteers involved.

Dialogue with the community GRI 3-3 413-2

Usiminas values open dialog and transparency as the foundations for strengthening trust and establishing a lasting relationship with the communities where it operates. The company recognizes the risks associated with its operations and the potential impacts, both positive and negative, that these can generate, especially on issues related to air quality, water resources, noise levels, urban mobility, land acquisition, maintenance of green areas and socio-economic impacts. In order to understand these impacts comprehensively, the company maintains an ongoing commitment to the community through active participation and attentive listening in committees, meetings, councils and surveys.

In 2024, there was no relevant factor or event that required specific work to control the impact of Usiminas' activities on the community of Ipatinga and the region. All institutional action in the Steel Valley was aimed at strengthening the company's efforts to control the emission of settleable particles and other occurrences linked to the production activities of the Ipatinga Industrial Center. In Cubatão, no events were recorded that caused negative impacts on the local community.

To facilitate dialog and collaboration, Usiminas provides channels such as **FalaAí** Community and **Contact Us**, as well as promoting initiatives such as Usiminas in the Community and Portas Abertas Usiminas. The company is an active participant in regional committees and forums such as the Vale do Aço Convergence Agenda and the Cubatão Community Council, reinforcing its commitment to corporate social responsibility and the continuous improvement of living conditions in the surrounding communities.

Meeting with the community

GRI 413-1

In 2024, Usiminas intensified its commitment to institutional, governmental and community relations, holding 415 meetings throughout the year. Highlights include:

- **Usiminas Open Doors:** 55 visits were made, with the participation of 614 visitors, at the Ipatinga and Cubatão units. This program provides greater transparency and brings the community closer to the company's activities, allowing visitors to get a closer look at the industrial processes and social responsibility actions that have been developed.

- **Usiminas in the Community:** 25 meetings were held in the neighborhoods of Ipatinga, with the participation of 314 residents. The aim of these meetings is to promote dialogue with the local population, listening to their demands and promoting actions to improve the quality of life in the communities.

- **Institutional and Government Meetings:** Throughout the year, Usiminas took part in 335 meetings with representatives from various institutional and government sectors. These interactions strengthen collaboration and alignment with public policies and the needs of the region.

Usiminas also has a system for receiving complaints from the community, which aims to guarantee transparency and efficiency in the handling of requests. This registration system offers greater security to the process, allowing for detailed monitoring of requests. In 2024, 197 complaints were received from the community, which were duly analyzed and responded to, ensuring that residents' needs and concerns are met effectively.

To end the year, Usiminas CEO Marcelo Chara held a Community Meeting at the Zélio Olguin Theater, attended by 80 people from various sectors of the community. This event reinforced Usiminas' commitment to open and continuous dialog with the local population, allowing questions and suggestions to be shared directly with the company's leadership.

Usiminas also held an event to commemorate Ipatinga's 60th anniversary, at the Usiminas Memory Center. The meeting was attended by various representatives of public authorities, the institutional sector and the community, celebrating the city's history and Usiminas' impact on local development over the last few decades.

These actions reinforce the organization's commitment to strengthening relations with communities and the sustainable development of the regions where the company operates, basing its initiatives on transparency, constant dialogue and the promotion of social and environmental improvements.

Community relations in numbers - 2024

In 2024, Usiminas demonstrated its commitment to maximizing the impact of its social investment, benefiting communities in a significant way in various locations.

- **47** **projects** were implemented in two Brazilian states.
- The company involved **638** **employees** and family volunteers.
- **197** **comments** received from the community were answered.
- **415** **meetings** were held with community and institutional stakeholders.

Social Responsibility GRI 413-1

Far beyond being present throughout the steel production chain, Usiminas wants to be connected with the people who transform society, contributing to sustainable development and building a better present and future for all.

For Usiminas, the company and the community go hand in hand for development. Valuing cultural diversity, contributing to education, sport and social initiatives are ways of local development and improving people's quality of life. These actions are part of Usiminas' commitment to strengthening the communities where it operates.

Through the Usiminas Institute, the company acts in this relationship with communities, carrying out and supporting cultural, educational, sporting and social initiatives that connect people and help the company and the community to grow and develop together.

Initiatives

Usiminas companies carry out numerous cultural, educational, sporting and social initiatives in the various cities where they operate, through their own programs, sponsored projects and the Usiminas Institute.

Usiminas Institute

The Usiminas Institute was founded in 1993 with the mission of managing the social investments of Usiminas companies through sponsorship, with or without tax incentives, or donations.

The Institute also carries out actions that strengthen ties with the communities where Usiminas is present and is responsible for managing four cultural and heritage spaces located in Ipatinga (MG).

all sponsorships and donations made possible by Usiminas companies follow the company's Sponsorship and Donation Policy, which guides and assists conduct in this process.

Usiminas Institute

The Sponsorship and Donations Policy is available here

The system for receiving projects is available here

Cultural spaces

Usiminas maintains four cultural and heritage spaces in the city of Ipatinga (MG) which, together, welcomed more than 140,000 people and offered more than 554 activities in 2024, such as regional and national shows, exhibitions, guided tours and interventions.

Usiminas Cultural Center

Inaugurated in 1998, the complex has a theater, gallery, library, among other spaces, with a modern system of facilities and equipment, and offers permanent educational and artistic programming for the population of Vale do Aço.

Usiminas Memory Center

Inaugurated in 2021 in a building that is part of Ipatinga's historical and cultural heritage, the space brings the history of industrialization in Brazil, Usiminas and the municipality to the public.ão in Brazil, Usiminas and the municipality, as well as exhibiting important works by representatives of the country's modern and contemporary arts.

Zélia Olguin Theater

The region's first professional theater is listed as one of Ipatinga's historical and cultural heritage sites. it has a theater and gallery and hosts shows by local and nationally renowned artists and groups.

Pedra Mole Station

The space, which functioned as a railway station in 1922, has been restored by Usiminas and has become a tourist and cultural attraction in Ipatinga. Visitors walk along a trail with historical information about the site and can see the meeting of the Doce and Piracicaba rivers.

Cultural, Sports and Social Projects

The selection of projects sponsored through tax incentives follows the criteria of the company's Sponsorship and Donation Policy and prioritizes training, education, inclusion and human development actions.

In 2024, 47 initiatives were sponsored in the cities where Usiminas has operations, which reinforces the company's commitment to its relationship with communities in order to co-participate in the development and growth of the territories.

Partner School Program

One of the highlights of the Usiminas Institute's work in 2024 was the second edition of the Partner School Program, in Itatiaiuçu (MG) and Cubatão (SP). In each city, in partnership with the municipal education departments, a school was chosen and received various art-education activities with the aim of contributing to students' broader education, with art as the guiding principle for learning. In all, the program reached 344 students and 40 teachers, with more than 190 hours of activities in the curricula of the participating schools. The Partner School also promoted the Drawing and Essay Contest in both schools, with a total of 458 entries and nine students receiving laptop prizes.

The entire program carried out in the schools was built by the Usiminas Institute in line with the demands and needs of each institution, in order to work individually with the particularities of the spaces. The selection of the participating schools took place in a dialog with the municipal education departments and took into account the guidelines of the BNCC - Base Nacional Comum Curricular. BNCC - Common National Curriculum, which provides guidelines for teaching the arts in schools and establishes the essential learning that students should develop throughout basic education.

The Partner School program is run by the Usiminas Institute, sponsored by Usiminas via the Federal Culture Incentive Law.

Initiatives that stimulate development broaden the educational process and knowledge. Incentivized projects also make it possible to promote sports and artistic training.

Cultural and social projects also offer professional training to strengthen local institutions and agents and stimulate social businesses. These initiatives promote community development and boost job and income generation.

Educational Action

In 2024, the Usiminas Institute's Educational Action area developed training programs for artists, teachers, students and in part of the communities where Usiminas is present, benefiting more than 23,000 people.

As part of the Heritage Education Program, visits have been made to cities to see them as producers of culture and education, with themes such as heritage, memory, the history of cities and sustainability.

Through the Performing Arts Program, the Usiminas Institute promoted artistic presentations at the Usiminas Cultural Center and/or Teatro Zélia Olguin aimed at training audiences, interfacing with themes from the school curriculum and the history of theater, using different languages and formats.

The Visits Program, cultural mediation and art education, brings the public closer to the field of arts and heritage through visits to the Usiminas Institute's spaces. The Educational Action program also promotes Art Workshops that take place in the Usiminas Institute's spaces.

Another highlight is the maintenance of the Central Library of Ideas and its Book Delivery service. The space offers a collection of 6,000 titles for free loan, and the public can request delivery and return of the books by literary motorcycle courier.

Solidarity and Volunteering

For more than 30 years, Usiminas volunteers have been active in collecting clothes, food and toys, encouraging blood donations and one-off campaigns to help communities in the regions where Usiminas operates.

Usiminas believes that volunteering is a transformative experience that makes a difference in the lives of employees and communities, reinforcing its commitment to work towards building a more equal and inclusive society.

In 2024, the Usiminas Volunteer Program completed four years of operation, promoting the connection of employees from Usiminas, São Francisco Xavier Foundation (FSFX), Previdência Usiminas and Usiminas Institute to solidarity initiatives focused on sharing time, work and knowledge.

Mentoring for young people

A personal and professional development project aimed at public school students from the communities where Usiminas operates. Usiminas employee volunteers donate their time and knowledge and share their experiences with those who are just starting out in life.

In 2024, the initiative brought together **30 young people between the ages of 17 and 25** who, over the course of virtual meetings, talked about goals, behavior, work, career, challenges and obstacles, as well as exchanging experiences on the various topics involved. The initiative is an opportunity to train students and offer qualification opportunities for the job market.

São Francisco Xavier Foundation

The São Francisco Xavier Foundation is a philanthropic entity created by Usiminas in 1969 and has around 6,200 employees. It is recognized for its excellence and commitment to the development and well-being of the communities in which it operates.

It currently manages two hospital units, the Márcio Cunha Hospital in Ipatinga and the Carlos Chagas Municipal Hospital in Itabira (MG). it is also responsible for managing the Usisaúde Health Plan operator, the Integrated Dentistry Center and the Occupational Health, Safety and Environment Service - Vita. In the educational area, Colégio São Francisco Xavier, the first school located in Ipatinga, is a reference in education in the region.

Highlights:

- Number of employees: **6,207**
- Presence in **three** states
- **Six** service units
- **677** beds in hospital units
- **226,718** health plan beneficiaries
- **63,330** dental plan beneficiaries

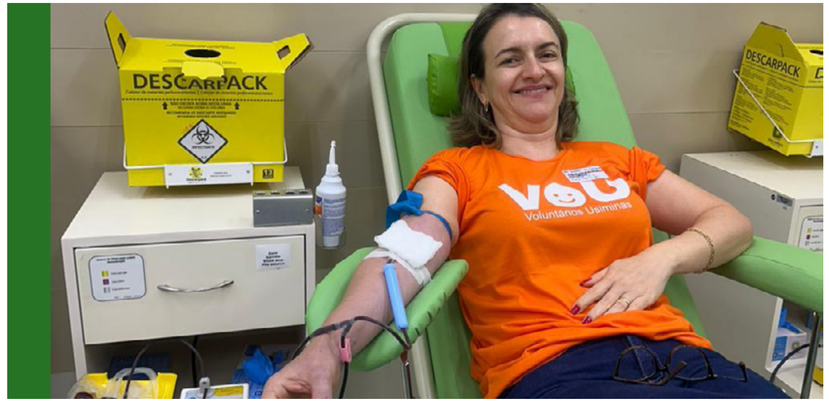
Learn more about the service units run by the São Francisco Xavier Foundation

Márcio Cunha Hospital (HMC)

The **Márcio Cunha Hospital (HMC)**, with 558 beds and three units, is a highly complex center that serves more than 1.6 million inhabitants in 87 municipalities in Minas Gerais. With around 500 doctors in 58 specialties, it offers services such as an outpatient clinic, emergency room and diagnostic support, serving SUS, health insurance and Usisaúde patients. A pioneer in Brazil, it was the first hospital to receive ONA III accreditation, as well as other international certifications. It is also ranked by the US magazine *Newsweek* among the best hospitals in Brazil, 6th in Minas Gerais and 27th best in the country.

Carlos Chagas Municipal Hospital (HMCC)

The Carlos Chagas Municipal Hospital (HMCC) has 153 doctors of various specialties. The rest of the multidisciplinary and administrative team is made up of 496 employees. The HMCC has 119 beds, 20 of which are ICU beds, and provides outpatient, inpatient, ICU, maternity, pediatric, surgical center and diagnostic services exclusively for patients of the Unified Health System (SUS). Since May 2016, the hospital has been managed by the São Francisco Xavier Foundation (FSFX) and is a reference point for a population of 225,000 inhabitants from the 13 municipalities in the Itabira (MG) micro-region. In 2024, the unit carried out 4,729 hospitalizations and 972 births, all of which were provided by SUS.



Usisaúde

For more than 30 years, Usisaúde, FSFX's health insurance provider, has been on the market offering quality medical and dental care through a wide network of partner providers. Among the main health insurance providers in the state of Minas Gerais, Usisaúde is the 4th largest provider in the state in terms of the number of lives it serves, with over 200,000 beneficiaries. In the Vale do Aço region (MG), Usisaúde's main area of operation, the operator is the market leader with over 60% of the *market share*.

Offering medical and hospital care, dental care and aeromedical transport, the operator has its own network, as well as an accredited network of 325 general and specialized hospitals, 1,553 medical and therapy clinics, 582 laboratory units and 234 dental service providers.553 medical and therapy clinics, 196 diagnostic imaging units, 582 laboratory units, 1,028 medical and therapy offices and 234 dental service providers.

Vita - Occupational Health Solutions

Vita - Occupational Health Solutions provides specialized services in safety, occupational health and the environment, with more than 153,000 lives under its management. Its specialties range from occupational hygiene, with environmental assessments of chemical, physical and biological agents, to occupational health control for employees.

Integrated Dentistry Center (COI)

The Integrated Dentistry Center (COI) in Ipatinga (MG) celebrated 43 years of service to the community in 2024. The COI was the first in the state to obtain ISO 9001 certification among dental institutions and maintains the best oral health indicators in Brazil. It has 44 dental units providing care in 12 specialties, with 60 dental surgeons, 29 oral health technicians, six radiologists and 61 oral health assistants. In 2024, approximately 415,000 procedures were carried out, ranging from health promotion to highly complex care.

São Francisco Xavier Educational Foundation (FESFX)

FESFX, responsible for **Colégio São Francisco Xavier**, is a reference in education in the Vale do Aço region, with around 1,879 students. it is recognized for being the first school in the country to achieve ISO 9001 certification for its Quality Management System for Primary and Secondary Education. The head office located in Ipatinga (MG) is responsible for managing the other units that promote education, all of which have high performance rates. With a vocation for training citizens and teaching based on excellence, the Fundação Educacional is made up of Colégio São Francisco Xavier (Early Childhood Education, Primary and Secondary Education) and CSFX Technical School.

São Francisco Xavier Foundation

4 ENVIRONMENTAL

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Usiminas has an ongoing commitment to environmental conservation and sustainability. The company is committed to identifying and evaluating all the environmental aspects of its operations, adopting a preventive stance towards mitigating significant impacts. This involves implementing practices and technologies to prevent pollution, mitigate greenhouse gases and use natural and energy resources efficiently. In addition, Usiminas promotes the circular economy, improves environmental, energy and water performance, and ensures the protection of biodiversity.

In 2024, Usiminas continued to strengthen its environmental agenda and its contribution to global sustainability goals by completing the decarbonization plan with targets set for 2030. In addition, the company made investments throughout the year aimed at preventing and mitigating environmental impacts, maintaining environmental control equipment, monitoring environmental impacts and reducing the risk of environmental damage.in addition, the company made investments throughout the year to prevent and mitigate environmental impacts, maintain environmental control equipment, monitor atmospheric emissions and water effluents, check air quality and manage waste properly.

Usiminas understands that sustainability goes beyond decarbonization targets. That's why, in 2024, the company also expanded its initiatives aimed at biodiversity in impacted areas.

Objectives of the Decarbonization Pillar

Objectives

- Reduce emissions intensity by 15% by 2030 (scope 1 and 2 tCO_2/tab);
- Promote and encourage energy efficiency and self-sufficiency in the company's operations, whenever possible and applicable, in a manner compatible with the energy demand characteristic of the steel and mining sectors, encouraging conscious consumption, the adoption of eco-efficient technologies and the replacement of obsolete equipment.the steel and mining sectors, encouraging conscious consumption, the adoption of eco-efficient technologies and the replacement of obsolete equipment;
- Promote and encourage the use of alternative renewable energies, where applicable, seeking to reduce its greenhouse gas emissions associated with the consumption of non-renewable energy;
- Identifying, monitoring and managing greenhouse gas emissions associated with the company's operations, mapping the main sources, opportunities for reducing emissions and reducing them where possible, with the aim of contributing to climate change mitigation;
- Usiminas will promote and encourage the inclusion, if possible and applicable, of the potential for mitigating greenhouse gas emissions associated with the production and commercialization of its products and/or services as a criterion for analyzing R&D and technological innovation projects. usiminas will promote and encourage the inclusion, if possible and applicable, of the potential for mitigating greenhouse gas emissions associated with the production and marketing of its products and/or services as a criterion for analyzing R&D and technological innovation projects, whether they are aimed at revising existing products and/or services or designing new products and/or services;
- To identify and manage the risks and vulnerabilities of the company's operations, with a view, among other objectives, to adapting to climate change and promoting discussion in Usiminas companies about social and environmental risks.

Initiatives implemented to achieve objectives

- Decarbonization Committee;
- Partnership for the self-production of 30 average megawatts of renewable energy for 15 years from 2025;
- Renovation of Blast Furnace 3 with an investment of R$2.7 billion;
- Use of steelmaking gases from the production process;
- Optimization of the use of raw materials and inputs in the production process, such as the use of scrap steel.

Results achieved in 2024

- **GHG Emissions Inventory** - Gold Seal in the Brazilian Program of the GHG Protocol 2024 Program (Steel and Mining)
- Partnership for the self-production of **30 megawatts** average of renewable energy for 15 years, starting in January 2025.

Addressing Climate Change

GRI 3-3 | 201-2 IFRS_S2 Disclosures

Present in almost every structure that is essential to modern life - from household appliances and industrial machinery to agricultural equipment, wind towers and solar panels - steel is a noble, versatile and sustainable material. steel is a noble, versatileand sustainable material. Its resistance and capacity for infinite recycling make it a key player in the circular economy, contributing to the preservation of natural resources that are fundamental to society's survival.

Steel production, in turn, still depends on highly energetic industrial processes based on the use of coal and other fossil fuels, which increase greenhouse gas emissions.

In this scenario, given the global commitment to reducing emissions and the energy transition, with a focus on mitigating the effects of climate change, the steel industry is trying to balance decarbonization with the need to maintain its supply of steel in a scenario of growing demand for more specific solutions.s operations with the need to maintain the supply of steel in a scenario of growing demand for more specific and technological solutions.

Committed to sustainability and aware of its role in the steel chain, Usiminas is working to reduce its GHG emissions without compromising the progress of essential sectors of the economy, especially those that work directly with decarbonization and the energy transition, with research and production of high-strength steels that make it possible to reduce the weight of vehicles while reducing emissions.s research and production of high-strength steels that make it possible to reduce the weight of vehicles while reducing emissions, for the manufacture of renewable energy infrastructures, such as solar panels and torches.in addition, the company has been exploring the use of high-strength steels to reduce the weight of vehicles and reduce emissions, to manufacture infrastructure for renewable energies, such as solar panels and wind towers, and other relevant contributions to making industries more sustainable. In addition, the company has explored funding opportunities dedicated to accelerating research and innovation in energy transition and decarbonization, while investing in the continuous improvement of its processes and operations.

Decarbonization Plan Usiminas 2030 GRI 3-3

Usiminas understands that the steel industry, with its energy-intensive processes, plays a significant role in greenhouse gas emissions. Faced with a global scenario that prioritizes the transition to a low-carbon economy and the mitigation of climate change, the sector faces the challenge of reducing its carbon footprint while preparing for an increase in steel demand. This challenge is magnified by the dependence on fossil fuels in steel production.

In response to these challenges, Usiminas presented its 2030 Decarbonization Plan in 2024, as part of its ESG agenda. This plan aims to **reduce the intensity of greenhouse gas emissions per ton of steel produced by 15% by 2030**, considering 2019 as the base year. To achieve these goals, the plan is structured around four main axes: Energy Efficiency, Biomass, Raw Materials Optimization and Renewable Energy.

One of the main areas of focus is Energy Efficiency, in which the refurbishment of Blast Furnace 3, which will be completed in 2023, will enable significant improvements in fuel consumption efficiency and productivity, resulting in a reduction in CO_2 emissions. Usiminas continues to improve the use of gases from the steelmaking process as fuel and to make progress in managing overall energy consumption in all operations, implementing energy efficiency projects that reduce losses and optimize process performance.

