

SUSTAINABILITY Report

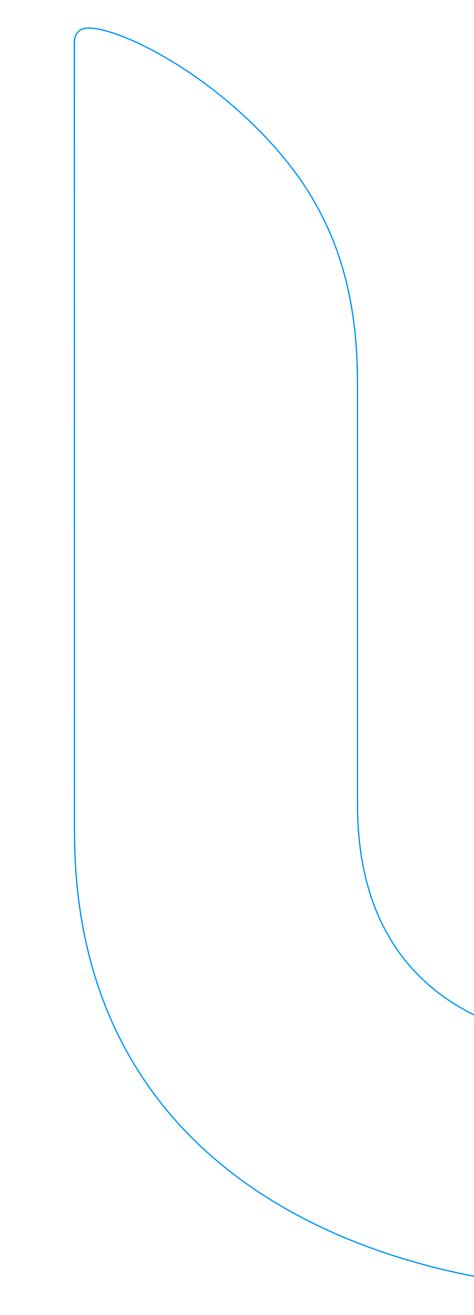
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USIMINAS



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Message from the **BOARD OF DIRECTORS**

2022 marks a significant milestone in Usiminas' history: 60 years of operations. Our Company was born from the visionary dream of Minas Gerais natives in the decade of 1950. Today, it boasts a track record filled with numerous achievements and successes. Over the past six decades, we have established a significant legacy that we share with society, demonstrating that as our pioneers' dreams came to fruition, so did our commitment to the people.

Bringing this early purpose to the present day, we take pride in the numerous initiatives that focus on culture, sports, and education, which we have promoted in the communities where we operate Throughout the year, we have allocated approximately R\$79 million to over a hundred projects in five Brazilian states. The São Francisco Xavier Foundation is our social branch. It plays a crucial role in Health and Education, significantly impacting the lives of thousands of people, particularly in the eastern region of the state. The Foundation has become the largest philanthropic organization in the country. Last year, it achieved a new certification from the National Health Agency for its excellent organizational and health management practices. **M**





We have also achieved significant milestones in our ESG agenda, with Usiminas becoming a part of the B3 Sustainability Index. Our company is the only representative of the steel industry in this index, which evaluates companies based on their corporate sustainability, considering economic efficiency, environmental balance, social justice, and governance criteria.

Usiminas' legac pillar.

We continue to strengthen our environmental controls in our production units and take action in the communities where we operate. Our initiatives include identifying and restoring springs, preserving green areas, and restoring riparian forests, among others.We continue to strengthen our environmental controls in our production units and take action in the communities where we operate. Our initiatives include identifying and restoring springs, preserving green areas, and restoring riparian forests, among others.

In line with major world organizations, at the Board of Directors, we recognize the imminent challenges to

Usiminas' legacy is also grounded on the environmental

climate issues. Thus, our major goal to achieve carbon neutrality by 2050 in that which is the most pressing commitment in the steel industry at this point.Technical challenges and economic and financial viability are obstacles, but we have sought efficient solutions to overcome them on a daily basis.We have begun a decade of intense investment in technology, which will need to be supported by the government so it can drive the industry – including the steel sector – toward carbon neutrality.

Moreover, 2022 was a period of consolidation of initiatives and strategies that allowed us to achieve the second-highest net revenue in Usiminas' history. We shall continue to grow, innovate, and strive to build a legacy for future generations based on ethics, transparency, and responsibility and in line with the UN Sustainable Development Goals, which we have embraced as participant of the Global Compact.

We perceive these challenges as opportunities to elevate our social, environmental, and governance practices to even greater heights over the next decade.







LETTER FROM THE CEO

The opportunity to celebrate six decades of Usiminas' operations in 2022 reminds us of all we have built in a trajectory of constant growth and adaptation to the needs of the market and the demands of society. Our Company has always worked united in this spirit, and we shall keep it alive in time to come. We have invested extensive resources to deliver a performance increasingly guided by the principles of the ESG Agenda.

The commitment to sustainability is a fundamental pillar for the business's longevity. Indeed, Usiminas' perpetuity, beyond our ability to operate efficiently, will result from the recognition by the various audiences with whom we relate of a work that goes beyond our walls, encompassing environmental preservation and recovery, economic development of the regions where we operate, and a present and transforming social action. The steel industry is a massive investment segment that impacts the economy significantly. This, in turn, requires not only social and environmental responsibility but also transparent dialogue and economic and financial health, all of which are guaranteed by effective governance and a business plan aligned to the market.

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world's largest solar energy companies. In addition, in the early months of the Regulatory processes are key to defining our strategies and social and year, we signed the new Sustainability Charter of the World Steel Association (WSA). In doing so, we committed to adhering to principles that should guide actions and positions concerning sustainability issues in the steel industry. Regarding the climate agenda, Usiminas has committed to combat climate change and answered the CDP (Carbon Disclosure Project) questionnaires on the Combating Climate Change and Water Security modules. We have trained leaders and teams to be aware and act on the decarbonization agenda, and we have also been the only company in the sector listed in the 2023 cycle of the B3 Corporate Sustainability Index Through the Cadeia do Aço ("Steel Chain") Project, we held events for suppliers and visits to customers, aiming at achieving strategic alignment and identifying opportunities for collaborative initiatives towards sustainability. Still in the scope of training initiatives targeted at stakeholders, Usiminas held a webinar for its suppliers to introduce them to the UN Global Compact initiative, in which the company has participated since 2021 and to which we remain committed. I invite you to learn more about other initiatives that highlighted the year 2022

environmental adjustment The changes and adaptations to new times, technologies, and social demands require that this organization be resilient and dynamic to reorganize itself in compliance with the laws and, more than that, to achieve sustainable development. We live in times when climate change has become an extremely relevant issue to inspire new ways of doing and thinking in citizens and companies alike. Greenhouse Gas (GHG) Emissions have become a global concern and a part of the commitments of major world organizations. Usiminas acknowledges the need to look at its investments with an eye to reducing these impacts through the lens of a new future for its business. Longevity requires us to look at our employees and the potential of the communities, certain that we need to work together to reach where we want to be. Creating value for the communities and the people who have chosen to work in Usiminas is a commitment achieved by promoting income, employment, workforce training, and social, educational, sports, and cultural initiatives that boost the local economy and will leave a legacy for future generations. In 2022, we achieved remarkable progress on several fronts of Usiminas'

sustainability, particularly the actions for establishing its decarbonization agenda and its performance along the value chain. We established a partnership to self-generate renewable energy with Canadian Solar, one of the

at Usiminas in this report.

Enjoy!



INTRODUCTION AND CORPORATE PROFILE

Corporate Profile[GRI 2-1] [GRI 2-2]

In 2022, Usinas Siderúrgicas de Minas Gerais S.A. (Usiminas) marked its 60th anniversary. It was established in Belo Horizonte (MG) on April 25, 1956, and commenced operations on October 26, 1962, with the opening of the Ipatinga Plant, located in the countryside of Minas Gerais.

Nearly three decades later, in October 1991, it became the first Brazilian state-owned company to be privatized. Since then, the Usiminas has undergone significant expansion by acquiring Cosipa (Companhia Siderúrgica Paulista) in Cubatão (SP), steel distribution and processing companies (Soluções Usiminas), and mining activities (Mineração Usiminas).

Usiminas is now one of the leading industrial groups in Brazil and the foremost national company in the flat steel market. It is involved in all steel production and processing stages, from ore extraction to the final product.

The Company's operations span across diverse regions in Brazil, stimulating the industry and contributing to the country's development.

Continuous evolution is crucial to Usiminas' success in remaining a reference in the steel industry.We tackle significant industrial challenges through integrated, customized, and comprehensive solutions, providing our customers with products and services of extreme relevance to the production chains in the market.

From the ore extracted by Mineração Usiminas to the steel produced at Usiminas and processed by Soluções Usiminas, our products are ubiquitous in cars, buildings, ships, household appliances, solar panels, agricultural equipment, industrial machinery, wind towers, oil platforms, among others. We appreciate the value of this work, understanding its reach to millions of people who interact with the fruits of our operations daily.

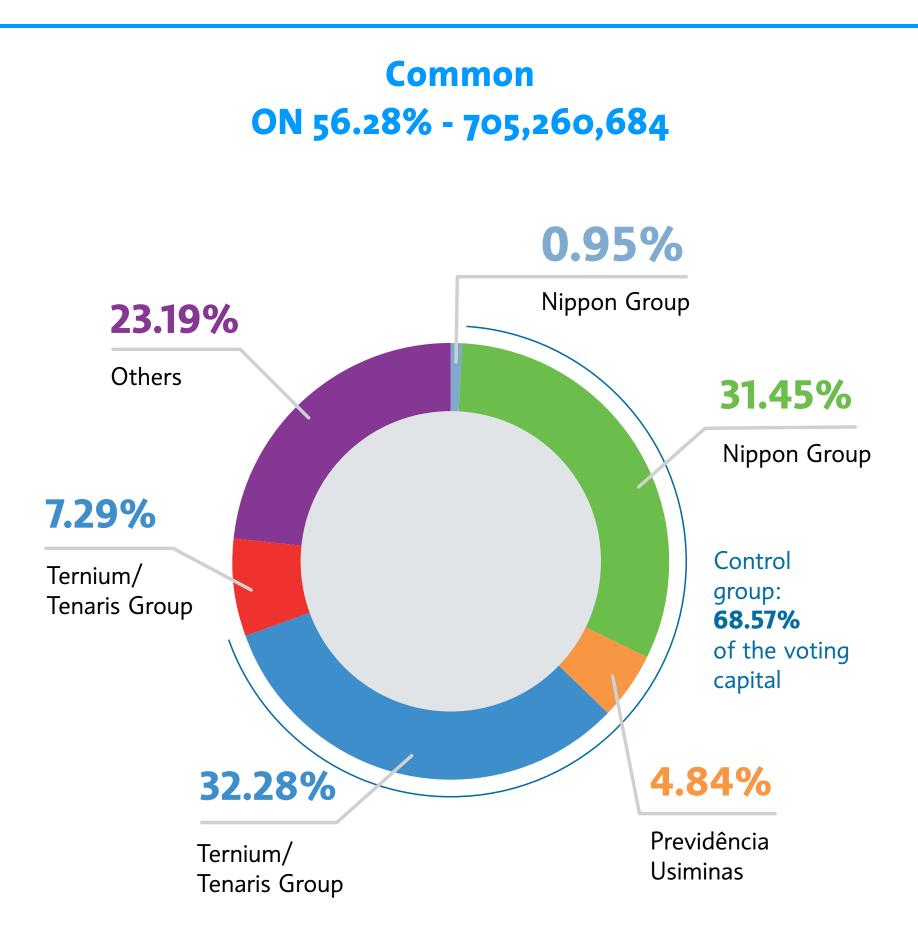
*Usiminas reported in compliance with the GRI Standards for the period from 01-01-2022 to 12-31-2022 according to the GRI 2021 Standards. The Company also started to incorporate some requirements of the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

Through innovation and the accumulation of knowledge, the **Company has strengthened its** commitment to sustainability, from internal employee relations to endeavors aimed at minimizing the impacts of our activities. Recognizing Usiminas' obligation to society, we are accountable for utilizing safe and sustainable means of production that prioritize human welfare.

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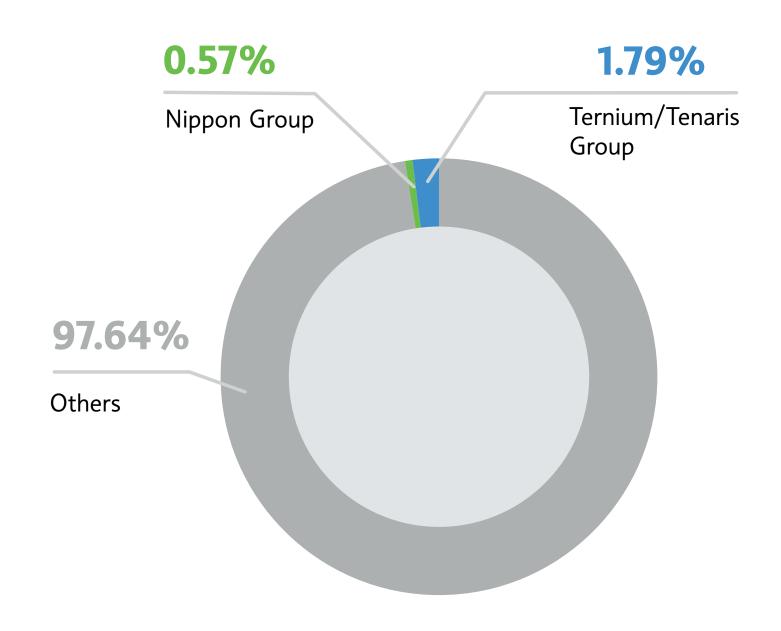


Shareholding Structure



Total Capital 1,253,079,108

Preferred PN 43.72% - 547,818,424





Operations [GRI 2-2] [GRI 2-6]

Present in the entire national steel sector chain from the extraction of iron ore to the production and its processing into customized products, Usiminas' operations are segmented into three (3) Business Units, namely the Steelmaking Unit, the Mining Unit, and the Steel Processing Unit, distributed as follows:

Offices

- Belo Horizonte (MG)
- São Paulo (SP)
- Porto Alegre (RS)

Steelmaking

- Ipatinga (MG)
- Cubatão (SP)
- Vitória (ES)*

Mining

- Itatiaiuçu (MG)
- Mateus Leme (MG)
- Itaguaí (RJ)*

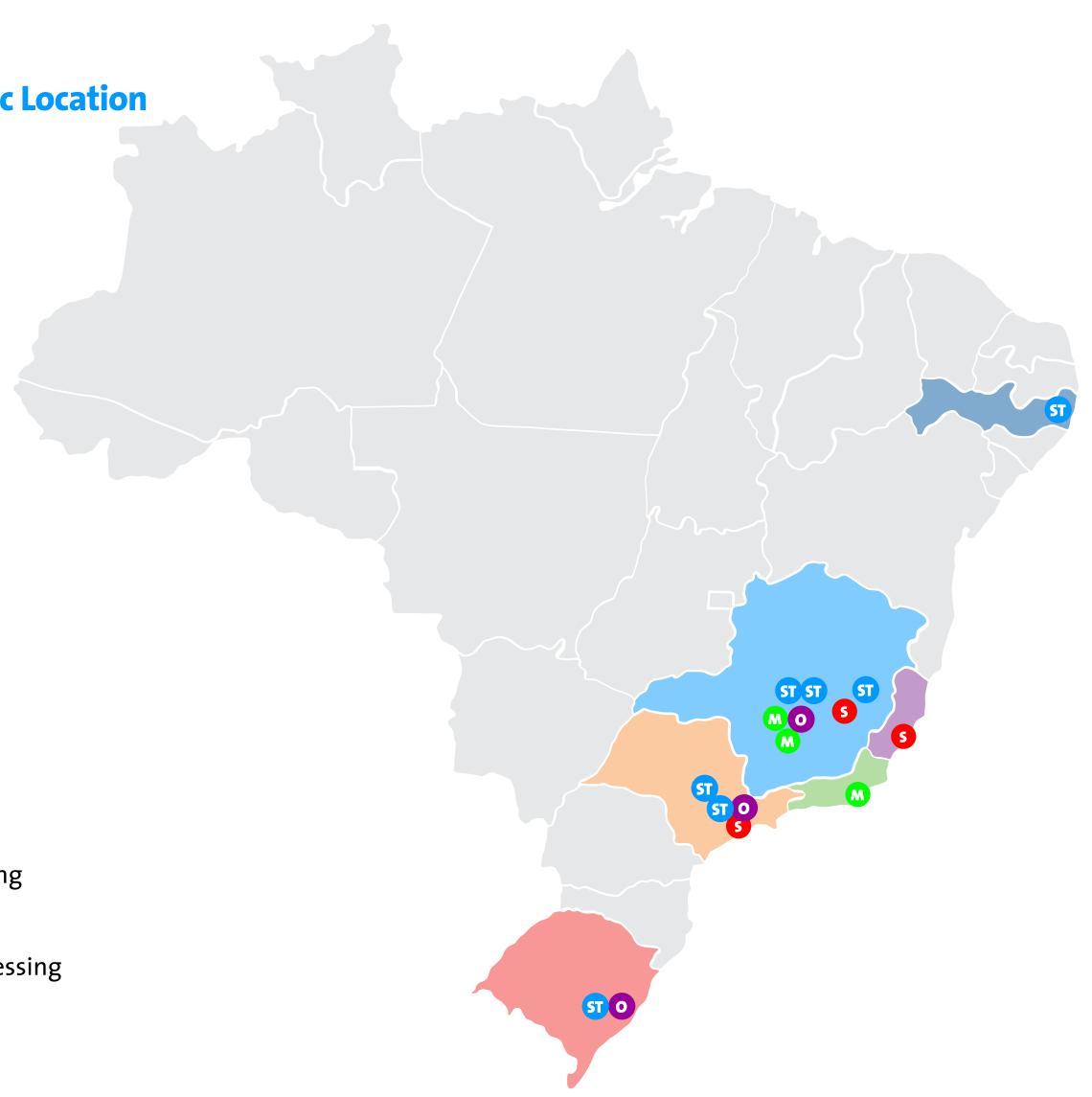
*These are not production units.

Steel Processing

- Guarulhos (SP)
- Betim (MG)
- Santa Luzia (MG)
- Cabo de Santo Agostinho (PE)
- Taubaté (SP)
- Porto Alegre (RS)
- Ipatinga (MG)

Offices
Steelmaking
Mining
Steel Processing

Geographic Location



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OPERATIONAL HIGHLIGHTS 2022







15,878 direct **14,474** outsourced



Comprises the **B3's Carbon Efficient** Index (ICO₂ B3)

2.7 tons of crude steel produced in 2022 About the sold in 2022









in 2022



begin and the second se



tons of iron ore sold in 2022



Awards and Recognitions

Autodata Ranking June 2022

June 2022



For the fourth consecutive time, Usiminas secured the top position as the best supplier in the "Metal Raw Materials" category of the AutoData Quality and Partnership Ranking 2022. The study recognized companies that have been exceptional automotive sector suppliers over the past three years based on assessments and awards from automakers during that period.



Mineração Usiminas has once again been recognized at the Mining and Metallurgical Industry Excellence Awards for the fourth consecutive year. AThis initiative, organized by "Minérios e Minerales" magazine, highlights companies in the industry that have implemented projects to increase productivity, reduce costs, and promote innovation.

The organization received awards for three projects: "Dewatering of iron ore sludge by centrifugation" in the Sustainability category, "Monitoring of road quality using on-board truck technology and telemetry" in the Mobile Fleet Management category, and "Reduction of iron content in tailings by flotation" in the Processes category.

Usiminas has been recognized by the World Steel Association, an organization that brings together the world's leading steelmakers, for its 10-year commitment to participate in the World Steel Climate Action program, which consists of collecting data on emissions.

This program is based on a common methodology, definitions, and agreed limits, which allows steel mills to compare their performance to the industry average. Through this program, Usiminas can identify its strengths and opportunities for improvement.

WorldSteel Association Certificate September 2022

Excellence Award for the Brazilian

Mining-Metallurgy Industry



Usiminas ranked in the 100 Open **Corps 2022** October 2022



For the third consecutive year, Usiminas has been recognized as one of the leading companies in Brazil for its collaboration with startups. It also ranks among the top 10 companies in the "Mining and Metallurgy" sector.

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Awards and Recognitions

Usiminas and Mineração Usiminas stand out at the XXIV Minas Business Performance Award November 2022

35th Edition of the Biggest and Best in **Transportation Award** November 2022

> **Recognition by Alacero** November 2022





Usiminas was recently recognized as one of the outstanding companies at the XXIV Minas Business Performance Award. With 60 years of successful operations, the Company received accolades in the Tradition and Perpetuity and the Steelmaking/Metallurgy categories. Additionally, Mineração Usiminas was applauded for its achievements in the Mining category.

Usiminas' commitment to providing exceptional service to the automotive and transportation industries has once again been acknowledged, with the Company receiving the "Raw Material and Supplies" award. The ceremony is an annual event organized by OTM Editora, which compiles data from the companies' annual financial statements.



Usiminas has been awarded a certificate by the Latin American Steel Association (Alacero) for contributing to the Sustainability Indicators collection process. This initiative aims to showcase the performance of the Latin American steel industry to its stakeholders by presenting eight indicators. It is worth noting that data submission is voluntary, and Usiminas has been recognized for its transparent posture.

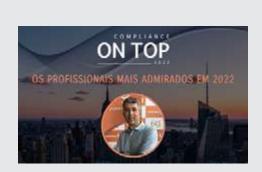


Usiminas recognized for its relationship with the press November 2022

Usiminas has been selected as one of the "Companies that Best Communicate with Journalists" in a new edition of the award, promoted by Centro de Estudos da Comunicação and Plataforma Negócios da Comunicação (CECOM). The award recognizes companies with efficient communication actions and a good relationship with press professionals from media outlets nationwide. To select the winners, CECOM conducts a survey inviting press professionals from various economic sectors to indicate the companies that have built a good relationship with journalists and implemented effective communication strategies. The three companies with the most votes in each industry are awarded prizes.



Compliance On Top Award December 2022



Leonardo Frizeiro, the general manager of Integrity, has been honored with the Compliance on Top Award for the second consecutive year. He was selected as one of the 20 most admired Compliance professionals in the country in the "Corporate Professionals" category.

The Compliance On Top 2022 survey was conducted online and aimed to recognize outstanding professionals in the Compliance and Privacy and Data Protection fields. It had the participation of managers and leaders from various companies, law firms, and consulting firms specializing in these practices. More than 560 people voted to select the 20 honored professionals.





MATERIALITY

Usiminas' Materiality covers the most relevant topics for the organization and strategic stakeholders, considering the issues that significantly affect our ability to create value, how we interact with society and all stakeholders, and all the social, environmental, and economic impacts that result from our activities.

The materiality study is not only essential for directing the reporting process but also serves as a crucial mechanism for prioritizing actions and incorporating sustainability practices into the Company's strategy and management.

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Development [GRI 3-1] [GRI 3-2]

Materiality serves as a guide for managing risks, opportunities, impacts, investments, and priority agendas. In this context, Usiminas constructed its materiality by identifying and prioritizing the key themes related to the Mining, Steelmaking, and Steel Processing Units. In 2022, Mineração Usiminas reviewed its materiality to understand and develop solid pillars that incorporate sustainability to the specificities of mining in accordance with the impact management premise, Soluções Usiminas' material topics were approved during the development of its Sustainability Plan.

The following steps outline the methodology used in our materiality assessment:

Identifying stakeholders and their O Mapping the key material expectations Output Description

We selected strategic stakeholders and conducted qualitative interviews and online surveys to understand their expectations. A sector analysis was performed with Usiminas' national and international peers, along with frameworks and internal documents, and ratings and media analyses. Additionally, we conducted stakeholder interviews to identify, assess, and validate the listed topics that impact the Company's sustainability performance. To consolidate the three business units and ensure the transversality of the guiding themes of the 2022 Sustainability Report across all Usiminas companies, we elaborated and identified the material topics from environmental, social, and economic perspectives while following the GRI premises, which can communicate with management guidelines.

O Topic Impacts Analysis

The impacts of the 22 topics identified in the previous steps were based on the 2020 Brazil Steel Databook and Usiminas' Reference Ments, Form (SRF). The investigation s. resulted in a survey of 34 effects the Company caused and/or suffered, which were correlated to the topics.

O Online survey and topic prioritization

The themes were consolidated considering the scores given by the stakeholders consulted and the analysis of the impacts identified in the previous step.



Considering the materiality of each business unit, the process was consolidated for the Usiminas Group, resulting in seven priority topics:

MATERIAL TOPIC [GRI 3-3]

Natural Resources and Environmental Impacts Management Water Management; Biodiversity and Land Use; Materials and Waste Management; Air Quality and Pollution

This topic encompasses water, biodiversity and land use impacts, and waste and material, air quality, and pollution management

As a mining and steelmaking enterprise, Usiminas' operational areas generate waste and/or materials that require control actions to minimize the associated impacts. Along these lines, the Company has a Waste Management Plan to manage initiatives and final disposal processes that may cause minimal or no environmental damage.

Usiminas' initiatives concerning this topic go beyond regulatory compliance. From an air quality perspective, Usiminas acknowledges the damage inherent to its

Financial Performance

Our business activities and relationships are guided by established financial policies that prioritize sustainable finance issues and identify potential gaps in process and performance Usiminas has invested in reducing the impacts of climate change by implementing energy improvement. Usiminas is dedicated to implementing measures in line with the Corporate efficiency, decarbonization, and emissions control strategies. Governance and Financial Sustainability commitments outlined in the 🖑 Sustainability Standard. Usiminas recognizes the need to achieve carbon neutrality by 2050, as agreed upon by

activities and is dedicated to establishing short and longterm investment projects to reduce particulate matter emissions resulting from its operations and consequently minimize the impact on air quality.

Climate Change

Emissions; Energy Efficiency; Decarbonization

Brazil and the global community. To support its decarbonization journey, Usiminas has engaged an external consulting firm specialized in the climate agenda and has conducted the necessary studies to define its goals and the details on how to achieve them. The energy efficiency actions are also aligned with this purpose.