In addition, with regard to the other axes, the company is seeking to optimize the mix of raw materials used in its processes, with an increase in the use of scrap metal in the manufacture of steel; the use of biomass to partially replace mineral coal; and greater use of renewable energy in the company's energy matrix.in addition, the company is seeking to optimize the mix of raw materials used in its processes, with increased use of scrap metal in steelmaking, the use of biomass to partially replace coal and greater use of renewable energy in the company's energy matrix.

Energy efficiency
- The most modern blast furnace in the West.
- New Plant for Maximizing PCI Injection.
- Energy efficiency management and projects.

Biomass
- Use of charcoal in large blast furnaces.
- Partial replacement of pulverized mineral coal (PCI).

Raw Materials Optimization
- Maximizing scrap in steelmaking.
- Optimization of the blast furnace metal charge.

Renewable Energy
- Partnership with *Canadian Solar* to install a photovoltaic park in Jaíba/MG with a self-production capacity of 120MW from 2025.
- Supply of renewable electricity to the Ipatinga Power Station started on 01/01/2025.
- Partnership with Canadian Solar, for the installation of a photovoltaic park - Jaíba III Project: 152 MW peak capacity | Contracted supply: 30 MW average.

Management and governance

The governance of the decarbonization process is managed by Usiminas' Board of Directors, which reviews the plan every six months. To ensure effective monitoring of progress and the deployment of actions, the CEO oversees the company's decarbonization and climate change strategy on a quarterly basis through the Decarbonization Committee. This committee includes executives from areas such as Sustainability, Corporate Planning, Commercial, Industrial, Capex Engineering and the Corporate Sustainability Board plays a role in monitoring the implementation of decarbonization measures, emissions performance, market trends and regulations. This monitoring ensures that the company is in line with regulations and proactive in response to climate change.

At Usiminas, risk management is a continuous and structured process, carried out in an integrated manner between various areas of the company, in which measures are adopted to mitigate risks in order to guarantee the continuity of operations in a sustainable and responsible manner. Usiminas currently considers the existence of five impact assessment dimensions: People, Business, Environment, Infrastructure and Media, which are analyzed together with the operational areas and Senior Management whenever a risk is mapped.

With regard to the environmental dimension, Usiminas monitors aspects related to atmospheric emissions, pollutants and compliance with environmental legislation. In addition, there are several working groups with the aim of ensuring that all actions are aligned with the best environmental practices, in order to minimize impacts.

A mapping of climate risks was carried out in 2022, but we do not currently have an update on these risks.

Currently, our matrix includes the risk of "Fires in preservation areas due to the serious drought situation", which was mapped in 2024, due to the prolonged lack of rainfall, the increase in the occurrence of wildfires andthis risk was mapped in 2024 due to the prolonged lack of rainfall, the increase in incidents of forest fires on other properties and the possibility of criminal/negligent actions that could start a fire.this could lead to the destruction of areas of native vegetation, with a loss of biodiversity and the spread of the fire to neighboring communities, causing damage to properties and putting lives at risk. In addition, smoke can compromise air quality, affecting the health of the population and damaging Usiminas' image, both locally and nationally. There could also be disruption to operations and additional fire-fighting costs.

The following actions were completed as control measures: *benchmarking* with Cenibra and Aperam on protecting green areas; drawing up and structuring a response plan for dealing with forest fires; environmental education campaigns; issuing a report with a history of fires in 2023 and 2024 to assess air quality; andenvironmental education campaigns; issuing a report with a history of fires in 2023 and 2024 to assess air quality; appointing on-call staff to deal with emergencies outside office hours; drawing up a plan to install cameras with analytics in the area.sion of cameras with *analytics* in preservation areas; and the creation of Water Crisis Committees.

As a result of the rainfall, there were no incidents of forest fires, since the high humidity in the soil and vegetation helped to mitigate the risk of flames igniting and spreading. This risk is currently classified as "Significant" due to the "medium" probability of occurrence, its environmental and operational impact and the repercussions in the media.

With regard to the recent heavy rains in the Vale do Aço region, Usiminas supported the municipality of Ipatinga in minimizing the impacts by mobilizing equipment and teams to help clear and clean the roads. In addition, campaigns were launched to collect money and donations to support employees who were affected by the rains and the community. Housing support was also offered to employees who had to leave their homes, as well as social and psychological support. The company also donated around 600 tons of steel aggregate to Ipatinga City Hall for paving streets and rural roads, as well as making vehicles available so that engineers, who supported Civil Defense, could access the most affected areas.

- **Senior management supervision: Usiminas Vice-President appointed as *sponsor of* the Decarbonization *Roadmap*.** ✓
- **Decarbonization Committee: Quarterly meetings with the CEO and Usiminas Executive Board and biannual meetings with the Board of Directors to manage performance and supervise projects.** ✓
- **Scenario analysis and establishment of an internal carbon price for project evaluations. Price determined: US$ 80/ton of CO_2.** ⊖
- **Allocation of resources for the development of projects and studies in low-carbon technologies for steel production.** ⊖
- **Study to assess physical and transition risks related to Climate Change.** ✓
- **Incorporation of Climate Risks into the company's corporate risk matrix.** ✓
- **Critical Risks Committee.** ✓
- **Annual quantification of greenhouse gas emissions through corporate inventories using the GHG *Protocol* and WSA methodology.** ✓
- **Verification by a third party in compliance with standard NBR 14.064 and Gold Seal in the program: Public Emissions Registry - GHG *Protocol*** ✓

✓ Accomplished ⊖ In progress

Research and Development

Usiminas' Research and Development Center (R&D) develops technologies and products that support decarbonization and help customers optimize the use of steel.

Usiminas is a pioneer in Research and Development focused on steelmaking processes. The company also has external partnerships with technology centers, universities, *startups* and others.

Usiminas' R&D center contributes to the climate agenda by developing products in line with the 2030 Decarbonization Plan, including customer support activities on the optimized use of steel, thus covering the entire production chain.

Usiminas is committed to the sustainability of the products it develops: light, durable, versatile, suitable for applications in the low-carbon economy.

Risks and Opportunities of Climate Change

Usiminas identifies and manages climate risks and opportunities related to its operations. This is done by continuously mapping and evaluating events related to the topic, integrating these elements into the company's risk matrix and developing corresponding mitigation plans.

The Risk Management and Internal Controls Department supports this process, periodically reporting progress to the Risk Management Committee and implementing actions to minimize the likelihood and severity of these risks. Usiminas develops processes to review the climate risks related to its operations, to ensure that the company remains resilient in the face of climate change and that the actions taken evolve as new challenges arise.

Usiminas' businesses have been, and may be in the future, affected by adverse weather conditions in the areas where the company operates, which may materially impact its operations and financial results. Severe weather phenomena and natural disasters, such as strong winds / storms, droughts, heat waves, floods and fires, affect business operations, the workforce, markets, infrastructure, raw materials and assets.

Risks

Climate change, with its environmental, social and economic impacts, is in the global spotlight. The quest for decarbonization may result in regulatory changes and increased costs, including greater investment in the low-carbon transition. Usiminas is monitoring extreme climate risks, such as heavy rainfall and droughts, and implementing measures to mitigate their operational effects. The company is also monitoring the climate agenda to avoid losing competitiveness.

In 2024, Usiminas faced a major extreme weather event. In the state of Rio Grande do Sul, floods caused damage to communities and companies, including Soluções Usiminas' operations. Usiminas acted actively to offer support to both employees and residents of the affected areas through mobilization and resources, with the donation of supplies, emergency financial support and partnerships with local organizations for the recovery of the affected areas.

The communities surrounding the main production units may be impacted by torrential rains, causing flooding, which will affect the company's assets and make access to the units difficult.

The measures adopted by Usiminas in response to the 2024 weather events demonstrate the company's ability to deal with adverse situations in order to protect its operations and support local communities.

The company also has operations in regions close to the sea, such as the Cubatão Plant (SP) and Port Terminals (SP and ES) and could be impacted in the future by rising sea levels.

Although these specific events have not significantly impacted Usiminas' operations to date, the company cannot predict the future impact of the intensification of these events on its operations and financial situation.

Permanent climate change, such as changes in precipitation patterns and increases in average temperatures and sea levels, can result in increased operating costs or capital expenditures due to supply shortages or damage to facilities, evacuations, etc. permanent climate change, such as changes in rainfall patterns and increases in average temperatures and sea levels, may result in increased operating costs or capital expenditure, due to shortages of supplies or damage to facilities, evacuation of personnel, increased insurance premiums or reduced availability of insurance, reductions in revenues due to lower sales, interruption of operations, andthis could result in increased operating costs or capital expenditure, due to supply shortages or damage to facilities, evacuation of personnel, increased insurance premiums or reduced availability of insurance, reductions in revenues derived from lower sales, interruption of operations or lower levels of business.all of these consequences may adversely affect the Company's ability to manage its business. All of these consequences could adversely affect Usiminas' financial position, results of operations and cash flow.

Usiminas' businesses are also exposed to the risks of transitioning to a low-carbon economy, especially with regard to the implementation of a carbon pricing instrument, as stipulated by Law 15.042/2024. This legislation, expected to come into force in the next few years in Brazil, represents a regulatory framework that will directly influence the company's operations and financial strategies. Usiminas is actively engaged in the continuous assessment of the impacts of these on the company and stands out for implementing important initiatives, such as joining the GHG *Protocol* Public Registry with the Gold Seal, demonstrating transparency and commitment in the management of greenhouse gas emissions. This positioning is part of Usiminas' strategy to align itself with the best global sustainability practices, contributing to a more sustainable future.

Training in decarbonization and climate change

Usiminas carries out ESG training and qualification actions through the HSE - Health, Safety and Environment School at Usiminas University. In relation to Decarbonization and Climate Change, the company implemented an important training initiative throughout 2023, with the participation of more than 50 employees from strategic areas for this agenda. Four training modules were offered covering the topics: "Climate change, business change", "Decarbonization: How and why to reduce", "GHG Management: Accounting and monitoring" and "CBAM European regulation".

Recognition of management initiatives, *report* and performance in decarbonization

GHG *Protocol* Public Registry - Gold Seal: Usiminas (Siderurgia e Mineração) was recognized with the gold seal in the 2023 cycle of the "Public Registry of Emissions" initiative, maintained by the Getúlio Vargas Foundation (FGV). The platform helps publish corporate inventories and is currently the largest database of GHG inventories in Latin America. The gold seal recognizes inventories that are complete and verified by accredited bodies. The 2024-2025 cycle of the Brazilian GHG *Protocol* Program is underway, with the inventories expected to be published in August 2025. The results will be made available on the portal: **https://registropublicodeemissoes.fgv.br/participantes**

Emissions

MATERIAL THEME

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 SASB EM-IS-110 a.1 | EM-IS-110 a.2 | EM-MM-110 a.1 | EM-MM-110 a.2

STEELMAKING

Usiminas adopts the methodology of the World Steel Association (WSA) to support its decarbonization target and the results are presented in the "Steelmaking Emissions" table. In addition, the company adopts the GHG Protocol methodology for drawing up inventories of greenhouse gas emissions and the results are published in the public Emissions Register. In order to improve its MRV - Monitoring, Reporting and Verification - tools, the company adopted monthly monitoring of these emissions as a performance indicator and integrated relevant scope 3 categories into its Greenhouse Gas inventory.

Compared to the previous year, there was a reduction in Greenhouse Gas Emissions Intensity in 2024. This result was favored by the operating conditions and variations in production levels following the refurbishments of Blast Furnace 3 and Steelworks 2, which took place in 2023. Particularly with regard to Blast Furnace 3, the company's largest furnace, the total renovation of the equipment is already showing efficiency gains in fuel consumption and productivity, contributing to the reduction of CO_2 emissions. Also noteworthy is the implementation of energy efficiency projects in 2024, which will contribute to a reduction in complementary fuel consumption, helping to reduce CO_2 emissions.

Emissions Intensity* of CO_2 from **Usiminas** in 2024:

2.16 tCO_2/tcs

*Usiminas' CO_2 emissions intensity (tons of CO_2 emitted per ton of crude steel produced) considers scopes 1 and 2 and was calculated according to the World Steel Association (WSA) methodology

Ipatinga and Cubatão emissions (in million tCO_2)	2024
Scope 1 - Direct GHG emissions	6.79
Scope 2 - Indirect GHG emissions related to the purchase of electricity	0.08
Scope 3 - Other indirect emissions[1]	1.58
TOTAL	**8.45**

[1] The categories "Fuel and energy-related activities not included in Scopes 1 and 2"; "Transportation and distribution (upstream)"; Waste generated in operations"; "Business trips" and "Transportation and distribution (downstream)", as well as biogenic emissions, are not quantified by the WSA methodology."Business travel" and "Transportation and distribution (downstream)", as well as biogenic emissions, are not quantified by the WSA methodology.

Soluções Usiminas

Soluções Usiminas recognizes the impacts associated with greenhouse gas emissions, especially CO_2. In line with Usiminas' decarbonization strategy, the company carries out its own emissions inventory, with the aim of getting to know the main sources of emissions in its operations, allowing for the continuous improvement of management practices related to the issue.

Emissions Intensity of CO_2 from **Soluções Usiminas** in 2023:

2.05 tCO_2/tcs

Soluções Usiminas emissions (in millions of tCO_2e)	2023*
Scope 1 - Direct GHG emissions	0.00034
Scope 2 - Indirect GHG emissions related to the purchase of electricity	0.00060
Scope 3 - Other indirect emissions	1.86486
TOTAL	**1.86580**

*In 2024, Soluções Usiminas completed its own Greenhouse Gas emissions inventory for the base year 2023. Soluções Usiminas' GHG emissions inventory for the 2024 cycle is currently being prepared.

*The inventory for the base year 2023 showed a significant increase due to the inclusion of category 1 - Purchased Goods and Products (Raw Materials), which now includes the coils acquired by Soluções Usiminas.

MINING

SASB EM-MM-110 a.1 | EM-MM-110 a.2

Aware of the significant impacts of greenhouse gas (GHG) emissions from mining and iron ore production activities, Mineração Usiminas is committed to mitigating climate change. mineração Usiminas is committed to mitigating climate change resulting from its emissions. The company has implemented a series of strategic measures and policies to manage and reduce its GHG emissions. The publication and independent verification of GHG inventories are clear demonstrations of this commitment.

With the aim of combating climate change, Mineração Usiminas has begun its decarbonization journey, establishing an action plan to reduce Scope 1 and 2 emissions. The plan includes an analysis of the management of GHG emissions, with a focus on process improvements and good practices. In 2023, a specialized company was hired to develop the plan, which includes a sector diagnosis, benchmarking and initiatives to mitigate emissions. The project was developed throughout 2024 and is expected to be completed in 2025, with the definition of objectives, targets and indicators currently being evaluated.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Usiminas Mining Emissions (in millions of tCO_2e)	2024
Scope 1 - Direct GHG emissions	0.03865
Scope 2 - Indirect GHG emissions related to the purchase of electricity	0.01222
Scope 3 - Other indirect emissions*	15.2145
TOTAL	**15.2654**

*There was a significant increase in Usiminas Mining's Scope 3 emissions due to the inclusion of Category 10 - Processing of Sold Products - in the 2024 inventory. This increase is due to the nature of the emission sources associated with this category, which involve processes that require the generation of heat and energy to process iron ore. As this energy comes mostly from fossil fuels, the emission factors are high.
The emissions accounted for in this category include, among others, the products sold to Siderurgia Usiminas and correspond to the emissions from Scopes 1 and 2 of Siderurgia Usiminas.
It is therefore important to note that the emissions data from Mineração Usiminas and Siderurgia Usiminas taken together results in double counting of the common values.

MATERIAL THEME

Energy Efficiency

GRI 3 | 302-1 | 302-3 | 302-4 | 302-5 SASB EM-IS-130a.1 | EM-IS-130a.2

Usiminas integrates energy efficiency as a fundamental pillar of its operational and sustainability strategies, recognizing its crucial role in decarbonizing and reducing environmental impacts, as well as its contribution to the company's competitiveness. Acting on the basis of the principles of an environmentally, socially and economically sustainable operation, the company promotes and encourages energy efficiency through initiatives such as the maximization of the use of steel gases. siderurgical gases, the conscious consumption of energy, the adoption of eco-efficient technologies and the replacement ofobsolete equipment.

STEELMAKING

Usiminas is committed to energy efficiency, reflected in its Integrated Management Policy and Sustainability Standard, which establish continuous improvement in energy performance as a strategic priority.

Energy efficiency objectives:

- Increasing the production and use of gases from steelmaking processes;
- Increasing the energy efficiency of equipment;
- Boost domestic production of electricity and other renewable energy sources;
- Promote awareness of conscious energy consumption and environmental preservation.

Energy efficiency objectives are determined annually, with process energy performance indicators, using market best practices, nominal project data and internal/external benchmarking as a reference.

On a daily basis, the energy performance indicators of the processes are monitored by interconnected computerized systems. Results are managed in specific Critical Consumption and Cost meetings, with the active participation of employees, process managers and the board of directors. For identified performance deviations, work plans are drawn up to achieve and sustain the results. In addition, the company has institutionalized the Energy Efficiency Committee, where relevant energy-related issues are addressed and directed by the company's Board of Directors.

Usiminas has a technical team dedicated to managing the plant's energy efficiency, carrying out process diagnoses, developing engineering solutions and proposing preventive and corrective actions to reduce consumption.

Energy efficiency projects:

Renovation of Blast Furnace 3: Total renovation of the equipment completed by the end of 2023 and Ramp-up carried out in 2024. Impact on efficiency gains in fuel consumption and productivity, making it possible to reduce CO_2 emissions.

Technological upgrading of the combustion system at Thermoelectric Power Plants: Impact on the reduction of natural gas consumption, greater use of steel gases and greater generation of own electricity

Advances in the energy performance management system:

A management system with a practical approach to improving an organization's energy performance, establishing well-structured goals and objectives, as well as providing accurate data for making decisions about energy use, which is fundamental for reducing costs and GHG emissions.

Usiminas periodically communicates the results of its actions through sustainability reports and consultations with *stakeholders*, ensuring transparency and a commitment to continuous improvement.

Energy consumption at the Ipatinga and Cubatão plants (in GJ)	2024
Energy consumption from non-renewable sources[1]	69,819,405
Consumption of energy from renewable sources2	6,682,650
Electricity consumption	18,267,511
Total energy consumed3	**94,769,566**

1 Types of Fuel: Coal, Petrol, Diesel, Natural Gas, LPG, Coke purchased and consumed and Hydrogen.
2 Types of Fuels: Hydrated alcohol, Oxygen, Nitrogen, Argon, Air process.
3 Purchased Electricity Consumption: 18,267,511 GJ; Purchased Thermal Energy Consumption: 13,320,749 GJ; Compressed Air Consumption: 40.398 GJ; and Other sources of consumption considered in the steel industry: Coal and derivatives (coke and coal): 49,719,497 GJ, Air Gases (Oxygen, Nitrogen, Argon and Hydrogen): 6,623,695 GJ.

Energy intensity (in GL/tab)	2024
Amount of energy consumed within the organization per ton of crude steel[4] - Ipatinga	**27.66**
Amount of energy consumed within the organization per ton of rolled steel - Cubatão	**4.25**

4 Energy included in the intensity rate: all renewable sources (alcohol, nitrogen, oxygen, argon, compressed air), all non-renewable sources (coal, oil, gasoline, diesel, fuel oil, natural gas, LPG, purchased coke and hydrogen) and purchased electricity.(coal, oil, gasoline, diesel, fuel oil, natural gas, LPG, purchased coke and hydrogen) and purchased electricity.

Energy saving

In 2024 there was a reduction[1] of 1,275,618 GJ in energy consumption due to improvements in certain processes and equipment at the steelworks.

The calculation of energy was based on the specific consumption of the source of the energy consumed in the processes compared to 2023. Processes considered that received energy efficiency actions: Thermoelectric power plants, Carbochemicals plant and Steel pan heating.

1 Reduction in the specific consumption (efficiency indicator) of processes converted into accumulated energy in the year in GJ. Compared to 2023.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Reduced energy requirements for products and services

Usiminas is committed to the continuous development of new products, such as advanced high-strength steels (AHSS) used in the automotive and auto parts sectors to produce safer, lighter and more economical vehicles. It also produces high-strength steels for wind towers and solar panels, helping to generate clean energy and reduce environmental impact. It also includes high-performance electrical steels, which make it possible to manufacture more efficient motors and compressors to reduce energy consumption in household appliances.

The company's Research and Development Center works not only on the development of these products, but also on application engineering and technical support, improving the use of steels in various applications

▷ Soluções Usiminas

Soluções Usiminas recognizes the importance of managing its energy consumption, especially due to the use of electricity and combustion-powered equipment, such as generators and forklifts, contributing to CO_2 emissions. To meet this challenge, Soluções Usiminas implements strict energy efficiency measures within its environmental management system (EMS), which includes indicators that correlate energy consumption with steel production. The effectiveness of these measures is monitored annually and adjusted as necessary to ensure that consumption reduction targets are met.

The company remains committed to good environmental practices and compliance with legislation, continuing to seek improvements in energy efficiency to reduce its environmental impact and promote more sustainable operations.

Energy Consumption (in GJ)	2024
Energy consumption from non-renewable sources (fuels[1])	6,225.65
Consumption of energy from renewable sources	0
Electricity consumption	45,409.42
Total energy consumed	**51,635.07**

Energy intensity (in GJ/ton)	2024
Amount of energy consumed within the organization per ton of steel produced	0.05

MINING SASB EM-MM-130a.1

Mineração Usiminas is committed to improving energy efficiency and mitigating the environmental impacts associated with energy consumption in its mining operations. To meet these challenges, Mineração Usiminas has developed a strategic decarbonization plan, which includes the adoption of more efficient technologies and the use of renewable energy sources.

The measures implemented to improve energy efficiency include modernizing machinery, switching to LED lighting and optimizing processes to reduce energy consumption. The effectiveness of these measures is monitored through energy consumption indicators, GHG inventories and independent audits, which help the company track progress and adjust strategies as necessary.

Energy Efficiency Targets:

- Optimization of Operational Processes:
- Mapping and upgrading equipment to high-efficiency models;
- Implement LED lighting and continually reassess processes to identify energy savings.
- Adoption of Renewable Energy Sources:
- Prioritize renewable sources for efficiency and reduction of GHG emissions;
- Testing new renewable technologies in mining operations.
- Monitoring and Management of Energy Consumption:
- Establish indicators to monitor direct energy consumption;
- Use data to adjust operations and set annual consumption reduction targets.

Energy Consumption (in GJ)	2024
Energy consumption from non-renewable sources (fuels[1])	561,458.70
Consumption of energy from renewable sources	0
Electricity consumption	801,428.75
Total energy consumed	**1,362,887.45**

Energy intensity (in GJ/ton)	2024
Electricity consumed within the organization per ton of iron ore produced	0.097
Electricity consumed within the organization per ton of iron ore sold	0.094

[1]Diesel / Petrol / LPG (Conversion factors used: 1 Kilowatt hour = 0.0036 Giga joules (Electrical))

Objectives of the Environmental Pillar

Objectives

- Ensuring legal environmental compliance in all the company's units, activities, products and/or services, both through its direct and indirect operations, monitoring this compliance also in its value chain, especially in the supply chain;
- Adopt a preventive approach to its environmental aspects, mitigating and managing risks before they materialize, and make efforts to continuously improve its environmental performance by monitoring indicators and setting targets, where applicable;
- Manage emissions of atmospheric pollutants from the operations of Usiminas companies, identifying the main sources of emissions, monitoring them, reducing them when possible and adopting remediation measures in cases where it is not possible to reduce them.the aim is to guarantee the quality of the air in all the locations where it has units and operations;
- Promote the sustainable management of water resources by encouraging the conscious consumption of water, adopting eco-efficient processes and technologies, properly treating and discharging the effluents generated by its operations, preserving springs in the regions where it operates and monitoring and ensuring the quality of water resources influenced by the activities of Usiminas companies.s operations, preserving springs in the regions where it operates and monitoring and ensuring the water quality of the water resources influenced by the activities of Usiminas companies;
- Use the natural resources and ecosystem services on which the company's operations depend, such as fresh water, energy and iron ore, responsibly, with the aim of preventing and mitigating environmental degradation, guaranteeing the natural replenishment time and future availability of these resources, as well as encouraging a circular economy of materials.the aim is to prevent and mitigate environmental degradation, guarantee the natural replenishment time and future availability of these resources, and encourage the circular economy of materials;
- Make efforts to reduce, reuse and recycle the waste generated by the company's activities, with special attention to hazardous waste, investing in the development of co-products, innovation and technology with the aim of reducing negative environmental impacts throughout the life cycle and encouraging circular economy practices, where applicable;
- Acting to preserve biodiversity by identifying, assessing and mitigating the impacts of the company's operations and participating in local initiatives aimed at preserving biodiversity.

Results achieved in 2024

- **100%** of steel plants certified to **ISO 14001**.
- **94.8%** recirculates the water used in its processes (Ipatinga plant).
- **98%** material efficiency.
- **15,000** **seedlings** produced at the Seedling Nursery

Initiatives implemented to achieve objectives

- **Environmental Compliance Program** for risk management and prevention of events that may cause environmental impacts from its operations in Ipatinga;
- **ISO 14001 certification** at the Ipatinga and Cubatão plants;
- **Environmental Monitoring Center**, to manage atmospheric emissions, water effluents and air quality in Ipatinga;
- **Water Master Plan** to evaluate improvements, identify risks and prioritize investments to optimize water resources;
- **Usiminas Mobilizes Everyone for Water program** focused on the recovery of springs;
- The**Mina D'água Project** carries out actions aimed at recovering and protecting springs and riparian forests in Permanent Preservation Areas;
- **Mobiliza – Valley Pathways) program** based on circular economy guidelines;
- **Fauna and flora protection programs**
- Seedling Nursery
- Green Area Recovery and Preservation Program
- Homeless Fauna Rehabilitation Program
- Forest Recovery Project
- Fauna Monitoring and Conservation

Natural Resources Management and Environmental Impacts GRI 3-3

Environmental *Compliance*

Usiminas has set up an Environmental *Compliance* Program to monitor the legal and regulatory environmental compliance of the company's operations in Ipatinga (MG). The program is aligned with ISO Standards 37301:2021 and 14001:2015, and also complies with the Conduct Adjustment Agreement signed with the Public Prosecutor's Office of Minas Gerais in 2021.

This initiative included measures such as:

- Continuous verification of legal and regulatory environmental compliance.
- Implementation of a complaints channel aimed at recording and investigating possible environmental non-conformities.
- Promoting continuous improvement of internal controls to ensure ethical and responsible business conduct.

The program is regulated by various documents, including the Environmental *Compliance* Policy, definitions of Scope, Objectives and Macro Flows, Whistleblower Management Procedures (Open Channel), Audits, Third Party Due Diligence, Change Management, Continuous Improvement, Monitoring Plan, Targets and Indicators and Communication and Training Guidelines.(Open Channel), Audits, Third Party Due Diligence, Change Management, Continuous Improvement, Monitoring Plan, Targets and Indicators and Communication and Training Guidelines. The program is run by an independent area, linked to Usiminas' Board of Directors, which receives monthly reports via the Chairman of the Board.

The vital phase of the program, the *Risk Assessment*, involved drawing up a risk matrix for environmental non-compliance and its continuous monitoring, covering sensitive areas such as the Environment, Procurement, Sustainability, Communication, Legal, Auditing, Integrity, Human Resources and Risk Management.

With the implementation of this program, Usiminas reinforces its commitment to the continuous pursuit of legal and regulatory environmental compliance, consistently meeting community expectations and regulatory commitments, thus benefiting society as a whole.

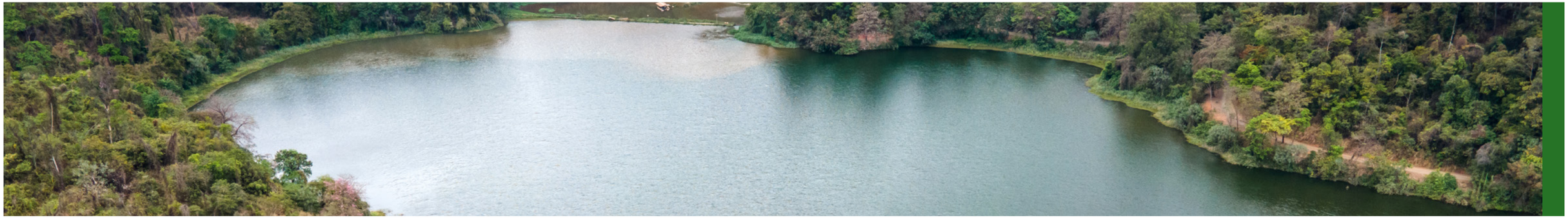
Environmental Monitoring Center

Usiminas operates an Environmental Monitoring Center in Ipatinga, in charge of managing atmospheric emissions, liquid effluents and air quality in the region. Established due to the growing need for environmental information and the vast volume of data produced, the Center aims to provide reliable technical information to speed up actions to mitigate environmental impact.

Operating 24 hours a day with a specialized team, this structure enables continuous monitoring of the following aspects:

- Atmospheric emissions and discharges into water effluents, visually monitored via Closed Circuit Television (CCTV);
- Fugitive emissions of particulate matter, tracked by the Automatic Particle Monitoring Network - RAMP;
- Continuous measurement of gases and particulates in the chimneys of the Ipatinga and Cubatão power plants;
- Rate of deposition of sedimentable particles by means of the Automatic Sedimentable Particle Monitoring Network - ECOPS, with stations around the plants;
- Air quality in Ipatinga, monitored by automatic air quality and meteorology stations - RAMQAM;
- PH data accessible through the Chão de Fábrica Portal.

In addition, the center's team provides support and guidance to operational employees in non-routine events that may impact the environment.



MATERIAL THEME

Air Quality

GRI 3-3 | 305-7

Air quality in the vicinity of Usiminas' facilities is an environmental concern that the organization treats seriously. In addition to the environmental impacts, the company recognizes that air quality is also a social issue that directly affects the lives of the surrounding communities. Usiminas is committed to controlling, mitigating and reducing its atmospheric emissions, recognizing the importance of maintaining a good relationship with the surrounding communities.

STEELMAKING SASB EM-IS-120a.1

In Ipatinga, Usiminas operates four advanced air quality and meteorological monitoring stations, equipped with state-of-the-art technology to measure the concentration of atmospheric pollutants and meteorological variables, covering a total of 19 parameters. In 2024, a further air quality monitoring station will be installed in the city, monitoring two parameters. To effectively communicate air quality to the local community, Usiminas has installed four digital panels around the city, which display the Air Quality Index (IQA) obtained at each station in accordance with the standards set by environmental agencies. The measuring systems that make up the air quality monitoring stations are inspected daily and calibrated in accordance with the Ministry of the Environment's technical guide, and the data collected is constantly compared with the legal criteria of Resolution 506/2024.

In Cubatão, air quality is monitored by data from the telemetric stations of the São Paulo State Environmental Company (Cetesb) located in Vila Parisi, Vale do Mogi and Cubatão Centro. The air quality index takes into account the moving averages of pollutants such as Inhalable Particles (PM10), Respirable Particles (PM2.5), Carbon Monoxide (CO), Ozone (O_3), Sulphur Dioxide (SO_2) and Nitrogen Dioxide (NO_2), in accordance with current environmental legislation.

In the event of the detection of high levels of pollutants or an atypical upward trend during monitoring, Usiminas' Environmental Monitoring Technician analyzes and verifies the results in relation to the emission events associated with the company's processes. Various tools are employed in these analyses, including continuous chimney monitoring, visual observation, fugitive/diffuse particle monitoring and sedimentable particle monitoring, among others.

In addition, since March 2020, Usiminas has operated the Automatic Sedimentable Particle Monitoring Network - Ecops in Ipatinga, with automatic stations that monitor the deposition rate (mg/m2.h) of settleable particles at strategic locations in the city. In 2024, another monitoring station will join the monitoring network, bringing the total to nine monitoring sites in the city. This monitoring is part of a commitment under the Conduct Adjustment Agreement (TAC) with the Minas Gerais Public Prosecutor's Office, aimed at reducing air pollution from the steel mill's operations.

Usiminas is committed to maintaining transparency and actively involving the community, not only through the disclosure of the Air Quality Index, but also through an open dialog about environmental control initiatives and ongoing projects, ensuring that the community is well informed and involved in the company's sustainability practices.

There are short- and long-term investment projects to reduce emissions of particulate matter as a result of its activities and, consequently, reduce the impact on air quality.

Short-term actions: wetting down roads, applying polymers to piles, covering conveyor belts, closing and enclosing warehouses and major repairs to existing control equipment.

Long-term actions: projects to install new atmospheric control equipment and improve existing equipment. In 2024 Usiminas implemented CAPEX projects, with investments for:

Replacement of the gas scrubber with a pulsating jet bag filter for the dedusting of the raw material area of Blast Furnace 3.

Technological update of the dedusting system for transporting coke to the blast furnaces.

As part of the OPEX plan, major repairs were carried out on the environmental equipment of Sinter Machine 3, with actions on the Primary and Secondary Precipitators, as well as the Sleeve Filter.

Significant atmospheric emissions:

Significant atmospheric emissions, Ipatinga and Cubatão (t/year)	2024
NOx	4,685.98
SOx	6,536.58
Persistent organic pollutants (POPs)	0.00000213
Volatile organic compounds (VOC)	7.91
Hazardous air pollutants (HAP)	0
Particulate matter (PM)	4,478.91

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Soluções Usiminas

Soluções Usiminas' activities do not generate significant emissions of atmospheric effluents, as they basically operate using electric equipment to cut steel sheets.

MINING SASB EM-MM-120a.1

Mineração Usiminas is aware of the impact of its operations on air quality caused by diffuse emissions. Mineração Usiminas takes preventive action to control the potential impacts of dust formed by the dispersion of particulate matter (PM) on neighboring communities. In addition to complying with all the required legal standards, the company values transparency and proximity to the community in order to understand social perception and meet expectations related to air quality through the adoption of control measures, such as:

- Road humidification - Using a water truck to spray water on unpaved roads in areas where dust is generated.
- Fixed sprinkler installations - automated to operate at one-hour intervals.
- Measurement of suspended particulate matter - instruments to measure the concentration of total suspended particles (TSP), inhalable particles (PM10) and fine inhalable particles (PM2.5) in the atmosphere. Monitoring at 5 fixed points around the project.

In addition, in compliance with legislation and best practices for improving air quality, the revegetation of impacted areas is monitored using specific indicators. Restoring vegetation cover helps to maintain ecological balance, benefiting both the environment and the surrounding communities. In 2024, we made progress in initiatives to ensure a balanced ratio between preserved areas and operational areas, reaching a ratio of 2.35 in areas with easements and 2.34 in areas without easements.

Water and Efluents

MATERIAL THEME

GRI 3-3 | 303-1 | 303-2 | 303-3 | 303-4 | 303-5 SASB EM-IS-140a.1

Within the Usiminas organization, various departments work to regulate the environmental impacts of water use in industrial operations and the production of effluents. The criteria for effluent disposal follow the standards stipulated in current state and federal legislation, always opting for the strictest standard. Efficient management of water resources minimizes the adverse impacts of operations and ensures the effective resolution of critical problems.

Each year, performance targets are set based on historical records of activities and monitoring, which are reviewed at monthly meetings (followed up at daily meetings). Any deviations detected are documented in occurrence reports (Siasso), where the causes are investigated and corrective measures implemented to prevent recurrence. The environmental targets set include the volume of water collected and the rate of water recirculation.

As an advisor to the basin committees of the Piracicaba and Doce rivers, Usiminas plays an active role in the development of water management policies. This participation is especially focused on the regions where the company operates, with the aim of preventing water scarcity, controlling flooding and avoiding degradation of water quality, factors that could compromise the multiple and shared uses of this resource.

STEELMAKING GRI 2-4 SASB EM-IS-140a.1

Usiminas recognizes the importance of responsible water and effluent management in its operations. The company is aware that the poor quality or scarcity of this resource generates significant impacts on its operations and the surrounding communities and understands water as a resource of economic, environmental and social importance.

In Usiminas' production process, water is incorporated into various stages and is used as a solvent, catalyst, cleaning agent, cooling agent and to disperse pollutants. Most of the water used in its facilities is recirculated and the rest is returned to the rivers after processing. The water is totally abstracted from surface sources in locations close to the operations, such as the Quilombo and Mogi rivers in São Paulo, and the Piracicaba River in Minas Gerais, always under the due authorization of the regulatory bodies by means of permits.

In 2024, the Ipatinga plant, which consumes a lot of water, achieved a recirculation rate of 94.8%, while the Cubatão plant reached 95.28%.

In Cubatão, with the temporary shutdown of the primary areas, there was a significant reduction in total water consumption. However, the rate of water recirculation remained high as a result of efforts to control losses due to leaks in the distribution lines.

To assess water-related impacts, Usiminas Siderurgia carries out daily monitoring of parameters in operations, complemented by continuous surveillance of the outfall through an environmental monitoring center. This rigorous approach aims to assess the effectiveness of the operational measures implemented.

Distributed throughout the Ipatinga steel plant and the surrounding areas, there are 53 sampling points for monitoring water quality. These points are strategically selected to analyze a wide range of physical and chemical parameters, with the aim of monitoring and ensuring the quality of local watercourses. The analyses are carried out by calibration and testing laboratories, which are accredited in accordance with ABNT NBR ISO/IEC 17025/17, guaranteeing the accuracy and reliability of the results obtained.

Usiminas Siderurgia actively engages with the community and river basin management committees to manage water resources in a shared and responsible manner. Through internal policies and participation as a board member in basin management committees, such as the Piracicaba and Doce rivers, the company contributes to the development of effective water management policies. An open channel with the neighboring community guarantees the tracking, treatment and positioning of the public's concerns. The organization's actions are aimed at preventing scarcity, flooding and deterioration in water quality, while ensuring the multiple uses of the resource.

Capture:

The Ipatinga plant has been granted the right to use state public waters by IGAM , according to Ordinance no. 1504377/2020, for the abstraction of water from the Piracicaba River, with a volume of 180m³/min. The authorization was renewed on 26/05/2020, for a period of 10 years.

In Cubatão, DAEE ORDINANCE No. 7459, OF 22 DECEMBER 2020 was published in the official gazette of the state of São Paulo, with a legal validity of 5 years, maintaining the authorization for the Cubatão Plant to collect water at the following points: surface water in the Quilombo and Mogi rivers, abstraction at Fonte do Brites and Morrão springs, damming of the Quilombo river and surface discharge into the Atlantic Ocean tributary (Morrão River). The water collected has different uses for human and industrial consumption, receiving appropriate treatments according to each case. The two plants (Ipatinga and Cubatão) already pay for water use.

Disposal:

Discharged water effluents are routinely monitored in compliance with the requirements described in current legislation, both at state and federal level (CONJUNCTIVE RESOLUTION COPAM-CERH/MG No. 8, OF NOVEMBER 21, 2022).**(COPAM-CERH/MG CONJUNCTIVE NORMATIVE DELIBERATION No. 8, OF NOVEMBER 21, 2022)** and at the federal level**(CONAMA RESOLUTION No. 430, OF MAY 13, 2011)**. In addition, all the effluents generated by the group's companies go through a complete treatment process before being reintegrated into the environment. This process includes the stages of decantation, flocculation, filtering, neutralization and pH adjustment, ensuring that legal disposal standards are fully met. The company has specialized systems for industrial water treatment, as well as specific plants for treating oily, acidic and organic effluents.

The percentage of compliance with regulations was 99.1% at the Ipatinga plants. In Cubatão, the water effluents discharged are monitored regularly, in accordance with the requirements established by current legislation and the conditions specified in the Cubatão plant's operating license.

In 2024, Usiminas began the project to set up 11 online effluent monitoring stations at strategic points within the plant that will be disposed of, which will make up the plant's general outfall, 3 of which have already been installed and are in the process of being commissioned.

In order to engage in the management of risks associated with contamination and compromised water quality, preventive and proactive actions are discussed in the Effluent Technical Group. this group monitors the quality of the effluent discharged and exchanges information with the areas involved (management, coordination and operations) to discuss and propose solutions to guarantee the quality of the effluent.

Consumption:

Water consumption data relating to water collection, distribution and recirculation rates are presented and monitored on a daily basis.

At the Ipatinga plant, water consumption is measured by means of devices installed at the Casa de Bomba 1 catchment and at the General Outfall. In Cubatão, consumption is measured at the water treatment plant (ETA) and at Pump House 2.

As for water storage, there is a reservoir located within the plant's industrial area, which has no significant impact.

Water and effluent management (in megaliters)

Siderurgia - Ipatinga and Cubatão	2024
Water collection[1]	56,174.36
Disposal[2]	24.798
Consumption	31.919

[1]Water catchment: 100% fresh surface water and out of water-stressed areas
[2]Disposal: Surface water. Discharges from the Ipatinga Plant are made through the outfall into the Piracicaba River, and in Cubatão, through canals A (Onça River) and C (Estuary - Piaçaguera Canal). Both are outside areas of water stress.
The reduction in water consumption at the Ipatinga plant in 2024 compared to 2023 is due to a change in methodology. Previously, the data only came from pump room 2. In 2024, a more precise approach was adopted, calculating consumption based on the difference between the volume captured in pump room 1 and the volume discharged into the outfall, in accordance with the GRI guidelines.
The 2023 data included other units, such as *Mineração Usiminas* and *Soluções Usiminas*. This year, the data for Usiminas Siderurgia (Ipatinga and Cubatão) was reported separately.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Soluções Usiminas has indicators incorporated into Siderurgia Usiminas' environmental management system to support the setting of targets and enable the effective management of water use in the company's operations. The targets are not directly related to public policies, since the company's units are not located in water-stressed areas. SU's units have two indicators, where one correlates electricity consumption with production, and the other correlates water consumption with the number of hours worked by employees.