People Management

Occupational Health and Safety; Diversity, Attraction and Retention; Training; Human and Labor Rights

The way Usiminas perceives human beings and labor relations is a predictor of a socially responsible organization focused on developing its employees while having respect, transparency, and diversity as core principles.Human and Labor Rights are transversal across the Company and intrinsic to its vision and culture. Our objective is to become a benchmark for quality and management within the steel industry. We prioritize our people and customers while striving to generate safe and sustainable results. People are the key to ensuring the business's sustainability, promoting growth with economic balance, competitiveness in the market, and socioenvironmental safety.

The Company's efforts are focused on promoting inclusion and equity among employees, encouraging the involvement, awareness, and participation of Usiminas companies and their stakeholders in the cultural transformation towards a society that respects cultural, social, and identity differences. By creating a diverse, inclusive, and welcoming environment, the diversity of the organization's human capital is enhanced through different points of view and experiences, which lead to innovative solutions and an increased sense of belonging and psychological safety.

From the standpoint of unlocking individual potential and fostering personal and professional growth, training and talent retention programs are critical initiatives that contribute to the lasting legacy and growth of Usiminas.

Governance, Ethics, and Integrity Cybersecurity and Data Privacy; Risk Management; Legal Compliance

Usiminas aims to manage its primary risks by taking reactive and proactive measures. The Company employs effective control and monitoring to react to potential risks while taking preemptive actions to minimize any impacts or vulnerabilities that may arise from its processes. We prioritize integrity and ethics in our relationships with stakeholders and recognize the importance of prioritizing data security and compliance with legal regulations to develop into a responsible and sustainable organization. Identifying potential risks, analyzing impacts, and evaluating appropriate responses is an ongoing process that enables us to avoid, mitigate, accept, or transfer imminent risks to others.

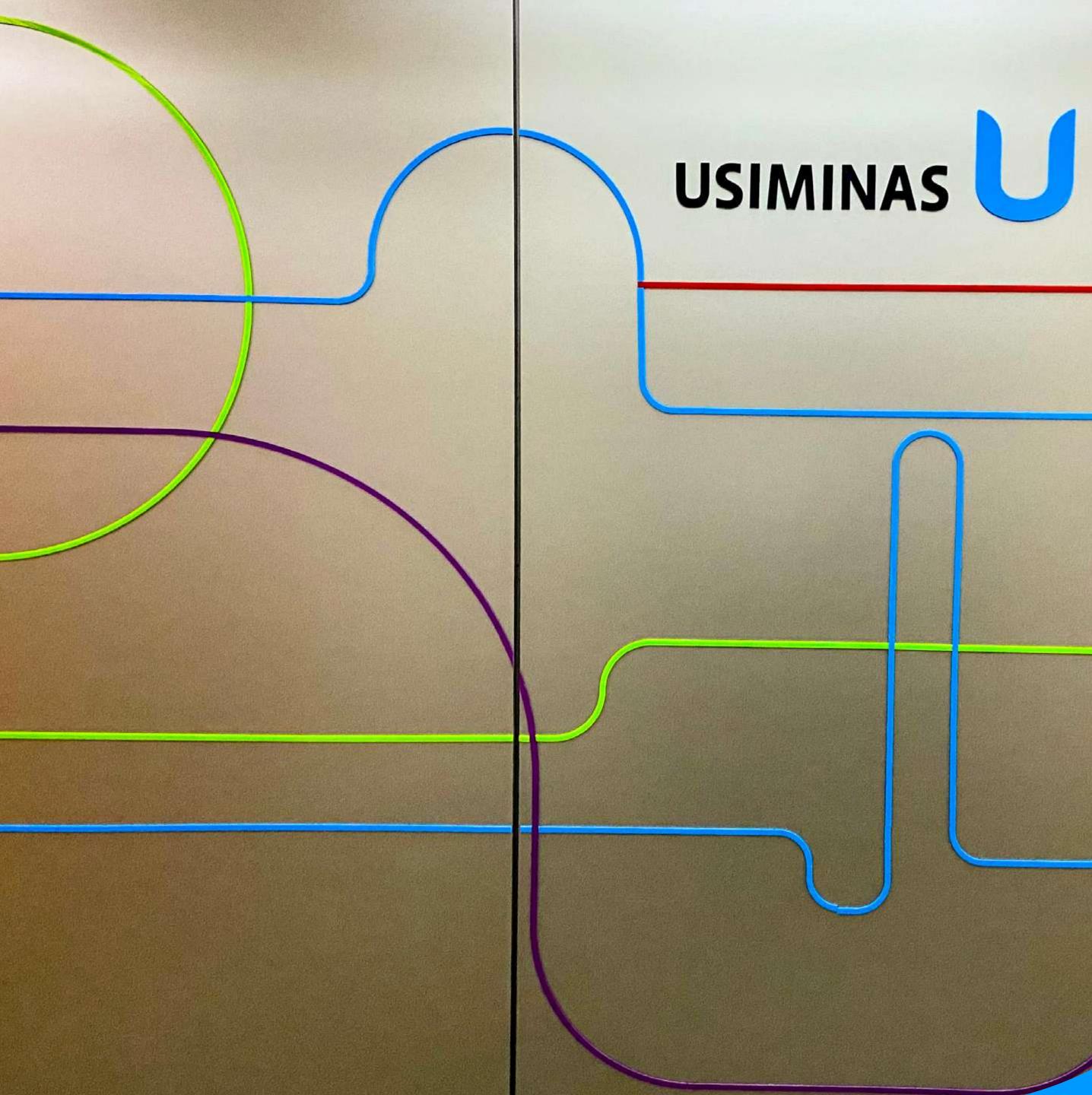
Portfolio Sustainability and Innovation Innovation and Technology

We understand that developing efficient technologies is key to improving the production process's efficiency while respecting the environment and society. Therefore, we have established a Research and Development Center (R&D) in Ipatinga (MG) that focuses on generating, mastering, and applying scientific and technological knowledge to provide the Company with competitive advantages, ranging from product development and application engineering to improving industrial steelmaking processes and identifying and evaluating new technologies.

Relationship with external stakeholders Relationship with the community; Sustainable value chain management

Steel is an indispensable product for several sectors of the economy, but it is essential that society recognizes its added value. The way we position ourselves in relation to sustainable production reaffirms our commitment to human rights, quality of life, health, safety and well-being of the population neighboring Usiminas Companies, as well as with our customers and suppliers. This is how we work to make our chain as a whole increasingly sustainable. Dedicated to knowing and monitoring the positive and negative impacts related to our activities, we maintain a permanent involvement with the community through engagement actions, participation in committees, councils, research and surveys to promote a better understanding of the expectations and demands of stakeholders. We see our suppliers, customers and the community increasingly engaged with environmental and social issues and, therefore, with innovation, training of the entire team and investments in sustainability, we dedicate ourselves to projects that serve society from the perspective of development, mitigation of negative impacts and enhancement of positive impacts.



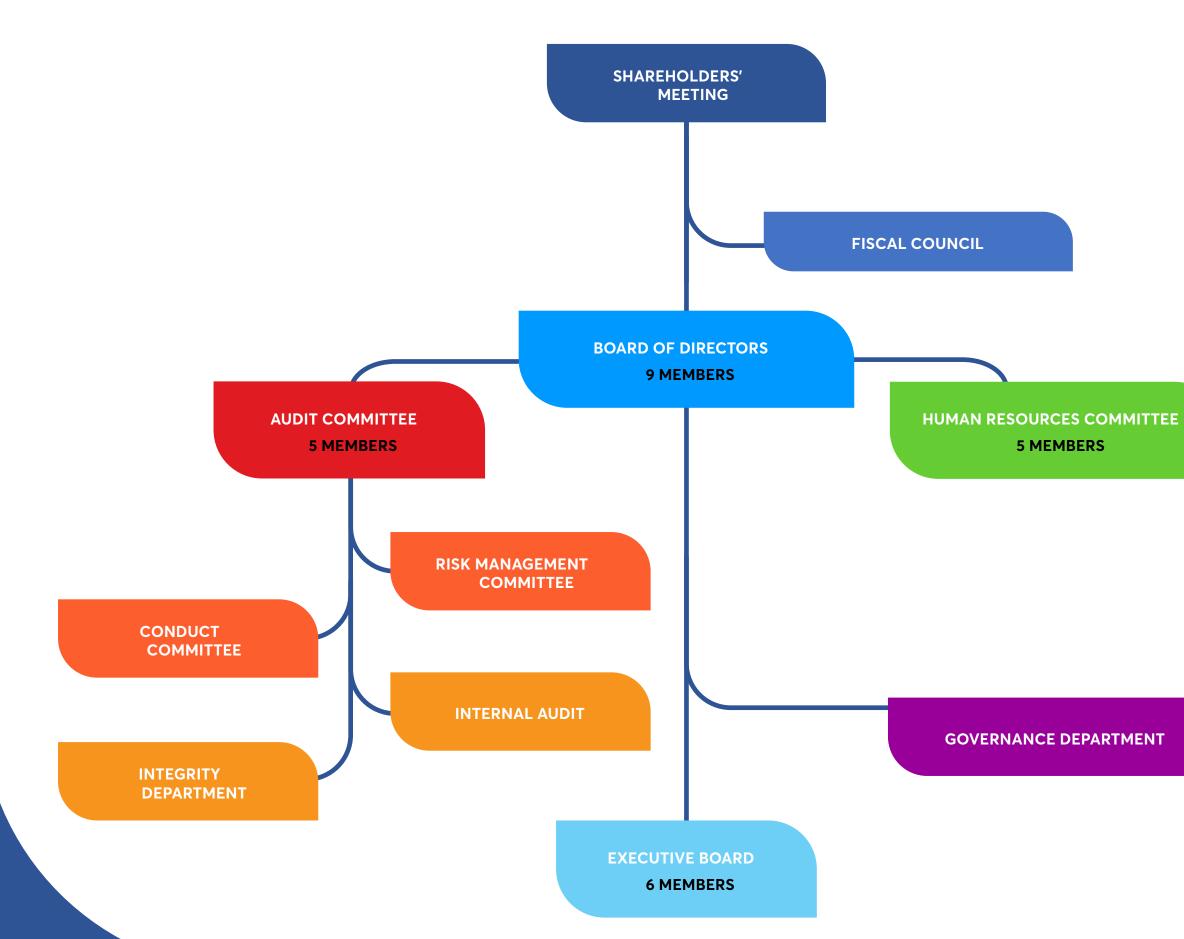


GOVERNANCE STRUCTURE [GRI 2-9]





Usiminas' governance structure consists of:



Usiminas is managed by a Board of Directors and an Executive Board, following the guidelines and attributions established by its Bylaws, through which the Company's business model is incorporated in the scope of the impacts, risks, and opportunities arising from social, environmental, and economic issues.

The Company employs human capital in its governance management to ensure that all deliberations align with the Integrated Management Policy, which aims to maintain the effectiveness of its management systems in line with its vision and values. The Governance structure comprises two advisory committees, namely the Audit Committee and the Human Resources Committee, which are accountable to the Board of Directors. Additionally, the Risk Management Committee provides support to the Audit Committee in matters related to risk assessment, management, and control, while the Conduct Committee oversees and deliberates on processes concerning complaint investigation.





Board of Directors

[GRI 2-10] [GRI 2-11] [GRI 2-12][[GRI 2-13][GRI 2-14] [GRI 2-17] [GRI 2-18].

The Board of Directors is responsible for guiding and managing Usiminas' strategic issues in both the short and long term by deliberating on business matters, establishing basic guidelines for executive action, and setting criteria for monitoring the performance of the Company and its subsidiaries. The Board also handles issues related to annual budgets, expansion projects, and investment programs by monitoring their execution and implementation. Finally, it establishes the internal regulations of the Executive Board based on its recommendations. Usiminas has yet to institute a formal policy for nominating its board members, but we recognize the importance of outlining a culturally diverse profile and enabling a systemic evaluation from various perspectives.

The Board of Directors comprises nine effective members and their respective alternates, including the Chairman, all of whom are elected by the General Assembly for two-year terms, with the possibility of reelection. The Chairman of the Board of Directors and CEO positions cannot be held concurrently. Usiminas' Board of Directors currently has two independent members, as stated in item 12 of the Reference Form.

	Full	Alternate
	Ruy Roberto Hirschheimer	Tatsuya Miyahara
	Hiroshi Ono	Yusuke Tajiri
Board of Directors USIMINAS	Yuichi Akiyama	Henrique de Rezende Vergara
	Oscar Montero Martinez	Guilherme Poggiali Almeida
	Sergio Leite de Andrade (Chairman)	Mario Giuseppe Antonio Galli
	Roberto Luis Prosdocimi Maia	Romolo Gonçalves de Paula
	Elias de Matos Brito	Fernando Duelo Van Deusen
	Fabrício Santos Debortoli	Patrícia Valente Stierli
	Edílio Ramos Veloso	Walace Caldeira Pinto

Board of Directors Members

In 2022, Usiminas organized a directors' onboarding program, which consisted of visits to Ipatinga and MUSA, presentations on the Company's governance, and each statutory director's vision for the challenges of 2022. G



FISCAL COUNCIL [GRI 2-16]

Composed of members elected by the General Meeting, the permanent Fiscal Council must supervise Usiminas' managers and ensure that they fulfill their legal obligations as outlined in the Company's bylaws. Additionally, the Fiscal Council analyzes financial statements, gives its opinion on investment plans and budgets, and issues opinions on proposed changes to the capital stock, payment of dividends, and any transformations, mergers, incorporations, or spin-offs involving the companies of the Usiminas Group.

COMMITTEES

Audit Committee

As a permanent body, this committee provides support to the Board of Directors to identify, assess, and manage the primary financial, legal, and regulatory risks associated with Usiminas' activities based on inspection and adequacy processes. Furthermore, it is responsible for monitoring the activities of internal and external auditing and ensuring the effectiveness of the Company's Integrity Program, which is linked to the adoption of satisfactory corporate governance standards.

Human Resources Committee

The Human Resources Committee is responsible for providing support to the Board of Directors in analyzing policies, structures, and practices related to direct and indirect compensation, recruitment, and dismissal, monitoring career development and succession plans of the Company's administrators, as well as overseeing health and safety indices at the workplace. Additionally, it is responsible for assisting the Board of Directors in determining the compensation and benefits policies for the Statutory Officers.

Fiscal Council Members:

Fiscal Council	Effective	Alternate
	Paulo Frank Coelho da Rocha (President)	João Paulo Minetto
	Wanderley Rezende de Souza	Samuel Tadayuki Kaji
	Sérgio Carvalho Campos	Leonardo Magalhães Vechi
	Tácito Barbosa Coelho Monteiro Filho	N/A
	Paulo Roberto Bellentani Brandão	Manoel José da Cunha Júnior

Audit Committee Members:

Audit Committee	Effective	
	Diego García (Coordinator)	
	Kenta Eura	
	Anitha Andrade Costa	
	Roberto Luis Prosdocimi Maia	
	Yuichi Akiyama	

Human Resources Committee Members

Human Resources Committee	Effective	
	Yuichi Akiyama (Coordinator)	
	Rodrigo Piña	
	Roberto Luis Prosdocimi Maia	
	Ivani Silveira	
	Eyla Miyuki Kinjyo	

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Risk Management Committee

The Risk Management Committee advises the Audit Committee on risk assessment, management, and control of both Usiminas and other companies under its responsibility, to ensure an adequate system for periodic risk identification and assessment.

Risk Management Committee Members:

	Effective	
Risk Management Policy	Flávia Garcia Marzagão (Coordinator)	
	Alberto Akikazu Ono	
	Thiago da Fonseca Rodrigues	
	Gino Eugenio Ritagliati	
	Américo Ferreira Neto	
	Miguel Angel Homes Camejo	
	Toshihiro Miyakoshi	

Conduct Committee

The attribution of the Conduct Committee is to analyze and decide on accountability processes related to the investigation of reports of violations of the rules defined by the Integrity Program. Its role also includes assisting and guiding the functions and activities performed by the Integrity Department. The Conduct Committee is required to report its actions, decisions, and determinations to the Audit Committee.

Risk Management Committee Members:



Internal Audit

The Corporate Audit Department is independent and reports directly to the Audit Committee on the results necessary to strengthen corporate governance from the perspective of the risks mapped and the evolution of internal controls and practices performed by the Company. The Annual Audit Plan presented to top management addresses the metrics adopted and the main economic, social, and environmental risks identified.

Integrity Department [GRI 2-23] [GRI 2-24]

Usiminas' Integrity Program is guided by the idea that "Doing the right thing always works." The program comprises policies and a Code of Ethics and Conduct that aim to strengthen and guide ethical conduct and integrity standards in the workplace, as well as in relations with business partners, government agencies, and other stakeholders. Integrity, transparency, and respect are core principles underpinning Usiminas' unwavering commitment to ethical standards in all operations.

Therefore, all employees must strictly adhere to the guidelines outlined in the policies below:

•Code of Ethics and Conduct •Anti-Corruption Policy •Competition Policy •Policy on Conflict of Interest and Transactions with Related Parties •Giveaways, Gifts, and Hospitality Policy •Sponsorship and Donation Policy •Policy on Relationship with Third-Party Intermediaries

The Integrity Department designs training courses that cover the topics of the six Policies and the Code of Ethics and Conduct mentioned earlier. These courses are compulsory for all employees, irrespective of their hierarchical level, and are conducted biannually. With respect to the other Policies, training programs are tailored to the audience and aligned with their roles and responsibilities. The training methodologies include online or in-person access modes developed through the Corporate University, which centralizes Usiminas' training efforts.

In addition, the Company has extended training on the Integrity Program to all intermediary third parties and 250 identified suppliers.

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EXECUTIVE BOARD

The Executive Board comprises six (6) officers appointed by the Board of Directors for a unified two-year term, subject to reelection. These officers include a Chief Executive Officer, a Corporate Planning Vice-President, a Financial and Investor Relations Vice-President, an Industrial Vice-President, a Commercial Vice-President, and a Technology and Quality Vice-President.

The Executive Board is responsible for directing internal and external relations, considering the interests of all stakeholders, and ensuring compliance with applicable laws, agreements, and resolutions passed by the management bodies. Moreover, the Board manages the corporate business and develops and proposes strategic and operational plans to the Board of Directors.

The Executive Board is supported by several Committees, each responsible for providing recommendations and guidance on specific areas. These Committees may involve managers, employees, specialists, and other professionals as necessary and include the Commercial, Financial, Costs, Investments, People Management, Sustainability, Digital, and Institutional Committees.

Body	Position	Name
	CEO	Alberto Akikazu Ono
	Financial and Investor Relations Vice-President	Thiago da Fonseca Rodrigues
Office	Industrial Vice-President	Americo Ferreira Neto
Onice	Corporate Planning Vice-President	Gino Ritagliati
	Technology and Quality Vice-President	Toshihiro Miyakoshi
	Commercial Vice-President	Miguel Angel Homes Camejo

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COMPLIANCE [GRI 2-25] [GRI 2-26] [GRI 2-27]

Guided by the principles of transparency, impartiality, confidentiality, respect, ethics, diversity, professionalism, commitment, and responsibility, the Company has established a dedicated Open Channel for receiving reports on potential violations of the Integrity Program. A team of independent and specialized professionals investigates the complaints received, led by the Integrity Department, which reports directly to the Board of Directors.

Open Channel [GRI 2-25]

The Usiminas Companies Open Channel is available 24/7 through the internet (via intranet or the Usiminas website), applications (available on Android and iOS for Usiminas' Anti-Corruption Policy aims to promote awareness of Anti-Corruption smartphones and tablets), or telephone (toll-free at 0800 900 9093). Complaints Law No. 12.846/2013 among employees and other stakeholders. These rules apply to all group companies and establish minimum standards of conduct for employees, received are centralized in an external auditable tool. The Open Channel allows for regardless of their hierarchical or functional level or place of operation, and for thirdanonymous reports and is managed independently, ensuring complete confidentiality and appropriate treatment of each report by the Integrity Department. It can be used party intermediaries who may be involved in or implicated in corrupt activities. by anyone, whether inside or outside the Company, to report suspected violations of the Integrity Program. The complaints are reported monthly to the Conduct The Company provides periodic training to all its employees and suppliers, and the Integrity Department is responsible for documenting all training and initiatives that Committee, consisting of members appointed by the Board of Directors. support the policy's application.

Conflict of Interest [GRI 2-15]

Usiminas has implemented a policy that guides its employees on how to handle conflicts of interest, to prevent any actual or perceived situations that could give rise to such conflicts. This policy covers assorted topics, such as relationships between employees, interactions with public administration, and engaging in side activities.

In cases where conflicts of interest involve members of the Board of Directors, the policy stipulates that the affected member must disclose the situation and abstain from any discussions and votes related to the matter. The other exempt members shall make the decision.

ANTI-CORRUPTION

[GRI 205-1] [GRI 205-2] [GRI 205-3]

As of 2022, **11,284** employees and **100%** of the Board of Directors, Audit Committee, and Fiscal Council members had completed the relevant training.

<u>~</u> —

Additionally, **100%** mapped third-party suppliers with access to the plants and emails with the domain @usiminas underwent training and were invited to participate in discussions about the Integrity and Diversity and Inclusion Programs during the 3rd Integrity Week.

NO CORRUPTION CASES WERE CONFIRMED DURING THIS PERIOD.





HUMAN RIGHTS [GRI 409-1] [GRI 408-1]

The Company has established internal policies and processes to mitigate the risk of human rights violations, such as forced labor and child labor, in its supply chain. These processes begin with the approval of the supplier registration.

In 2022, the Company did not have a process in place to identify suppliers with a potential for human rights violations, such as forced labor and child labor. However, starting in 2023, the Company plans to begin implementing such a process.







STRUCTURAL & OPERATIONAL OPERATIONAL CAPITAL [GRI 2-1]

Think

The Usiminas' companies operate throughout the entire steel production chain, from the extraction of iron ore to the production and transformation of steel into tailor-made products. Our operations and offices are located in the states of Minas Gerais (Belo Horizonte, Ipatinga, Santa Luzia, Betim, Itatiaiuçu), São Paulo (Cubatão, São Paulo, Guarulhos, Taubaté), Rio Grande do Sul2 (Porto Alegre), Espírito Santos (Praia Mole Port Terminal), Rio de Janeiro (Itaguaí) and Pernambuco (Cabo de Santo Agostinho).

The company's operations impact the communities surrounding its operational units, reaffirming our historical commitment to continuously identify, evaluate, and mitigate any adverse effects of our operations while enhancing the positive ones.

STEELMAKING

By integrating its steel plants, situated in Ipatinga in the Vale do Aço region (MG) and Cubatão in the Baixada Santista region (SP), Usiminas offers a diversified portfolio of flat steel products that cater to the requirements of some of the principal industrial sectors. The company's logistic structure encompasses five distribution centers, seven customer warehouses, and two ports, primarily situated in the South and Southeast regions. As the operator of Latin America's most significant steelmaking research center, Usiminas endeavors to produce high-valueadded steels that minimize their environmental impact.

In 2022, the Ipatinga and Cubatão plants produced 4.2 million tons of rolled steel, while the Ipatinga plant alone produced 2.7 million tons of crude steel.

UNIGAL USIMINAS

Unigal emerged as a joint venture between Usiminas and Nippon Steel Corporation operating from the Ipatinga Plant. It produces hot-dipped galvanized steel coils that are extensively utilized by the transformation industry, specifically in the automobile, home appliances, and civil construction sectors, since they are highly resistant to corrosion, easily stamped, simple to weld, and have excellent adherence to paint. Û



Use Features

AUTOMOTIVE

Whether for automakers or the auto parts and stamping sector, Usiminas aims to develop ideal solutions to meet different needs according to the market demands by customizing products and transforming steel. To reduce vehicle weight and increase passenger safety, it develops new types of steel, created with the purpose of achieving high mechanical resistance materials, excellent ductility, and corrosion resistance.

CONSTRUCTION INDUSTRY

Usiminas' steel can be found in a broad spectrum of applications, ranging from wheelbarrows to structures for bridges, buildings, stadiums, solar panels, wind towers, and beyond. We have devised technical solutions for steel that possess greater resistance to corrosion, coils that boast unprecedented dimensions within the country, and "Sincron" steel, which delivers optimal performance for use in complex environments, such as those found in Pre-Salt exploration.

DISTRIBUTION

Usiminas' distribution encompasses resellers and processing companies that utilize flat steel to fabricate an array of products, such as tubes, profiles, tiles, gutters, slitters, blanks, sheets, and many more.

ENERGY

Usiminas is responsible for manufacturing steel for large structures and equipment, such as turbines for hydroelectric power plants, towers, and wind farms. Furthermore, it is the only steelmaking company in Brazil to supply an exclusive solution designed for metal structures of photovoltaic plates.

MACHINERY & EQUIPMENT

Usiminas rolling lines have modern equipment ensuring the supply of products with appropriate dimensional characteristics of flatness and mechanical properties according to their final purpose, in addition to a special line of "Sincron" steel, whose main features are strength and welding ease. Therefore, we offer efficiency and performance gains for manufacturing tractors, backhoe loaders, harvesters, and implements.

NAVAL

Usiminas is a reference in the naval market, considering its representativeness in the production of heavy plates manufactured in Brazil for the production of blocks for support vessels and structures for modules

OIL & GAS

Usiminas works closely with the oil and gas chain by relying on technology and innovation to overcome the challenges of the sector. The quality of our steel allows its application in pipes and connections that require high resistance to collapse and low temperature, in addition to the use in pipes for transporting oil and gas from pre-salt fields, which require high resistance to hydrogen-induced cracking (HIC), reduced structural weight and excellent flatness and uniformity of mechanical properties.

HOME APPLIANCES

With solutions that meet the most demanding requirements of the white line, such as mechanical resistance, surface cleanliness, and flatness, Usiminas supplies steel for a structured production and marketing chain for the market.