The identification of aspects and assessment of the environmental impacts of the activities and processes of the operating units are carried out using a specific internal procedure. This procedure is reviewed regularly, at least every two years or in the event of significant changes in operations.

Based on the survey of water consumption points, there is work to raise awareness about conscious use, through tools such as DDS, Integration, Specific Lectures, Environment Week, among others. There is also the Siasso tool (in the Environment and Workplace Safety dimensions) where it is possible to indicate deviations found in the units, such as leaks, and notify those responsible.

Capture:

The Taubaté and Santa Luzia units currently have artesian wells, but will not be able to draw water until 2024. The Guarulhos São Roque, Guarulhos Bonsucesso, Porto Alegre, Santa Luzia, Taubaté, Betim and Suape units use water supplied by the concessionaire that owns the public supply.

The Ipatinga unit occupies two warehouses located within Usiminas Siderurgia, which is responsible for the water supply.

Consumption:

At Soluções Usiminas, only the Porto Alegre unit uses water in its production process. For the other units, including Porto Alegre, water consumption is used for cleaning activities in the administrative areas, preparing meals, using toilets, sinks and showers.

Disposal:

Disposal and final disposal of liquid effluents varies according to the particularities of each operating unit:

Guarulhos (Bonsucesso): It has a sewage system. Industrial effluent is sent for external treatment (oily emulsions).

Betim: Disposes of its domestic effluent into the public sewage system. Industrial effluent is stored and periodically collected for external treatment, as defined in the PRECEND agreement with COPASA.

Suape: Treats its domestic effluent in a pit/sump system, periodically collecting the excess sludge accumulated in the pit. Industrial effluent is sent for external treatment (oily emulsions).

Santa Luzia and Taubaté: They treat their domestic effluent in their own WWTP, and dispose of the treated effluent in a receiving body. Industrial effluent is sent for external treatment (oily emulsions).

Porto Alegre: Domestic effluent is treated in biodigesters and then disposed of in a receiving body. Industrial effluent is sent for external treatment (oily emulsions).

Ipatinga: Effluent is discharged directly into the sewage network of the Ipatinga Plant, which is responsible for treatment.

The units dispose of effluent in accordance with the parameters set out in the CONAMA resolutions in force. There are no internally developed rules with more restrictive standards, nor are there any sectoral rules on the subject.

Water and effluent management (in megaliters) Soluções Usiminas	2024
Water collection[1]	42.479
Disposal[2]	33.98
Consumption	42.479

[1]Capture: 42,479 megaliters (from third-party water and entirely from fresh water)
[2]Disposal: 30.94 megaliters (surface water); 2.37 megaliters (groundwater); 0.68 (seawater); TOTAL: 33.98 megaliters
Consumption: 42.479 megaliters

The data for the period 2022 to 2024 can be found in the Historical Series annex.

MINING

GRI 2-4 SASB EM-MM-140a.1

Mineração Usiminas interacts with water in its iron ore processing operations, mainly in the wet stages and in the transportation of tailings via the tailings pipeline. At the company's facilities, water is also used for sanitizing, worker consumption, cleaning and sprinkling for dust control.

The organization prioritizes the sustainable use of water in the extraction and processing of iron ore, which is why investments and environmental improvements are continuously made to reduce the consumption of clean water.

Mineração Usiminas has invested in the construction of two tailings processing plants, *Dry Stacking* (Dec/2021) and *Decanter* (Mar/2023), which, in addition to ensuring the proper disposal of filtered tailings, play a fundamental role inn addition to ensuring the proper disposal of filtered tailings, play a key role in increasing water recirculation in operations. These investments have been essential for improving operational efficiency, promoting water reuse and reducing dependence on new sources. The Water Resources Committee presents monthly data on the consumption of new and recirculating water per ton produced and fed. The committee discusses actions to minimize consumption and improve water quality in the mining process, as well as monitoring consumption, water quality, the safety of the dikes and community protests.

The company monitors water quality at 110 points throughout the mining complex. These points assess physical and chemical parameters to ensure the integrity of the watercourses. The analyses are carried out by laboratories accredited in accordance with ABNT NBR ISO/IEC 17025/17. To mitigate the risk of siltation and degradation of water quality, Mineração Usiminas adopts effective surface drainage systems that prevent the transportation of solid particles and ensure adequate rainwater runoff.

Mineração Usiminas adopts inclusive and collaborative water management, as a member of the Paraopeba River Basin Committee. Recognizing the importance of collective interest in water resource management, the company works in close partnership with the community and other *stakeholders* to develop and implement effective water use and conservation policies. This collaborative approach helps to prevent water scarcity, control flooding and water quality, while minimizing adverse impacts.

By monitoring the wells, Mineração Usiminas controls consumption and carries out preventive maintenance to guarantee the availability of water for both its operations and the surrounding communities. The company also maintains an open channel with the community to guarantee the traceability and handling of complaints about water quality.

With the implementation of the materiality matrix, Mineração Usiminas organizes actions to assess the level of maturity in relation to ESG. The evolution of these actions contributes to the company's continuous improvement. Among the actions that have made progress, we would highlight the improvement of the indicators for monitoring water consumption and the recirculation rate, ensuring more complete and detailed internal dissemination of information.and the mapping and diagnosis of the water collection system, with the aim of revitalizing automatic water monitoring at Mineração Usiminas.

By 2024, the company had reached a recirculation rate of: **93.65%**

Water is abstracted from the Federal São Francisco River and State Paraopeba River basins, with supply from UPGH SF3, for well abstraction, following IGAM Ordinance No. 48 (2019).

Potability monitoring is carried out in accordance with Ordinance GM/MS No. 888 (2021). The test reports are analyzed and archived, and if deviations are identified, actions are taken such as counter-evidence or repeating the field collection.

Consumption:

In terms of governance, water consumption is monitored and reported internally, with a focus on reducing the use of new and recirculated water. The targets and indicators are part of the ESG actions and are included in the action plan in the materiality matrix. Progress is monitored by monthly indicators of new water consumption (m^3/t produced) and water recirculation (%). Information on consumption and recirculation is made available on *Visual Flash*, an internal platform, and on GeoHidro, a tool used to manage technical data and the effectiveness of measures, including progress towards objectives and targets.

Disposal:

Liquid effluent from toilets is directed to septic tanks and biological filters, with monitoring of parameters such as active tension, BOD, COD, oils, pH, suspended and settleable solids.

To ensure the quality of the water in the watercourses inside and outside the operations, samples are taken at various points in the watersheds around the company. Water analyses are carried out by laboratories accredited in accordance with ABNT NBR ISO/IEC 17025/17.

Mineração Usiminas is not in areas of water stress, according to IGAM.

Water and effluent management (in megaliters) Mining	2024
Water collection	4,149.19
Consumption[1]	65,319.02

Recirculation: 93.65%
[1]Water Consumption: Reclaimed Water: 61,169.83 Megaliters and New Well Water: 4,149.19 Megaliters
Mineração Usiminas is not in areas of water stress, according to IGAM

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Dams and containment structures

SASB EM-MM-540a.1 | EM-MM-540a.2 | EM-MM-540a.3

Containment structures, including dikes, *sumps* and dams, play a vital role at Mineração Usiminas in the Serra Azul mining complex. These structures are important both for the formal and operational drainage system and for maintaining water quality downstream of operations. They act by retaining sediment generated during mining and, depending on the configuration, can also regulate peak flows, thus protecting the adjacent watershed.

Regular geotechnical monitoring and inspection of these structures is important to ensure safety and operational efficiency. During the rainy season, the frequency of inspections is intensified in response to rainfall events. Any anomalies detected that could affect the safety or stability of the structures are promptly documented on the inspection form, and an action plan is quickly developed and implemented by qualified professionals, as stipulated in the technical documents.

Currently, Mineração Usiminas does not operate any tailings containment dams. The tailings produced are treated using filter presses that separate the liquid components from the solids, which are then disposed of in controlled piles. The company's only tailings dam, Samambaia Dam 0, is currently deactivated and undergoing a de-characterization process, reflecting the company's ongoing commitment to responsible and sustainable mining practices. This is the third de-characterization project carried out by the mining company.

In 2024, Mineração Usiminas achieved 68% progress in the de-characterization works at the Samambaia dam[2], reinforcing the company's commitment to people's safety and sustainability.

The work complies with current legislation and best practices in hydrogeological and environmental control, as well as increasing physical stability and hydraulic safety. The initiative includes waterproofing the structure's old reservoir - built using the downstream method - smoothing the slopes and, finally, revegetation by planting native species. These actions will make it possible to fully reintegrate the area into nature, contributing to the maintenance of life through the conservation of fauna and flora.

The project, which has an investment of R$200 million, began in July 2023 and delivered the first stage in November of the same year: the implementation of the new spillway, an essential water structure to increase water flow capacity.

In 2024, the company completed the construction of the belt canal - an external drainage system that, at around 1.5km long, is designed to prevent water from adjacent areas from entering the dam - and made significant progress in sealing the reservoir.

The de-characterization also includes the installation of new monitoring instruments and revegetation of the area, promoting its reintegration into the natural environment, and its completion is scheduled for 2025.

2 The Samambaia dam, built using the downstream method - considered safer - has been inactive since 2021, when Mineração Usiminas' tailings filtration system was inaugurated.

Waste, Materials and Circular Economy

MATERIAL THEME

GRI 3-3 | 301-1 | 301-2 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5

Usiminas is aware of the impacts of the high generation of waste in its operations.and therefore goes beyond good waste production and disposal practices and works to reuse and reduce waste generation as much as possible. The company's waste management practices convert costs into revenue, reinforcing the circular economy.

STEELMAKING SASB EM-IS-150a.1

The growth of the global production sector, rapid technological advances, the search for a circular economy, sustainable development and the minimization of significant risks to the environment are conditioning factors for environmental stability.this includes the adoption of solutions for the correct disposal of solid waste generated in the various processes of the production chain.

Usiminas actively manages its waste, focusing on reducing, recycling and eliminating waste in production processes, where the company's greatest impacts are concentrated. Plastics are of minimal importance in the company's operations and impact. They are mainly used to receive materials and equipment and to package products for delivery to customers.

All Usiminas units have a **Waste Management Plan**, whose main objective is to **minimize the generation of waste, promote recycling and commercialization, and eliminate waste in the production process**. The last alternative consists of properly disposing of waste or rejects that could be harmful to the environment.

Characterizing the implementation of integrated solid waste management systems, the company has internal management procedures for each specific type of solid waste. The main points covered include: identification of waste, identification of hazards, first aid measures, handling and storage, exposure control and personal protection, ecological information, considerations for treatment, treatment and personal protection, handling and storage, etc.the main points covered include: waste identification, hazard identification, first aid measures, handling and storage, exposure control and personal protection, ecological information, treatment considerations, transportation and major regulations.

Using the in-house *software* Integrated Environmental Management System (NBGA) - Waste Management Module, the company registers direct and indirect production waste. In addition, all the waste generated and disposed of by Usiminas is registered with FEAM, SINIR and/or SIGOR, which have developed free online systems that allow the traceability of waste generated and/or received in any Brazilian state, called the State Waste Transportation Manifest System, also known as the MTR System.

The generating areas are responsible for the monthly measurement - volume, theoretical weight, trip and technical index - of the controls on the movement of waste generated and destined for the NBGA system.and destined waste that does not pass through a weighing system, such as a road scale or dynamic loader scale, as well as converting these units into tons, for proper loading into the NBGA system.

The generation and disposal of waste is managed by the Waste Movement Declaration (DMRs), in accordance with the requirements of the Minas Gerais State Environmental Agency and the Ministry of the Environment. The proper disposal of waste is assessed technically, ensuring compliance and considering the best cost-benefit ratio. The actions implemented are evaluated on an ongoing basis, as waste is generated on a daily basis.

One of the main actions carried out in 2024 was the completion of the project to eliminate the stock of iron oxide by-products generated in the hydrochloric acid regeneration process. With the development of new clients, the Ipatinga plant sold all the liabilities that were stored in the area.

Mobiliza Program

Usiminas develops social and environmental programs in line with the principles of the circular economy, such as the Usiminas Mobiliza Program. This program aims to create positive and significant impacts in the surrounding communities, promoting environmental awareness and contributing to the improvement of local living conditions.

Launched in 2015, the "Usiminas Mobiliza pelos Caminhos do Vale" program provides steel aggregate for the primary surfacing of rural roads in participating municipalities in Minas Gerais. This contribution significantly improves the infrastructure of towns and the lives of local communities, ensuring safer and more efficient access to essential services such as health and education.

In return, the municipalities involved undertake to develop socio-environmental projects for their communities and take part in "Usiminas Mobilizes Everyone for Water", which focuses on the recovery of springs.

To date, the program has rehabilitated more than 5,200 kilometers of rural roads, benefiting more than 1.5 million people in 60 municipalities. In 2024 alone, more than 644,000 tons of steel aggregate were donated to the participating municipalities.

In addition, around 6,820 springs have been registered in the Vale do Aço region and eastern Minas Gerais by the program, with 790 new registrations by 2024. Of these, 2,263 springs are already duly protected or located in Permanent Preservation Areas.

Use of Materials and Initiatives for a Circular Economy

GRI 301-1 | 301-2

Usiminas is engaged in the transition to the circular economy, a guideline that reflects the organization's historical environmental commitment. Currently, more than 98% of the waste disposed of is used in accordance with the sustainability principles of the circular economy.

- In 2024, the company used **1,835.88 tons of** renewable materials and **8,786.76 tons of** non-renewable materials in steel production.
- **17.3%** of the raw materials used in manufacturing.
- **14.5%** steel scrap content per ton of crude steel[1].

The waste generated is carefully managed through recycling, donation, sale or return to partners through reverse logistics. They are also used to produce energy, improve and pave roads, and provide inputs for various industrial and construction processes. This virtuous cycle is the result of rigorous planning that begins long before the production phase, underlining Usiminas' commitment to sustainable practices and reducing environmental impact.

In addition, the Working Groups (WGs), which were started in 2023, continued their excellent work in 2024, with the aim of optimizing solid waste management. With innovative and sustainable initiatives, Usiminas has achieved positive results, demonstrating material efficiency of over 98%.

Waste generation and disposition (in tons)

		2024
Waste destined for final disposal[2]	**Total**	**44,118.22**
	Non-hazardous waste	**31,848.30**
	Incineration	0.00
	Grounding	31,848.30
	Other disposal operations	0.00
	Hazardous waste	**12,269.92**
	Incineration	0.00
	Grounding	283.89
	Other disposal operations	11,986.03
Waste not destined for final disposal	**Total**	**3,189,644.16**
	Non-hazardous waste	**3,182,122.85**
	Recycling	1,031,710.19
	Preparing for reuse	0.00
	Other recovery operations	2,150,412.66
	Hazardous waste	**7,521.31**
	Recycling	4,264.50
	Preparing for reuse	0.00
	Other recovery operations	3,256.81
Grand total		**3,233,762.38**

The increase in the final disposal of hazardous waste in 2024 was due to the shipment of refractories replaced during the Major Repair of Blasting 3 at the Ipatinga Plant.

1 At Usiminas, the final disposal of hazardous waste only takes place outside the organization. Therefore, the values reported under "Waste destined for final disposal" were outside the organization's physical boundaries.

2 The 2019 and 2020 data for the Cubatão and Ipatinga plants were corrected this year to include the following information:

- The material “Steel and Aluminum”, reported in the previous cycle, was replaced by “Plate Purchased”, as the previous indicator mentioned duplicate information.the previous indicator mentioned duplicate information, since it mentioned liquid steel consumed through the composition of the raw materials mentioned (coal, ore, etc.).).
- The material “Coke”, reported in the previous cycle, was replaced by “Acquired Coke”, which corresponds to the coke acquired from the external market to complete the energy load of the Altor Fornos. The previous indicator mentioned coke in general (internal coke + external coke), creating a duplication of information, since internal coke is produced using the raw material coal.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Soluções Usiminas

At Soluções Usiminas, the production process involves the transformation of steel coils, which is the company's main raw material. Throughout this process, various types of waste arise, both direct and indirect. Steel scrap is the most obvious direct waste resulting from the handling of the coils. In addition, during production and day-to-day operations, other waste materials accumulate, such as plastic packaging, cardboard, wood from damaged pallets, common waste from administrative areas and waste from equipment and infrastructure maintenance.

To reduce the environmental impact of this waste, Soluções Usiminas adopts circular economy practices. One example is the reuse of Poliondas to make angle brackets, protecting the *blanks* and reducing the need for new raw materials.

The company also implements selective collection and promotes recycling whenever it is economically viable. Waste that cannot be recycled is sent to duly accredited partner companies, which have an environmental license to carry out the proper management of these materials, including transportation, reception and environmentally correct final disposal.

When waste is managed by third parties, Soluções Usiminas ensures that all operations comply with established contractual and legal obligations. This process begins with a thorough validation of the companies' environmental documentation during the contracting phase. This rigorous control continues throughout the term of the contract, with regular monitoring and requests to renew documents such as environmental licenses, if necessary. To confirm that the waste is handled correctly, Soluções Usiminas requires service providers to provide Waste Transport Manifests (MTRs) and Final Disposal Certificates (CDFs), which are important documents for ensuring the traceability and proper treatment of waste.

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Waste generation and disposition (in tons)

Waste destined for final disposal	**22,994.07**
Non-hazardous waste	22,994.07
Hazardous waste	-
Waste not destined for final disposal	**951.69**
Non-hazardous waste	142.86
Hazardous waste	808.83
Total	**23,945.76**

For hazardous waste, the main destinations were incineration, autoclaving, blending for co-processing, class I landfill, industrial effluent treatment, while non hazardous waste went to class II landfill and recycling.

*Data was obtained from the MTR issuing systems of the states of Minas Gerais (MTR FEAM), São Paulo (SIGOR), Pernambuco (SINIR) and Rio Grande do Sul (MTR FEPAM).

*All the waste generated by the company's activities is disposed of externally. The exception is the portion of the "polyonda" material generated (from unpacking reels), which is reused as a material to protect the corners of the bales when strapping (where plastic corners would be used). This material is not quantified.

MINING

SASB EM-MM-150a.7 | EM-MM-150a.8 | EM-MM-150a.10

Mineração Usiminas has a specialized shed for the segregation and proper disposal of waste, where each type of waste is separated to allow for effective reuse or recycling. This process not only contributes to reducing the amount of waste sent to landfills, but also promotes the circular economy by reintegrating materials into the production cycle.

Mineração Usiminas adopts a strict waste management system, complying with internal standards and environmental legislation. Through selective collection, recyclable materials are sent to local cooperatives, such as the Cooperativa de Reciclagem e Trabalho de Itaúna (Coopert), which has 90 members, and the Associação dos Catadores e Parceiros Meio Ambiente de Igarapé (Apaig), which has 16 members. Associação dos Catadores e Parceiros do Meio Ambiente de Igarapé (Apaig), which has 16 members, promoting the conservation of natural resources and generating jobs and income in the communities. The company recognizes that the impact of waste depends on the type, quantity, destination and control adopted.

Mineração Usiminas sends waste such as wood scraps to ceramics and textile factories, helping to reduce costs and increase local competitiveness. The company adopts efficient waste management with awareness-raising actions, inspections, *checklists*, internal audits and the Safe Supplier Program to guarantee organization, cleanliness and compliance with standards in the supply chain. Traceability is guaranteed by daily weighing records and the issue of MTRs. The company has a dedicated team and holds Daily Safety Dialogues to inform about the best practices to be adopted.

The positive impacts include income generation, local development, the reuse of waste, the recovery of degraded areas and the promotion of environmental education. Management is carried out by a specialized team, with proper documentation on the generation, transport and disposal of waste, as well as verification of the environmental licenses of the receiving companies.

During the ore exploration and extraction stages, waste generation includes waste rock, solid waste and mining tailings, as well as other industrial waste such as mud and sand. Since 2021, with the implementation of the filtered tailings disposal system called *Dry Stacking* and the use of the *Decanter* from 2023 onwards, there has been more effective management that allows water to be recirculated and Usiminas Mining's waste to be properly disposed of.

The use of technology and specific actions helps to reduce waste generation, preventing it from accumulating in operational areas.