Products

- Heavy Plates
- Hot Rolled
- Cold Rolled
- Galvanized

To learn more, visit https://www.usiminas.com/nossos-produtos/

USIMINAS MECÂNICA

Founded in 1970, Usiminas Mecânica was restructured and incorporated into the Steelmaking Unit. Currently, the company focuses its activities on providing services to Usiminas companies by operating in the Maintenance and Industrial Assembly segments.



MINERAÇÃO USIMINAS

[GRI 203-1]

Mineração Usiminas (MUSA) has four mines in the Serra Azul region, in the Iron Quadrangle of Minas Gerais, of which three are in operation. Additionally, it has a stake in MRS Logística. MUSA has consolidated its operational efficiency by breaking consecutive production, sales, and export records. It counts on a modern integrated control center that enables 24/7 monitoring of its operations, effectively catering to the world's leading steelmaking markets. To do so, the company relies on integrated logistics, carried out by contracted transporters who move its products to railway and sea terminals, from where they are shipped to customers, including Usiminas.

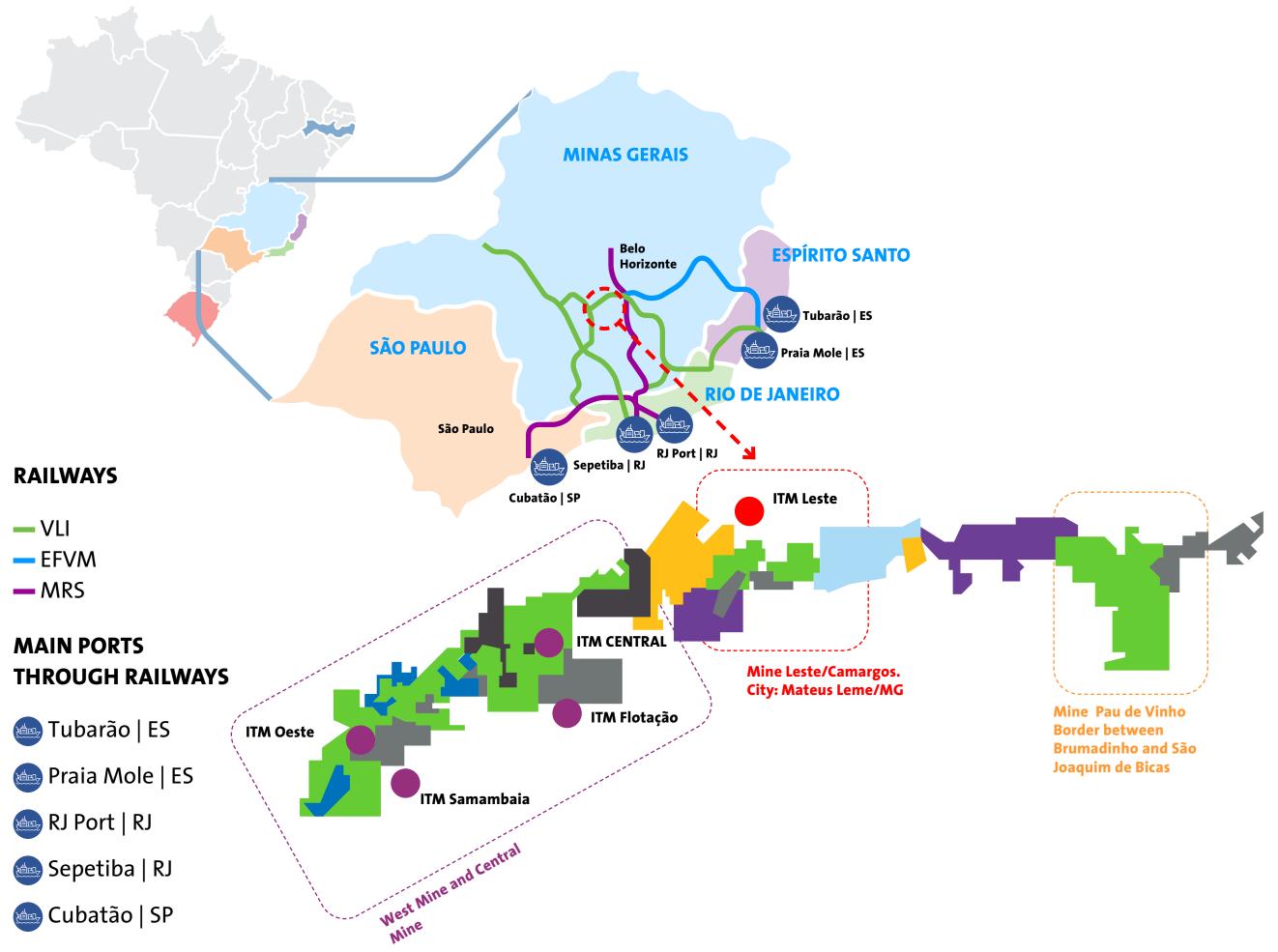
Certain of its operational potential and the imperative for sustainable growth, Mineração Usiminas invested a total of R\$364 million in CAPEX during 2022. Among the contemplated projects, the implementation of a sludge centrifugation project and the construction of infrastructure for dry stacking of tailings stand out. The Company's approach to working with its partners and the city of Itatiauçu is premised on developing the company and the region in tandem by promoting employment, generating income, and contributing directly and indirectly to the economic prosperity of the surrounding cities.

In 2022, MUSA produced a total of 8.9 million tons, with sales volume reaching 8.6 million tons.

The mines are operating at the following locations:

MINERAÇÃO USIMINAS WEST MINE

Itatiaiucu – MG District Povoado de Samambaia, s/n° - Countryside



MINERAÇÃO USIMINAS CENTRAL MINE

Itatiaiucu - MG Fazenda Samambaia, s/n° - Countryside

MINERAÇÃO USIMINAS EAST MINE

Mateus Leme - MG Fazendo Santo Antônio, s/n° - Countryside



Products

LUMP ORE:

Higher-sized ore (between 32 mm and 6.3 mm) used directly in the blast furnaces of steel plants for the production of pig iron.

SINTER FEED:

A finer iron ore (between 6.3 mm and 0.15 mm) agglomerated via a sintering process to enable its use by the steel blast furnaces as a sinter.

PELLET FEED:

The finest of the three types of iron ore (smaller than 0.15 mm) obtained after the flotation and magnetic separation process. It can be mixed with the sinter feed or used directly in the sintering process or used to feed the pelletizing process that converts the iron ore fines into the pellets that will be used in the steel plants.

Commitment to Sustainability

In May 2022, Mineração Usiminas was awarded a certificate of decommissioning for the Central Dam by the State Environmental Foundation (FEAM in portuguese). The Central Dam was the last tailings disposal structure built using the upstream method at Mineração Usiminas, and its decommissioning marked the end of this type of dam at the company.

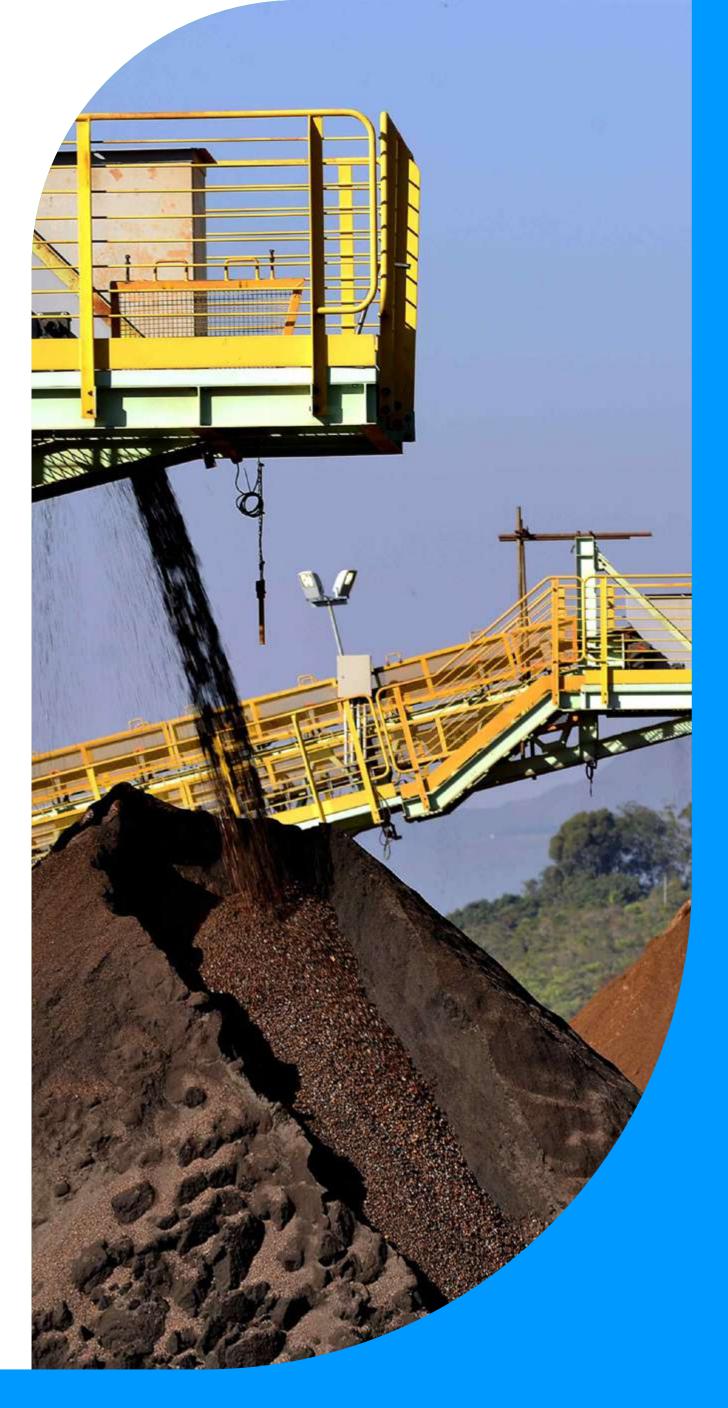
The decommissioning of the Central Dam started in 2014 when Mineração Usiminas began mining the materials deposited in the structure and processing them at the Ore Treatment Facility (ITM) by Flotation for reuse. Between 2021 and 2022, decommissioning/reclassification and revegetation works were undertaken at the site. These were carried out using innovative techniques and adhering to the strictest technical standards. At the end of the process, more than 12,000 seedlings of native plant species had been planted, enabling the area to be reintegrated into its natural form. This work has continued with the monitoring of vegetation growth in the area, which is now known as Parque Central.

The decommissioning of upstream dams is yet another example of Mineração Usiminas' commitment to the safety and sustainability of its operations.

Simulation by an External Body

In 2022, Mineração Usiminas partnered with other companies within the Association of Mining Companies of Serra Azul (AMISA in portuguese) to host the 2nd Dam Emergency Simulation. The initiative involved residents from Samambaia, Curtume, Quintas do Itatiaia, Pinheiros, Lagoa das Flores, Retiro Colonial, Capoeira de Dentro, and Vieiras, and received great support from the public, local authorities, and safety agents.

The drills followed the United Nations (UN) Awareness and Preparedness for Emergencies at Local Level (APELL in portuguese) procedure and adhered to strict regulations for execution, and simulated a hypothetical situation in which seven dams triggered Level 3 emergencies simultaneously. The external simulation is part of the Emergency Action Plan for Mining Dams (PAEBM in portuguese).





SOLUÇÕES USIMINAS

Soluções Usiminas has a modern industrial line infrastructure, ensuring quality and cutting-edge technology to serve the most demanding market segments, always aligned with sustainable and safe practices. The company is a leading player in the Brazilian market, offering a broad portfolio of products and services for steel transformation and distribution, such as plates, tubes, profiles, and blanks. Its strong market integration allows for customized development and high service capacity, resulting in enhanced industrial competitiveness targeted at the automotive, agricultural, industrial, home appliances, energy, civil construction, and distribution markets, including through its e-commerce platform. Soluções Usiminas is committed to providing its customers with the ideal solution made from steel and therefore operates with a highly-skilled technical team, inspectors, traceability, and a focus on delivering excellent service, in addition to ISO 9001, ISO/TS 16949, and ISO 14001 certifications.

The company's eight industrial units are located in close proximity to major business centers, providing an efficient logistical process that enables us to serve our customers throughout Brazil using various transportation modes.

Markets & Solutions

- AUTO PARTS AND STAMPING
- AUTOMOTIVE SECTOR
- BICYCLES AND MOTORCYCLES
- HOME APPLIANCES
- ENERGY SECTOR
- AGRICULTURAL AND ROAD MACHINERY
- ACCESSIBILITY AND URBAN FURNITURE
- CONSTRUCTION INDUSTRY

Services

Our main services are:

- OFFLINE WASHING

PLATES STRETCH FORMING

CUTTING OF COILS, PLATES, BLANKS, AND SLITTERS.



Product Quality [GRI 417-1]

Our new products are only added to the portfolio once their standards For Usiminas, a product portfolio to meet the demands of the various have been verified. The regular and ongoing update of the portfolio helps industry segments is paramount to ensure customer satisfaction and expand stakeholders to comprehend the technical proficiency of Usiminas' products the company's results. Our product portfolio complies with key normative and services, expediting technical and commercial negotiations. Moreover, it standards, and our alignment with the market is the first step toward effective ensures that the technical references always align with the standards and/or sales. Accordingly, the portfolio is constantly updated to address market specifications of national and international steel organizations. demands, technological innovations, and trends in flat steel consumption while The product information and labeling adhere to the product composition staying current with advances in the steel sector.

From 2014 to the end of 2022, Usiminas developed over 48 new products, reaffirming the power of innovation in creating new business opportunities. Currently, Usiminas has 12 new steel projects under development and aims to complete three more by the end of 2023.

The multidisciplinary Product Engineering team, under the General Management of Customer Service and the Quality and Product Assurance department, meets periodically to discuss the primary trends and demands of the steel market in Brazil and worldwide. The Product Engineering team is responsible for managing the development portfolio of new steel products, while the Integrated Quality Control departments of the Ipatinga (MG) and Cubatão (SP) plants are in charge of the established product portfolio in the market.

Usiminas' Product Engineering area comprises specialists, engineers, and mills worldwide. technicians from diverse professional backgrounds who are aligned with the best practices in steelmaking to offer modern solutions in products and In 2022, there were no incidents that violated legal aspects or could result in services to our customers. This process is supported by computerized systems, penalties or warnings to the company regarding its products or non-conformity laboratories, and appropriate equipment. Additionally, Usiminas has a Research occurrences. and Development Center dedicated to studying future steel solutions and providing technical support to the company's production areas in developing new products.

requirements. The products sold directly to customers are certified to ensure their safety, and specialized pre- and post-sale advisory services are also available. Product disposal and environmental or social impacts are certified by RoHS and ELV standards. All product and service categories are covered and assessed for compliance with the company's information and labeling procedures, ensuring that 100% of them comply with the standards.

Product and Services Quality Certifications [GRI 417-2] [GRI 417-3]

To guarantee product quality, Usiminas maintains certification of its Quality Management System based on NBR ISO 9001:2015 and IATF 16949:2016, a standard applicable to manufacturers in the global automotive supply chain. In addition to these certifications, Usiminas boasts certificates held by major steel



INNOVATION

At Usiminas, innovating means thinking of new ways of doing something, achieving better results, and creating value for the company. Investing in research and developing technologies is crucial for organizations to remain competitive and sustainable in the market.

InovaAí is a platform created by Usiminas to foster innovation and enhance the execution of creative ideas, promoting a change in mindset and contributing to the company's pioneering position in steel production. It generates sustainable results by connecting various partners.

Corporate Innovation Management, which is responsible for the area, develops specific actions to enhance the emergence of innovative ideas. Among them is the InovaAí Ideias program, which allows all Usiminas professionals to propose innovative ideas and run pilots to determine if the project has the potential for success.

Numerous innovation projects have been developed to achieve economic benefits and enhance work quality, particularly in terms of safety, environment, and governance. The gains derived from innovative initiatives are quantified and confirmed by the Department of Industrial Engineering responsible for financial and economic evaluations. Furthermore, an annual survey is conducted among all employees to gauge the organization.

The innovation team engages in various activities, including events and cultural training, to promote the innovation framework within the company. In 2022, Usiminas held over 70 internal events that reached approximately 2,600 employees, totaling about 5,000 hours of training aimed at promoting a mindset shift towards innovation and digital transformation.

During the same year, the company executed about 70 pilot projects resulting from more than 30 partnerships with startups. Among the various benefits obtained, 75 security risks were reduced, and a potential economic gain of over R\$78 million per year, always employing innovative solutions devised by the employees themselves. The actual economic results achieved with the innovation projects already exceeded R\$18 million.

For example, in December, a pilot project developed with the objective of monitoring the work activity of crane employees through the use of a smart bracelet was concluded, aiming at reducing fatigue risks and acting preventively to avoid accidents.

employees to gauge their perception of innovation within the

Another example of this progress is the project aimed at monitoring the side guards of the hot strip finishing lines in Ipatinga, which seeks to improve performance and quality by reducing scrap waste due to curvature and foreign material generation in the strips. The process is monitored using infrared cameras and computer vision software. The initiative has been deemed successful, and a definitive solution is now being developed for this equipment.

The company has made significant progress in its innovation initiatives. It recognizes the challenges ahead and continues to seize opportunities to become more innovative and sustainable.











+70 internal events





+ 30 partnerships with startups

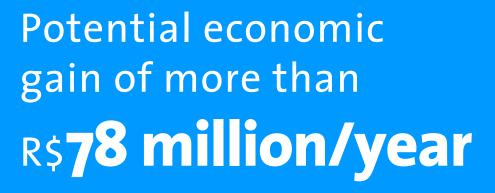


75 riscos safety risks reduced











R\$ 18 million

The actual economic results achieved with the innovation projects already exceeded





FINANCIAL MANAGEMENT





FINANCIAL MANAGEMENT

Economic and financial sustainability is a crucial pillar for the perpetuity of Usiminas companies, and its management is committed to monitoring market changes and requirements as well as factors related to its potential risks and opportunities. Transparency, operational efficiency, and focus on results allow the Company to be competitive in the domestic and foreign markets, creating value for society and its stakeholders.

The Finance Department holds the responsibility of defining the financial strategy, with the main objective of managing the Company's cash flow through the monitoring of the market and the analysis of financing operations, loans, forfaiting, and credit assignment operations, as well as derivatives.

Usiminas ensures a considerable reserve in liquidity as part of its cash flow management strategy, with the aim of maximizing the Company's earnings in a safe way. The Company maintains sustainable indebtedness and constantly evaluates alternatives to create an even more comfortable scenario.

Efficient debt management promotes greater security for the market and, consequently, is promising for attracting investments. The Company endeavors to minimize the risks associated with foreign exchange exposure and the volatility of currencies, commodity prices, interest rates, and cash flow while also avoiding currency mismatches. Monitoring the business's economic and financial sustainability indicators is a critical tool for the Company to fulfill its commitments and optimize earnings, promoting sustainable growth in accordance with the Governance and Financial Sustainability norms outlined in the \bigcirc **Sustainability Standard.** In terms of the organizational structure directly involved in managing financial sustainability, it is essential to emphasize the responsibility of the Audit Committee in identifying and evaluating legal and regulatory risks that could significantly impact the Company or its business.

Entities Included in the Financial Statements		
Jurisdiction	Entities	Primary Activity
Brazil	Usinas Siderúrgicas de Minas Gerais S.A. – Usiminas	Manufacturing or production
	Usiminas Mecânica S.A.	Manufacturing or production
	Mineração Usiminas S.A.	Manufacturing or production
	Unigal	Manufacturing or production
	Rios Unidos Logística e Transportes de Aço Ltda	Sales, marketing or distribution
	Soluções em aço Usiminas S.A.	Manufacturing or production
Luxembourg	Usiminas International S.A.R.L	Holds the Company's investments overseas

1			
61			
	-	-	







The Statutory Office, at the executive level, is responsible for analyzing and approving Usiminas' tax planning strategy, as well as conducting regular monitoring and necessary reviews. The Company strives to ensure compliance with tax regulations by evaluating cur legislation, the latest jurisprudence, and the best available doctrine in collaboration with t legal department.

Tax risks are monitored by keeping track of changes in legislation and jurisprudence, implementing systemic tax controls, conducting periodic database reviews, and providing specific and continuous staff training. Internal audits of processes are also carried out to validate the internal controls in the tax area, while external audits are hired to verify speciprocedures and processes for tax compliance.

rrent the	The tax strategy involves integrating tax analysis into the Company's processes related to acquisitions and sales to ensure compliance with legal regulations, optimize tax credits, and mitigate the inherent tax risks associated with the business.
	The Company is committed to adopting a transparent approach to the tax effects of measures being discussed in the segment and on tax collection, always demonstrating the basis of the analysis and the technical origin of the data. Stakeholders are engaged through periodic
5	meetings organized to discuss specific topics related to the impacts of taxation. As provided for in Usiminas' bylaws, these decisions are taken to the Executive Board and the Board of
ific	Directors.

Financial Assistance Received from Government [GRI 201-4]

In 2022, the combined sum of benefits and tax credits granted through the exemption from the ICMS-MG state value-added tax base amounted to R\$210,703,979.67.

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RISK MANAGEMENT

Usiminas has a Corporate Risk Management Policy approved in 2022 that comprehensively covers all areas and business units of the Company in an integrated and ongoing manner. The policy outlines principles, concepts, guidelines, and responsibilities for identifying, analyzing, assessing, treating, monitoring, and reporting risks inherent in its activities, incorporating a risk vision into strategic decision-making in accordance with best governance practices.Based on a dynamic, structured, and comprehensive approach, both external and internal contexts are considered while engaging stakeholders according to their knowledge and perspectives. The policy aims to anticipate, detect, recognize, and respond to changes effectively.

Risk management is an ongoing process in the Company that involves identifying and evaluating potential threats and vulnerabilities. All areas of Usiminas have been engaged in this process, receiving and providing customized information according to the contexts in which they operate. Therefore, they understand the importance of effective risk knowledge and monitoring.

The Risk Management approach of Usiminas considers the best information available and is continuously improved by obtaining and transmitting knowledge. Through continuous contact with the areas and Business Units, it supports them in their risk management processes while also establishing an interface with the Statutory Board, the Risk Management Committee, the Audit Committee, and the Board of Directors. Impacts are evaluated according to the following six dimensions:

Financial: financial analysis, based on the Company's materiality, calculated using a tool that adopts a quantitative and qualitative calculation methodology for Risk Appetite;

mage: this analysis assesses the effects of various risk factors on exposure, including local, regional, national, and international influences. Additionally, it considers other elements such as public interest involvement, internal factors related to the organizational environment - and external - repercussions involving government authorities representatives, and media, among others;

Operation: analysis of the impact on the Company's direct operation or on processes supporting the operation, in addition to product quality;

Compliance/Legal: analysis that determines whether the potential risks are limited to the Company or if they have the potential to impact the entire industry or market, as well as the existence of compelling evidence to support any potential defenses in the event of regulatory restrictions, inspections, investigations, or lawsuits against the Company;

Health and Safety: The criticality assessment and rating approach considers all impact dimensions and

evaluates inherent and residual risk based on a worstcase scenario;

Environment: analysis of environmental impact within the limits of the business unit or in the city, region or national and international scope, with the involvement of internal or external stakeholders, and according to the deadline to resolve the matter, considering short-, medium- and long-term aspects.

The assessment and criticality rating approach incorporates all impact dimensions and considers the worst case criticality rating of inherent and residual risk. The Probability Scale consists of five grades, with 5 representing "Almost certain," 4 "Probable," 3 "Possible," 2 "low," and 1 "rare." These scales are assigned based on the history of occurrences, exposure, the presence of internal guidelines, and the control environment.

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ECONOMIC AND FINANCIAL PERFORMANCE

The following information considers all entities consolidated in the Company's Financial Statements. [GRI 2-2]

Salaries and Charges	
Salaries and Charges	
Severance Guarantee Fund (FGTS in portuguese)	
Management Compensation	
Employee Profit Sharing	
Retirement Plans	
TOTAL	
Taxes, Rates and Contributions	
Federal	
State	
Municipal	
Tax Incentives	
TOTAL	
Remuneration of Third Parties	
Interest	
Foreign Exchange Variations	
TOTAL	
Equity Compensation	
Dividends and Interest on Own Capital	
Retained Profits (Accumulated Losses)	
Non-controlling Shareholders' Share in Retained Profits	
TOTAL	

TOTAL

Distributed Added Value

	Consolidated – R\$ million	2022
083,331	Steel Sales (thousand tons)	4,233
6,527	Iron Ore Sales (thousand tons)	8,641
67,509	Net Revenue	32,471
42,691	Adjusted EBITDA	4,905
25,570	Adjusted EBITDA Margin	15%
405,628	Net Profit	2,093
	CAPEX	2,184
2,830,948	Working Capital	10,577
700,500	Cash and Cash Equivalents	5,072
92,182 33,471	Net Debt	1,130
,657,101	Net Debt/Adjusted EBITDA	0.23x
366,150	Financial data is audited by an external a	uditing er
98,090		
568,060		

735,086 1,231,849

125,954

2,092,889 **9,823,678**



Highlights



R\$ 32.5 billion

in net revenue, the second-highest in history



R\$ 2.1 billion

in net profit, the second-highest in 14 years



R\$ **5.1 billion** cash position



Net debt R\$ **1.1 billion**



Adjusted EBTIDA R\$ **4.9 billion** the second-highest in 14 years





Net Debt/ EBITDA = 0.23X



383.7 million

in capital payout in 2022 (following the Board's proposal for the Annual Shareholders' Meeting







HUMAN CAPITAL [GRI 2-7]





Usiminas acknowledges the power of human relationships in achieving sustainable development.

Our employees are the driving force behind the transformation that the company endeavors to bring about in the world. We also recognize the significance of those who accompany us on this journey toward organizational development.

> 15,878* The Company employs

> > 1,540

Women

14,338

Men

By the end of **2022, we had:**

15,230 direct employees

16 **Board Members**

612 **Interns and apprentices**

20 trainees

*Sum of own and outsourced employees, including apprentices, interns, and trainees.