As a good practice in the reuse of waste, in 2024 Mineração Usiminas began recycling organic waste through accelerated composting.in 2024, Mineração Usiminas began recycling organic waste through accelerated composting, an innovative technology that transforms waste, such as food scraps, into organic fertilizer quickly and efficiently, using electromechanical equipment in a controlled environment. The compost generated is used in the community garden to produce vegetables for employees, as well as being applied to recovery areas and to produce seedlings. Among the main benefits of this practice are the reduction in waste sent to landfills, lower collection costs, reduced use of chemical fertilizers and the preservation of natural resources. In addition, accelerated composting contributes to the reduction of greenhouse gas emissions, the protection of soil, air and water, reinforcing the company's environmental commitment. The practice, which began in August last year, generates 6,000 kg of organic fertilizer per month.

Waste generated and disposed of (in tons)

Waste destined for final disposal	**1,906.61**
Non-hazardous waste	1,658.70
Hazardous waste	247.91
Waste not destined for final disposal	**2,440.62**
Non-hazardous waste	1,690.03
Hazardous waste	750.59
Total	**4,347.23**

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Biodiversity and Land Use

GRI 3-3 | 304-1 | 304-2 | 304-3 | 304-4

MATERIAL THEME

Usiminas actively works to preserve biodiversity by identifying, assessing and mitigating the impacts of its operations, as well as working to contain and reverse these effects. The company also actively participates in local projects aimed at conserving biodiversity, reflecting its commitment to both environmental responsibility and social well-being.

In addition, the company is dedicated to ensuring the interconnection between protected and preserved areas, creating ecological corridors that favor the flow of fauna and flora in the region. Usiminas' commitment is to reduce impacts on native vegetation and local fauna as much as possible, ensuring the continuity of gene flows and promoting the maintenance of biodiversity in areas close to its operations.

STEELMAKING

With the installation of the Usiminas steel plant in the Steel Valley in 1956, the need arose to establish a balanced coexistence between industrial operations, the city of Ipatinga and the environment.

This commitment resulted in the creation of the Usiminas Green Areas Program, conceived in 1958, with the inclusion of the Industrial Green Belt and the former Ipatinga Zoo and Botanical Park as part of the Vila Operária planning.

In 1965, the initiative was expanded with the creation of the Seedling Garden and the planting of the first open areas, promoting an increase in biodiversity in regions previously occupied by eucalyptus forests or without vegetation cover.

The Ipatinga Plant and Usiminas Mecânica have approximately 10 km² of industrial area in the municipality of Ipatinga (MG) and occupy an area adjacent to the Integral Protection Conservation Unit - Rio Doce State Park (PERD). Recognized as the first Conservation Unit created in Minas Gerais, the PERD is home to the largest tropical forest in the state and is classified as a Core Zone of the Atlantic Forest Biosphere Reserve, recognized by UNESCO in 2008.

The PERD is considered to be of "Extremely High Biological Importance" by the Ministry of the Environment, the highest level of importance in this category of analysis, and has been declared an "Area of Special Biological Importance" by the Minas Gerais State Government. The Rio Doce State Park region is the third largest lake ecosystem Brasil[1].

Usiminas is a partner of the park, it is part of the Administrative Council and acts by supplying seedlings, providing equipment and professionals to attend to the seedling nursery, cleaning and conserving the site, administrative areas and buildings. During the dry season there is also a partnership for monitoring and identifying possible fires and supporting the fight.

However, the municipality of Ipatinga is outside the PERD buffer zone, according to the criteria established in the Rio Doce State Park Management Plan (consolidated urban center).

[1]For the steel industry, there are no records of species included in the IUCN Red List.

Usiminas' initiatives related to the preservation of biodiversity go beyond legal and regulatory compliance.

Recovery Program and Preservation of Green Areas

The program aims to completely restore the company's green areas with native tree and shrub species. Since its inception, Usiminas has dedicated resources to preventing and recovering environmental degradation processes, including erosion and fires, in green areas. The activities include the production of seedlings and plant recomposition with species from the Atlantic Forest, in urban woodlands and riparian forests, maintaining the landscape integrity of the steelmaking operation in harmony with the local community.

In 2024, the seedling nursery produced approximately 15,015 units, including trees, fruit trees and ornamental plants. Of these, 6,700 were donated to employees and the community during social and environmental projects developed by Usiminas. The rest were planted in the various green areas around the plant in Ipatinga (MG) with the aim of restoring and preserving local nature.

Usiminas manages two Private Natural Heritage Reserves (RPPNs) in the Vale do Aço region:

- The Usipa RPPN, which covers more than 200 hectares and was established through an agreement with the Minas Gerais Public Prosecutor's Office (MPMG), stands out for its significant ecological importance. Located in Ipatinga, it houses the Seedling Nursery, which supplies the region with seedlings for environmental conservation and recovery.
- The Lagoa Silvana RPPN in Caratinga conserves more than 250 hectares and is important for local biodiversity.

The Management Plans for both RPPNs are currently in the process of being approved by the Minas Gerais environmental agency. In addition, Usiminas is an active member of the Rio Doce State Park Advisory Council, representing the private sector in the areas surrounding the conservation unit, in accordance with Law 9.985/2000. The Cubatão plant, due to its location in an estuarine region rich in mangroves and close to the Serra do Mar State Park, reinforces the company's commitment to environmental conservation.

Size and location of all habitat areas:

Ipatinga Steelworks:

- Permanent Preservation Area - APP - Banks of the Doce and Piracicaba Rivers - **190.94 ha**
- Urban Forests - Ipatinga, Caratinga, Santana do Paraíso and Coronel Fabriciano - **1,791.54 ha**
- Private Natural Heritage Reserve - RPPN - Usipa - **204.86 ha**
- Private Natural Heritage Reserve - RPPN - Lagoa Silvana - **255.86 ha**
- Industrial Belt - Green area around the Ipatinga Plant - **249.22 ha**

Xerimbabo Project

Usiminas' Xerimbabo Project is a space dedicated to environmental education that promotes learning, reflection and the dissemination of information about sustainability. Each edition is enhanced with new activities and resources, with the aim of informing, engaging and sensitizing the public about the importance of sustainable practices and environmental conservation.

The 39th edition of the project took place in 2024, with the theme "Environment: Caring is a duty", focusing on individual, collective and industry responsibility in this process. Another attraction at this edition was the Jardins Móveis exhibition, made up of vibrant sculptures incorporating animals and inflatable objects in a creative way, which brought a deep reflection on the relationship between nature and consumption.

The doors of the Usipa Biodiversity Center (Cebus) were open from October to December with new resources and proposals to involve and raise public awareness about the importance of preserving and respecting the environment.

More than 20,000 visitors took part in the event, including the community and students from 122 educational institutions and schools in 39 municipalities in Minas Gerais.

Soluções Usiminas

All Soluções Usiminas facilities are located in urbanized and anthropized areas. With the exception of the Santa Luzia (MG) plant, which is adjacent to a Permanent Preservation Area (APP), where the protection strip stipulated by Law No. 12,651/2012 is respected. It is a section of riparian forest of around 400 linear meters, located on the left bank of the Rio das Velhas. Despite this proximity, Soluções Usiminas' operations at all its units are considered to have no significant impact on local biodiversity.

MINING SASB EM-MM-160a.1 | EM-MM-160a.3

Mineração Usiminas recognizes the physical, biotic and social impacts of its activities. It therefore integrates the management of these impacts into its operations, with the aim of not only restoring the original environmental conditions, but also promoting the development of the region. Among the actions envisaged in the planning, we highlight the revegetation of areas, which includes, for example, planting species native to the region and grasses and legumes to enrich the soil. These actions aim to restore the areas and reintegrate them with nature. An example of this is the work to de-characterize the Samambaia dam, which began in 2024 and is expected to be completely re-vegetated by 2025.

The company is dedicated to implementing mitigation initiatives for the impacts resulting from the suppression of vegetation in its operational areas, such as the rescue of flora and fauna and the application of compensatory measures.

Mineração Usiminas ensures that the physical and biotic characteristics of the environment are maintained even after the revegetation process, relying for this purpose on a seedling nursery that preserves species native to the impacted areas. To improve the recovery of impacted areas, Mineração Usiminas invests in soil correction and organic fertilization, as well as introducing native species.sion, as well as introducing agronomic species to ensure the survival of native species. Conservation and recovery follow a ratio of 2 hectares for every hectare impacted.

In cases where prevention is not possible, the company adopts measures to compensate for irreversible impacts. All these actions are identified during the environmental licensing process and are detailed in the company's **Environmental Control Plan**.

In relation to the species mapped in regions that could suffer indirect and direct impacts from Mineração Usiminas, the following were mapped: 45 species of birds, distributed in 40 families; 35 species of fish; 44 species of herpetofauna, 36 of which are amphibians and 8 reptiles; and 21 species of medium and large mammals.

Mineração Usiminas' protection/conservation/recovery areas arethey are located in Itatiaiuçu, Igarapé, Mateus Leme, Rio Manso, Formoso, Curimatai, Januária, Gameleiras and Buenópolis.

The company's strategy for allocating and indicating its potential protection areas adopts strict technical criteria. These include relevance in terms of the biome and the existing fauna, ecological connectivity with the formation of corridors for the transit of the region's fauna with other protected areas, and the environmental gain from the conservation of public water supply basins, such as the Manso River basin.this is the case, for example, with the Manso River basin, which is responsible for a significant percentage of the water supply to the metropolitan region of Belo Horizonte. In addition, the company's compensation proposals also include proposals for land regularization in integral protection conservation units.

The measures to restore the areas have been approved by independent external experts, since they have been technically and legally validated by the State Secretariat for the Environment and Sustainable Development (SEMAD), and supported by the CMI. The success of the restoration measures is constantly being monitored by the secretariat's technical team, through the submission of annual reports on the measures carried out. The company has yet to receive final approval, given that the timetable drawn up for the restoration of the compensation areas is still in progress.

	hectares
Preserved Area (Total Properties Usiminas Mining + Operational Areas) [Same as environmental protection areas]	**6,770**
Area with Servitude (Compensations + Legal Reserve)	3,117
Legal reserve (legal reserve only)	1,464
operational Area	1,178
conservation Areas	1,063

*Mineração Usiminas is solely responsible for managing the restoration and protection areas.

Mina D'água Project

Mineração Usiminas' "Mina d'água" project aims to protect and restore springs and riparian forests by isolating Permanent Preservation Areas (APP) and planting native seedlings. The project promotes sustainable actions, involving local communities to generate social well-being and preserve natural resources.

The company has implemented various measures to protect the remnants of native vegetation in the areas surrounding its mining operations. Over the course of 2024, Mineração Usiminas planted 40,870 native seedlings, distributed over around 85 hectares in areas earmarked for forest compensation. In addition, **6,600 seedlings** were planted **on 7.40 hectares**, with complementary actions such as fencing, firebreaks and pest and invader control.

Fauna Monitoring and Conservation Program - Footprints of the Mountains:

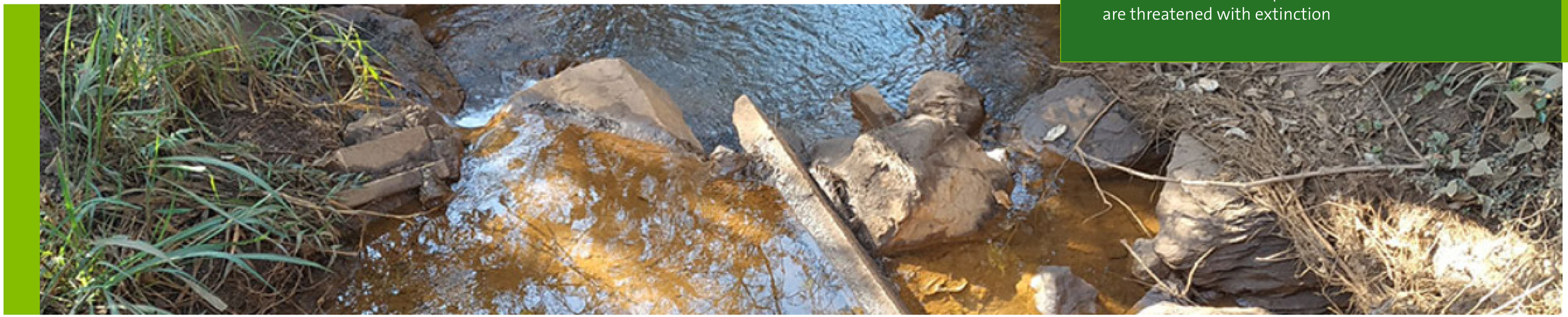
Since 2012, Mineração Usiminas has been carrying out a Fauna Monitoring and Conservation Program in the Serra Azul region. This program aims to:

- Monitor the presence of animal species in the remaining habitats around the mining area;
- Detect the occurrence of threatened, rare, endemic and migratory species;
- Recommend management and conservation practices to protect species and their natural environments;
- Evaluate the effectiveness of mitigating actions related to fauna that have been implemented by the company.

Species from the region identified by the program:

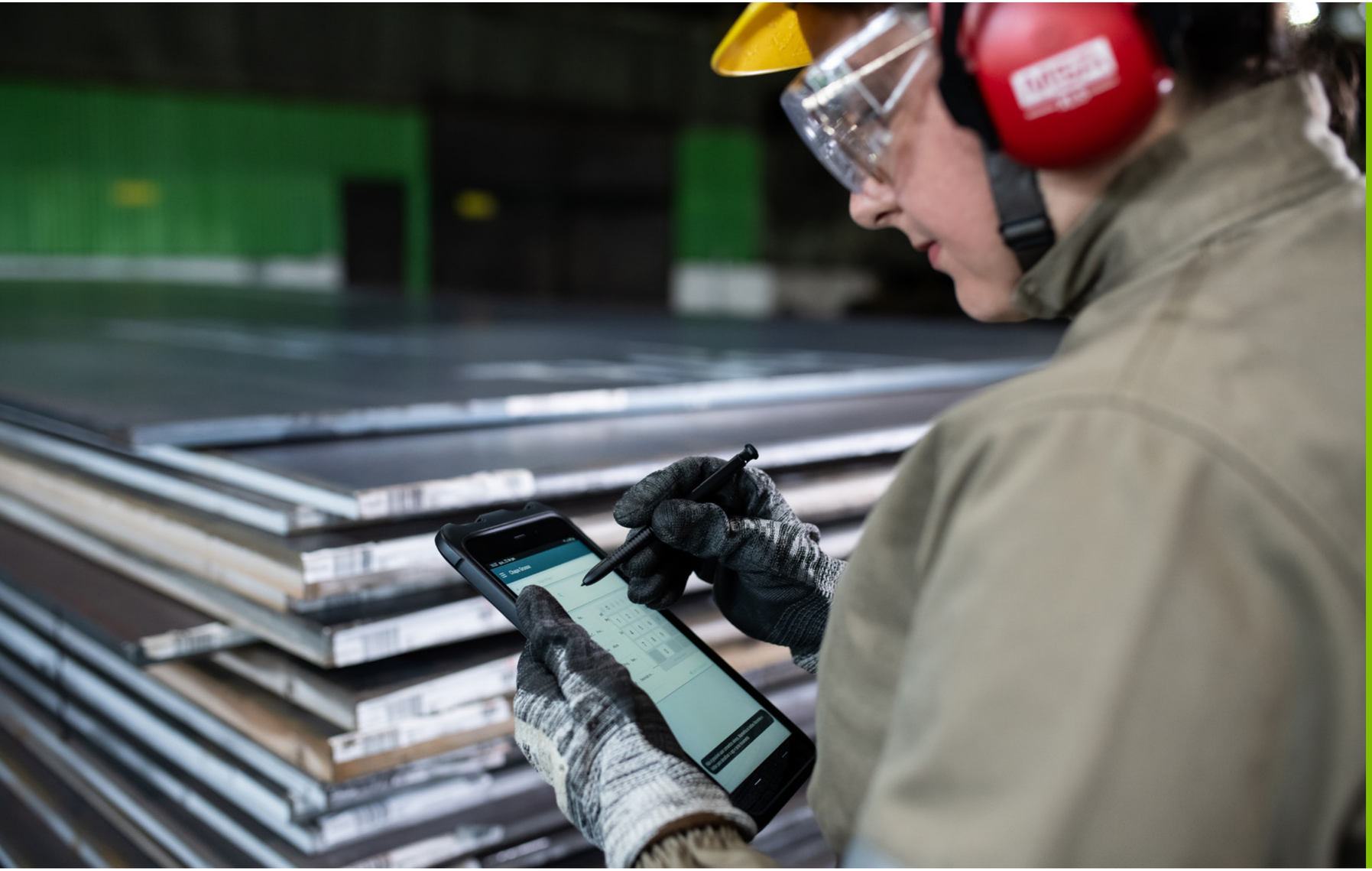
As part of its fauna monitoring program, Mineração Usiminas identified the following species through field surveys:

- Birdlife: **200** species recorded, 4 of which are threatened with extinction
- Entomofauna: **144** species recorded
- Herpetofauna: **39** species recorded
- Ichthyofauna: **25** species recorded, 1 of which is endangered
- Mastofauna: **44** species were recorded, 5 of which are threatened with extinction



5 ECONOMIC AND FINANCIAL PERFORMANCE

Objectives of the Financial Pillar	135
Financial and Operational Performance	136
Financial Management	139
Tax Strategy	140
Investor Relations	141



With financial management that uses the best practices and tools available, Usiminas is based on valuing transparency, operational efficiency and a focus on results, strategically aligning itself with the demands of the domestic and foreign markets. This approach allows the organization to maintain a solid and competitive position in the market, guaranteeing the company's economic and financial sustainability and creating significant value for its *stakeholders* and for society.

Objectives of the Financial Pillar

Objectives

- Strive to generate value for its shareholders and take all appropriate measures within its control to ensure the financial sustainability of Usiminas companies, with the aim of avoiding financial losses, devaluation of shares and guaranteeing the reliability of data and distribution of earnings;
- Strive for transparency with all its stakeholders, giving internal and external visibility to the company's performance, commitments made, relevant facts, changes implemented and other information that is of interest and could influence stakeholder decisions.

Initiatives implemented to achieve the objectives:

- Investment Portfolio Policy
- Profit Allocation Policy
- Information Disclosure and Securities Trading Policy
- Listing on B3's governance level 1, which expands practices that favor transparency and access to information for investors by disclosing additional information to that required by law
- Working closely with investors and *rating* agencies
- Permanent Audit Board, which analyzes the company's financial statements, among other duties
- Analysis of *gaps* and implementation of improvements in relation to the performance of the process of participation in B3's ISE (Corporate Sustainability Index)

Results achieved in 2024:

- **R$ 1.1 billion** in CAPEX investments
- **4.3** million tons of steel sales
- **8.5** million tons of ore sales
- **R$ 1.6** billion Adjusted EBITDA
- **0,58x** leverage
- **Presence on B3's ISE (Corporate Sustainability Index) during 2024**

Financial[1] and Operational Performance

GRI 3-3 | 201-1 | 201-4

The year 2024 was marked by important advances in Usiminas' industrial operations, the result of investments made in recent years. Crude steel production reached 3.2 million tons, an increase of 54% compared to 2023, the second highest volume since 2015. In addition, the cost of goods sold per ton (COGS/t) was reduced by 11% compared to the previous year.

Demand for flat steel in Brazil grew by 10% to 15.7 million tons, the highest level since 2013, although a significant part of this increase was met by imports. Following growth of more than 40% in 2023, flat steel imports increased by a further 10% in 2024, totaling 3.2 million tons, the highest volume since 2010. This volume represented 83% of the total steel sold in Brazil by Usiminas in 2024.

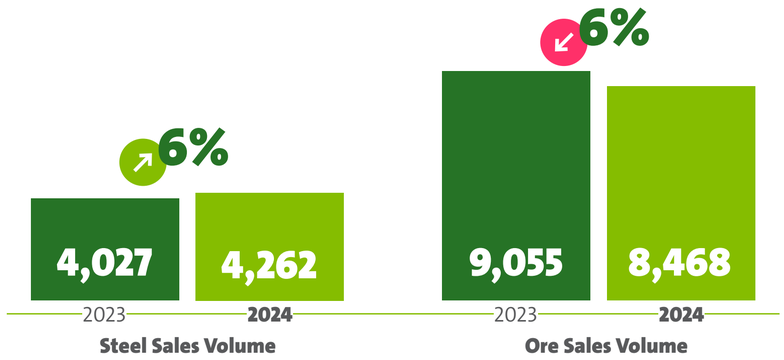
Despite this scenario, Usiminas recorded a 6% growth in sales, totaling 4.3 million tons, the second highest volume since 2015, with the domestic market standing out, which grew by 8% to 3.9 million tons.

In financial terms, Usiminas completed its 10th Debenture Issue in September 2024, in the amount of R$1.8 billion, with the lowest *spreads* over the CDI ever recorded. The amount was used entirely to pay off US$ 320 million of its dollar debt maturing in 2026. In January 2025, the company concluded a US$ 500 million bond issue maturing in 2032, once again at the lowest spreads ever recorded on the international market. The funds will be used to buy back *bonds* maturing in 2026 and for corporate purposes. The lengthening of the debt profile reinforces Usiminas' commitment to financial discipline and credit risk management.