Breakdown by type of contract

Working-time regime

Permanent	Temporary	Full-time	Part-time
Active - 15.187	Active - 43	Active - 15.222	Active - 8 2 0 6
Statutory - o ເວັ້ດ ເບີ້າ	Statutory - 16	Statutory - 16	Statutory - o o o o o
Apprentices - o လို့ o လို့ o	Apprentices - 528	Apprentices - 189	Apprentices - 339
Trainee - 20	Trainee - ၀ လို့ ၀ လို့ ၀	Trainee - 20	Trainee - o o oo oo
Interns - o လို့ o လို့ o	Interns - 84	Interns - 4 လို့ 4 ကို ၀	Interns - 80

Working hours: Full time: Full working week; Part-time: Less than eight hours a day.

Contract types: Permanent: Open-ended contract; Temporary: Fixed-term contract.

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Percentage of board members of operating units hired from the local community [GRI 202-2]

Out of the entire Board of Directors of the Usiminas Group, 77% are composed of members of Brazilian origin, while the remaining 33% are expatriates hailing from other countries.

Turnover [GRI 401-1]

Total number of new hires by gender

	2019		20	20	20	21	2022		
	Number	Rate (%)							
Ŷ	339	5.2%	151	10%	297	7.61%	22	10.08%	
ĥ	6,154	94.8%	1,358	_	3,607	92.39%	3,552	89.92%	
TOTAL	6,493	100%	1,509	100%	3,904	100%	3,950	100%	

Companies

Total	77%
Soluções	80%
Mineração	50%
Mecânica	100%
Unigal	50%
Usiminas	83%

Total number of new hires by age group

	2019		2020		20	21	2022		
	Number	Rate (%)							
Under 30		26.6%	524	34.7%		34.22%			
30 to 50	3,947	60.8%	865	57.3%	2,203	56.43%	1,979	50.10%	
Above 50	820	12.6%	120	8.0%	365	9.35%	369	9.34%	
Total	6,493	100.0%	1,509	100%	3,904	100%	3,950	100%	

Turnover rate broken down by gender and age group

	2019	2020	2021	2022
Gender	Rate (%)	Rate (%)	Rate (%)	Rate (%)
Woman	33.3%	22.8%	26.2%	29.6%
Men	41.5%	21.8%	25.4%	22.0%
TOTAL	41%	21.8%	25.5%	22.5%
Age group	Data(0/)	$D_{a+a}(0/)$		
75C BLOUP	Rate (%)	Rate (%)	Rate (%)	Rate (%)
Under 30			Rate (%) 47.1%	
				46.5%
Under 30	62.6%	25.1%	47.1%	46.5% 17.1%

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Workers Who Are Not Employees [GRI 2-8]

Usiminas has also played a part in creating 14,474 indirect jobs in various fields, primarily at the plants. These workers are involved in work orders, construction, and maintenance activities. In 2022, there was a rise of 2,543 outsourced employees across Usiminas group as compared to the headcount in December 2021. This variation can be attributed to the surge in work orders for construction and maintenance.

	P	ermane	ent	Temporary		Investment*		Total				
Company	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Parent Company	6,621	7,215	7,776	926	642	1,756	895	858	1,516	8,442	8,715	11,048
Unigal	144	127	117	-	-	1	-	-	-	144	127	117
Mecânica	17	4	9	9	4	10	-	-	-	26	8	19
Mineração	1,119	1,941	2,265	882	709	430	1	87	130	2,002	2,737	2,824
Soluções	322	344	463	-	-	1	-	-	-	322	344	464
Rios Unidos	2	1	1	-	-	-	-	-	-	2	1	1
Total	8,225	9,632	10,632	1,817	1,354	2,197	896	945	1,646	10,938	11,931	1,474

* third parties allocated in contracts (Capex, investment contracts)

Benefits

[GRI 401-2]

The following benefits are offered to employees of Usiminas Companies:

- Dental insurance
- Pension plan
- Meal served at the in-house restaurant and/or food/meal voucher
- Transportation allowance and/or chartered transport
- Group life insurance
- Benefits Club offering special discounts at partner companies
- Extended maternity leave
- Daycare reimbursement
- Length of service bonus

"Important operating units" are identified as those that focus on related production activities and have a substantial workforce. These include: Unigal, Usiminas, Soluções Usiminas, Mineração Usiminas, and Usiminas Mecânica. All other companies within the group are considered "offshoots" of these primary units and are directly or indirectly involved in the corresponding market segment. **M**



Maternity and Paternity Leave [GRI 401-3]

Employees entitled to maternity or paternity leave.

	2020			2021			2022		
	ů	ĥ	Total	Ŷ	Ŷ	Total	ů	Ŷ	Total
Parent Company	33	317	350	18	259	277	32	310	342
Unigal	-	17	17	1	12	13	-	17	17
Mineração	5	52	57	4	53	57	10	57	67
Mecânica	6	57	63	3	84	87	4	137	141
Soluções	1	39	40	2	48	50	2	49	51
Total	45	482	527	28	456	484	48	570	618

Employees who returned to work after their maternity/paternity leave.

	2021					
	Ŷ	Ŷ	Total	Ŷ	Ŷ	Total
Parent Company	40	249	289	26	249	275
Unigal	1	10	11	-	13	13
Mineração	10	53	63	10	45	55
Mecânica	5	116	121	4	131	135
Soluções	4	42	46	3	38	41
Total	60	470	530	43	476	519

Employees who were granted maternity/paternity leave

		2021		2022			
	ů	Ŷ	Total	ů	Ŷ	Total	
Parent Company	43	252	295	29	258	287	
Unigal	1	10	11	-	13	13	
Mineração	10	53	63	17	46	63	
Mecânica	6	120	126	4	131	135	
Soluções	4	42	46	3	38	41	
Total	64	477	541	53	486	539	

This year, 539 employees took maternity/paternity leave.These figures include employees who took leave but have already left the Company.

Employees who returned to work after their maternity/paternity leave and are still employed 12 months upon returning to work

		2021		2022			
	ុំ		Total	ů	Ŷ	Total	
Parent Company	25	215	240	25	246	271	
Unigal	-	10	10	-	12	12	
Mineração	5	31	36	10	43	53	
Mecânica	2	43	45	4	117	121	
Soluções	4	22	26	3	36	39	
Total	<mark>36</mark>	321	357	42	454	496	



Work return and retention rates for employees who were granted maternity/paternity leave, by gender.

		20	020			20	021		2022				
	Retention > 1 year	Retention < 1 year	Total	% Retention (1-Year Period)	> 1 year	Retention < 1 year	Total	% Retention (1-Year Period)	Retention > 1 year	< 1 year	Total	% Retention (1-Year Period)	
nt Company	315	28	343	91.84%	240	33	273	87.90%	271	15	286	95%	
្ពុំ	21	7	28	75.0%	25	6	31	80.60%	25	3	28	89.29%	The re
ĥ	294	21	315	93.3%	215	27	242	88.80%	246	12	258	95.35%	last 12
Unigal	13	-	13	100%	10	-	10	100%	12	1	13	92%	totale
ĥ	13	-	13	100%	10	-	10	100%	12	1	13	92.31%	93.4
Mineração	31	9	40	77.5%	36	14	50	72.00%	53	3	56	95%	
្ឋុំ	1	2	3	22.2%	5	2	7	/1.4/0	10	-	10	100%	
ĥ	30	7	37	81.1%	31	12	43	72.1%	43	3	46	93.48%	
Mecânica	57	43	100	57.0%	45	80	125	36.00%	121	14	135	90%	
Å	1	1	2	50.0%	2	10	12	16.7%	4	-	4	100%	
ĥ	56	42	98	57.1%	43	70	113	38.10%	117	14	131	89.31%	
Soluções	25	9	34	73.5%	26	7	33	78.80%	39	2	41	95%	
Å	2	3	5	40.0%	4	1	5	80.00%	3	-	3	100%	
ĥ	23	6	29	79.3%	22	6	28	78.60%	36	2	38	94.74%	
Total Geral	441	89	530	83.2%	357	134	491	72.70%	496	35	531	93.4%	





Supplementary Pension Plans[GRI 201-3]

In accordance with the relevant legislation, Previdência Usiminas' primary objective is to administer and implement social security benefit plans.

Plan contributions are made by the respective sponsors and employees based on the specific regulations of each benefit plan.The contribution percentage for each plan is calculated actuarially and reviewed annually by the responsible actuary. The plans use a progressive table for the sponsors' contributions and are based on the participation salary of each participant.

For more information, visit: (Results Center - Usiminas | IR)

Plans Administered by Previdência Usiminas

The independent actuary employed by Usiminas calculates the technical reserves of the benefit plans managed by the Company's pension plan. These reserves represent the estimated obligation of benefits provided and yet to be granted to the participants and their beneficiaries.

Benefit Plan 1 (PB1)

This defined benefit plan was closed to new enrollments in November 1996.

It provides a variety of benefits that are converted into a life annuity, including contribution time, disability, early, special, and disability retirements, and a death pension. In addition, plan participants are entitled to receive complementary sickness, reclusion, and funeral assistan.

Benefit Plan 2 (USIPREV)

This Variable Contribution (VC) benefit plan has been operational since August 1998 and is exclusively available to employees of the sponsoring companies. Currently, it is the only plan open for new enrollments from Usiminas companies.

The benefits under this plan include scheduled retirement, benefits deriving from the option by the institute of theDeferred Proportional Benefit (DPB), benefits generated by ported resources, disability retirement, sickness benefit, and death pension – before and after retirement.

Defined Benefit Plan (DBP)

This defined benefit plan has been closed to new enrollments since December 2000. The plan provides several types of benefits that are converted into life annuities, including contribution time, disability, early, special, and disability retirements, and a death pension. It offers sickness, reclusion, birth, and funeral assistance as well. Additionally, plan participants have access to the Institutes of Self-Sponsorship, Benefício Proporcional Diferido-BPD (Deferred Proportional Benefit), Redemption, and Portability.

COSIPREV

This defined contribution plan has been closed to new enrollments since April 30, 2009. It provides retirement benefits such as scheduled retirement, savings for total and permanent disability and death, and sickness assistance. Additionally, participants in this plan have access to the Institutes of Self-Sponsorship, Benefício Proporcional Diferido-BPD (Deferred Proportional Benefit), Redemption, and Portability.



Diversity and Inclusion [GRI 405-1]

Understanding the essentiality of diverse teams engages Usiminas in reaching out to all spheres of a plural and inclusive environment.Based on respect, this approach consolidates the Company's commitment to establishing sustainable human relations.

To support its initiatives and position towards challenges and opportunities related to this theme, Usiminas has a Diversity and Inclusion Program under the responsibility of the Corporate Department of People Management and Innovation. The Diversity and Inclusion Committee, consisting of responsible personnel from all areas, meets bimonthly to develop the theme and integrate its guidelines. In addition to the Committee, the Program undertakes various activities to strengthen the cultural evolution of diversity and inclusion, including actions focused on the five fronts that underlie the following affinity groups: Gender Equality, People with Disabilities, Race and Ethnicity, Generations, and LGBTI+. These groups comprise volunteer employees known as "diversity guardians.". The groups hold monthly meetings, and each group commits to identifying opportunities for improvement in D&I, presenting proposals for specific actions, serving as the Program's focal point on site, disseminating actions, influencing colleagues, and, most importantly, keeping the program active and thriving

The Diversity and Inclusion Standard, launched in January 2020 and revised in January 2023, establishes guidelines for the Diversity and Inclusion Program aimed at promoting inclusion and equity among employees, enabling equal opportunities for personal, corporate, and social development. Its premise is to foster and promote the involvement, awareness, and participation of Usiminas companies in a cultural transformation towards a more respectful society that values cultural, social, and identity differences. The Standard also seeks to encourage outsourced employees, partners, customers, and the community to develop a vision centered on the importance of diversity and inclusion.

To bolster the Program, in 2022, the People Management department developed a daily work to monitor the implementation of the corporate action plan, ESG targets, and the Program's quantitative and qualitative progress on a daily basis, thereby improving its outcomes:

Exceeded the ESG target of achieving the participation of at least 55% of women in apprentice training classes, with a percentage of 58.02% in the year;

The 3rd Diversity and Inclusion Week reached over 206,000 people, including participants and views of internal and social media content;

Specific Roundtable Discussions held by an affinity group were attended by over 700 participants

Coaching and Mentoring programs, which included
 37 male and female employees;

Twenty-five (25) employees received the Training for Mentors

Presentation and promotion of the Usiminas D&I
 Program to 34 partner and supplier companies;

As part of the D&I Calendar, articles were published in internal communication channels and social media highlighting 14 significant dates that reinforce diversity and inclusion, such as International Women's Day, Day to Reflect upon and Fight Against Discrimination, Youth Day, LGBTI+ Pride Day, Black Awareness Day, International Day of Persons with Disabilities, and more

Increased the number of women in the consolidated headcount from 7.13% in 2019 to 9.7% in 2022.

Increased the number of women in leadership positions (managers, general managers, board, and statutory) from 7.4% in 2019 to 14.10% in 2022

Increased the number of Black workers in the consolidated headcount from 7.33% in 2019 to 9.84% in 2022.





Furthermore, Usiminas' Code of Ethics and Conduct includes guidelines for addressing the issue of prejudice, discrimination, and harassment, specifically under the section entitled "Prejudice, Discrimination, and Harassment" (item 5.1). This policy aims to foster a culture of respect for employee diversity and promote equal opportunities for all members of the organization.

Diversity Week

In 2022, the Third Diversity Week was held, providing a platform for critical reflection through a series of lectures, debates, and interventions. Usiminas hosted renowned speakers, including Rita Von Hunty, and partnered with SENAI to facilitate discussions on the significance of professional development for underrepresented minorities seeking to enter the workforce based on the principle of equality. Additionally, the Diversity Week offered a specially curated program of "Commented Movies" to encourage further reflection on the theme from the vantage point of popular films.

For more information click here

#SouDiversidade



Diversity – Gender

Employee percentage by position

			2020					2021			2022					
	l	о М	Ĥ			Å		Ĥ			្ពុំ		ĺ			
	Total	%	Total	%	Overall Total	Total	%	Total	%	Overall Total	Total	%	Total	%	Overall Total	
Statutory Officers	-	0%	11	100%	11	1	0.0625	15	93.75%	16	1	6.25%	15	93.75%	16	
Units' Executive Officers	-	0%	3	100%	3	-	0%	2	100%	2	-	0%	2	100%	2	
Department Directors	1	7.70%	12	92.30%	13	1	6.67%	14	93.33%	15	1	5.88%	16	94.12%	17	
General Managers	2	4.30%	44	95.70%	46	2	4.76%	40	95.24%	42	3	6.98%	40	93.02%	43	
Management	18	15.10%	101	84.90%	119	23	17.69%	107	82.31%	130	28	17.95%	128	82.05%	156	
Department Heads	17	16.30%	87	83.70%	104	11	16.42%	56	83.58%	67	17	23.94%	54	76.06%	71	
Officers	378	30.50%	863	69.50%	1,241	444	31.31%	974	68.69%	1,418	456	30.38%	1,045	69.62%	1,501	
Technicians	136	7.50%	1,673	92.50%	1,809	168	8.22%	1,875	91.78%	2,043	197	9.24%	1,934	90.76%	2,131	
Administrative Staff	72	37.70%	119	62.30%	191	71	41.28%	101	58.72%	172	61	36.75%	105	63.25%	166	
Operational Team	358	4.20%	8,214	95.80%	8,572	562	5.50%	9,658	94.50%	10,220	776	6.59%	10,999	93.41%	11,775	
TOTAL	982	8.10%	11,127	91.90%	12,109	1,283	9.08%	12,842	90.92%	14,125	1,540	9.70%	14,338	90.30%	15,878	



Ratio of basic salary and remuneration of women to men [GRI 405-2]

Companies	Year	Units' Executive Officers	Department Directors	General Managers	Management	Department Heads	Officers	Technicians	Administrative Staff	Operational Team
Mecânica	2019	-	-	-	0.98	1.18	0.72	0.81	0.80	0.82
	2020	-	-	-	-	0.85	0.67	0.78	0.90	0.67
	2021	-	-	-	-	1.02	0.54	0,79	0.80	0.78
	2022	-	-	-	-	0.96	0.48	0.77	0.85	0.63
Mineração	2019	-	-	-	-	-	0.62	0.87	0.72	0.81
	2020	-	-	0.81	-	0.86	0.67	0.85	0.8	0.8
	2021	-	-	0.84	-	0.96	0.76	0.82	0.65	0.81
	2022	-	-	0.88	0.68	1.05	0.76	0.81	0.84	0.8
Soluções	2019	-	-	-	0.92	1.14	0.81	0.76	0.93	0.77
	2020	-	-	-	1.11	1.18	0.79	0.79	0.95	0.72
	2021	-	-	-	1.04	1.22	0.85	0.73	0.95	0.68
	2022	-	-	-	1.04	1.38	0.91	0.81	0.95	0.67
Cubatão Plant	2019	-	-	-	0.77	-	0.94	0.76	0.81	0.64
	2020	-	-	-	0.95	-	0.91	0.78	0.78	0.63
	2021	-	-	-	0.95	-	0.89	0.81	0.68	0.63
	2022	-	-	-	0.95	0.85	0.94	0.79	0.64	0.6
Ipatinga Plant	2019	-	-	-	0.74	0.67	0.74	0.79	0.93	0.86
	2020	-	-	-	0.86	0.82	0.73	0.81	0.93	0.81
	2021	-	-	-	0.86	0.86	0.71	0.84	0.85	0.7
	2022	-	-	-	0.91	0.77	0.7	0.82	0.84	0.66
	2019	-	0.68	-	0.94	0.95	0.75	0.93	1.05	-
HQs and Offices	2020	-	0.71	1.15	0.84	1.02	0.7	1.03	0.94	0.72
	2021	-	0.71	1.09	0.89	0.99	0.67	1.04	0.87	0.7
	2022	-	0.8	1.33	0.9	1.12	0.7	1.08	0.83	0.66
	2019	-	-	-	-	-	0.86	-	-	0.8
Unigal	2020	-	-	-	-	-	0.89	-	-	0.8
Ullgar	2021	-	-	-	-	-	0.69	-	-	0.7
	2022	-	-	-	-	-	0.66	-	-	0.62

* These facilities have a greater concentration of production activities and/or personnel.

* The salary proportion considers both the base salary and the variable compensation.



Diversity – Race and Ethnicity

Employee percentage by position – Race

					2020)						
	Bro	own	White		Black		Yel	low	Indig	enous	Didn't	answer
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Statutory Officers	-	-	7	63.60%	-	-	4	36.40%	-	-	-	-
Units' Executive	1	33.30%	2	66.70%	-	-	-	-	-	-	-	-
Officers	1	7.70%	12	92.30%	-	-	-	-	-	-	-	_
Department	4	8.70%	41	89.10%	-	-	1	2.20%	-	-	-	-
General Managers	33	27.70%	83	69.80%	3	2.50%			-	-	-	-
Management	31	29.80%	67	64.40%	5	4.80%	1	1.00%	-	-	-	-
Officers	332	26.80%	837	67.50%	30	2.40%	18	1.50%	1	0.10%	23	1.90%
Technicians	921	50.90%	768	42.50%	106	5.90%	6	0.30%	3	0.20%	5	0.30%
Administrative Staff	71	37.20%	106	55.50%	11	5.80%	2	1.00%	-	0%	1	0.50%
Operational Team	4,640	54.10%	2,928	34.20%	822	9.60%	53	0.60%	26	0.30%	103	1.20%
Total	6,034	49.80%	4,851	40.10%	977	8.10%	85	0.70%	30	0.20%	132	1.10%



Employee	percentage	by	position -	– Race
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					2021	l						
	Brc	own	White		Black		Yel	low	Indig	enous	Didn't	answer
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Statutory Officers	2	12.50%	9	56.25%	-	0%	5	31.25%	-	0%	-	0%
Units' Executive	-	0%	2	100%	-	0%	-	0%	-	0%	-	0%
Officers	1	6.67%	13	86.67%	-	0%	-	0%	-	0%	1	6.67%
Department	4	9.52%	37	88.10%	-	0%	-	0%	-	0%	1	2.38%
General Managers	35	26.92%	91	70.00%	4	3.08%	-	0%	-	0%	-	0%
Management	20	29.85%	42	62.69%	4	5.97%	1	1.49%	-	0%	-	0%
Officers	414	29.20%	895	63.12%	42	2.96%	20	1.41%	1	0.07%	46	3.24%
Technicians	1,036	50.71%	842	41.21%	119	5.82%	12	0.59%	5	0.24%	29	1.42%
Administrative Staff	61	35.47%	99	57.56%	11	6.40%	1	0.58%	-	0%	-	0%
Operational Team	5,480	53.62%	3,274	32.04%	1,138	11.14%	67	0.66%	29	0.28%	232	2.27%
Total Geral	7,053	49.93%	5,304	37.55%	1,318	9.33%	106	0.75%	35	0.25%	309	2.19%



Employee percentage	by position – Race
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						2022							
	Brown		White		Black		Yel	low	Indig	enous	Didn't	answer	Geral
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	
Statutory Officers	2	12.50%	10	12.50%	-	0%	4	25.00%	-	0%	-	0%	16
Units' Executive	-	0%	2	0%	-	0%	-	0%	-	0%	-	0%	2
Officers	1	5.88%	15	5.88%	-	0%	-	0%	-	0%	1	5.88%	17
Department	3	6.98%	39	6.98%	-	0%	-	0%	-	0%	1	2.33%	43
General Managers	41	26.28%	110	26.28%	4	2.56%	1	0.64%	-	0%	-	0%	156
Management	18	25.35%	45	25.35%	5	7.04%	2	2.82%	-	0%	1	1.41%	71
Officers	441	29.38%	917	29.38%	39	2.60%	23	1.53%	1	0.07%	80	5.33%	1,501
Technicians	1,078	50.59%	863	50.59%	121	5.68%	16	0.75%	6	0.28%	47	2.21%	2,131
Administrative Staff	60	36.14%	83	36.14%	14	8.43%	2	1.20%	-	0%	7	4.22%	166
Operational Team	6,119	51.97%	3,448	51.97%	1,379	11.71%	84	0.71%	27	0.23%	718	6.10%	11,775
Total	7,053	48.89%	5,532	48.89%	1,562	9.84%	132	0.83%	34	0.21%	855	5.38%	15,878



| | | 2020 | | | | | 2021 |

 | | | | | | | 2022
 |
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|----------------|---|---|---|---|---|---|---
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--|---
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---	---	--	---
	Und	ler 30	30 -

 | ler 30 | 30 | to 50 | Ove | er 50 | | Und
 | ler 30
 | 30 | to 50 | Ove | er 50
 | | |
| | Total | % | Total | % | Total | % | Total | Total

 | % | Total | % | Total | % | Total | Total
 | %
 | Total | % | Total | %
 | Tota | |
| ry Officers | - | 0% | 3 | 0% | 8 | 0.60% | 11 | -

 | 0% | 4 | 25.00% | 12 | 75.00% | 16 | -
 | 0%
 | 7 | 43.75% | 9 | 56.25%
 | 16 | |
| xecutive | - | 0% | 2 | 0% | 1 | 0.10% | 3 | -

 | 0% | 1 | 50.00% | 1 | 50.00% | 2 | -
 | 0%
 | 1 | 50.00% | 1 | 50.00%
 | 2 | |
| | - | 0% | 4 | 0.10% | 9 | 0.70% | 13 | -

 | 0% | 4 | 26.67% | 11 | 73.33% | 15 | -
 | 0%
 | 6 | 35.29% | 11 | 64.71%
 | 17 | |
| nent | - | 0% | 29 | 0.40% | 17 | 1.30% | 46 | -

 | 0% | 24 | 57.14% | 18 | 42.86% | 42 | -
 | 0%
 | 24 | 55.81% | 19 | 44.19%
 | 43 | |
| Managers | - | 0% | 92 | 1.10% | 27 | 2.10% | 119 | -

 | 0% | 99 | 76.15% | 31 | 23.85% | 130 | -
 | 0%
 | 127 | 81.41% | 29 | 18.59%
 | 156 | |
| ement | 1 | 0% | 78 | 0.90% | 25 | 1.90% | 104 | 1

 | 1.49% | 47 | 70.15% | 19 | 28.36% | 67 | 1
 | 1.41%
 | 52 | 73.24% | 18 | 25.35%
 | 71 | |
| | 129 | 5.30% | 929 | 11.10% | 183 | 14.20% | 1.241 | 224

 | 15.80% | 983 | 69.32% | 211 | 14.88% | 1.418 | 258
 | 17.19%
 | 1,027 | 68.42% | 216 | 14.39%
 | 1,50 | |
| ians | 197 | 8.10% | 1,445 | 17.20% | 167 | 13.00% | 1.809 | 237

 | 11.60% | 1,594 | 78.02% | 212 | 10.38% | 2,043 | 293
 | 13.75%
 | 1,635 | 76.72% | 203 | 9.53%
 | 2,13 | |
| strative Staff | 40 | 1.70% | 129 | 1.50% | 22 | 1.70% | 191 | 42

 | 24.42% | 107 | 62.21% | 23 | 13.37% | 172 | 56
 | 33.73%
 | 89 | 53.61% | 21 | 12.65%
 | 166 | |
| onal Team | 2,057 | 84.90% | 5,686 | 67.70% | 829 | 64.40% | 8,572 | 2,553

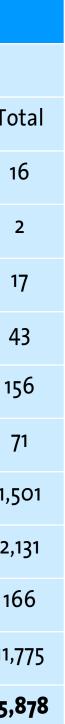
 | 24.98% | 6,512 | 63.72% | 1,155 | 11.30% | 10,220 | 3,343
 | 28.39%
 | 7,131 | 60.56% | 1,301 | 11.05%
 | 11,77 | |
| | 2,424 | 20.00% | 8,397 | 69.30% | 1,288 | 10.60% | 12,109 | 3,057

 | 21.64% | 9,375 | 66.37% | 1,693 | 11.99% | 14,125 | 3,951
 | 24.88%
 | 10,099 | 63.60% | 1,828 | 11.51%
 | 15,87 | |
| r | ecutive
Managers
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trative Staff | Total
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trative Staff 40 1.70% | Total%Totaly Officers-0%3accutive-0%2annagers-0%29Managers-0%29ment10%92ans1295.30%929ans1978.10%1.445ans2.05784.90%5.686 | Und= 3030 Under 30Total%Total%Total%Total%y Officers-0%30%cecutive-0%20%cecutive-0%40.10%nent-0%290.40%Managers-0%921.10%ment1295.30%92911.10%ans1978.10%1.44517.20%mai Team401.70%5.6866.70% | Under 30 $30 \cdot 50$ Over Total % | Under 303 30 € 50OVER 30Total%Total%Total%y Officers6.70%3.10%8.80.60%secutive7.10%2.20%1.10.10%nent7.10%4.40.10%9.90.70%Managers7.10%2.90.40%171.30%ment1.10%780.90%2.51.90%ans1978.10%1.44517.20%16713.00%trative Staff401.70%1291.50%2.21.70%ans2.05784.90%5.68667.70%82.964.40% | JUnder 3030 Jor 30OPOPTotal%Total%Total%Total%Totaly Officers0.%%%%%%%y Officers0.%% <t< td=""><td>1 + 1 + 2 + 3 + 3 + 3 + 3 + 3 + 3 + 3 + 3 + 3</td><td>NetworkNetworkNetworkNetworkUnder Sol</td></t<> <td>Normalization in the image of the image o</td> <td>Network Network Network Network Network Index Solation S</td> <td>Note that the second s</td> <td>$U = V_{1}$ $3 = V_{2}$ $Q = V_{2}$</td> <td>$U \Pi + 2$$3 \sigma + 2$$3 \sigma + 2$$0 \sigma + 2$$1 \sigma + 2$$3 \sigma + 2$$0 \sigma + 2$<td>Normalized by the second of t</td><td>Image: space space</td><td>Normalized by the set of t</td><td>Here B<td>Image: bolic bol</td><td>$U \\ V < V$</td></td></td> | 1 + 1 + 2 + 3 + 3 + 3 + 3 + 3 + 3 + 3 + 3 + 3 | NetworkNetworkNetworkNetworkUnder Sol | Normalization in the image of the image o | Network Network Network Network Network Index Solation S | Note that the second s | $U = V_{1}$ $3 = V_{2}$ $Q = V_{2}$ | $U \Pi + 2$ $3 \sigma + 2$ $3 \sigma + 2$ $0 \sigma + 2$ $1 \sigma + 2$ $3 \sigma + 2$ $0 \sigma + 2$ <td>Normalized by the second of t</td> <td>Image: space space</td> <td>Normalized by the set of t</td> <td>Here B<td>Image: bolic bol</td><td>$U \\ V < V$</td></td> | Normalized by the second of t | Image: space | Normalized by the set of t | Here B <td>Image: bolic bol</td> <td>$U \\ V < V$</td> | Image: bolic bol | $U \\ V < V < V < V < V < V < V < V < V < V$ | |

Employee percentage by position - Age Group

*Refers to all permanent employees (active, trainees, interns, apprentices, and statutory employees), excluding only retired employees and supplementary staff.