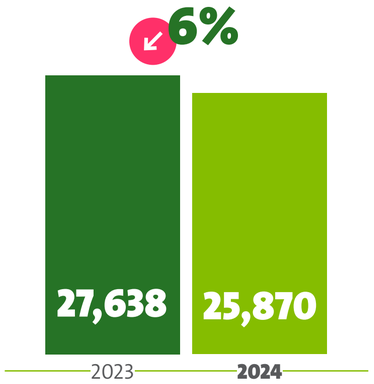
1. The Parent Company's individual and consolidated financial statements were prepared in accordance with the International Financial Reporting Standards (IFRS), issued by the *International Accounting Standards Board* (IASB), in addition to the *accounting* practices adopted in Brazil by the *Accounting* Pronouncements Committee (CPC), approved by the Brazilian Securities and Exchange Commission (CVM).the individual and consolidated financial statements were prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB), in addition to the accounting practices adopted in Brazil by the Accounting Pronouncements Committee (CPC), approved by the Brazilian Securities Commission (CVM).

2024 results - Consolidated

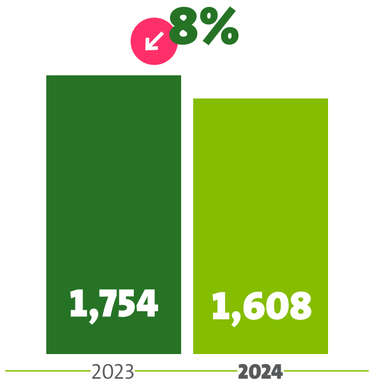
Steel and Iron Ore Sales - thousand tons



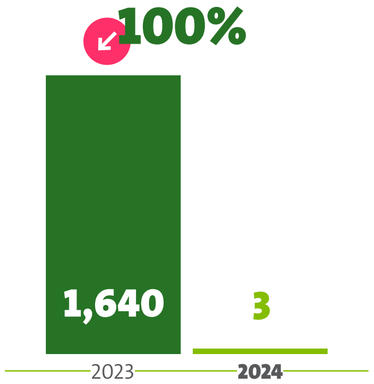
Revenue Net - R$ million



Adjusted EBITDA Consolidated - R$ million



Net Profit Consolidated[1] - R$ million



1 Net income for 2023 impacted by greater recoverability of accumulated tax losses (+R$ 495 million), with no similar effect in 2024

Consolidated Operating Results - Annual

R$ thousand		2024	2023	Variation
Net Sales Revenue	**Total**	**25,869,799**	**27,638,348**	**- 6%**
	Internal Market	21,709,358	22,433,024	- 3%
	Foreign markets	4,160,441	5,205,324	- 20%
Cost of Goods Sold		**(24,209,863)**	**(25,850,518)**	**- 6%**
Gross Profit		**1,659,936**	**1,787,830**	**- 7%**
Gross Margin		**6 %**	**6 %**	**- 0 p.p.**
Operating income and expenses	**Total**	**(1,160,360)**	**(988,394)**	**17%**
	Sales	(420,001)	(500,195)	- 16%
	General and Administrative	(651,024)	(634,021)	3%
	Other Income and Expenses	(385,190)	(123,177)	213%
	Share of profit of subsidiaries, jointly controlled companies and associates	295,855	268,999	10%
Operating profit (loss)		**499,576**	**799,436**	**-38%**
Operating Margin		**2%**	**3%**	**- 1 p.p.**
Depreciation and amortization		1,226,067	1,061,971	15%
EBITDA (CVM Instruction 156)		**1,725,643**	**1,861,407**	**-7%**
EBITDA Margin (CVM Instruction 156)		**7%**	**7%**	**- 0 p.p.**
(-) Participation in the results of subsidiaries, jointly controlled companies and associates		(295,855)	(268,999)	10%
(+) Proportional EBITDA of jointly controlled companies		181,606	164,894	10%
(-) *Impairment* of non-financial assets net of realization		(3,620)	(3,534)	2%
Adjusted EBITDA		**1,607,774**	**1,753,768**	**-8%**
Adjusted EBITDA Margin		**6%**	**6%**	**- 0 p.p.**

Direct Economic Value Generated and Distributed (R$ Thousand) GRI 201-1

Recipes	
Sales of goods, products and services	30,569,030
Other income	5,265
Constitution (reversal) of provision for expected credit losses	43,344
	30,617,639
Inputs purchased from third parties	
Costs of products, goods and services sold	(23,722,483)
Materials, energy, third-party services and others	(858,741)
Loss/Recovery of Assets	3,620
	(24,577,604)
Gross value added	**6,040,035**
Depreciation, amortization and exhaustion	(1,226,067)
Net added value produced by the company	**4,813,968**
Value added received in transfer	
Share of profit of subsidiaries, jointly controlled companies and associates	295,855
Financial income	870,569
Foreign exchange earnings	550,680
Actuarial gains (losses)	(70,602)
	1,646,502
Added value to be distributed	**6,460,470**
Personnel and charges	
Direct Remuneration	1,287,534
FGTS	89,328
Management Remuneration	59,310
Benefits	28,550
	1,405,412
Taxes, fees and contributions	
Federal (i)	(600,256)
State	3,515,330
Municipalities	114,005
Tax incentives	6,208
	3,035,287
Remuneration of third-party capital	
Interest	921,388
Foreign exchange expenses	1,094,839
Other	182
	2,016,409
Return on equity	
Dividends and interest on equity	41,189
Retained earnings (losses)	(145,946)
Non-controlling interest in retained earnings	108,119
	3,362
Value added distributed	**6,460,470**

GRI 201-4

Total monetary value of financial support received by the organization from governments during the reporting period

Consolidated Net Incentive Usiminas e Soluções Usiminas	238,555

The data for the period 2022 to 2024 can be found in the Historical Series annex.

Management

Financial GRI 3-3 | 203-2

Usiminas is committed to transparency and responsibility in its financial management, providing internal and external visibility of the company's performance, commitments made and other relevant information that may influence the decisions of all *stakeholders*.

In accordance with national and international standards, Usiminas follows a detailed Financial Policy that covers its operations and its subsidiaries. This policy, updated in February 2024, directs the company towards maximizing earnings, identifying and addressing gaps for process improvements and performance.

At the organizational level, the intensification of dialogue between the various sectors of the company improves the precision with which relevant variables are collected. Financial performance, as one of the main indicators of productivity and efficiency, is closely monitored, allowing the company to adapt quickly to market dynamics.

The Finance Department, responsible for the company's financial strategy, closely manages cash flow, monitors the financial market and proposes strategic financial operations. Efficient debt management and maintaining considerable liquidity strengthen Usiminas' financial position, attracting more investment and reducing risks.

Cash management seeks a balance between liquidity and profit optimization. The group's current debt situation is sustainable and the company remains attentive to possible movements that could bring the organization's situation to an even more comfortable level. Effective debt management provides security for the market, which in turn attracts more investment. The company adopts measures to mitigate exchange rate risks, variations in commodity prices and fluctuations in interest rates and cash flow.

The purpose of the control carried out by the company in matters of financial sustainability is to sustainable growth that allows the organization to honour its commitments and maximize its earnings. Usiminas undertakes to adopt measures in line with its commitments to Governance and Financial Sustainability.

Efficient management generates confidence in a sustainable financial future. Usiminas is already reaping the results of this in the present, impacting its *stakeholders* in various ways:

MARKET - more eco-efficient products, with resources for research and development, refurbishment and maintenance of equipment;

SHAREHOLDERS AND INVESTORS - distribution of profits and dividends and increase in share price;

SUPPLIERS AND PARTNERS - payment of commitments on time and control of receipts;

EMPLOYEES - maintaining the workforce; profit sharing;

COMMUNITY/SOCIETY - job creation; programs that generate social benefits;

ENVIRONMENT - investment in more efficient and sustainable operations;

GOVERNMENT - stimulating the economy; collecting taxes.

Tax Strategy

GRI 3-3 | 207-1 | 207-2 | 207-

The tax strategy consists of including tax analyses in the registration processes for materials and services to be purchased by the company, with the aim of optimizing tax credits and mitigating the tax risks attributable to the procurement process.it also involves working closely with the business areas, where the company's activities actually take place, forming partnerships and transferring knowledge, thus generating greater awareness of the fiscal and tax impacts on the end user. It also consists of building transparent relationships with government agencies, with a view to minimizing any possible impacts on Usiminas' business. Finally, close monitoring of tax legislation updates and case law related to tax issues, with the aim of maximizing the capture of tax assets and mitigating tax risks.

Management

The *Tax* Department is responsible at executive level within the organization for analyzing and approving the tax strategy, as well as periodic reviews. Within this department is tax planning, which is integrated into all areas of the company, from the registration of materials, customers and suppliers, through to the determination of tax parameters within purchasing processes, including sales processes. this includes the development of business models, Special Regimes for obtaining tax incentives and the review of existing processes.

Tax risks are monitored by following up on changes in legislation, case law, automation of systemic tax controls, periodic reviews of databases and specific and constant staff training. In addition, external audits focusing on tax *compliance* are contracted especially to verify certain procedures and processes. In addition to monitoring, we also have external accounting and tax audits specially contracted to review procedures. Internal audits of processes are also carried out to validate internal controls in the tax area.

The company continually strives to comply with tax regulations, carrying out assessments in collaboration with the legal department on current legislation, recent case law and the best doctrines available.

Investor Relations

GRI 3-3

The Investor Relations (IR) area plays a strategic role in dealing with the financial market, providing clear, accessible and timely information to all the company's stakeholders.

In compliance with the regulations and guidelines established by bodies such as the Brazilian Securities Commission (CVM) and the Brazilian Stock Exchange (B3), Usiminas operates in the market listed as Level 1 of B3 governance. The company adopts practices that favor transparency and access to information for investors, periodically disclosing relevant information on the CVM/B3 system and on its website, guaranteeing quality, transparency and fairness.

Before releasing financial results to the market, the IR department holds a series of meetings with various areas and with the board of directors to align how the issues will be addressed publicly. With this, Usiminas hopes to improve its ability to exchange information with the market, striving for transparency and giving internal and external visibility to the company's performance.

Interaction with fixed-income investors and *rating* agencies is also a responsibility of the Investor Relations area. Usiminas' debt is basically made up of two *Bonds*, maturing in 2026 and 2032, and three Debenture issues with various series and maturities spread from 2027 to 2032. Usiminas' local debt *rating* is AAA, affirmed by the S&P Global *Rating* agency, while the company's global *rating* is BB for the S&P and *Fitch Ratings* agencies, equivalent to the Ba2 level credited by *Moody's*. On the local *rating*, in February 2025 *Moody's* Local changed Usiminas' outlook from Stable to Positive, valuing the company's maintenance of good financial metrics even in times of greater demand for investments and Working Capital.

During 2024, Usiminas was listed on the Corporate Sustainability Index (ISE B3), and was the only company in the steel industry to do so. This recognition reflects the company's commitment to corporate sustainability and the positive impact of its ESG practices on business.

Recognition

The recognition of the excellence of the IR team, chosen in 2024 as the Best IR Team in Latin America among *mid-cap* companies in the *Metals & Mining* sector by *extel*, formerly *Institutional Investor*, highlights Usiminas' commitment to transparency and quality in communication with investors. In addition, Usiminas was awarded "*Most Honored Company*" also in relation to companies of its size and segment. This recognition takes into account all the items evaluated by the award, and reinforces the positive perception of *stakeholders* towards the company, its board of directors and the quality of the information provided to shareholders.

The Fale com RI communication channel (investidores@Usiminas.com) is one of the bridges of this communication, receiving questions, criticisms or comments from *stakeholders*, which are answered by the IR team.

Another example of the company's commitment to its *stakeholders* is receiving the platinum seal from APIMEC Brasil - the Brazilian Association of Capital Market Analysts and Investment Professionals - for holding its 21st uninterrupted annual public meeting with the association in 2024.

6 AWARDS AND RECOGNITION

Awards and recognition

Automotive Business Award 2024

Usiminas was recognized at the *Automotive Business* 2024 Awards in the Supplier category, with the case: "AHSS steels: energy efficiency and safety in automotive construction". The award, given by popular vote, highlights projects with the potential for positive impact, which bring innovative proposals and give new value to the automotive industry, mobility and society.

EcoVadis rating

Usiminas has won the Silver Seal in the Ecovadis assessment, a global platform that evaluates business practices in areas such as the environment, labor and human rights, ethics and sustainable purchasing. The company surpassed the Bronze Seal obtained in 2023 and is now among the top 15% of organizations evaluated in the *ranking*.

8th ABM *Week*

At the opening of the 8th edition of ABM *Week*, the main technical and scientific event for the mining, metallurgy and materials sector in Brazil, Usiminas was awarded the Gold 2023 Legal Entity medal. The main honor awarded annually by the Brazilian Association of Metallurgy, Mining and Materials (ABM), the award reinforces the contribution that Usiminas makes to the development of the national industry.

Usiminas was also among the three companies with the highest number of technical papers presented during the 8th ABM *Week*. There were 37 papers from the team that also had professionals on stage to receive three awards for the production of knowledge in presentations made at 7th ABM *Week*, in 2023.

G-KTB awardfor excellence in service and quality

In 2024, the company was awarded by customer G-KT do Brasil for the excellence of its service and the quality of its product deliveries. All of G-KTB's demand in the country is met by Usiminas and Soluções Usiminas. The award was presented by the company's president in Brazil, Koya Takioto San, who said: "G-KT do Brasil congratulates and recognizes Usiminas for its excellent performance in terms of quality and delivery, with emphasis on the outstanding results in the 2023/2024 supplier performance indicators."

Honda Motorcycle Award

Usiminas received the highest award for suppliers offered by Moto Honda. Responsible for supplying 100% of the steel used by the automaker, the company received the *Best Suppliers Award* in the Diamond category, which means that all the prerequisites related to quality goals, innovation, proactivity, competitiveness and commitment to environmental preservation were evaluated.

26th Minas Business Performance Award - Best and Biggest 2024

Mineração Usiminas was once again honored at the 26th Minas Business Performance Award - Best and Biggest 2024. Promoted by Mercado Comum, a national magazine for Economics, Finance and Business, the award recognizes outstanding companies in Minas Gerais in various categories.

Partner Supplier Award - John Deere

For the 19th consecutive year, Soluções Usiminas has been awarded by *Achieving Excellence*, John Deere's Supplier Evaluation Program. The highlight was Soluções Usiminas, which was recognized as a *Partner* Supplier, the highest recognition of the John Deere customer award.

Ranking 100 *Open Corps* 2024

For the fifth time, Usiminas has been nominated as one of the companies with the best relationships with *startups* in Brazil. In the "Mining and Metals" sector, and is in the TOP20 of the General *Ranking of* the award, standing out among the companies that invest the most in projects and partnerships with *startups* in Brazil.

The largest corporate *ranking* in Latin America is a benchmark for the market, which since 2018 has been highlighting and recognizing the work of organizations to develop open innovation in the country.

Award for Excellence in the Mining and Metallurgical Industry

Mineração Usiminas won the Mining and Metallurgical Industry Excellence Award for the sixth year running. Two innovative projects stood out: the "Jaw Wear Gauging and Control System" at ITM Samambaia, which makes it possible to monitor crusher wear without interrupting the circuit, and the "Development and Application of Apex with Quick Fit in Hydrocyclones", which improved the efficiency of inspections and reduced operating costs.

MSCI ESG Rating

Usiminas has had its ESG rating upgraded by MSCI from 'BB' to 'BBB'. MSCI*(Morgan Stanley Capital International*) is an American company that specializes globally in evaluating stocks and is a benchmark for the investment community. MSCI's ESG ratings aim to measure corporate management of financially relevant ESG risks and opportunities. Usiminas' new rating reinforces its effective management of the challenges and opportunities related to sustainability, as well as highlighting its commitment to transparency and improved disclosure of environmental information.

7 ANNEXES

GRI Index	**146**
SASB Index IFRS S2 Index	**151**
Historical series Usiminas 2022 - 2024	**154**
Assurance Letter	**165**

GRI Index

Declaration of Use

USIMINAS has reported the information cited in this GRI content summary for the period from January 1, 2024 to December 31, 2024, in accordance with the GRI Standards. GRI 14 was not reported as Mineração Usiminas' share of the Usiminas Group's net revenue in 2024 was 11%.

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
GRI 2021		GRI 1: Fundamentals 2021				
General Contents						
GRI 2 2021	The organization and reporting practices	2.1	Organization details	9, 13, 29		
		2.2	Entities included in the organization's sustainability report	3, 9, 13		
		2.3	Reporting period, frequency and point of contact	3		
		2.4	Reformulating information	116, 119		
		2.5	External verification	3		
		2.6	Activities, value chain and other business relationships	13		
	Activities and workers	2.7	Employees	46, 47		
		2.8	Workers who are not employees	46, 47		
	Governance	2.9	Governance structure and its composition	30		
		2.10	Appointment and selection to the highest governance body	30		
		2.11	Chairman of the highest governance body	30		
		2.12	Role played by the highest governance body in overseeing impact management	30		
		2.13	Delegation of responsibility for impact management	20		
		2.14	Role of the highest governance body in sustainability reporting	3, 30		
		2.15	Conflicts of interest	30		
		2.16	Communicating crucial concerns	30		
		2.17	Collective knowledge of the highest governance body	30		
		2.18	Evaluation of the performance of the highest governance body	30		
		2.19	Remuneration policies	49, 50, 51		
		2.20	Process for determining remuneration	49, 50		
		2.21	Proportion of total annual remuneration	-	The ratio between the highest individual total annual remuneration and the median total annual remuneration of all employees (excluding the highest remuneration) is reported in item 10.3.d of the Reference Form.	

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
	Strategy, policies and practices	2.22	Declaration on sustainable development strategy	4, 5		
		2.23	Policy commitments	20, 33, 37		
		2.24	Incorporating policy commitments	33		
		2.25	Processes to repair negative impacts	33, 39		
		2.26	Mechanisms for advice and raising concerns	33		
		2.27	Compliance with laws and regulations	33	To define the concept of "significant cases of non-compliance", Usiminas based itself on the criteria set out in tem 4.4 of CVM Resolution No. 80, of March 29, 2022 and Annual Circular Letter 2023 CVM/ SEP, as well as the assessment of the sensitivity of the issue for the Company.	
		2.28	Participation in associations	82		
	Stakeholder engagement	2.29	Approach to stakeholder engagement	71, 75		
		2.30	Collective bargaining agreements	53		
GRI 3 2021	Content on Material topics	3.1	Process of defining material themes	22		
		3.2	List of material themes	22		
Material Topic: Economic and Financial Performance						
GRI 3 2021	Material Themes	3.3	Management approach	140, 141		
GRI 201 2016	Economic Performance	201-1	Direct economic value generated and distributed	51, 136, 138		
		201-3	Defined benefit plan obligations and other retirement plans	51		
		201-4	Financial support received from the government	136, 138	Usiminas has a balance only in category i. tax benefits and credits	
GRI 203 2016	Indirect Economic Impacts	203-1	Investments in infrastructure and support services	83		
		203-2	Significant indirect economic impacts	83, 139		
GRI 207 2016	Taxes	207-1	Tax approach	140		
		207-2	Governance, control and fiscal risk management	140		
		207-3	Engaging stakeholders and managing their concerns about taxes	140		
		207-4	Country-by-country reports	-	Usiminas' operations are concentrated in Brazil. The only entity abroad, Usiminas International, is not an operating unit, and its main activity lies in holding the Company's investments abroad.	
GRI 202 2016	Market presence	202-1	Ratio between the lowest wage and the local minimum wage, broken down by gender	-	The ratio between the highest individual total annual remuneration and the median total annual remuneration of all employees (excluding the highest remuneration) is reported in item 10.3.d of the Reference Form.	

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
Material Theme: Relationship with External Stakeholders						
GRI 3 2021	**Material Themes**	3.3	Management approach	71, 83		
GRI 203 2016	**Impacts** **Economic Indirect**	203-2	Significant indirect economic impacts	83, 139	Investments in infrastructure and support for services in local communities are carried out mainly through the Francisco Xavier Foundation and the Usiminas Institute. Both entities were created by Usiminas, which also participates in the administration of these organizations. These initiatives are currently maintained by Usiminas' own resources. Further information can be found at FSFX and Usiminas Institute	
GRI 204 2016	**Purchasing practices**	204-1	Proportion of spending with local suppliers	81		
GRI 308 2016	**Environmental Assessment of Suppliers**	308-1	New suppliers selected based on environmental criteria	78		
		308-2	Negative environmental impacts of the supply chain and measures taken	78		
GRI 413 2016	**Local Communities**	413-1	Operations with local community engagement, impact assessments and development programs	83, 87, 88		
		413-2	Operations with significant actual or potential negative impacts on local communities	83, 86		
GRI 414 2016	**Social Assessment of Suppliers**	414-1	New suppliers selected based on social criteria	79		
		414-2	Negative social impacts of the supply chain and measures taken	79		
GRI 416 2016	**Consumer Health and Safety**	416-1	Assessment of health and safety impacts caused by categories of products and services	73, 75		
		416-2	Cases of non-compliance in relation to health and safety impacts caused by products and services	73, 76		
GRI 417 2016	**Marketing and regulation**	417-1	Requirements for product and service information and labeling	73, 74		
		417-2	Cases of non-compliance regarding product and service information and labeling	73, 76		
		417-3	Cases of non-compliance in relation to marketing communication	73, 76		
Material Theme: Governance*, Ethics and Integrity						
GRI 3 2021	**Material Themes**	3.3	Management approach	33, 37, 39, 42		
GRI 205 2016	**Fighting Corruption**	205-1	Operations assessed for risks related to corruption	33		
		205-2	Communication and training on anti-corruption policies and procedures	33		
		205-3	Confirmed cases of corruption and measures taken	33		
GRI 206 2016	**Unfair Competition**	206-1	Legal actions for unfair competition, trust and monopoly practices	-	There are no cases to report for 2024	
GRI 406 2016	**Non-discrimination**	406-1	Cases of discrimination and corrective measures taken	37		
GRI 408 2016	**Child labor**	408-1	Operations and suppliers with a significant risk of child labor cases	37		
GRI 409 2016	**Forced or Slave Labor**	409-1	Operations and suppliers with a significant risk of cases of forced or compulsory labor	37		

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
GRI 415 2016	Public Policy	415-1	Political contributions	-	Donations to public officials, political parties, political campaigns and/or candidates for public office by or on behalf of USIMINAS GROUP companies are absolutely forbidden, in accordance with current legislation.	
GRI 418 2016	Customer privacy	418-1	Substantiated complaints about breaches of privacy and loss of customer data	42		

* Governance items listed in the GRI 2 2021 General Table of Contents

Material Theme: Portfolio Sustainability and Innovation						
GRI 3 2021	Material Themes	3.3	Management approach	15, 24, 73		
Material Topic: People Management						
GRI 3 2021	Material Themes	3.3	Management approach	54, 57, 61, 65		
GRI 201 2016	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	51		
GRI 401 2016	Employment	401-1	New hires and employee turnover	47		
		401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	50		
		401-3	Maternity/paternity leave	53		
GRI 402 2016	Labor relations	402-1	Minimum notice period for operational changes	53		
GRI 405 2016	Diversity and Inclusion of Opportunities	405-1	Diversity in governance bodies and employees	61	Information on diversity in governance bodies (gender, race and age group) is reported in items 7.1D and 7.3 of the Reference Form	
	Diversity and Equal Opportunities	405-2	Ratio between the basic salary and remuneration received by women and those received by men	50	The companies covered by this report (Usiminas S.A., Mineração Usiminas. S.A., Soluções Usiminas Ltda, Unigal Ltda. and Usiminas Mecânica S.A.)	
GRI 403 2018	Health and Safety at Work	403-1	Occupational health and safety management system	65		
		403-2	Hazard identification, risk assessment and incident investigation	65, 68		
		403-3	Occupational health services	65, 66		
		403-4	Worker participation, consultation and communication with workers regarding health and safety at work	65, 66, 70		
		403-5	Training workers in occupational health and safety	65, 69		
		403-6	Promoting workers' health	65, 67		
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relations	65, 67		

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
GRI 404 2016	Training and Education	403-8	Workers covered by an occupational health and safety management system	65		
		403-9	Accidents at work	65, 70		
		403-10	Occupational diseases	65, 70		
		404-1	Average hours of training per year, per employee	57		
		404-2	Programs for improving employee skills and career transition assistance	57		
		404-3	Percentage of employees receiving regular performance and career development reviews	56		
GRI 405 2016	Diversity and Inclusion of Opportunities	405-1	Diversity in governance bodies and employees	61		
GRI 407 2016	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	53		
Material Topic: Climate Change						
GRI 3 2021	Material Themes	3.3	Management approach	97, 103,105		
GRI 201 2016	Economic Performance	201-2	Financial implications and other risks and opportunities arising from climate change	97		
GRI 302 2016	Energy	302-1	Energy consumption within the organization	105		
		302-3	Energy Intensity	105		
		302-4	Reduced energy consumption	105		
		302-5	Reductions in the energy requirements of products and services	105		
GRI 305 2016	Emissions	305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	103		
		305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	103		
		305-3	Other indirect emissions (Scope 3) of greenhouse gases (GHG)	103		
		305-4	Intensity of greenhouse gas (GHG) emissions	103		
		305-5	Reducing greenhouse gas (GHG) emissions	103		
GRI 410 2016	Security practices	410-1	Security personnel trained in human rights policies or procedures	-	99% of Usiminas employees have undergone training on the Usiminas Code of Ethics and Conduct. With regard to contractors, part of the company's security function is outsourced. Usiminas requires suppliers to comply with occupational health and safety standards, social and environmental responsibility requirements, which include human rights issues, and to demonstrate suitability, quality, technical capacity and certifications.	The percentage of third parties trained in human rights is not available for the current cycle.

GRI Series	Contents	GRI standard	GRI topic	Page	Information on the indicator	Reasons for omission
Material Topic: Natural Resource Management and Environmental Impacts						
GRI 3 2021	**Material Themes**	3.3	Management approaches	111, 115, 122, 128		
GRI 301 2016	**Materials**	301-1	Materials used, broken down by weight or volume	122, 125		
		301-2	Raw materials or recycled materials used	122, 125		
GRI 303 2018	**water and Wastewater**	303-1	Interactions with water as a shared water resource	115		
		303-3	Water collection	115		
		303-4	Water disposal	115		
		303-5	Water consumption	115		
GRI 304 2016	**Biodiversity**	304-1	Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	115		
		304-1	Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	128		
		304-2	Significant impacts of activities, products and services on biodiversity	128		
		304-3	Protected or restored habitats	128		
		304-4	Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations	128		
GRI 305 2016	**Emissions**	305-7	NOX, SOX and other significant atmospheric emissions	111		
GRI 306 2020	**Waste**	306-1	Waste generation and significant impacts related to waste	122		
		306-2	Management of significant impacts related to waste	122		
		306-3	Waste generated	122		
		306-4	Waste not destined for final disposal	122		
		306-5	Waste destined for final disposal	122		

SASB and IFRS S2 Index

SASB	Contents	SASB standar	SASB topic	Page	Information on the indicator	Reasons for omission
sASB Index						
EM-IS	About the company	EM-IS-000.A	Crude steel production, percentage of: (1) basic oxygen furnace processes, (2) electric arc furnace processes	13		
		EM-IS-000.B	Total iron ore production	13		
	Greenhouse Gas Emissions	EM-IS-110a.1	Scope 1 gross global emissions, percentage covered by emission limitation regulations	103, 104		
		EM-IS-110a.2	Discussion of long- and short-term strategy or plan for managing scope 1 emissions, emission reduction targets and an analysis of performance against these targets	103, 104		
	Air Quality	EM-IS-120a.1	Atmospheric emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx , (4) particulate matter (PM10), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOC) and (8) polycyclic aromatic hydrocarbons (PAH)	112		
	Energy Management	EM-IS-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid and (3) percentage of renewable energy	105		
		EM-IS-130a.2	(1) Total fuel consumed, (2) percentage of coal, (3) percentage of natural gas and (4) percentage of renewables	105		
	Water Management	EM-IS-140a.1	(1) Total water withdrawn, (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	115, 116		
	Waste management	EM-IS-150a.1	(1) Quantity of waste generated, (2) percentage of hazardousness, (3) percentage of recycling	123		
	Supply Chain Management	EM-IS-430a.1	Discussion of the process for managing the risks of supplying iron ore or coking coal arising from environmental and social issues	71, 77		
sASB Index						
EM-MM	About the company	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	18		
		EM-MM-000.B	Total number of employees, percentage of contractors	46		
	Greenhouse Gas Emissions	EM-MM-110a.1	Scope 1 gross global emissions, percentage covered by emission limitation regulations	104		
		EM-MM-110a.2	Discussion of long- and short-term strategy or plan for managing scope 1 emissions, emission reduction targets and an analysis of performance against these targets	104		
	Air Quality	EM-MM-120a.1	Atmospheric emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx , (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb) and (7) volatile organic compounds (VOC)	114		
	Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid and (3) percentage of renewable energy	107		
	Water Management	EM-MM-140a.1	(1) Total water withdrawn, (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	119		
	Waste management	EM-MM-150a.7	Total weight of hazardous waste generated	127		
		EM-MM-150a.8	Total weight of hazardous waste recycled	127		
		EM-MM-150a.10	Description of hazardous waste and materials management policies and procedures for active and inactive operations	127		
	Impacts on Biodiversity	EM-MM-160a.1	Description of environmental management policies and practices for active sites	131		
		EM-MM-160a.3	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	131		
	business Ethics and Transparency	EM-MM-510a.1	Description of the management system for the prevention of corruption and bribery throughout the value chain	33		

SASB Topic	Contents	SASB standar	SASB topic	Page	Information on the indicator	Reasons for omission
EM-MM	Management of tailings storage facilities	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) relevant findings, (11) mitigation measures, (12) site-specific EPRP.(9) date of most recent independent technical review, (10) relevant findings, (11) mitigation measures, (12) site-specific EPRP	121		
		EM-MM-540a.2	Summary of the tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	121		
		EM-MM-540a.3	Summary of the tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	121	Information on this indicator can be found at Emergency Action Plan for Mining Dams (PAEBM)	
IFRS S2						
	Governance	Describe the Board of Directors' supervision of climate-related risks and opportunities.		97 - 102		
		Describe the role of management in assessing and managing climate-related risks and opportunities.		97 - 102		
	Strategy	Describe the climate-related risks and opportunities that the organization has identified in the short, medium and long term.		97 - 102		
		Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning		97 - 102		
		Describe the resilience of the organization's strategy, taking into account different climate-related scenarios , including a scenario of 2°C or less		97 - 102		
	Risk Management	Describe the organization's processes for identifying and assessing climate-related risks		97 - 102		
		Describe the organization's processes for managing climate-related risks.		97 - 102		
		Describe how the processes for identifying, evaluating and managing climate-related risks are integrated into the organization's overall risk management.		97 - 102		
	Metrics and targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities, in line with its strategy and risk management process		97 - 102		
		Disclose Scope 1, Scope 2 and, if appropriate, greenhouse gas (GHG) emissions and related risks		97 - 102		
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets		97 - 102		

Historical Series

Corruption

GRI 205-2 205-3

	2022	2023	2024
Total number of corruption cases	0	0	0

Discrimination			
GRI 406-1			
Total number of cases of discrimination during the reporting period	0	3	1
Total number of cases related to the practice and use of child labor (including suppliers)	0	0	0
Total number of cases related to the practice and use of forced or compulsory labor (including suppliers)	0	0	0

Employee profile

GRI 2-30 | 2-7 | 2-8 | 202-2 | 401-1 | 401-3 | 405-1

Own employees		2022	2023	2024
	Female	1,540	1,387	1,341
	Male	14,338	12,541	11,628
	Total	**15,878**	**13,928**	**12,969**
Assets				
	Female	1,193	1,103	1,077
	Male	14,037	12,284	11,327
Statutory				
	Female	1	1	1
	Male	15	16	16
Apprentices				
	Female	291	219	187
	Male	237	151	193
Trainees				
	Female	12	20	40
	Male	8	21	37
Trainees				
	Female	43	44	36
	Male	41	69	55

Hiring rate		2022	2023	2024
Gender	Female	10.08%	4.90%	11.38%
	Male	89.92%	95.10%	88.62%
Age	Under 30	40.56%	27.60%	48.54%
	Between 30 and 50 years old	50.10%	57.80%	42.97%
	Over 50 years old	9.34%	14.60%	8.50%

Turnover rate (%)	2022	2023	2024
Female	29.60	24.77	22.13
Male	22.00	41.21	18.30
Grand Total	22.50	39.92	18.90

Third-party contractors	2022	2023	2024
Permanent	10.632	9.426	7.252
Temporary	2.197	493	714
Investment/Capex	1.646	1.593	1.655

Parental leave*	2022	2023	2024
Continued to be employed 12 months after returning to work (Retention Rate)	74.86%	77.18%	67.11%

* The figures for previous years have changed as there has been an adjustment to the methodology

Capacity Building, Training and Education (Average hours of training per year per employee) GRI 404-1		2022	2023	2024
Female		76.59	79.25	57.04
Male		56.71	67.81	45.34
Administrative				
	Total workload	2,157,11	4,488,21	4,593,97
	Hours per employee	16,47	34,00	25,66
Board of Directors				
	Total workload	743,60	422,25	457,52
	Hours per employee	17,70	12,42	5,26
Management				
	Total workload	10,812,66	6,856,00	7,945,52
	Hours per employee	39,75	24,57	14,58
Operational				
	Total workload	549,712,69	627,874,32	397,861,14

	Hours per employee	66.13	80.89	52.79
Superior				
	Total workload	51,708.48	46,317.52	38,186.99
	Hours per employee	37.28	34.39	26.30
Technical				
	Total workload	100,134.84	123,769.26	87,381.03
	Hours per employee	47.73	56.31	39.36
Total overall workload		715,269.38	809,727.56	536,426.17
Grand total of hours per employee		58.4	68.90	46.37

Diversity of governance bodies and employees (%)		**2022**	**2023**	**2024**
GRI 405-1				
Board of Directors				
Gender	Female	0.00%	0%	12.50%
	Male	100.00%	100%	87.50%
Age	Under 30	0.00%	0.00%	0.00%
	Between 30 and 50 years old	17.00%	12.50%	0.00%
	Over 50 years old	83.00%	87.50%	100.00%

Diversity of the organization's employees		**2022**	**2023**	**2024**
Gender	Female	9.70%	9.96%	10.34%
	Male	90.30%	90.04%	89.66%
Age	Under 30	24.88%	20.24%	20.91%
	Between 30 and 50 years old	63.60%	65.26%	63.47%
	Over 50 years old	11.51%	14.50%	15.61%

Color / Race	Brown	48.89%	47.99%	53.72%
	White	34.84%	36.08%	35.73%
	Blacks	9.84%	9.41%	8.74%
	Yellow	0.83%	0.82%	0.77%
	indians	0.21%	0.23%	0.23%
	Not informed	5.38%	5.48%	0.81%

Diversity of employees by functional category of the organization - 2024 (%)

Category	Female	Male	Under 30	Between 30 and 50 years old	Over 50 years old	Brown	White	Blacks	Yellow	Indians	Not informed
Statutory Board	5.88%	94.12%	0.00%	29.41%	70.59%	5.88%	82.35%	0.00%	11.76%	0.00%	0.00%
Management Area	8.64%	91.36%	0.00%	58.02%	41.98%	16.05%	83.95%	0.00%	0.00%	0.00%	0.00%
General Management	13.54%	86.46%	0.00%	82.29%	17.71%	28.13%	69.79%	2.08%	0.00%	0.00%	0.00%
Management	19.24%	80.76%	1.52%	67.85%	30.63%	29.11%	65.06%	4.05%	1.27%	0.51%	0.00%
Coordinator	4.71%	95.29%	1.76%	84.71%	13.53%	60.59%	31.76%	6.47%	0.59%	0.00%	0.59%
Superior	36.26%	63.74%	23.05%	65.16%	11.79%	36.61%	56.29%	3.99%	1.60%	0.18%	1.33%
Technical	7.98%	92.02%	8.95%	77.76%	13.30%	52.71%	39.70%	6.72%	0.58%	0.19%	0.10%
Administrative	35.96%	64.04%	34.21%	51.75%	14.04%	47.37%	46.49%	6.14%	0.00%	0.00%	0.00%
Operational	6.98%	93.02%	24.93%	59.40%	15.66%	57.88%	29.94%	10.26%	0.70%	0.25%	0.98%

Diversity of employees by functional category of the organization - 2023 (%)

Category	Female	Male	Under 30	Between 30 and 50 years old	Over 50 years old	Brown	White	Blacks	Yellow	Indians	Not informed
Statutory Board	5.26%	94.74%	0.00%	36.84%	63.16%	5.26%	84.21%	0.00%	10.53%	0.00%	0.00%
Management Unit	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Management Area	0.00%	100.00%	0.00%	47.06%	52.94%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
General Management	8.89%	91.11%	0.00%	51.11%	48.89%	6.67%	91.11%	0.00%	0.00%	0.00%	2.22%
Management	18.00%	82.00%	0.67%	77.33%	22.00%	26.67%	70.67%	2.00%	0.67%	0.00%	0.00%
Coordinator	27.27%	72.73%	3.03%	78.79%	18.18%	24.24%	63.64%	7.58%	1.52%	1.52%	1.52%
Superior	30.65%	69.35%	16.80%	67.00%	16.20%	30.04%	61.42%	4.03%	1.55%	0.20%	2.76%
Technical	8.50%	91.50%	10.53%	77.78%	11.70%	50.88%	39.41%	6.70%	0.72%	0.18%	2.11%
Administrative	36.13%	63.87%	31.09%	51.26%	17.65%	40.34%	50.42%	6.72%	0.00%	0.00%	2.52%
Operational	6.62%	93.38%	23.42%	62.21%	14.38%	50.99%	30.13%	11.07%	0.72%	0.24%	6.84%

Diversity of employees by functional category of the organization - 2022 (%)

Category	Female	Male	Under 30	Between 30 and 50 years old	Over 50 years old	Brown	White	Blacks	Yellow	Indians	Not informed
Statutory Board	6.25%	93.75%	0.00%	43.75%	56.25%	12.50%	62.50%	0.00%	25.00%	0.00%	0.00%
Management Unit	0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Management Area	5.88%	94.12%	0.00%	35.29%	64.71%	5.88%	88.24%	0.00%	0.00%	0.00%	5.88%
General Management	6.98%	93.02%	0.00%	55.81%	44.19%	6.98%	90.70%	0.00%	0.00%	0.00%	2.33%
Management	17.95%	82.05%	0.00%	81.41%	18.59%	26.28%	70.51%	2.56%	0.64%	0.00%	0.00%
Coordinator	23.94%	76.06%	1.41%	73.24%	25.35%	25.35%	63.38%	7.04%	2.82%	0.00%	1.41%
Superior	30.38%	69.62%	17.19%	68.42%	14.39%	29.38%	61.09%	2.60%	1.53%	0.07%	5.33%
Technical	9.24%	90.76%	13.75%	76.72%	9.53%	50.59%	40.50%	5.68%	0.75%	0.28%	2.21%

Administrative	36.75%	63.25%	33.73%	53.61%	12.65%	36.14%	50.00%	8.43%	1.20%	0.00%	4.22%
Operational	6.59%	93.41%	28.39%	60.56%	11.05%	51.97%	29.28%	11.71%	0.71%	0.23%	6.10%

Social Investment	**2022**	**2023**	**2024**
GRI 413-1			
Social investment (in millions of R$)	27.50	19.80	11.80
Supported projects (units)	79.00	78.00	47.00

Health and Safety	**2022**	**2023**	**2024**
GRI 403-1 | 403-8 | 403-9 | 403-10			
Percentage of employees covered by an occupational health and safety management system	100.00%	100.00%	100.00%

Accidents at work		**2022**	**2023**	**2024**
Employees				
deaths resulting from accidents at work				
	Number of deaths	0.00	1.00	0.00
	death rate	0.00	0.03	0.00
Accidents at work with serious consequences (except fatalities)				
	Number of occurrences	7.00	17.00	13.00
	occurrence rate	0.27	0.54	0.55
Accidents at work that must be reported				
	Number of occurrences	38.00	66.00	49.00
	occurrence rate	1.46	2.11	2.08
Number of hours worked		26,091,042	31,266,775.00	23,603,030.01

Third parties	**deaths resulting from accidents at work**			
	Number of deaths	1.00	0.00	0.00
	death rate	0.03	0.00	0.00
	Accidents at work with serious consequences (except fatalities)			
	Number of occurrences	22.00	10.00	10.00
	occurrence rate	0.62	0.28	0.42
	Accidents at work that must be reported			
	Number of occurrences	57.00	77.00	65.00
	occurrence rate	1.55	2.19	2.74
	Number of hours worked	36,831,378.46	35,126,670.48	23,706,371.55
Main types of accidents at work				
Manual activities (handling parts or tools), hygiene at the workplace (hot surface), falling from the same level, gases/asphyxiants, moving machinery, falling from a height, overhead cranes and lifting devices, uncontrolled moving material (falling, rolling, projected), hot metal.				
*The indices were calculated on the basis of 1,000,000 hours worked				