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Diversity in the governance bodies (Board of Directors and Fiscal Council) [GRI 405-1]

Board of Directors, by gender

2022

100% are male

Board of Directors, by ethnicity

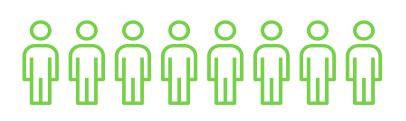
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92% are white



Board of Directors, by age













Employee Appreciation

Usiminas acknowledges that its workforce is the primary source of motivation and the driving force behind the Company's efforts to maintain its position as a leading player in the steel production industry. Attracting and retaining top talent requires a continuous commitment to recognizing and valuing the contributions of those who collaborate with the Company. It demands a dedicated focus on appreciating all the efforts that contribute to the organization's growth.*

*Across all companies within the group, the lowest salaries for both men and women are R\$1,289.00. This figure is R\$77.00 higher than the monthly minimum wage of R\$1,212.00, representing a 6.4% increase above the minimum wage. This figure is R\$77.00 higher than the monthly minimum wage of R\$1,212.00, representing a 6.4% increase above the minimum wage. [GRI 202-1] *The Personnel Management department closely monitors employee groups whose salaries are tied to the minimum wage, regularly reviewing any published changes to the salary table and making appropriate adjustments.. *Additionally, the Company negotiates collective bargaining agreements with various categories and operational units to establish a minimum wage.





Remuneration [GRI 2-19] [GRI 2-20] [GRI 2-21]

Usiminas employs the Korn Ferry Hay Group methodology for job evaluation and Short-term variable compensation is determined annually based on market studies and cyclical aspects of the global economy. This compensation considers conducts regular salary surveys to assess its competitiveness in relation to other both quantitative and qualitative indicators and is proposed by the Company's market players across various components of total compensation. To develop optimal remuneration practices, Usiminas collaborates with expert consultants Strategic Planning Department. who undertake projects involving the acquisition of market tools and reports or the application of new methodologies. The Corporate Office of People The long-term variable remuneration is awarded through virtual units that are Management and Innovation is also responsible for conducting independent granted based on the disclosed equity divided by the number of shares of the studies or those commissioned by the Board of Directors or the Human Company. At the time of the grant, the equity value is established and compared Resources Committee, based on a technically sound and coherent perspective, to a future value, which is determined after a vesting period of three years. To receive payment, a performance condition must be met, which is that the equity with recommendations from the Company's Human Resources department. value does not decrease by more than 5% compared to the value at the time of In addition, Usiminas offers variable compensation in the form of the Profit and the grant.

In addition, Usiminas offers variable compensation in the form of the Profit and Results Program (PLR) and the Executive and Bonus Profit and Results Program. These programs have distinct objectives for each group of employees, including the CEO and other Statutory Officers, Executive Officers, Directors, Senior Managers and Specialists, Associate Specialists, Department Heads, Specialists, and other employees.

As for the Executive Officers, the total fixed and variable annual compensation is decided by the Board of Directors, which relies on recommendations from its Human Resources Committee. In addition, these officers receive benefits such as car and driver services, medical and dental coverage, life insurance, and private pension plans. As for the Board of Directors, compensation is paid based on the budget approved at the Annual General Meeting, with no variable compensation offered. The Chairman of the Board of Directors is provided with medical and dental coverage benefits.

Effective members of the Fiscal Council receive a monthly compensation set at 10% of the average fixed compensation allocated to the Company's Statutory Officers, in accordance with paragraph 3 of article 162 of Law No. 6,404/76. No variable compensation is provided to the Fiscal Council.

The Company holds the belief that linking compensation to the accomplishment of both quantitative and qualitative targets enables an accurate assessment of each of its areas of interest, as performance indicators are assigned weights for evaluation and determination of variable compensation. AThe relative weights of these indicators are validated annually by the Company's Board of Directors, following a recommendation from its Human Resources Committee.



The ratio between the average annual salary of all employees (excluding the highest-paid individual) and the highest-paid individual is 22.4.This calculation includes the value of the Profit and Results Program (PLR) and the Bonus Target.

The highest-paid individual received a 1.0% increase compared to their 2021 salary.

The average total annual salary, excluding the highest-paid individual, increased by 2.3% in 2022 compared to the previous year.

*The figures mentioned were obtained from the headcount report in the SAP system, which contains information on remuneration based on the average total salary calculation of employees The variable remuneration was calculated after the closure of the PLR, which was applied based on position and salary range.faixa salarial.



Training and Education [GRI 404-1] [GRI 404-2]

Corporate University

Usiminas' Corporate University is an educational concept designed to develop employees according to the specific needs of each business. It is divided into the following schools:

- Steel School
- School of Leadership and Culture
- Business School
- School of Health, Safety, and Environment

The content is delivered through in-person, online, and distance learning (DL) formats and is divided into categories such as leadership, self-development, productivity, safety, and quality of life, among others. These resources are available to all employees through the university's hot site, which is accessed via the Intranet.

Individual Development Plan (IDP)

The Individual Development Plan aims to track the progress of technical and behavioral skills essential for employees' careers and Usiminas' business sustainability. Training sessions were conducted throughout the year to develop various leadership programs, including Leader of Self and Leader of Others, Leader of the Future, and Coach Leader. Additionally, all employees can access the Corporate University's catalog of DL training courses focused on enhancing their soft skills.

School of Leadership and Culture

The 2022 "Liderança em Ação" Program ("Leadership in Action") was designed with three tracks for directors, managers, coordinators, and supervisors with the aim of updating their training on people management, decision-making, collaboration, feedback, diversity, and communication. The program was conducted through simulation in a virtual environment, providing participants with practical experience of the business vision and the impact of decision-making.

Innovation Week

The aim of the event was to encourage the exchange of ideas and provide training to promote a culture of innovation within the Company while showcasing the latest technological trends in organizational transformation. It sought to offer a diverse range of content to inspire a fresh perspective and innovative approaches to CREATING and DOING. The program featured a talk and interactive session with guest speaker Jardel Beck, who shared innovative insights with the Innovation team to launch the 4th edition of Usiminas' Ideas Program.

Startup Mundi

The second edition of the Startup Mundi training program was promoted by Usiminas' innovation team. With a total duration of eight hours, employees from all companies within the group had the opportunity to experience the critical stages of startup evolution. Starting with the validation of the idea, going through the processes of scalability, raising investments, and ending with what could not be missing: the Demoday, an event where the startups have the opportunity to showcase their business.

InovaAí

InovaAí is an innovation platform established to encourage the implementation of creative ideas and cultivate a shift in mindset through innovative solutions by collaborating with diverse partners. The initiative focuses on engaging employees in contributing towards Usiminas' pioneering position in steel production and generating sustainable outcomes. InovaAí Ideias provides resources and expertise to empower employees to innovate in their respective fields, democratizing innovation and fostering a cultural transformation that goes beyond theoretical limits, promoting practical action and involvement.

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Business School

A Partner Company DL Program

Developed with the aim of providing vocational training to labor in the Vale do Aço region, the program is a partnership between Usiminas and SENAI Technical Capacitation. In 2022, the program offered over 220 free technical courses in Industrial Automation, Electrical Engineering, and Labor Safety to employees and their dependents in Ipatinga and the surrounding areas. The program received more than 1,500 applications with an inclusive selection process that catered to a diverse audience consisting of:

40% Women

29% Black

4% LGBTQIA+

2% of People with Disabilities

To enhance the knowledge centered on business and new technologies, Usiminas conducted training sessions, forums, and workshops throughout the year, both online and in-person. More than 3,000 employees participated in these events organized by the Usiminas Corporate University and external institutions, promoting relationships beyond the Company's boundaries.

Technical Training

Continuing Education

Employees are provided with opportunities to pursue undergraduate, graduate, master's, MBA, and International Post programs aimed at supplementing their education in light of the challenges they face in their careers.





Steel School

Quality Development Program

The program aims to develop professionals to become a reference in quality, serving as multipliers and promoters of continuous improvement and problem-solving related to Usiminas' products and processes.The courses offered include CQE, Minitab, 9001 Internal Auditor Training, Coretools + IATF, Management for Results, Renewals, SNQC Certifications, and Report Feature.

Steelmaking for Non-steelmakers

A training program designed to educate individuals about the steel production process, from raw materials to the final product, with a focus on intermediate processes. The program includes a technical visit to the Ipatinga Plant, providing employees with an opportunity to witness the steelmaking process firsthand

Occupational Health and Safety Training [GRI 403-5]

Usiminas operates a health, safety, and environment school that aligns with the strategies of these areas for employee development. The main programs are detailed in the training and development section.

NationalSteel Dayand World Quality Day

Steel is present in our daily lives as a solution to various challenges. In 2022, we hosted two live streams aimed at sharing knowledge and promoting our organizational culture.In April, we celebrated National Steel Day by showcasing the entire process of product development through presentations by the Quality Assurance, Research Center, Integrated Control, and Technical Assistance teams.

In November, we hosted a special live stream in celebration of World Quality Day, where we highlighted the significance of Quality in our daily lives, emphasizing Operational Excellence, the role of Quality for everyone, and Focus on the Customer. **M**



HSE SCHOOL

Safe Behavior

An in-person training program targeted at over 1,400 operators with the aim of reinforcing the safety culture and aligning concepts with the "Protect Life DNA," promoting responsibility, interdependence, and operational discipline. This enables employees to act as safety agents in the daily activities of their respective areas.

Safety Day

Live streams are available to all employees with a focus on raising awareness of the safety culture.Throughout the year, we covered topics such as preventing hand accidents, working at heights, risk perception, operational discipline, safe driving, and process safety. Typically, reference professionals are invited to contribute to these virtual meetings. In 2022, the event featured the participation of the lecturer and YouTuber Lito Souza, who has over 1 billion views in his accident analysis videos.

Process Safety

"Safety, I care" for employees, middle managers, and senior managers, with a focus on life care. The actions include practical interactions in operational areas, DL content in the Corporate University, podcasts, and on-site workshops. Throughout the year, the main competencies addressed were Decision-Making, Protection of Life, Safety Culture, Driving for Results, and Psychological Safety.

Training hours: Normative: 235,766 hours ISO: 6,458 hours

Environment Week

The Environment Week, open to both internal and external audiences, features a diverse program aimed at raising awareness and promoting an environmental culture by encouraging daily actions that positively impact both people and the environment within and outside the plant. Activities include lectures, environmental meetings, Environment Day concerts, nursery tours, and seedling exchanges.

Decarbonization and ESG Agenda

This significant challenge in the discussion on the ESG agenda was the topic of a lecture held in collaboration with Way Carbon.It covered the central themes of decarbonization and its impact on business, as well as socio-environmental challenges and opportunities, with a specific focus on steelmaking.

Integrity Week

The third edition of Integrity Week comprised an online and in-person program aimed at promoting and reflecting on the organizational culture of doing the right thing.A lecture on ethics, respect, values, and trust was delivered by journalist and professor Clovis Barros Filho, highlighting how these concepts are embedded in the Company's daily routine. In addition, there were discussion rounds covering topics on integrity and diversity, such as Ethics is the art of coexistence, Empowering women in the labor market, and Application of the General Data Protection Law (LGPD). The event also included interactive activities designed to address integrity issues in the operational units and Q&A sessions on the Integrity Program, with active participation from employees and support from leadership. Û



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Talent Attraction

Usiminas is committed to building relationships with the market by engaging with early career youth and providing them with development opportunities, practical experiences, and knowledge sharing. This enables students and recent graduates to learn and contribute to the present and future of the organization. These initiatives are focused on the Company's entry programs, which cater to apprentices, interns, and trainees.

In 2022, we had 528 apprentices. In line with our commitment to diversity and inclusion, an exclusive class for women was developed at the Cubatão Plant, which included 20 apprentices in steelmaking processes.

Interns

The program aims to connect Usiminas with technical or higher education professionals, supporting the practical development of their academic training and offering a diverse learning environment suitable for their professional growth journey. In 2022, our program hosted 146 trainees, including students pursuing technical and higher education.

Trainee

The program comprises rotations in diverse areas of

activity, enabling a cross-functional perspective of the organization's processes. It includes technical visits to operational units, behavioral and technical development paths, and project assignments. By the end of 2022, there were 35 trainees enrolled in the program.

	20	19	20	20	20	21	2022		
	Total credit hours	Hours per employee							
Administrative Staff	7,919.6	31.6	2,515.92	13.2	5,809.25	33.39	2,157.11	16.47	
Director Level	3,121.4	42.2	276.17	10.2	776.97	20.45	743.60	17.70	
Management	13,228.5	49	2,135.83	12.9	8,161.83	45.34	10,812.66	39.75	
Operational Team	674,525.7	84.8	335,001.96	39.1	647,262.49	66.39	549,712.69	66.13	
Officers	71,719.9	49.9	23,289.57	18.8	69,544.77	49.82	51,708.48	37.28	
Technicians	119,019.3	65.1	53,487.8	29.6	145,685.82	72.30	100,134.84	47.73	
Total Geral	889,534.3	75.3	418,301.01	34.8	877,241.13	78.7	715,269.38	58.4	

Breakdown of training programs completed by employees

13th Unisanta's Career Fair

The annual event is designed to create career opportunities and stimulate networking. In the 2022 edition, the event aimed to promote our Entry Programs and register candidates in our talent bank. Additionally, students and recent graduates had the chance to gain insight into our selection process, which enables them to develop competencies and skills required for their future careers.

Average hours of training completed by employees

2020 2021 2019 2022 ဂို 31.65 84.08 76.59 71.2 0 P 75.6 40.34 78.20 56.71 **M**



Performance Evaluation [GRI 404-3]

Usiminas has a Performance Management program that evaluates the performance of all employees in various positions. The process is conducted annually for two primary groups: administrative staff and operational teams. While the evaluation of the administrative staff is based on goals, competencies, and potential. The operational teams' evaluation is focused on competencies and potential alone The process consists of hiring, goal validation and review, self-assessment, manager evaluation, management wheel, and feedback.

These steps are part of a range of initiatives aimed at enhancing employee performance, including training, development, and career advancement. Specific measures, such as the Individual Development Plan (IDP), are implemented to help individual employees reach their full potential. Collective actions and lateral and upward movements within Usiminas are also available to help employees grow professionally. About 73.5% of employees are eligible for the performance management process, and 100% of them undergo the evaluation, irrespective of their gender or position. The remaining 26.5% comprise interns, apprentices, and Usiminas Mecânica employees working on construction site. The interns and apprentices are evaluated according to their training, development, and learning programs using their own specific evaluation models.

Usiminas does not have a formalized performance evaluation process for its senior management, except for the executive officers, who are evaluated based on the results they achieve. To this end, the Board of Directors, with the assistance of the Human Resources Committee, establishes quantitative and qualitative indicators annually, which are related to the Company's performance and the achievement of collective and individual goals.

A Collective Bargaining Agreements [GRI 2-30] [GRI 407-1]

All of Usiminas' employees are covered by collective bargaining agreements, as stated in the Code of Ethics and Conduct. The Usiminas Group recognizes and values the actions of unions as representative bodies for the interests of its employees. Therefore, it upholds the right of free association, respects union participation, and does not tolerate any form of discrimination against unionized employees.



Health and Safety [GRI 403-1] [403-3]

Usiminas prioritizes the protection of its employees' health and safety and recognizes the importance of promoting a work environment with processes and procedures that ensure their physical and mental well-being. The Company's guidelines are aimed at mitigating and preventing accidents to avoid negative impacts on the lives of its workers.

Occupational Health and Safety Policies

The Health and Safety Policy provides essential guidelines for complying with rules and procedures that ensure the well-being and safety of employees. The Ipatinga and Cubatão operations hold the ISO 45001 certification, which attests to legal compliance and excellence in current legislation.

Through the "Zero Accident" target and initiatives at all hierarchical levels, the Company has established the Integrated Management Policy, the Occupational Health and Safety Policy, the Golden Rules, and the Code of Ethics and Conduct as guidelines, as well as standards and procedures.The Corporate General Management of Workplace and Process Safety is responsible for defining the Company's Safety Strategic Plan, which is based on six strategic axes: Culture, Behavior and Communication; Management of Critical Risks; Safety Routine Management; Process Safety; Technological Improvement and Technical Support; and Third-Party Safety.

Each Usiminas unit develops its Safety Planning, following the same six axes as the corporate one, to ensure standardization in the direction of actions while respecting the particularity of each operation and region.

Furthermore, health and safety professionals at the São Francisco Xavier Foundation (FSFX) work to meet the individual needs of Usiminas companies. All Usiminas employees are covered by the Integrated Health and Safety System, and the safety management system covers all activities and workers within the Usiminas companies' boundaries. [GRI 403-8]

Occupational Health

Usiminas employs a multidisciplinary team focused on identifying health risks, promoting health, and preventing harm. The team comprises a coordinating physician for the PCMSO, speech therapists, occupational physicians and nurses, administrative assistants, social workers, nurse technicians, a medical emergency attendant, a first-aid driver, a supervisor, an X-ray operator, and ergonomists. The health system provides medical and dental assistance as well as health promotion through two axes of action. Employees can access medical and dental appointments through the Usisaúde plan via the Intranet. During the clinical appointments for periodic exams, the physician has the autonomy to refer the employee to a specialist paid for by the Company, if necessary.





Work-Related Injuries [GRI 403-9] [GRI 403-10]

In 2022, Usiminas reported incidents related to toxic and asphyxiating gases. The occupational safety and process safety teams evaluated all hazards and their associated risks, identifying them in the PRA (Preliminary Risk Analysis) and PHA (Preliminary Hazard Analysis) as the cause of major serious accidents, including fatalities.

To prevent accidents with gases, Usiminas implemented a 24-hour gas leak monitoring and detection center and modernized its devices and equipment for leak prevention and detection. Additionally, the company established a specific awareness and training center for gases at the Ipatinga Plant. Working groups were created to address these topics, with directors serving as sponsors and several prevention actions and investments currently underway.

In 2022, no fatalities resulted from occupational diseases.

Employees

Number of fatalities resulting from work-related injuries:	Ο
Number of high-consequence work-related injuries (except fatalities)	7
Rate [*] of high-consequence work-related injuries (except fatalities):	0.27
Number of recordable work-related injuries:	38
Rate* of recordable work-related injuries	1.46
Hours worked	26,091,041.95

Third-Party

Number of fatalities resulting from work-related injuries	1
Rate* of fatalities resulting from work-related injuries	0.03
Number of high-consequence work-related injuries (except fatalities)	22
Rate [*] of high-consequence work-related injuries (except fatalities)	0.62
Number of high-consequence work-related injuries (except fatalities)	57
Rate* of recordable work-related injuries:	1.55
Hours worked	36,831,378.46





Risk Assessment [GRI 403-2] [GRI 403-4] [GRI 403-7]

Usiminas has various initiatives to eliminate hazards and reduce risks across all its business areas, based on the six axes of its Strategic Safety Planning. Axis 1 - Culture, Behavior and Communication: awarenessraising initiatives, e.g., campaigns, lectures and training and skills development actions aimed at accident prevention at all hierarchical levels, as well as the participation of groups with employees' representatives such as CIPA;

Axis 2 - Management of Critical Risks: initiatives focused on the main critical risks, with the implementation of new technologies to reduce risks, equipment upgrade, use of sensors and safety devices, standardization of prevention items, actions focused on reducing risks by using the Preliminary Risk Analysis and Preliminary Hazard Analysis in the occupational and process perspective;

Axis 3 - Safety Routine Management: control of reactive and preventive indicators, sending reports with relevant safety information, and audit management;

Axis 4 - Process Safety: risk analysis, recommendation implementation, and action in critical process safety scenarios;

Axis 5 - Technological Improvement and Technical Support: system modernization, implementation of new technologies aimed at risk reduction and robotic process automation;

Axis 6 - Third-Party Safety: initiatives aimed at outsourced companies, with routine meetings on safety, as well as monthly audits in outsourced companies.

Incidents are investigated using the Root Cause Analysis (RCA) methodology, starting with the identification of the cause and enabling the adoption of appropriate corrective measures. The results of the investigations are documented and available for anyone to access to facilitate actions as needed.



Preliminary Risk Analysis (APR in portuguese)

Usiminas employs a process for identifying hazards and evaluating related risks in the activities of the production process, following the hierarchy of controls. The Company utilizes preliminary risk assessments in a preventive way to identify places where employees may be exposed to hazardous and dangerous situations.

Each worker at Usiminas has the Right of Refusal in their activities. In the event of risk during the execution of a task, the worker has the right, guaranteed and supported by the entire leadership, to refrain from performing the task until the risk has been mitigated or controlled.

Risk Management Program (PGR in portuguese)

This program comprises an inventory of occupational risks and action plans prepared by the contracted/service provider for Usiminas, under the Company's responsibility, in accordance with the Regulatory Norms, which are dated and signed.

Medical Control Program for Occupational Health (PCMSO in portuguese)

The aim of the program is to monitor and identify the health status of employees and to continuously develop initiatives to prevent diseases, both of clinical and occupational nature.Usiminas performs an annual PCMSO report, through which the health status of its employees is constantly monitored, and continuous actions are taken to prevent diseases, whether of clinical or occupational nature.

Integrated System of Occupational Health Actions (SIASSO in portuguese)

Usiminas has a system accessible to all employees via the internal network for reporting hazards and risks in their activities. The system enables employees to describe the situation and propose an action plan for the leadership to mitigate the risks. The situations reported in the SIASSO system are monitored at all hierarchical levels, including top management, ensuring that employees can report situations without fear of reprisals. During safety forums, employees are encouraged to contribute with their reports, and deviations/incidents recorded in the system are subject to corrective measures.

Employees have representation in the Internal Commission for Accident Prevention (CIPA) and a process for consulting and participating in the Company's occupational health and safety management system, including:

- Involvement in identifying hazards, assessing risks and opportunities, and determining controls;
 - Consultation and participation in the development of operational procedures;
 - Participation in the Internal Commission for Accident Prevention (CIPA);
 - Participation in Safety Volunteer Groups (GVS), where employees can report risk situations and directly report to the Officers for resolution;
 - Participation in the Daily Safety Dialog (DDS), which includes a daily review of important health and safety information;

Communication about relevant security incidents.

The health and safety matters are linked on the Intranet, and all employees have access to provide their comments and opinions, which are duly considered by the technical group for addressing the pointed-out actions. The Technical Health Group convenes on a pre-determined date and time every week to deliberate on pertinent health matters and strategic definitions, including the analysis of indicators and the status of actions and projects at each location.





Ergonomics Management System

In 2020, the ergonomics project (SIGE_U) was implemented, with the objective of identifying, preventing, proposing, and managing resolutions for ergonomic risks, including psychosocial and organizational ones. The ergonomics management project presented effective results and more comprehensive initiatives (area mapping, psychosocial mapping, SIASSO compliance, and other needs), reaching the goal related to completed improvement actions. In 2022 the psychosocial mapping and inclusion of ergonomic deviations in SIASSO (Integrated System for Occupational Health and Safety Actions) were started.

Promotion of Worker Health [GRI 403-6]

In collaboration with the Health Insurance Company of the São Francisco Xavier Foundation, Usiminas provides assistance to employees with orthopedic complaints through the "Superar Project," where they receive consultations with an orthopedist and a physical therapist. Pregnant employees are also supported by the "Gerar Project," which offers guidance on management and breastfeeding. Usiminas has also developed the "Espaço Mamãe" ("Moms' Lounge") in partnership with the diversity program, providing lactating employees with a secure location to express and store their breast milk during work hours. Additionally, Usiminas conducts an annual Vaccination Campaign against influenza in all its units, in partnership with the Health Care Provider, aiming to reduce the incidence of the disease among employees and its potential consequences. The quadrivalent vaccine is provided at no cost to employees and at a subsidized rate for dependents. Since 1997, the campaign has been a staple in the Company, and in 2022, approximately 18,000 employees and dependents received the vaccine.

Mental Health

In 2022, Usiminas initiated mental health actions in partnership with the Corporate University, targeting operators and managers to reduce stigmatization around mental health and prevent mental illnesses. Online meetings were conducted to promote physical and emotional well-being and improve the quality of life. Usiminas psychologists addressed the "Impacts of the Pandemic on Mental Health: A Fresh Start" alongside guest speakers and concluded the year with "Demystifying Mental Health," which was open to all employees.





NATURAL CAPITAL

Usiminas recognizes that its relationship with the environment is closely linked to the continuity of its operations and its capacity to grow sustainably. To this end, the Company follows specific guidelines to ensure that its activities are in harmony with environmental preservation. It continuously strives to enhance its performance by managing impacts efficiently and using natural resources prudently. As a result, Usiminas practices efficient water and energy consumption, reuses materials in its industrial plants, reduces pollutant emissions into the atmosphere, and handles production waste correctly.

Usiminas is also subject to rules and regulations that demand careful and attentive management. By adhering to these regulations, the Company can minimize risks that could otherwise compromise its smooth operations. This management, in turn, helps to preserve the quality of life of the community living near its sites.

USIMINAS



USE OF MATERIALS

STEELMAKING

Use of Materials [GRI 301-1]

Renewable materials used by weight and volume				
Ipatinga Plant (Kt)				
Material	Unit	2020	2021	2022
Sinter – Raf/Degraded	kt	808.43	857.11	646.28
Fine Granulated Ores	kt	84.76	113.23	107.14
Scale	kt	142.11	184.58	150.03
Blast Furnace Collector Dust	kt	28.33	33.66	46.91
Industrial Recycling	kt	185.65	131.62	156.34
Coke Grinder/Extinction	kt	15.33	21.97	4.54
Calcined Dolomite Sludge	kt	13.76	11.71	13.55
Small Coke	kt	77.21	76.59	86.88
Scraps	kt	0.7	0.45	0.16
Steel Scraps Used in Steel Mill	kt	282.79	308.61	292.63
Cleaning Pig Iron Scrap	kt	44.07	20.9	9.99
Scrap – Steel/Pig iron	kt	6.19	103.35	66.38
Steel Scrap – Purchased	kt	64.45	80.85	76.51
Pig Iron Ingots – Purchased	kt	8.27	30.82	2.78
TOTAL		1,762.05	1,975.45	1,836.37

Recycled input materials used [GRI 301-2]

2020	2021	2022
17%	21%	23%

Non-renewable materials used by weight and volume				
lpatinga Plant (Kt)				
Material	Unit	2020	2021	2022
Acquired plate ¹	kt	1,007.68	2,019.32	1,375.00
Ipatinga Plant (Kt)				
Material	Unit	2020	2021	2022
Acquired Plate ¹	kt	195.65	365.44	564.20
Anthracite	kt	110.9	97.12	23.30
Whitewash and Flux Materials	kt	936.96	1,040.39	842.87
Coal	kt	1,085.26	1,124.06	494.76
Acquired Coke ²	kt	46.89	102.62	1,043.93
Oil Coke	kt	417.62	387.19	109.06
Ore	kt	3,981.62	4,432.31	3,590.82
TOTAL	kt	7,782.58	9,568.45	8,043.95

The primary raw materials are sent to the Ipatinga and Cubatão plants without the need for packaging. [GRI 301-3]

Note: Information related to 2019 and 2020 for Cubatão and Ipatinga Plants were corrected this year for the following information: 1. "Steel & Aluminum " reported in the previous reporting cycle was replaced by "Acquired Plate" because the previous indicator mentioned duplicate information since it referred to liquid steel used in the composition of mentioned raw materials (coals, iron ore, etc.). 2. "Coke" reported in the previous reporting cycle was replaced by "Acquired Coke," which corresponds to coke acquired in the domestic market to complete the Blast Furnaces energy load. The previous indicator mentioned coke in general (in-house coke + external coke), creating duplicate information since in-house coke is produced from the raw material coal.



MINING

The product of Mineração Usiminas, which is iron ore, does not require any packaging, as it is extracted and used as a raw material in its natural form.

[GRI 301-1] [GRI 301-2] [GRI 301-3]

SOLUÇÕES USIMINAS	NON-RENEWABLE MATERIALS	UNIT	TOTAL	NON-RENEWABLE MATERIALS	UNIT	TOTAL
Use of Materials [GRI 301-1]	DIESEL	lt	2,941.69	USED BY WEIGHT AND VOLUME		
	LPG	kg	164,967	ZINC	ton	0
	HYDROGEN	m ³	0	STEEL	ton	1,840,043.56
				LPG	kg	164,967
	RENEWABLE MATERIALS	UNIT	TOTAL	WELDING CONSUMABLE	kg	1,858.9
	ALCOHOL ¹	lt	32	PAINTS, SOLVENTS, GREASES	lt	51,110.096
	OXYGEN ²	m³	300,847.8	ANGLE PLATES	kg	3,072.68
	NITROGEN ²	m³	11,265	PLASTIC ANGLE PLATES	pieces	2,470,998
	ARGON ²	m³	581*	PLASTIC WRAP	kg	224,570.56
				WEDGE	pieces	1,869,158
	RENEWABLE MATERIALS USED BY		TOTAL	METALLIC BANDS	kg	38,620,27
	WEIGHT AND VOLUME	UNIT	TOTAL	METALLIC SEAL	kg	856,874.01
	KRAFT PAPER	kg	12,447.9	LABELS	unit	89,891
	WOOD	unit	3,806,506	ADHESIVE TAPE	unit	2,817,470.60
	OBS.: The amount of wood (ZAo8) was calculated using the online				m	285,458

OBS.: The amount of wood (ZAo8) was calculated using t calculator available at https://pt.planetcalc.com/1026/

¹ Used for cleaning, not as fuel. ² ² Used as a gas in welding processes

* This figure includes the amount of StarGold gas, since it has 75% argon in its composition.





ENERGY

STEELMAKING

The Siderurgia Usiminas commitment to energy efficiency aims to increase the Company's competitiveness and reduce operating costs and environmental impacts through the mitigation of greenhouse gas emissions.

To achieve this goal, the company has set targets to increase the generation and use of steel mill gases, improve equipment efficiency, maximize the internal generation of renewable energy sources, and increase awareness of energy conservation and environmental protection.

These targets are established annually during the budget period and based on best practices, project data, and internal/external benchmarking. The company has established work plans to achieve and maintain optimal performance indicators for its main processes. The management of the results is carried out through specific meetings involving employees, process managers, and the board, focusing on critical consumption and costs.

Usiminas has a dedicated technical team responsible for diagnosing processes, developing engineering solutions, and proposing preventive and corrective actions to reduce consumption. On a daily basis, energy performance indicators are monitored through computerized systems. On a daily basis, energy performance indicators are monitored through computerized systems. The results are discussed during specific meetings with the active participation of all employees and the Company's management. **M**



CONSUMPTION OF PURCHASED ELECTRICITY WITHIN THE ORGANIZATION [GRI 302-1]

IPATINGA AND CUBATÃO					
CONSUMPTION OF PURCHASED ELECTRICITY WITHIN THE ORGANIZATION (GJ)					
	2020	2021	2022		
Total consumption from non-renewable sources	43,176,808	47,386,970	60,165,08		
Total consumption from renewable sources	5,648,727	6,189,220	5,838,95		
Electricity consumption	18,742,063	21,055,841	12,040,64		
Steam sold	-	0	73,364		
Total energy consumption within the organization	64,497,899	74,632,031	77,971,32		

ENERGY INTENSITY RATIO [GRI 302-3]

IPATINGA: 27.94 GJ/tab

(Gigajoule per ton of crude steel)

CUBATÃO: 2.75 GJ/t

(Gigajoule per ton of finished product)

*Energy included in the intensity ratio: All renewable sources, such as alcohol, nitrogen, oxygen, and argon, as well as non-renewable sources like coal, oil, gasoline, diesel, fuel oil, natural gas, LPG, purchased coke, and hydrogen, in addition to purchased electricity. Energy consumption within the organization.

Steelmaking operations do not consume energy (acquired) through heating, cooling and steam. Steelmaking operations do not sell energy generated through electricity, heating and cooling.

REDUCTION OF ENERGY CONSUMPTION [GRI 302-4]

Koy Processos	Energy	Performance Indicator		Energy Performance Indicator Energy Imp		Impact
Key Processes	Source	Unit	2021	2022	↓Gjoule	↓dam³ GN*
1 - LDG Gas Usage	Thermal	%	18.6	84.6	922,617	25,942
2 - Reheating Furnaces	Thermal	Mcal/t (plate)	420.6	407.3	87,416	2,458
3 - Continuous Annealing (CAPL)	Thermal	Mcal/t (coil)	288.8	269.2	26,082	733
Total	-	-	-	-	1,036,115	29,134

Below is a summary of the key strategies to capture energy gains:

- Energy Efficiency Diagnosis Technique, which helps to identify the primary losses and opportunities for improvement in the system while generating engineering proposals and solutions;
- "See and Act" initiatives, which involve taking action on the key process parameters;
- Improvements in the quality of the equipment maintenance plan;
- Investment in new equipment and engineering solutions to increase process safety and energy efficiency;
- Improvements in the routine management of energy efficiency, plant operations, and work plans achieved through an integrated system.

*Cubic dekameter.

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Reductions in Energy Requirements of Products and Services

[GRI 302-5]

The Company is continuously working on the development of new products that enable improved performance during application. As an example, we can cite the Advanced High-Strength Steel (AHSS) for the automotive and auto parts sectors, which allows the manufacture of safer, lighter, and more economical vehicles in terms of fuel consumption. Other examples are the high-strength steels developed for wind towers and solar panels, which help generate clean energy and reduce environmental impact. High-performance electrical steels also allow the manufacture of more efficient motors and compressors for refrigerators, freezers, etc., with the consequent reduction in electricity consumption.

Usiminas has a Research and Development Center (CP&D) at its industrial plant in Ipatinga (MG), which supports all these activities. CP&D acts both through the development of new products and the generation of knowledge about the behavior of steels in service, allowing an intensive work of application engineering and technical support to customers in the most effective use of steels. Û



MINING

The protection and efficient use of natural resources, with a specific focus on energy efficiency, is a concern of Mineração Usiminas to foster the sustainability of its operations. Energy efficiency is a vital and continuously evolving concept at Soluções Usiminas. The Although it is a developing theme, MUSA dedicates efforts to using renewable energy company monitors its electricity consumption relative to the number of tons produced. sources and establishing efficient management metrics. Currently, the focus is on improving LED lighting and air conditioning systems to enhance energy efficiency. Soluções Usiminas units in the Southeast region, including Betim, Santa Luzia, Taubaté, Guarulhos – São Roque, and Guarulhos – Bonsucesso, operate in the free energy market. Soluções Usiminas is registered with the Chamber of Electric Energy Commercialization (CCEE) and is categorized as a Special Consumer. As such, the company is only allowed to use incentive energy from renewable sources.

Energy Consumption within the Organization [GRI 302-1]

	2020	2021	2022
MUSA Diesel (GJ)	753,558	866,005	500,129.50
MUSA Gasoline (GJ)	2,886	2,939	2,527.20
Total fuel consumption from non-renewable sources (GJ)	756,444	868,944	502,656.70
Electricity consumption (GJ)	710,410	747,932	894,608.54
Total (GJ)	1,467,824	1,617,387	1,397,265.24

100% of the electric energy consumed comes from the distribution network

SOLUÇÕES USIMINAS

ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GRI 302-1]

Total energy consumption from non-renewable sources (GJ)						
	2020	2021	2022			
Diesel	112	68	120.70			
GLP	3,255	7,906	7,687.46			
Total energy consumption from renewable sources (GJ)						
Argônio	0.3	15.4	0.0			
Electric Energy Consumption(GJ)	Electric Energy Consumption(GJ)					
	42,883	71,476	50,929.3			
Total energy consumption within the organization (GJ)						
	46,249	79,466	58,737.42			

ENERGY INTENSITY [GRI 302-3]

TOTAL PRODUCED	910,185.36	ton
TOTAL CONSUMPTION	58,737.42	GJ
INDICATOR GJ/ton	0.0645	GJ/ton



BIODIVERSITY STEELMAKING

Usiminas is committed to preserving biodiversity by identifying, assessing, and mitigating the impacts of its operations while also participating in local initiatives aimed at achieving this objective. To ensure the protection and preservation of natural habitats, the Company takes great care to connect these areas to form ecological corridors, enabling the flow of fauna and flora throughout the region.

In accordance with Law 9,985/2000, which established the National System of Conservation Units, Usiminas participates in the Advisory Council of the Rio Doce State Park. As a representative of the private sector, the company also works in the surrounding area of the conservation unit.

The Cubatão power plant is located in a unique estuary region that is characterized by mangroves, permeated by rivers (Permanent Preservation Areas), and situated in the buffer zone of the Serra do Mar State Park (Conservation Unit).

In addition to its efforts toward conservation, Usiminas has implemented an internal system for registering and managing complaints regarding any disrespectful behavior or damage to biodiversity. When necessary, the company conducts investigations and promotes actions to correct, mitigate, and compensate for any negative impacts created.

The Xerimbabo Project

Usiminas' Xerimbabo Project is a platform for environmental education, reflection, and information sharing, providing resources and proposals on sustainability to inform, involve, and sensitize people.

Following the COVID-19 pandemic, the traditional Usiminas environmental education exhibition, established on 15th October 1984, was resumed at the Ipatinga Plant with free admission for students and the entire community.

In its 36th edition, held between October and December 2022, the project attracted around 10,000 visitors. The theme "Sustainable Lessons" was chosen to encourage the public to learn about the correlation between sustainable practices and environmental conservation. Adopting a new format, the exhibition was presented via guided tours of the Usipa Biodiversity Center (CEBUS) by pre-registered groups. Students from 67 educational institutions across 19 municipalities in Minas Gerais visited the project and gained insights into various environmental initiatives.





Fauna Sem Lar Rehabilitation Program

The Fauna Sem Lar Rehabilitation Program is supported by Usiminas through the Usipa Biodiversity Center (CEBUS). In 2017, USIPA signed a Cooperation Agreement (No. 2101040501116/16) with IEF to support the program's activities, regulating its actions and enabling the search for partners and sponsors, such as the Vale do Aço Regional Environmental Protection Association (ARPAVA).

The program aims to receive, treat, and rehabilitate wild animals in vulnerable situations and, whenever possible, release them back into the wild.

These animals are seized or collected by the Environmental Police, Fire Department, and IEF. Due to its strategic geographical location, CEBUS is the only point of support and interconnection from the eastern region of Minas Gerais to the Wild Animal Sorting Cent (CETAS) of IEF in Belo Horizonte, serving as an essential institution for emergency care to animals victimized by accidents, hunting, or trafficking. Although CEBUS is not a Sorting Center, it provides assistance to these agencies, particularly in cases where animals require urgent medical attention, aiming to preserve their health.

About 42% of the animals received are released into the wild, including giant anteaters, opossums, passerines, pacas, ferrets, bush dogs, coatis, macaws, hawks, and owls of varie species. Many of these animals are endangered species, such as hawks, ocelots, pumas, jaguars, maned wolves, purple-breasted parrots, and golden parrots, among others.

In some cases, resocialization is not possible due to the animals' prolonged captivity, different food, and behavioral changes. In these cases, these animals are either incorporated into the zoo's roster or transferred to other institutions.

Routine activities carried out through CEBUS:

	• Working in cooperation with IEF and the Environmental Police of Minas Gerais, by receiving, sorting, sheltering, and forwarding wild animals through the Fauna Sem Lar Rehabilitation Program, as well as collaborating with universities and similar entities.
S	 Maintenance and operation of a zoo for the reproduction and perpetuation of species, promoting environmental education and raising the community's awareness in order to reduce animal trafficking in the region;
ter	 Dissemination of environmental education to all levels and age groups in the communities. This is a mass environmental action that promotes activities such as the reception and monitoring of weekly visitors from companies, schools, and universities.
)	Green Areas Recovery and Preservation Program
iire	Through this program, Usiminas focuses on growing and supplying seedlings to green areas around the Ipatinga plant to preserve and restore the local environment. Furthermore, it also carries out preventive maintenance measures to protect against fires.
ous	In 2022, the Usiminas nursery produced around 22,500 seedlings, out of which 1,000 were donated to employees and the community during projects developed by the Company.

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MINING [GRI 304-1] [GRI 304-2]

The extraction of iron ore, the primary input for steel production, often results in environmental interventions that can have a significant impact on biodiversity. To address this issue, MUSA quantifies the impact and implements measures to mitigate and repair potential damage. One of the initiatives undertaken by the Company is the rescue of flora and fauna in areas that undergo suppression, along with measures to compensate for the negative impact of vegetation loss.

The company adheres to the precautionary principle during suppression, conducting technical evaluations of environmental components such as soil, water, and air to anticipate potential harm. If prevention is not possible, MUSA takes compensatory measures for irreversible impacts. All impacts are identified and addressed in the Environmental Control Plan included in the environmental licensing processes.

MUSA monitors and controls the impacts on biodiversity based on the survival rate of seedlings planted, field visits to verify that their actions are being followed, and evaluating the progress of the plantings and other necessary parameters. These seedlings have a high survival rate, and the practices adopted in several locations using various types of soil have improved operational procedures, in line with the Company's policies regarding this topic. Through compensatory initiatives, MUSA has expanded its green areas and made them more comprehensive.

In 2022, MUSA started projects to expand its mining areas, which will result in vegetation suppression. In this context, measures have been taken to reduce the impacts generated, such as:

- Conditioning the soil to correct pH and organic fertilization, aiming to contribute to more efficient planting.
- Introducing agronomic plant species for the subsequent perpetuation of native species corresponding to the site's physiognomy, as a way of enabling the survival rate of native species.
- Planting native seedlings in other areas, with at least twice the proportion, which thus become preservation and compensation areas.

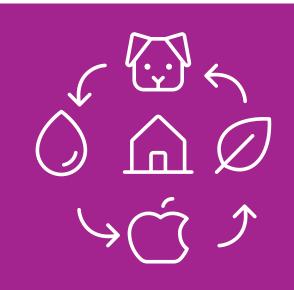
There are no Environmental Protection Areas (EPA) or areas of high biodiversity value in the vicinity of MUSA.

Habitats Protected or Restored [GRI 304-3] 5,450.15 hectares of environmental protection areas

MUSA maintains these areas in compliance with laws and legal requirements necessary for the mining business. The Company is fully responsible for managing the restoration and protection areas.

MUSA's Total Protected Areas:

Reclamation: 425 acre Conservation: **865 acre** Legal Reserve: 2,054 acre



Total de 3,344 acre of protected areas

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Fauna - "Pegadas da Serra Azul":

Although Soluções Usiminas does not conduct particular studies on biodiversity impacts, MUSA has continued its fauna monitoring program since 2012, which has allowed the it manages environmental aspects and their effects in line with the GAGERPROOO7 (SU) establishment of a comprehensive database indicating a balanced coexistence of mining procedure for Identifying Aspects and Evaluating Environmental Impacts. activities and local fauna preservation. In 2020, the program was further strengthened with the inclusion of additional fauna groups and an increased sampling effort. **Operational Sites Adjacent to Protected Areas**

Soluções Usiminas operates a site within an environmental protection area that comprises The Pegadas da Serra Azul project is an unprecedented initiative that conducts systematic a section of riparian forest running approximately 400 meters in length along the left bank studies on predatory mammals in areas affected by mining activities. Besides these of Rio das Velhas, located in Santa Luzia (MG). measures, the company also carries out other customary actions, such as the Environmental Education and the Recovery of Degraded Areas programs, which represent indirect measures but have a positive impact on local and regional fauna.

Mina d'Água Project:

The Mina d'Água project, undertaken by Usiminas Mining, aims to restore and protect springs and riparian forests located in the Permanent Preservation Areas (APPs in portugues) of the Company and the surrounding region.

In 2022, the project expanded through partnerships signed with the municipalities of Itatiaiuçu and Igarapé. This enabled the initiation of the Mina d'Água project in the community of Ponta da Serra, located in the Serra Azul region, and in the Barroca Ecological Park in Igarapé. During the year, our nursery produced 9,600 native seedlings, all of which were planted to contribute to the restoration of the area. As a result, approximately 18 hectares of land have been restored so far.

Forest Recovery Project:

The Company has implemented several measures to safeguard the remaining native vegetation in the vicinity of its mining operations.

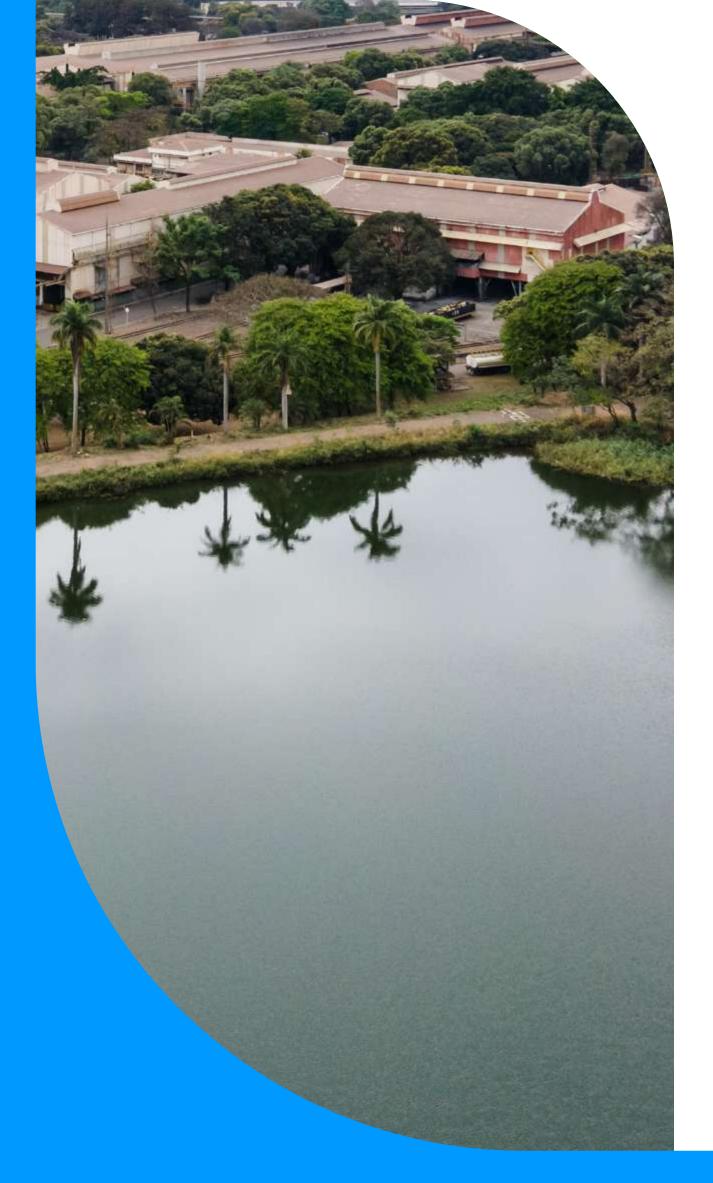
In 2022, Mineração Usiminas successfully planted 79,916 seedlings of native species across roughly 120 hectares of land allocated for forest compensation.

SOLUÇÕES USIMINAS[GRI 304-1] [GRI 304-2]



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WATER AND EFFLUENTS **STEELMAKING** [GRI 303-1] [GRI 303-2]

Water plays a vital role in Usiminas' production processes, as it is a necessary component in various activities such as iron ore beneficiation and equipment cooling. Its scarcity or poor quality can have negative economic and environmental impacts. Hence, all of the Company's units are committed to implementing the best practices in water resource management.

Multiple departments work together to control the environmental impacts that arise from water consumption during industrial operations and effluent generation. The standards for effluent discharge comply with state and federal legislation and always adhere to the most restrictive standards.

At the Ipatinga Plant, all the water consumed is collected from the Piracicaba River and undergoes chemical treatment to standardize its quality for industrial use. The treated water is stored in the Lagoa da Anta and subsequently distributed. The effluent discharge also occurs in the Piracicaba River via the general outfall.

In Cubatão, water is sourced from the Quilombo, Brites, and Morrão rivers and enters the plant through the WTP. It is then distributed to operational units for human consumption. Discharges are conducted through Canal A (Onça River) and Canal C (Estuary – Piaçaguera Canal).

Effective water resource management helps mitigate potential negative impacts from operations and addresses critical issues. Additionally, Usiminas undertakes ongoing efforts to maximize the positive impacts of its activities and implements various environmental preservation projects. Every year, goals are defined based on historical records and are monitored on a monthly basis through meetings. Deviations are treated through occurrence reports (ROCA), in which root causes are ascertained, and corrective measures are established. As an example of environmental targets in the steel industry, we can highlight the Volume of Withdrawn Water, the Water Recirculation Rate, and the Volume of Recirculated Water.

In 2022, a resource waste deviation registration tool was developed to manage resources, including water, fuel, and energy. The tool is accessible to all employees via the intranet. Usiminas is an advisor to the Piracicaba and Doce River Basin Committees, assisting in the development of water management policies. The Company focuses on the region where it operates to prevent water scarcity, flooding, and water quality issues that could negatively impact its various uses. Furthermore, Usiminas has developed a plan to enhance water safety and efficiency in Ipatinga (MG). The implementation of the Water Master Plan is scheduled for 2023.