Energy and emissions

GRI 302-1 | 302-3 | 302-4 | 302-5 | 305-4 | 305-7

GHG emissions	Scope	2022	2023	2024
Steelmaking industry (Absolute GHG emissions in millions of metric tons of CO2 (WSA Methodology))	Scope 1 - Direct GHG emissions	5.55	4.74	6.79
	Scope 2 - Indirect emissions from the purchase of electricity	0.06	0.05	0.08
	Scope 3 - Indirect GHG emissions related to raw materials	0.86	0.61	1.58
	Total	**6.47**	**5.4**	**8.45**
Soluções Usiminas (Absolute GHG Emissions in millions of metric tons of CO2 (GHG Methodology))	Scope 1 - Direct GHG emissions	0.001	0.000	-
	Scope 2 - Indirect emissions from the purchase of electricity	0.001	0.001	-
	Scope 3 - Other indirect emissions	0.026	1.865	-
	Total	**0.03**	**1.866**	**-**
Mining (Absolute GHG Emissions in millions of metric tons of CO2 (GHG Methodology))	Scope 1 - Direct GHG emissions	0.033	0.042	0.03865
	Scope 2 - Indirect emissions from the purchase of electricity	0.008	0.009	0.01222
	Scope 3 - Other indirect emissions	0.102	0.106	15. 2145
	Total	**0.144**	**0.157**	**15.2654**

Intensity of greenhouse gas (GHG) emissions	2022	2023	2024
Steelmaking (tCO2/tab)	2.11	2.32	2.16
Soluções Usiminas	1.2	2.05	-
Mining (kgCO2e per ton produced)	4.68	5.27	6.2

Energy consumption within the organization (in GJ)	Consumption	2022	2023	2024
Steelmaking	Consumption of energy from non-renewable sources	60,091,724.00	62,577,587.00	69,819,405
	Consumption of energy from renewable sources	5,838,958.00	4,947,014.00	6,682,650
	Electricity consumption	12,040,640.00	11,994,534.00	18,267,511
	Total	**77,971,322.00**	**79,519,135.00**	**94,769,566**
Soluções Usiminas	Consumption of energy from non-renewable sources	7,808.16	8,574.96	6,225.65
	Consumption of energy from renewable sources	0.00	-	0.00
	Electricity consumption	50929.3	54044.26	45,409.42
	Total	**58,737.42**	**62,619.22**	**51,635.07**
Mining	Consumption of energy from non-renewable sources	502,656.70	539,388.00	561,458.7
	Consumption of energy from renewable sources	0.00	0.00	0.00
	Electricity consumption	894608.54	801152	801,428.75
		1,397,265.24	1,340,540.00	1,362,887.45

Energy intensity (GJ/tab)		2022	2023	2024
Steelmaking	Amount of energy consumed within the organization per ton of crude steel - Ipatinga	27.94	36.74	27.66
	Amount of energy consumed within the organization per ton of rolled steel - Cubatão	2.75	2.89	4.25
Soluções Usiminas	Amount of energy consumed within the organization per ton of crude steel	0.06	0.06	0.05
Mining	Amount of electricity consumed within the organization per ton of iron ore produced	0.3	0.09	0.097
	Amount of electricity consumed within the organization per ton of iron ore sold (MWH/T)	0.08	0.025	0.094

Emissions of NOX, SOX and other significant atmospheric emissions (in tons)		2022	2023	2024
Steelmaking	Nox	5,208.42	2,927.46	4,685.98
	Sox	5,902.49	7,444.00	6,536.58
	SOPs	0	0	0.00
	VOC	1.69	4	7.91
	Particulate matter	5265.71	4043	4,478.91
	Total	16378.31	14418.46	15,709.38
Soluções Usiminas (tCO2e)	Total	27,184.27	N.a.	N.a.
Mining	Total	N.a.	N.a.	N.a.

Water management

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

Water collection (in megaliters)	2022	2023	2024
Steelmaking	54,656.66	55,770.71	56,174.36
Soluções Usiminas	--	--	42.48
Mining	3,923.42	4,051.65	4,149.19
Water consumption (in megaliters)	**2022**	**2023**	**2024**
Steelmaking	52,809.94	53,808.05	31,918.94
Soluções Usiminas	49.02	44.28	42.48
Mining	3,923.42	68,021.04	65,319.02
Water disposal (in megaliters)	**2022**	**2023**	**2024**
Steelmaking	41,857.80	37,009.39	24,797.51
Soluções Usiminas	39.22	35.42	33.99
Mining	-	-	-
Recirculation rate (%)	**2022**	**2023**	**2024**
Steelmaking	94.7	94.5	Ipatinga 94.8% and Cubatão 95.28%
Mining	93.3	94	93.65%

Use of recycled material in production (%)

GRI 306-3 | 306-4 | 306-5

Steelmaking	2022	2023	2024
Percentage of raw materials or recycled materials used in the manufacture of its main products and services	21%	20%	17%
Steel scrap content per ton of crude steel	15%	14%	15%

Waste generated and disposed of (in tons)			2022	2023	2024
Steelmaking	Waste destined for final disposal	**Total**	**106,124.00**	**60,316.00**	**44,118.22**
		Non-hazardous waste	96,171.00	47,729.00	31,848.30
		Hazardous waste	9,953.00	12,587.00	12,269.92
	Waste not destined for final disposal	**Total**	**3,030,070.00**	**2,812,948.00**	**3,189,644.16**
		Non-hazardous waste	3,017,922.00	2,809,000.00	3,182,122.85
		Hazardous waste	12,148.00	3,949.00	7,521.31
	Total		**3,136,194.00**	**2,873,265.00**	**3,233,762.38**
Soluções Usiminas	Waste destined for final disposal	**Total**	**-**	**-**	**22,994.07**
		Non-hazardous waste	-	-	22,994.07
		Hazardous waste	-	-	-
	Waste not destined for final disposal	**Total**	**-**	**-**	**951.69**
		Non-hazardous waste	-	-	142.86
		Hazardous waste	-	-	808.83
	Total		**-**	**-**	**23,945.76**
Mining	Waste destined for final disposal	**Total**	**1,274.85**	**8**	**1,906.61**
		Non-hazardous waste	1,215.38	0	1,658.70
		Hazardous waste	59.47	8.44	247.91
	Waste not destined for final disposal	**Total**	**3,008.46**	**2,542.16**	**2,440.62**
		Non-hazardous waste	2,622.31	1,904.56	1,690.03
		Hazardous waste	386.15	637.6	750.59
	Total		**4,283.31**	**2,550.60**	**4,347.22**

Direct economic value generated and distributed

GRI 201-1

		2022	2023	2024	Justifications for significant variation
Recipes	Sales of goods, products and services	40,061,815	32,568,693	30,569,030	
	Other income	2,615	11,650	5,265	PCE reversal was lower in 2024
	Constitution (reversal) of provision for expected credit losses	53,727	52,468	43,344	Decrease in Miscellaneous Sales - Domestic Market
	Total	**40,118,157**	**32,632,811**	**30,617,639**	

		2022	2023	2024	Justifications for significant variation
Inputs purchased from third parties	Costs of products, goods and services sold	-28,127,923	-26,404,456	-23,722,483	
	Materials, energy, third-party services and others	-1,257,306	-1,237,017	-858,741	Lower expenses with contingencies and legal settlements were recorded, related to the reversal of tax contingencies due to the non-levy of social security contributions on vacation pay over the course of 2024.
	Loss/recovery of assets	-1,396,784	1,562	3,620	On December 31, 2024 and 2023, the Company's management carried out recoverability tests on the assets of its Usiminas, Soluções Usiminas and Mineração Usiminas CGUs.
	Total	**-30,782,013**	**-27,639,911**	**-24,577,604**	
	Gross value added	9,336,144	4,992,900	6,040,035	
	Depreciation, amortization and exhaustion	-902,681	-1,061,970	-1,226,067	
	Net added value produced by the company	8,433,463	3,930,930	4,813,968	
	Share of profit of subsidiaries, jointly controlled companies and associates	220,925	268,999	295,855	
	Financial income	1,254,477	1,118,332	870,569	Effect of the 13.7% devaluation of the real against the dollar at the end of the period, negatively impacting the company's dollar liabilities.
	Foreign exchange earnings	26,076	-114,999	550,680	The exchange rate variation of the value added to be distributed is made up of the balances of the financial income group. In 2023 there was a negative exchange variation
	Actuarial gains (losses)	-111,263	434,814	-70,602	Amounts calculated, according to the actuarial report
	Total	**1,390,215**	**1,707,146**	**1,646,502**	
	Added value to be distributed	9,823,678	5,638,076	6,460,470	

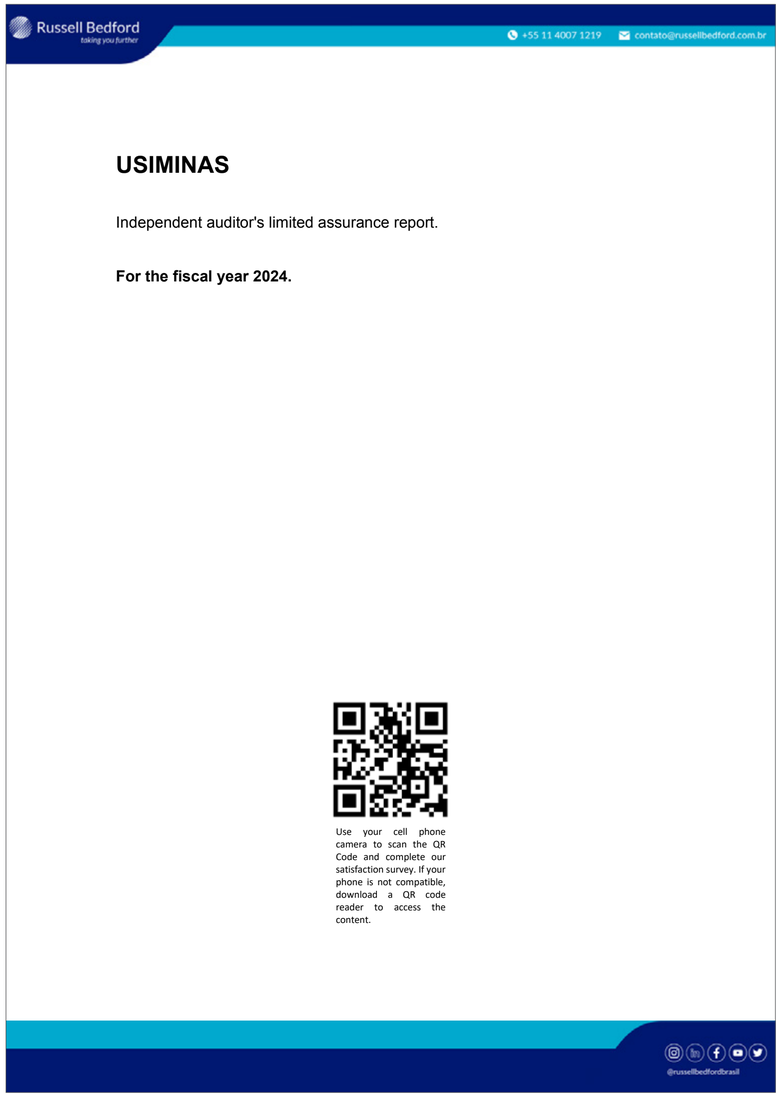
		2022	2023	2024	Justifications for significant variation
Personnel and charges	Wages and salaries	1,083,331	1,313,079	1,109,313	
	FGTS	86,527	107,813	89,328	Decrease in payroll
	Management Remuneration	67,509	70,579	59,310	
	Employee profit sharing	142,691	112,097	118,911	
	Retirement plans	25,570	14,528	28,550	
	Total	**1,405,628**	**1,618,096**	**1,405,412**	

Taxes, fees and contributions		2022	2023	2024	Justifications for significant variation
	Federal (i)	2,830,948	-1,556,266	-600,256	Lower tax credit
	State	2,700,500	3,176,836	3,515,330	
	Municipalities	92,182	111,393	114,005	
	Tax incentives	33,471	10,705	6,208	No tax incentives for Uiminas due to tax losses
	Total	**5,657,101**	**1,742,668**	**3,035,287**	

Remuneration of third-party capital		2022	2023	2024	Justifications for significant variation
	Interest	866,150	966,236	921,388	
	Exchange expenses	-198,090	-347,346	1,094,839	The exchange rate variation of the value added distributed is made up of the balances of the financial expense group. In 2023 there was a positive exchange variation
	Other	-	18,054	182	Settlement of swap transactions
	Total	**668,060**	**636,944**	**2,016,409**	

Return on equity		2022	2023	2024	Justifications for significant variation
	Dividends and interest on equity	735,086	625,525	41,189	
	Retained earnings (losses)	1,231,849	1,060,581	-145,946	
	Non-controlling interest in retained earnings	125,954	-45,738	108,119	
	Total	2,092,889	1,640,368	3,362	In 2024, the company recorded net income of R$3 million, compared to net income of R$1.6 billion in the previous year. The variation between the years mainly reflects the net foreign exchange losses recorded in the year
	Value added distributed	**9,823,678**	**5,638,076**	**6,460,470**	

Letter of Assurance



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USIMINAS

Independent auditor's limited assurance report.

For the fiscal year 2024.

Use your cell phone camera to scan the QR Code and complete our satisfaction survey. If your phone is not compatible, download a QR code reader to access the content.

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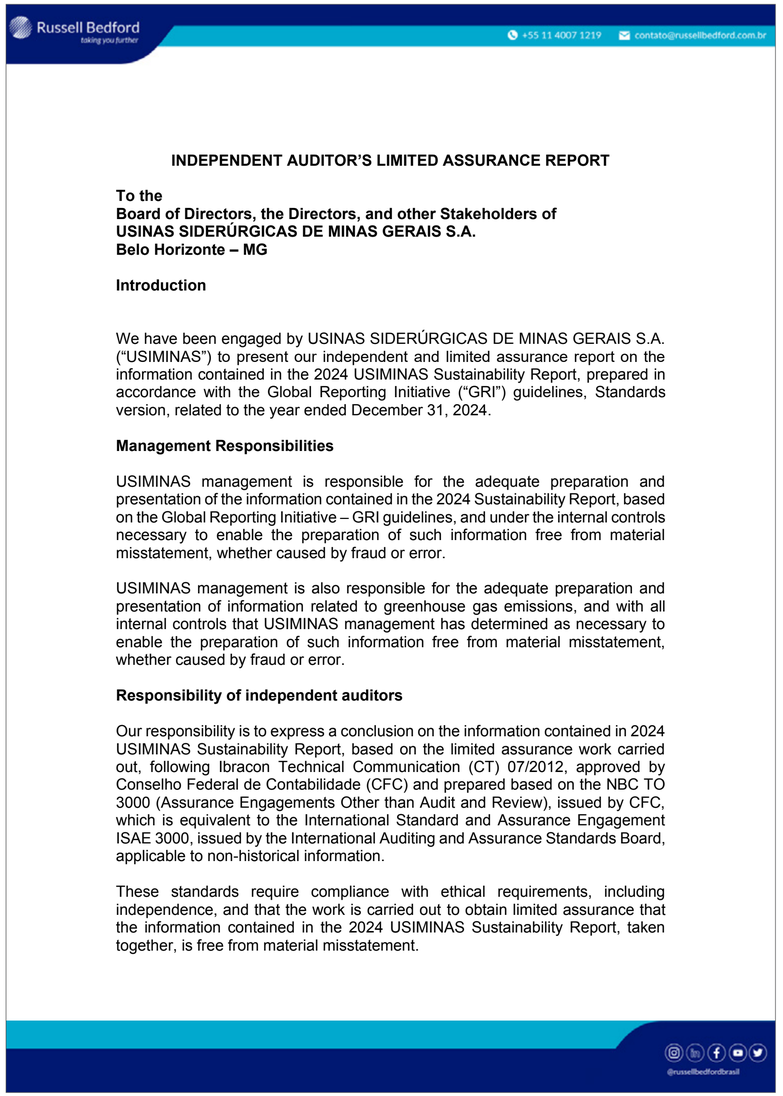

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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

To the
Board of Directors, the Directors, and other Stakeholders of
USINAS SIDERÚRGICAS DE MINAS GERAIS S.A.
Belo Horizonte – MG

Introduction

We have been engaged by USINAS SIDERÚRGICAS DE MINAS GERAIS S.A. ("USIMINAS") to present our independent and limited assurance report on the information contained in the 2024 USIMINAS Sustainability Report, prepared in accordance with the Global Reporting Initiative ("GRI") guidelines, Standards version, related to the year ended December 31, 2024.

Management Responsibilities

USIMINAS management is responsible for the adequate preparation and presentation of the information contained in the 2024 Sustainability Report, based on the Global Reporting Initiative – GRI guidelines, and under the internal controls necessary to enable the preparation of such information free from material misstatement, whether caused by fraud or error.

USIMINAS management is also responsible for the adequate preparation and presentation of information related to greenhouse gas emissions, and with all internal controls that USIMINAS management has determined as necessary to enable the preparation of such information free from material misstatement, whether caused by fraud or error.

Responsibility of independent auditors

Our responsibility is to express a conclusion on the information contained in 2024 USIMINAS Sustainability Report, based on the limited assurance work carried out, following Ibracon Technical Communication (CT) 07/2012, approved by Conselho Federal de Contabilidade (CFC) and prepared based on the NBC TO 3000 (Assurance Engagements Other than Audit and Review), issued by CFC, which is equivalent to the International Standard and Assurance Engagement ISAE 3000, issued by the International Auditing and Assurance Standards Board, applicable to non-historical information.

These standards require compliance with ethical requirements, including independence, and that the work is carried out to obtain limited assurance that the information contained in the 2024 USIMINAS Sustainability Report, taken together, is free from material misstatement.

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A limited assurance work conducted under the NBC TO 3000 (ISAE 3000) consists mainly of inquiries to USIMINAS management and other professionals who are involved in the preparing of the information contained in the 2024 USIMINAS Sustainability Report, as well as in the application of analytical procedures to obtain evidence that enables us to conclude, with limited assurance, on the information contained in the report, taken as a whole. A limited assurance engagement also requires performing additional procedures when the independent auditor is aware of matters that lead the auditor to believe that the information contained in the Integrated Report, taken together, may present a material misstatement.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of the information contained in 2024 USIMINAS Sustainability Report and other work circumstances as well as our consideration of areas and processes associated with the material sustainability information disclosed in the 2024 USIMINAS Sustainability Report, where relevant misstatements could exist. The procedures have included:

- The planning of the work, considering the materiality for USIMINAS activities, the relevance of the disclosed information, the volume of quantitative and qualitative information, and the operational and internal control systems that served as a basis for preparing the information contained in USIMINAS's 2024 Sustainability Report.
- Understanding and analysing the information disclosed concerning the management approach of material topics.
- Evaluation of the sampled non-financial indicators:
  - Understanding of calculation methodologies and procedures for the compilation of the indicators through interviews with managers responsible for the preparation of information.
  - Application of analytical procedures on quantitative information and inquiries about qualitative information and its correlation with the indicators disclosed in the 2024 Sustainability Report.
  - Analysis of evidence supporting the information disclosed.
- The confrontation of indicators of a financial nature with financial statements and/or accounting records.

We believe that the evidence obtained in our work is sufficient and appropriate to substantiate our conclusion in the limited form.

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Scope and limitations

The procedures applied in a limited assurance engagement are substantially less extensive than those applied in a reasonable assurance engagement. Consequently, they do not enable us to ensure that we have become aware of all matters that would be identified in a reasonable assurance engagement. Had we performed a reasonable assurance engagement, we could have identified other matters and possible misstatements that may exist in the information contained in the 2024 USIMINAS Sustainability Report.

Non-financial data is subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate, or estimate such data. Qualitative interpretations of materiality, relevance, and accuracy are subject to individual assumptions and judgments. In addition, we do not perform any work on data reported for the previous periods, to assess the adequacy of its policies, practices, and performance in sustainability, nor concerning future projections.

Our work had the purpose of applying limited assurance procedures on the sustainability information disclosed in the 2024 USIMINAS Sustainability Report, and did not include the evaluation of the adequacy of its policies, practices, and sustainability performance.

Conclusion

Based on the performed procedures described in this report, nothing has come to our attention that leads us to believe that the information contained in 2024 USIMINAS Sustainability Report has not been compiled, in all relevant aspects, in accordance with the records and files that served as the basis for its preparation, in accordance with the Global Reporting Initiative – GRI guidelines, Standards version.

Barueri, May 28, 2025

RUSSELL BEDFORD GM
AUDITORES INDEPENDENTES S/S
2 CRC RS 5.460/O-0 “T” SP

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Assinado de forma digital por ROGER MACIEL DE OLIVEIRA:90238435091
Dados: 2025.05.28 11:36:08 -03'00'

Roger Maciel de Oliveira
Accountant 1 CRC RS 71.505/O-3 “T” SP
Technical Responsible Partner

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USIMINAS

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Sustainability Board

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KPMG Brazil

Writing and proofreading
KPMG Brazil

Graphic design, layout and infographics
pslobo design