WATER WITHDRAWAL [GRI 303-3]

	Measurement Unit	2020	2021	2022
Cubatão Plant – Water withdrawal – Surface Water (megaliters)	ML	5,745.56	5,417.5	5,433.2
Ipatinga Plant – Water withdrawal – Surface Water (megaliters)	ML	47,416.00	54,650.00	49,223.46

The Ipatinga Plant relies solely on freshwater. Usiminas is authorized by the Minas Gerais Water Management Institute (IGAM), according to Decree No. 1504377/2020, to collect water from the Piracicaba River at a volume of 3m³/s. The authorization was renewed on 05/26/20 for a period of ten years.

Currently, the Cubatão plant only withdraws freshwater from the Quilombo, Brites, and Morrão rivers, under DAEE ORDINANCE No. 7,459 of 12/22/2020 and DAEE ORDINANCE No. 2,303 of 4/8/2021, valid for five years.

Granting no. 7,459 authorizes the withdrawal of 1,500 m³/h from the Quilombo river and 90 m³/h from the Morrão River while granting no. 2,303 authorizes withdrawal of 25.5 m³/h from the Brites river.

WATER DISCHARGE [GRI 303-4]

Usiminas ensures that all plant effluents undergo treatment before being discharged into the environment, following a process that includes decantation, flocculation, filtration, neutralization, and/or pH adjustment stages. This way, the Company complies with legal standards for discharge.

The Ipatinga Plant has implemented a water monitoring plan to check the quality of effluent discharge points into the general outfall through chemical analyses. In addition, it conducts water quality analysis of the Piracicaba River, both upstream and downstream of the intake point. The purpose is to ensure that the receiving water body classification does not change due to the discharge of the Company's effluents. The results of this monitoring are periodically submitted to the state environmental agency.

WATER CONSUMPTION [GRI 303-5]

Cubatão Plant – Water consumption (megaliters)				
Measurement Unit 2020 2021 2022				
Total water consumption	ML	5,745.56	5,417.5	5,433.2
Ipatinga Plant – Water consumption (megaliters)				
Total water consumption	ML	48,149.58	54,890	47,996.54

The reported values correspond to the volumes recorded in pump house No. 2 distribution channels throughout the year, representing the water consumption of the Ipatinga Plant.

Meanwhile, in the Cubatão facility, the volumes obtained from the Quilombo river are measured at the water treatment station (WTS) intake.

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MINERAÇÃO [GRI 303-1] [GRI 303-2] [GRI 303-3] [GRI 303-5]

Water and effluent management is a topic that MUSA considers transversally, with a focus on maintaining the quality of water. In order to comply fully with the standards established by legislation, water safety is a top priority for the company.

Mineração Usiminas, which is currently comprised of three operations (West, Central, and East Mines), uses water for the ore beneficiation process in the West and Central operations. As such, it is essential that this resource is managed efficiently in terms of quality and availability, taking into account both the inherent aspects of MUSA's activi and environmental issues as well. Presently, MUSA does not discharge any effluents.

quality and availability, taking into account both the inherent aspects of MUSA's activities and environmental issues as well. Presently, MUSA does not discharge any effluents. In order to evaluate the impacts related to water, the company monitors its operations on a daily basis to assess the effectiveness of operational measures taken. Additionally, it has initiated a water safety project aimed at understanding the water context in relation to the river basin where it operates. This project seeks to establish actions that contribute to the long-term maintenance of water quality.
All activities, products, and services provided by Soluções Usiminas have their environmental aspects identified and related impacts assessed according to internal procedures. Water consumption and effluent generation are analyzed with regard to the consumption of natural resources and the contamination of water and soil. The units have operating licenses with restrictions on the subject and have a system in place to identify applicable legal requirements, including discharge legislation.

long-term maintenance of water quality. Mineração Usiminas maintains a water recirculation rate of approximately 93% for all the water used in the ore beneficiation process. The Company also monitors water quality at 60 different points throughout the mining complex, analyzing various physical and chemical parameters to ensure the quality of the surrounding waterways is maintained. Usiminas maintains the water withdrawal and discharge structure, while Soluções Usiminas only uses a rented space within the plant and has no responsibility for these activities. Industrial effluents with contaminants, such as oils and grease, are withdrawn and discharged by third parties, and the units have no internal industrial effluent treatment. The sanitary effluents follow the conditions of the operating licenses, which include standard parameters such as BOD, COD, pH, and temperature, and there is no water stress.

Freshwater Withdrawal: 3,923.423 megaliters.

Water Consumption 3,923.423 megaliters.

SOLUÇÕES [GRI 303-1] [GRI 303-2] [GRI 303-3] [GRI 303-4] [GRI 303-5]

At Soluções Usiminas' units, water is a resource utilized for consumption in meal preparation, cleaning administrative areas, and in the use of toilets and showers (changing rooms). The monitoring of related indicators is based on man-hours worked (HHT), and in one of the units, it is related to the production of pipes that use soluble oil in the production process. Internally, the impacts related to water are associated with operational controls, including conscious consumption, waste elimination, leak repairs, rainwater reuse, etc.

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WASTE STEELMAKING [GRI 306-1] [GRI 306-2]

Usiminas is responsible for efficient management that mitigates and reduces its impacts. As such, the company adopts production and disposal practices that often involve using waste in other activities of the company itself or in partnership with third parties. The strategies utilized for waste reduction, reuse, and recycling offer avenues to transform expenses into income, bolstering the notion of the circular economy. The company employs an internally developed software program called the Integrated Environmental Management System (NBGA) – Waste Management Module, which records both direct and indirect waste generated by production activities.

Generating units, together with the Transportation Department, are responsible for annually checking generated/disposed waste handling control (volume, theoretical weight, travel, technical index(and which are not weighted in highway scale or dynamic loader scale, for instance, as well as translating said units into tons, for the dully input in the NBGA system. All generation and destination procedures are regulated by the Waste Handling Declaration (DMRs), as mandated by the Minas Gerais State Environmental Agency and the Ministry of the Environment. The appropriate destination for waste is technically evaluated based on the best costbenefit analysis.

The Company has trained personnel in the Environmental department who have access to tools to identify and control applicable legal requirements, as well as legal consultation, to verify compliance with current legislation.

The Company has trained personnel in the Environmental department who have access to tools to identify and control applicable legal requirements, as well as legal consultation, to verify compliance with current legislation. Usiminas has established the Industrial, Environment, and Supply departments to oversee the operational aspects of waste management, including temporary storage, transportation, and final disposal. These departments work collaboratively to maintain and utilize existing contracts to ensure effective waste management practices.

In administrative environments, the impacts of waste generated primarily involve the use of non-renewable materials such as disposable plastic cups, cutlery, and plates. Usiminas is making efforts to reduce this consumption and replace these materials with less polluting alternatives.



MOBILIZA PROGRAMS

Usiminas Mobiliza Pelos Caminhos do Vale

Established in 2015, the Usiminas Mobiliza – Pelos Caminhos do Vale program provides steel mill aggregate for paving streets and rural roads in the Eastern Minas Gerais region. The donation of this material improves the cities' infrastructure and community life by providing safe and easy access to health and education for thousands of people. In 2022, the program donated more than 736,000 tons of aggregates to the municipalities participating in the Pelos Caminhos do Vale initiative.

Usiminas Mobiliza Todos pela Água

Under this program, the municipalities receiving steelmaking aggregate for paving roads commit to restoring springs. Throughout the project, 5,519 springs were identified and registered, with 1,559 springs being protected.

Circular Economy in 2022

At Usiminas, the transition to a circular economy is a reality that reinforces the Company's commitment to sustainable development. Currently, 98% of the waste generated in the company's processes is disposed of according to circular economy and sustainability guidelines. The waste is recycled, donated, traded, returned to partners through reverse logistics, and used for energy production, road resurfacing, and inputs, among other alternatives.

In 2021 and 2022, Usiminas participated in the Circular Economy Network Program, created by FIEMG, along with 30 other industries of various economic sizes and segments.

The optimization of solid waste management also involved the creation of the Área Limpa (Clean Area) application. This tool helps employees to identify waste that is improperly disposed of in the areas. The records are then

Hazardous waste
Coprocessing
Incineration
Internal Recycling/Reuse
Treatment/Landfill
Recycling
Recovery
Burying
Storage
Subtotal
Non-hazardous waste
Treatment/Landfill
Internal Recycling/Reuse
Commercialization
Recovery
Storage
Others
Subtotal
Total

forwarded to the managers of the affected areas, and the waste is expected to be collected and sent to appropriate destinations in line with the principles of the circular economy.

Waste Generated

(Ipatinga and Cubatão Plant) [GRI 306-3]

Hazardous waste: **44,624.32 t** Non-hazardous waste: **2,753,610.02 t** Total: **2,798,234.34 t**

Final Destination of Waste [GRI 306-4] [GRI 306-5]

Final destination of waste generated in the year					
Ipatinga Plant				Cubatão Plant	
2020	2021	2022	2020	2021	2022
		Weig	ht (t)		
5,033.96	5,395.44	9,815.41	-	-	-
-	-	-	152.93	-	6.11
18,924.00	19,425.50	11,197.00	540.9	24	-
73.89	55.49	137.69	-	-	-
-	-	-	34,157.12	30,769.59	21,849.95
-	-	-	1,676.05	761.59	667.04
-	-	-	95.17	-	-
483	2,935.10	975.17	-25.30	-29.81	-24.05
24,514.85	27,812.53	22,125.27	36,596.87	31,525.37	22,499.05
		Weig	ht (t)		
5,137.43	26,783.14	27,144.86	1,075.02	485.25	630.52
962.285.17	1,105,798.26	1,073,833.75	17,906.50	19,846.30	17,839.65
1,839,051.42	2,037,243.91	1,809,413.75	89,648.25	222,983.15	116,834.77
-	-	-	18.89	6.76	9.22
-64,667.14	-304,760.25	-322,547.57	-29,809.44	-132,835.94	-37,944.60
41,669.30	65,006.69	68,395.64	-	-	-
2,783,476.18	2930,071.75	2,656,240.43	78,839.22	110,495.52	97,369.56
2,807,991	2,957,288.28	2,678,365.70	115,436.09	142,020.89	119,868.61

M



MINERAÇÃO [GRI 306-1] [GRI 306-2]

The production of waste is inherent to the iron ore production process. As a way to minimize the impact, waste management at MUSA is carried out on a daily basis.

The operation has a large shed for solid waste segregation and disposal, and MUSA strives to adopt the best alternatives for each type of waste. All waste is segregated to improve efficiency and waste management, and incentives for the circular economy are consistently implemented.

MUSA is dedicated to enhancing systems through technology to reduce waste generation rates, recognizing the importance of effectively coordinated actions to prevent waste accumulation in operational areas. To this end, the company has a specialized team to address potential impacts and conducts Daily Safety Dialogues (DDS) to educate employees about the best practices to adopt. MUSA aims to achieve minimum waste generation indicators, and its effectiveness is monitored based on specific indicators.

Waste Generated [GRI 306-3]

Civil Construction Was

Septic Tank Sludge, Edi Plastic, Paper, Rubber, S

Tailings – Class IIA and

Organic Waste (Wood a

Wood – Energy Recover

Battery and Chemical P

Contaminated Packagin Coprocessing

Oil-Contaminated Wate Substances) – Class I La

Treatment of Oil-Conta

Healthcare Waste – Aut

Healthcare Waste – Inc

Used Oil – Re-Refining

Waste Diverted from Disposal [GRI 306-4]

Septic Tank Sludge, Edi Plastic, Paper, Rubber, S Organic Waste (Wood a Wood – Energy Recover Battery and Chemical P Contaminated Packagin Coprocessing Healthcare Waste – Au

Used Oil – Re-Refining

Waste Generated	
ste – Reserved Landfill	775.75 tons
dible Fats, Oil-Contaminated Water, and Flotation Sludge – Effluent Treatment	796.72 tons
, Scrap Metal, Electronics, Glass, Tires, and Metals – Recycling	1,001.57 tons
d IIB Landfill	499.1 tons
and Other) – Composting	179.64 tons
ery	222.77 tons
Packaging – Recycling	14.78 tons
ging, X-ray Pellets, Sludge from Oil-Contaminated Water, and Other Hazardous Waste – Blending for	93.72 tons
ter Flotation Sludge, Sludge from Oil-Contaminated Water, Soils, and Rocks Containing Hazardous andfill	59.47 tons
taminated Water and Flotation Sludge – Effluent Treatment	421.51 tons
utoclave	o.o8 tons
icineration	0.02 tons
	277.65 tons
Total weight 4,342.78 tons	

Waste Diverted	
dible Fats, Oil-Contaminated Water, and Flotation Sludge – Effluent Treatment	1,218.23 tons
, Scrap Metal, Electronics, Glass, Tires, and Metals – Recycling	1,001.57 tons
l and Other) – Composting	179.64 tons
ery	222.78 tons
Packaging – Recycling	14.78 tons
ging, X-ray Pellets, Sludge from Oil-Contaminated Water, and Other Hazardous Waste – Blending for	93.72 tons
utoclave	o.o8 tons
ncineration	0.02 tons
Been and the second sec	277.65 tons
Total weight 3,008.46 tons	

Û



Hazardous waste

Hazardous waste	
Battery and Chemical Packaging Recycling	14.78 tons
Contaminated Packaging, X-ray Pellets, Sludge from Oil-Contaminated Water, and Other Hazardous Waste Blending for Coprocessing	93.72 tons
Used Oil Re-Refining	277.65 tons

Total weight 386,15 tons

Non-hazardous waste

Non-hazardous waste				
Septic Tank Sludge, Edible Fats, Oil-Contaminated Water, and Flotation Sludge Effluent Treatment	1,218.23 tons			
Plastic, Paper, Rubber, Scrap Metal, Electronics, Glass, Tires, and Metals Recycling	1,001.57 tons			
Organic Waste (Wood and Other) Composting	179.64 tons			
Wood Energy Recovery	222. 77 tons			
Healthcare Waste Autoclave	0.08 tons			
Healthcare Waste Incineration	0.02 tons			
Total weight 2.622,31 tons				

All hazardous and non-hazardous waste is disposed of outside the organization.

Waste Directed to Disposal [GRI 306-5]

Waste Directed to Disposal				
Civil Construction Reservation Landfill (RCC)	775.75 tons			
Tailings Class IIA and IIB Landfill	499.10 tons			
Total weight 1.274,85 tons				

Hazardous waste

Hazardous waste

Oil-Contaminated Water, Flotation Sludge, Sludge from Oil-Contaminated Water Class I Landfill

59.47 tons

Total weight 59,47 tons





SOLUÇÕES [GRI 306-1] [GRI 306-2]

The waste generated by Soluções Usiminas stems from various production activities, including cutting of sheets, blanks, rolls, pipe manufacturing, loading and unloading of products/raw materials, unpacking of coils, packaging of finished products, maintenance, and other administrative and building services such as gardening, repairs, and cleaning. Additionally, services provided by the cafeteria and medical department also contribute to waste generation.

Collection and transportation of waste are outsourced to third parties, and their outputs are monitored through the online platforms of each respective state where the units are located (São Paulo – SIGOR, Rio Grande do Sul – FEPAM, Minas Gerais – FEAM, Pernambuco – SINIR) using MTR emissions. Subsequently, Waste Handling Statements (DMRs) are issued, and the waste's final destination is determined, where the Final Destination Certificates (CDFs) are issued.

Soluções Usiminas takes full responsibility for the waste generated and follows continuous processes for its storage, collection, and final destination.

Third-party service providers are hired through a pre-defined scope, and the Supply department signs a service provision contract with them. Soluções Usiminas ensures that all suppliers have valid environmental licenses and comply with the laws of their respective locations. The Corporate Procurement area monitors and controls environmental compliance from the moment a supplier is registered. To approve suppliers, the company considers various factors, including environmental guarantees, which are indispensable.



Final Destination of Waste [GRI 306-3] [GRI 306-4] [GRI 306-5]

Total waste generated by destination type

Total waste diverted from disposal (animal nutrition, recycling, coprocessing, re-refinition) treatment, decontamination, and incineration/autoclave, with the exception of landfi

Total waste directed to disposal (landfill only)

*Total sum of waste generated: 26,501.5 metric tons

Total waste disposed by composition

Class I

Class II

EMISSIONS

Usiminas has a future commitment to decarbonization, emissions management, and addressing the implications of climate change from the perspective of all the companies in the group. The steel industry contributes approximately 4% of total greenhouse gas emissions in Brazil, which creates a scenario that, although not very significant, requires the industry's participation in mitigating emissions.

To this end, Usiminas strives to continuously improve its governance and management, aiming for operational efficiency in line with the global climate agenda, with a goal of achieving carbon neutrality by 2050. In this endeavor, the assistance of a specialized external consulting firm was needed to conduct the necessary studies to set goals and devise an action plan to achieve these objectives.

emissions, including:

- ENERGY EFFICIENCY
- MATERIAL EFFICIENCY (LCA)
- RENEWABLE ENERGY SOURCES

RESEARCH AND DEVELOPMENT CENTER (CP&D)

Usiminas' Research and Development Center is responsible for providing technical support for the evaluation of strategies and projects aimed at decarbonizing Usiminas' operations. The R&D Center also plays a crucial role in developing new products that contribute to the climate agenda. It provides support to customers for optimizing the use of Usiminas' steels, thereby advancing the entire production chain.

ning, effluent fill disposal).	tons	25,928.360
	tons	573.095
	tons	683.271
	tons	25,818.18

Usiminas has identified several key pillars for reducing GHG

• EVALUATION OF DECARBONIZATION TECHNOLOGIES

At Mineração Usiminas, emissions are mainly related to the moving and use of machinery. Throughout the mining process, from the mechanical mining of the ore to its transportation to the treatment industries and eventually to the consumer, the use of fossil fuels leads to the emission of pollutant gases.

MUSA has taken various initiatives aimed at reducing these emissions, such as upgrading the truck fleet to improve performance and efficiency, installing performance sensors in trucks, revising the logistics strategy, and monitoring gas inventories

In 2022, MUSA achieved its goal in Usiminas' ESG Agenda by completing its Greenhouse Gas (GHG) inventory for the year.

M



Climate Risk Management

[GRI 201-2] [GRI 305-1] [GRI 305-2] [GRI-305-3] [GRI 305-4] [GRI 305-5] [GRI 305-6] [TCFD]

In recent years, Usiminas has relied on a specialized consulting firm to identify and evaluate the risks and opportunities associated with climate change. The Company an its operations face physical risks that can jeopardize regular activities, making it crucia assess and manage such risks.

The Risk Management Department has supported the responsible areas in identifying controls to reduce the probability of identified risks and to develop initiatives and improvements that can help lower their criticality. The topic was validated by the management of the Ipatinga and Cubatão plants and shared with the Risk Manageme Committee in 2022.

Each business area is responsible for identifying the risks inherent to its activities, including climate risks that could affect the internal routines of the operation. In cases where such risks could have a significant impact on the Company's financial, reputational, regulatory, environmental, health and safety, or operational dimensions, the Risk Management Department provides support and includes the topic in the corporate risk matrix.

Usiminas has made decarbonization a biannual agenda discussed by the Board of Directors. This initiative has been strengthened with the creation of the Decarbonization Committee, sponsored by the Vice-President of Corporate Planning and involving the Sustainability, Industrial Vice-Presidency, Corporate Planning, Industrial Engineering, and Research and Development Center departments. Moreover, the Company has a Corporate Board of Sustainability and Institutional Relations that monitors specific issues related to Usimin sustainability agenda.

nd ial to	However, the potential financial impact related to climate change has yet to be assessed. The Company is awaiting government regulations on the carbon pricing instrument/ mechanism to be adopted, coverage of the scope of emissions, carbon price, and free allocations, among others.
g ent	The organization's climate risk management is initiated through the studies and practices mentioned above, aiming to align with the TCFD guidelines. This is done in order to demonstrate corporate responsibility and effectively integrate climate risk management into its chain, risk management, and institutional governance.
CIIL	The control of the second seco

The Greenhouse Gas (GHG) Emissions Inventory for the year 2022 is currently undergoing the assurance process and will be made available on Usiminas' website in August 2023.

Steelmaking

Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions [GRI 305-7]

NOx, SOx and other significant atmospheric emissions				
Emissions (ton)	2020	2021	2022	
Nox	5,377.07	4,243.26	5,208.42	
Sox	10,452.30	10,474.83	5.902,49	
Persistent organic pollutants (POP)	0.00000031	0.00000031	0.000000106	
Volatile organic compounds (VOC)	1.67	2.53	1.69	
Particulate Matter (MP)	5,446.97	5,810.47	5.265,71	





SOCIAL & RELATIONSHIP CAPITAL [GRI 2-29]

Usiminas' relationship with its stakeholders is an integral part of its social, environmental, and economic strategy and results from a collaborative effort with all parties it interacts with. Aspiring to be a benchmark in quality and management within the steel industry, the Company aims to generate value for its shareholders, employees, communities, customers, suppliers, industry groups, governments, and strategic partners.



Relationship with External Stakeholders

Relationship with the Community; Sustainable Management of the Value Chain

Steel is an indispensable product for several economic sectors. Usiminas' positions concerning sustainable production reaffirm its commitment to human rights, quality of life, health, safety, and well-being of the neighboring communities. The Company is dedicated to understanding and monitoring the impacts of its operations by maintaining a permanent involvement with the community through outreach initiatives, participating in committees and councils, and conducting surveys and polls to promote a better understanding of stakeholder expectations and demands. As customers and communities become more aware of environmental and social issues, Usiminas is dedicated to meeting society's demands through innovation, training, and investments in sustainability, all while mitigating negative impacts and enhancing positive ones.

The relationship with the value chain poses the challenges of externalizing Usiminas' culture, values, and current rules to its suppliers, in order to foster a sustainable and socially and environmentally responsible production chain. The Code of Ethics and Conduct and the General Administrative Rule on Corporate Supplies outline the principles, guidelines, and regulations governing Usiminas' relations with its suppliers, establishing governance standards and regulating the rights and obligations of suppliers, service providers, and subcontractors, including environmental, social, and corporate responsibility aspects.





Usiminas acknowledges the risks and impacts that may stem from its operations.

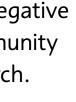


To gain insight into the actual and potential positive and negative impacts, the Company actively engages with the community through committees, meetings, councils, and research.

> Its steelmaking, mining, and steel processing activities impact the surrounding communities in various ways, particularly in terms of air quality, water resources, noise, urban mobility, land acquisition, green space preservation, and socioeconomic issues.

Dedicated to mitigating these impacts, Usiminas not only conducts mandatory monitoring during the licensing processes of operations and activities but also conducted a study in 2022 on the impacts of the Ipatinga (MG) operation. The study called "Stakeholders Mapping and Territorial Diagnosis" was conducted by Bridge Gestão Social and involved hearing 34 stakeholders from the city. Additionally, eight editions of an event called "Participative Dialogues" were promoted, which involved 130 participants from all regions of the municipality.

The results of the study are presented below:



Perceptions of respondents in May and June 2022 regarding the impacts caused by the Company:

Environmental damage

Urban infrastructure

- Quality of life
- Public safety

Local economy

During the participatory workshops with the communities, the perception on the impacts related to the environment and urban structure were also highlighted, as per the survey below:

- Road infrastructure
- Particulate emission/pollution
- Verticalization/population density
- Health issues (cancer, respiratory and skin diseases, stress)
- Public equipment load
- Temperature deregulation
- Insecurity
- High consumption of water resources

- Sale of permanent preservation areas
- Inappropriate slag disposal
- Noise pollution
- Anthracene incineration
- Explosion of the gasometer
- Foul smell/gas odor
- Contamination of groundwater/ effluents emissions

Usiminas has forecasted significant impacts on the communities of Ipatinga and the Vale do Aço region in 2023 due to the investment in the major repair works of Blast Furnace No. 3, which is responsible for producing about 70% of the Company's pig iron. During the 110day construction phase, the Company plans to hire approximately 8,000 professionals, thus creating new jobs, increasing tax collection, and stimulating trade and services. However, the Company is also taking measures to mitigate unfavorable traffic, social, and health impacts, given that a substantial portion of the workforce will be recruited from cities in other regions. Usiminas has been working in collaboration with the S System, and FIEMG Vale do Aço Regional to develop a professional qualification program to counter these challenges. Additionally, the company has initiated contacts with entities and public agencies to plan for the implementation of this program.

This effort will involve the Operations and People Management teams of the Porto Alegre, Guarulhos, Taubaté, Santa Luzia, and Suape plants, thereby reinforcing Usiminas' commitment to sustainable development.



Usiminas has committed to minimizing the effects of the repair works and, in 2022, developed initiatives to understand and prepare for the impending challenges. In the second half of the year, 34 meetings were held with public authorities, security organizations, civil

Blast Furnace No. 3

The investments made in the major repairs for Blast Furnace No. 3, the equipment responsible for producing about 70% of the Company's pig iron, posed significant challenges to the relationship with the communities of Ipatinga and the Vale do Aço region due to the impacts caused by the scale and complexity of the work.

society leaders, and community leaders to present the undertaking, its positive impacts, and the measures adopted to reduce the negative impacts, especially on issues related to traffic, health, safety, and social impact.

Mayors from 19 cities in the Vale do Aço Metropolitan Region, leaders from 25 institutions, the Convergence Agenda, the Raízes Group, Aciapi, CDL, the 12th Military Police Region, FIEMG Regional Vale do Aço, Sindimiva, APL Metalmecânico, the Ipatinga's Retirees and Pensioners Association, and the Ipatinga's City Council were among the participants in these meetings.



Communication with the Communities

Usiminas in the Community

In November 2022, Usiminas launched the Usiminas na Comunidade ("Usiminas in the Community") initiative, consisting of face-to-face meetings to increase the Institutional Relations team's presence in the communities. The goal is to bring Usiminas closer to community leaders and residents, clarify doubts, and present initiatives while identifying opportunities for improvement.

Usiminas Dialogues

This action is developed through periodic meetings of the Institutional Relations team with leaders of civil society, public authorities, and security agencies in the Vale do Aço and Baixada Santista in the cities of Ipatinga and Cubatão. The premise is to listen to leadership's expectations in a format that allows for deeper and more open dialogue on relevant issues.

Fala Aí Comunidade (Newspaper)

The Fala Aí Comunidade ("Talk to Us, Community") newspaper is published in Ipatinga, Cubatão, and Serra Azul, aiming to promote one-way communication from Usiminas to stakeholders to keep the surrounding community informed about actions that impact their daily lives.

Its content presents the impacts of cultural, environmental, sports, and social projects sponsored by Usiminas Companies.

So far, 13 editions have been published, and over 90,000 copies have been distributed.

FalaAí Comunidade – WhatsApp Channel

The "Fala Aí Comunidade" WhatsApp channel reaches all regions where Usiminas operates, providing a quick and direct way to share news, information, opportunities, and social, sports, and cultural actions with residents of these communities. This approach enables a close, agile, and humanized relationship with neighbors. As of December 2022, the "Fala Aí Comunidade" channel had 4,570 registered individuals.

Convergence Agenda of Vale do Aço

The Convergence Agenda of Vale do Aço was created in 2011 by FIEMG Vale do Aço Regional in collaboration with representative entities from the Vale do Aço metropolitan region. This mobilization, integration, and organization strategy aims to identify, prioritize, propose, and implement changes that promote regional socioeconomic development and currently has 64 participant entities.

FIEMG Strategic Council Vale do Aço Region

The Council is composed of leaders from anchor companies in the Vale do Aço region (Usiminas, Aperam, Cenibra, and ArcelorMittal João Monlevade), FIEMG Vale do Aço Regional, and employers' unions. Its primary focus is to discuss strategic projects for the region's industrial agenda, covering topics such as Social Responsibility, Governance, Human Resources, Logistics, Safety, Maintenance, and Water Management.

Cubatão Industrial Complex Community Advisory Council

Established in 1999, the Cubatão Industrial Complex Community Advisory Council is composed of representatives from the industries, public authorities, civil society, and community leaders.The forum serves as an open dialogue channel facilitated by the Development Integration Center (CIDE), which brings together members monthly to discuss topics concerning the Complex and the surrounding communities.

Usiminas de Portas Abertas

The "Open Doors" program is designed to encourage the community and family members of MUSA employees to visit the Mina Oeste ("West Mine") in Serra Azul, which is part of the Environmental Education Program (PEA). The itinerary includes an institutional presentation of the Company, a tour of the plant, and theatrical interventions.

During the visit, a storyteller guides the visitors throughout the facility, presenting, in a light-hearted and enjoyable way, the process of extracting and processing iron ore, with a special emphasis on the sustainable practices adopted by the Company. The painting workshop, taught by an artist, utilizes mineral wastebased paints to provide participants with a chance to express their creativity while also reflecting on history, memory, and sustainability.



Customer Relations

Usiminas believes that understanding and giving a voice to customers is essential to achieving sustainable development within an organization. By fostering innovation and social responsibility and providing excellent customer service, the Company has built valuable connections that facilitate the continuous improvement of its processes, products, and services. Steel is an indispensable product for several economic sectors, and the strong relationship with customers enhances its perceived value.

Usiminas' Technical Assistance team conducts post-sales work that actively listens to customers and generates technical contact reports. Weekly meetings are held with the participation of technicians and leaders from various hierarchical levels to discuss customers' occurrences, proposed actions, perceptions, and demands.

The Company's Commercial and Technical Assistance teams use two mediums to stay connected with customers. The extranet, a servicefocused website, and "Fora de Série," a monthly newsletter that highlights the Company's main customer-related topics, are both utilized to facilitate communication and engagement with clients.

Service Channels

Usiminas is available through its service channels daily to respond to inquiries, suggestions, compliments, complaints, reports, requests, and other related contacts related to its operations. Managing feedback from communities and other stakeholders is paramount in building a perception of transparency, respect, openness to dialogue, a willingness to listen, and early warning of potential crises. In the Sustainability and Corporate Institutional Relations Department, the Audire platform developed by Bridge Social Management was implemented in the first half of 2022.

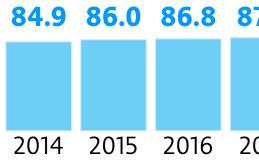
Therefore, the demands are now categorized in a more effective manner, contributing to the comprehensive handling of the themes required for managing relationships with stakeholders.

Customer Satisfaction

Usiminas conducts an annual survey to gauge customer satisfaction levels; measure expectations met or unmet; and identify their needs, aspirations, and satisfaction with the Company's products and services.

The survey is carried out by trained professionals who do not have any direct association with the customers. It covers topics such as acquisition, product receipt, logistics, quality control, engineering, and production processes. The Company also aims to comprehend its customers' perceptions of its market position. The insights obtained from these surveys culminate in a strategic plan of action called the Reaction Plan, which includes comprehensive solutions for the entire organization.

In 2022, 36 customers from different sectors were interviewed, representing approximately 46% of Usiminas' turnover for products sold to the domestic market in the previous year. The chart below illustrates the satisfaction index's progression:



84.9 86.0 86.8 87.9 89.1 88.4 88.8 89.5 88.9 2014 2015 2016 2017 2018 2019 2020 2021 2022

Throughout this cycle, Usiminas companies received no grievances from either data subjects or regulatory agencies with respect to any violations of privacy or the safeguarding of personal data. [GRI 418-1].

Relations with Public Authorities

Usiminas' activities have a reciprocal relationship with civil society and public authorities. Therefore, the Company acknowledges the significance of actively participating in dialogues about governmental decisions and the legislative process, either directly or through industry associations. Usiminas communicates with the municipal, state, and federal spheres of the Legislative and Executive Powers through its Corporate Office of Sustainability and Institutional Relations. This communication is consistently guided by ethics, seriousness, and professionalism in accordance with the Company's Code of Ethics and Integrity Program.



Relationships with Suppliers [GRI 2-6] [GRI 204-1]

The relationships between Usiminas and its suppliers are based on the principles, guidelines, and rules outlined in the Code of Ethics and Conduct and the General Administrative Corporate Procurement Standard. This standard not only sets out a supply chain governance standard to be followed by the Usiminas Companies' relevant departments but also refers to the General Conditions for Service Execution and Supplies. This document regulates the rights and responsibilities of suppliers, service providers, and subcontractors while also ensuring compliance with environmental, social, and corporate responsibility standards. To guarantee that the Company does not engage in practices that violate national and international laws and standards, all supplier approval processes and established contracts include regulations and clauses that assess and determine compliance with labor, social security, civil, tax, and environmental legislation, as well as safety standards. Moreover, suppliers are also evaluated on their quality, technical capacity, certifications, performance, and commercial and technological competitiveness.

Developing the supply chain is Usiminas' commitment to society. The Materials Development Committee and the Committee for the Development of Alternatives to Single Brands work together with the technical areas to develop innovative solutions that replace materials traditionally used in the production process and materials that can replace products with single brand specifications, generating opportunities for the growth of local suppliers and/or the adoption of more environmentally friendly technologies, in addition to stimulating the free market economy. The Supplies department receives internal reports every month to monitor key indicators and targets related to supply process management. In 2022, the results showed a supply chain management that adhered to Usiminas' principles, achieving remarkable performances. The Suppliers and ESG agenda indicator, which includes safety qualifications of contractors under the Safe Supplier program, performance evaluations of suppliers of materials, inputs, raw materials, and services, accomplishments of the audit plan in suppliers, and joint Procurement/Sustainability goals, achieved a remarkable 139.2%, above the initial target of 89.6%.

Monthly performance evaluations of suppliers deemed critical and strategic for quality, including raw materials, services, and inputs, are disclosed to Supplies and Quality Assurance through the Supplier Development Index (IDF, in the Portuguese acronym), which reflects the degree of compliance with expected results. The MRO/inputs IDF achieved a remarkable result of 95.9%, exceeding the goal of 92.6%. Raw materials achieved 99.7%, while services maintained alignment with the target of 100%. The General IDF, which is an average of the indexes, remained at an impressive 97.9%, surpassing the target of 96.2%.

The Safe Supplier program at Usiminas units evaluates service providers who pose medium and high risks. A report is sent monthly to the Supply and Management departments of the contractors, disclosing the evaluations.

The results show that 95% of Usiminas contractors have met or exceeded the set objectives, falling within the Excellent, Good, and Fair evaluation grades. Suppliers that failed to meet the goals were required to present a detailed action plan to correct the deviations alongside their contract managers. In 2022, the program qualified 156 companies for safety, rendering them eligible to be selected for bidding processes. Contract management areas, with Workplace Safety's support, evaluated 182 contractors in safety. Moreover, 33 contractors received the Safe Supplier Certificate due to their excellent standards in occupational safety.

In 2022, significant progress was achieved, thanks to efficient and responsible management, which produced impressive results:
Full compliance with the public target of the ESG agenda defined for the supply chain;

Holding virtual events involving suppliers relevant to the Company's sustainability strategy, comprising lectures on climate change and GHG emissions inventory, Global Compact, and awareness-raising on Diversity and Inclusion;

 Sending the letter of commitment to Diversity and Inclusion to all suppliers with an active relationship in Usiminas companies;

Recognition event for the Safe Supplier Program in which
 33 companies were certified (they met the required safety
 requirements without accidents);

Awareness lectures on safety and health at work (in Ipatinga, Cubatão, and Itatiaiuçu) for the contractors that provide services with resources from the Safe Supplier program;

■ Full compliance with the supplier audit plan (verification of conformity with quality, safety, and environmental standards);



156 new companies were qualified in safety topics, exceeding the forecasted goal;

Implementation of another platform for monitoring the risks of relevant suppliers, according to the strategic supply mapping, considering aspects of tax regularity, labor, suitability, environmental, and human rights, and a robot to verify the sanctions indicated in the Transparency Portal.

Expenditures with local suppliers at Usiminas companies in the year 2022 represented 13% of total disbursements. In this result, the shares were as follows:

- Siderurgia (Usiminas + Unigal): 76%;
- Usiminas Mecânica: 1%;
- Mineração Usiminas: 15%;
- Soluções Usiminas: 8%.

Individually, the percentage of disbursements with local suppliers at Siderurgia (Usiminas + Unigal) was 11%; at Usiminas Mecânica, 39%; at Mineração Usiminas, 20%; and at Soluções Usiminas, 34%. [GRI 204-1]

Local suppliers are those based in the national territory.

Supplier Environmental Assessment [GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

Usiminas includes provisions in its contracts that aim to prevent social and environmental risks and ensure compliance with existing legislation throughout the contract period. Furthermore, the Company conducts Integrity Due Diligence to scrutinize suppliers' environmental and social practices. Notably, the Safe Supplier program is employed to specifically assess occupational health and safety. Usiminas also provides an Open Channel on its website to receive complaints, claims, and reports of misconduct.

To ensure that the Company's supplier base remains aligned with its principles of ethics and integrity, we continue to monitor the relevant suppliers for financial health, transparency portal, CEIS list, CEFIN CNEP, and a list of companies punished for slave labor. Additionally, we carry out control of environmental licenses.

The General Conditions for Service Execution and Supplies policy governs the rights and obligations of suppliers, service providers, and their subcontractors. It also covers crucial aspects such as environmental responsibility, social responsibility, and corporate responsibility.

Environmental Criteria

8% of the total of 294 new suppliers registered and with a relationship in 2022, were submitted to the evaluation and control of the Operating License due to the scope of supply.

822 suppliers with operational and environmental licenses received disbursements in 2022.

In total, 2,799 suppliers had operational and environmental licenses.

Social Criteria

■ 4% of the 294 new suppliers registered and with movement/ disbursement in 2022, 13 have Safety Qualification (QS).

182 companies were evaluated in the Safe Supplier 2022 program.

462 companies have been qualified in security by December
 2022.

18% of the companies assessed in 2022 in the Safe Supplier program received either "At Risk" or "Severe" scores. For those suppliers that did not achieve the objectives, the contract manager is summoned to present a detailed action plan to correct the deviations with the respective contractors. In 2022 we did not have cases of suspension or contractual termination.



Investor Relations

Acknowledging the pivotal role of investors in surmounting the obstacles of establishing a dominant position in steel manufacturing, Usiminas is committed to fostering a bond of faith and openness. This pledge is grounded in the resolve to provide unhindered access to information and elucidations pertaining to its performance. This collaboration empowers the organization to co-create value, bolstered by the twin tenets of operational triumph and sustainable growth.

Strategic Partnerships [GRI 2-28]

Usiminas' activities have an impact on various public and private spheres and are, in turn, influenced by them. To engage in open dialogues with public authorities and civil society, Usiminas companies collaborate with over 60 entities and autarchies. This collaborative effort aims to contribute to the development of public economic, social, environmental, infrastructure, logistics, and energy policies, among other areas. Additionally, the companies participate in the councils, boards, and working groups of these entities. Among these organizations, the following stand out:

- World Steel Association
- Associación Latinoamericana del Fierro y el Acero
- Brazil Steel Institute
- Brazilian Mining Institute (IBRAM)
- Brazilian Institute of Steel Distribution
- Brazilian Association for Metallurgy, Metals and Mining
- UN Global Compact
- Large Industrial Energy Consumers Association of Brazil

- Association of Private Port Terminals
- Center for Chemical Process Safety
- Brazilian Institute of Corporate Governance
- Brazilian Investor Relations Institute
- Minas Gerais Mining Industry Union

External Communications

Usiminas maintains various communication channels with its customers, neighboring communities, and society at large.

In 2022, the Company's institutional website registered over 1.5 million views, while its blog, which focuses on topics of collective interest such as the ESG agenda and innovation, published 112 articles and received over 250,000 views.

Through the Fale Conosco page on the usiminas.com website, the company receives and answers questions from different audiences. In all, more than 7,000 messages have already been answered by the channel on various topics, reinforcing Usiminas' commitment to dialogue and transparency.

Social Media

Social media continues to gain more and more space in the agenda of Usiminas companies. Currently, eight different accounts are maintained in order to enable customized interaction with the various audiences that connect with the Company through these tools.

Brazilian Association of Cargo Transportation Users

Throughout 2022, the posts of Usiminas companies reached more than 255 million people and recorded more than 12.5 million interactions. The total number of followers added to the different profiles already reaches more than 835,000.

Social Media Accounts

- Institutional Facebook Page
- Ipatinga Plant Facebook Page
- Cubatão Plant Facebook Page
- Usiminas LinkedIn Account
- Usiminas Mineração LinkedIn Account
- Instagram
- Twitter
- Voutube

Media Relations

Engaging with journalists, opinion leaders, and influencers is a challenge that requires establishing a direct and transparent dialogue with the audience. Usiminas has been expanding its efforts in this area, increasing its presence in major media outlets, which are critical to the Company's strategic goals. By doing so, it has strengthened its reputation and conveyed a positive image to the public.

In 2022, Usiminas achieved significant success in this area, with over 1,400 articles published in national, regional, and local outlets. The Company's spokespersons also held strategic meetings with opinion makers, resulting in a 90% average media favorability rating. These impressive figures reinforce Usiminas' position as an important source and reference for the steel and mining sectors in Brazil.





Internal Communication

One of Usiminas' premises is to prioritize its employees in the dissemination of information about the Company. Under the management of the Corporate Board of Communication and Social Responsibility, several means are made available through which teams can be informed, interact, and get their doubts clarified.

The Intranet and the "Fala Aí Colaborador" WhatsApp channel have the widest reach and audience. The Intranet functions as a news portal, consolidating information from all units and contents aimed at valuing the internal public. In December 2022, a new version with a modern and attractive look was launched, along with new features that further enhance interaction and people working for Usiminas.

Meanwhile, Fala Aí Colaborador has achieved the mark of more than 10,000 voluntary subscribers. Its primary characteristic is agility in disseminating news. The channel also plays a vital role in clarifying doubts, comments, and perceptions of teams about Usiminas' issues in an individualized way.

Means of Internal Communication

- Intranet
- FalaAí Colaborador
- E-mail Marketing
- Posters
- Billboards
- Structured Communication (support material for managers)
- Face-to-face interactions
- Events

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Impacts Related to Products and Services [GRI 416-1]

Usiminas evaluates 100% of its service product categories to determine their impact on health and safety.

The Company monitors internal indicators in compliance with legal parameters and sets targets for certifying flat-rolled products with MSDS (Material Safety Data Sheet) indications. It conducts testing to ensure that the maximum radiation level of Usiminas products (<1 kBq/kg) is maintained while holding INMETRO accreditation for product release laboratories.

Significant Indirect Economic Impacts [GRI 203-2]

The economic activities carried out by Usiminas companies offer several benefits to the communities affected by them, such as stimulating the trade, services, and creative economy sectors and boosting the economy by generating jobs through the hiring of local suppliers. Û



Usiminas companies operate in mining, steelmaking, and steel transformation and acknowledge the importance of managing social impacts for the sustainability of the organization. The Company is aware of its transformative potential and the economic and social influence it has on the locations where it operates. Therefore, it maintains a continuous commitment to engage with and develop initiatives in these communities.

In addition to managing impacts, the Company is dedicated to promoting social development and contributing to the communities it serves.

Usiminas pursues social responsibility through various means, and to guide its actions in this area, the Company prioritizes initiatives focused on three main axes:

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Culture and Heritage

Usiminas believes in the power of culture and the identity of each territory. Therefore, it invests in initiatives that celebrate the art, history, and values of the communities.

Sports and Health

Usiminas recognizes the potential of sports as a means to promote health and enhance physical, mental, and social wellbeing. Consequently, the Company supports and encourages the practice of various sports through its projects, actions, and initiatives in local communities.

Sustainable Communities

Usiminas recognizes the significance of engaging and empowering society in the execution of fundamental initiatives that advance regional growth. To make this happen, our companies endorse initiatives that promote education and foster the leadership of institutions and individuals tasked with meeting the demands of their localities.



Results Achieved in 2022

These numbers demonstrate Usiminas' commitment to leveraging its social investment for the betterment of the communities it serves, promoting meaningful benefits that are aligned with their needs and demands.





invested in **cultural sports**, and **social projects** through tax benefits



states benefited





people benefited by cultural, sports, and social actions sponsored through incentive laws

123 projects

supported



volunteers





Usiminas Institute

The Usiminas Institute manages investments made by Usiminas companies through sponsorships with or without tax incentives and donations. It also carries out various cultural, sports, and social responsibility actions, both in cultural venues under its coordination and in local communities.

The selection of projects adheres to the guidelines established in Usiminas' Sponsorship and Donation Policy and prioritizes investments in training, inclusion, and social development.



The system used for submitting projects is available at: https://projetar.usiminas.com



The Sponsorship and Donation Policy is available at: https://www.usiminas.com/programa-de-integridade/







Maintenance and Activities at Our Venues

The Usiminas Institute manages four cultural venues in the city of Ipatinga (MG), which, in 2022, were attended by over 160,000 visitors and hosted more than 400 activities, including regional and national performances, exhibitions, guided tours, and interventions.

Usiminas Cultural Center

The complex, inaugurated in 1998 in Ipatinga, comprises a theater, a gallery, a library, and other spaces. It has a modern system of facilities and equipment and provides permanent educational and artistic programming for the Vale do Aço population.

Usiminas Memory Center

Opened in 2021, the venue is housed in an architectural heritage building and offers the public access to the history of the steel industry, Usiminas, and the city. In addition, it showcases important works by representative names in the country's modern and contemporary arts.

Zélia Olguin Theater

The Zélia Olguin Theater was the first professional theater in the region and is a heritage asset of Ipatinga. It has a theater and a gallery and hosts artistic performances by locally initiated and nationally acclaimed artists and groups.

Pedra Mole Station

This location, previously used as a railway station in 1922, has been refurbished by Usiminas and currently serves as a tourist and cultural attraction in Ipatinga. Tourists can explore a trail featuring historical information about the site while enjoying the scenic view where the Doce and Piracicaba rivers meet.

Cultural, Sports, and Social Projects

In 2022, Usiminas implemented 79 initiatives in the communities where it operates, providing the population with increased access to a diverse range of shows, theatrical and musical performances, as well as sports projects aimed at promoting health and well-being.

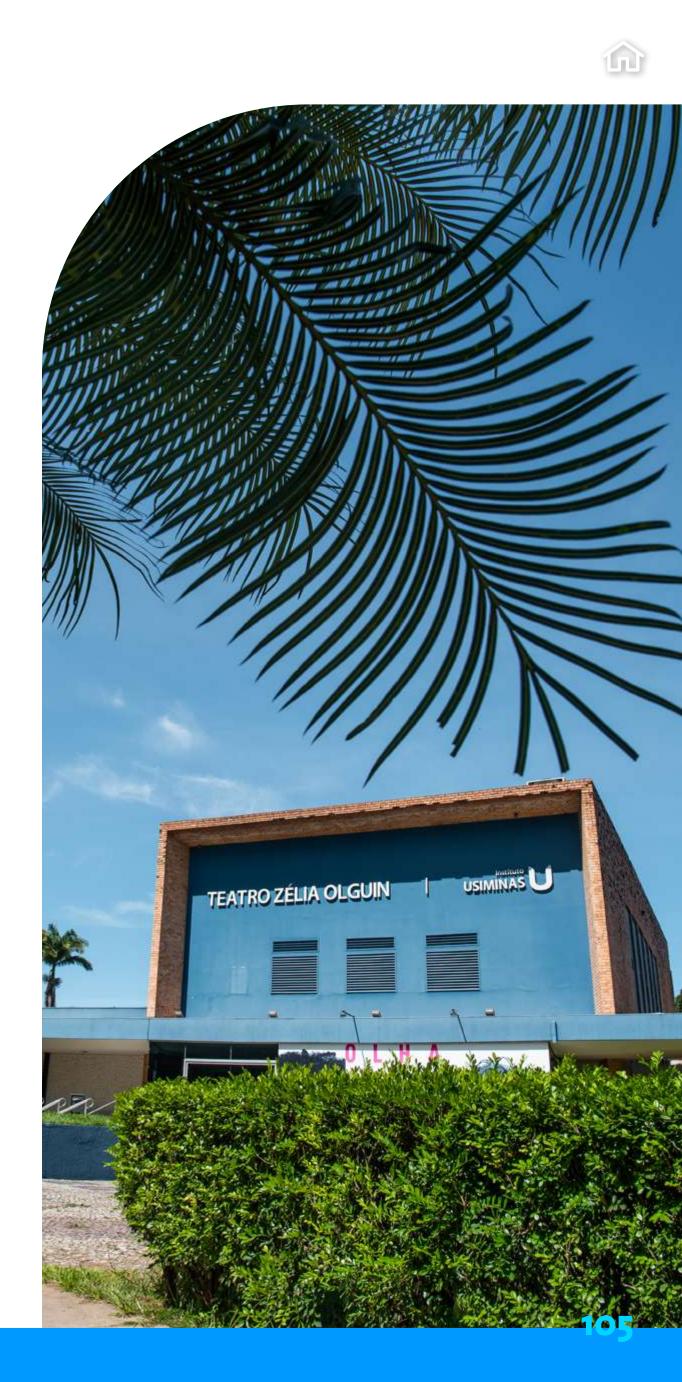


Usiminas is dedicated to fostering the creative economy and, in pursuit of that goal, has organized training programs on the topic of Management and Development of Social Projects for organizations based in the Vale do Aço (MG), Serra Azul (MG), and Baixada Santista (SP) regions. The aim was to provide participants with the skills needed to apply for resources from tax incentives and public funding mechanisms. Out of the 73 entities participating in the training program, 17 have already enrolled their projects in tax incentive programs and have registered for the Usiminas 2022 Incentive Projects Call.

In addition to that, the cultural market has seen a significant boost, with the Practical and Technical Program for Scenic Arts (PTAC) in Ipatinga training 40 new professionals in the areas of light, sound, stage, and cultural production under the Brazilian Theater Institute (ITB).

Similarly, in Cubatão (SP), students of the Paulista Cooking project have gained professional perspectives as they graduated in gastronomic courses. These courses included practical and theoretical classes on cooking techniques, entrepreneurship, food safety, income generation, and safeguarding traditional recipes.

All of these initiatives have had a positive impact on the development of the communities and have helped to generate employment and income.



Solidarity Initiatives

For more than 30 years, Usiminas volunteers have been actively collecting clothes, food, and toys and organizing specific campaigns to support communities in the regions where the Company operates.

We believe that volunteering is a transformative experience that can make a difference in the lives of employees and communities, thereby reinforcing our commitment to creating a more equitable and inclusive society. In 2022, the "VOU – Usiminas Volunteers" program completed two years of operation. Through this, employees from Usiminas companies, the São Francisco Xavier Foundation (FSFX), Previdência Usiminas, and Usiminas Institute come together to participate in solidarity initiatives focused on sharing their time, work, and knowledge.

Life Plan Mentoring Program

On one side of the screen were students from public schools in Ipatinga (MG), Santa Luzia (MG), Itatiaiuçu (MG), Cubatão (SP), and Taubaté (SP). On the other side were Usiminas' employee volunteers who decided to dedicate part of their time to sharing their experiences with those who are starting their personal and professional careers. In 2022, this project, aimed at inclusion and value generation for the communities where Usiminas operates, brought together 24 volunteers from the Company who trained 76 students through ten virtual meetings. They talked about goals, dreams, behavior, work, career, challenges, and obstacles faced by young people. They also exchanged experiences on assorted topics to contribute to the personal and professional development of all.

384 new
volunteers in 2022
(total registered volunteers
by December 2022 = 1,384)52 initiatives
carried out
in 202210 cities
5 states78
institutions
assisted78
people
benefited

1,642 hours of volunteer work

256 bags of blood donated

+ 9,000 items donated

350 seedlings were planted + 1,700 more were distributed **M**



USIMINAS AND HEALTH

SÃO FRANCISCO XAVIER FOUNDATION Márcio Cu

Created 53 years ago, São Francisco Xavier Foundation is a social welfare charitable entity present in five Brazilian states with over 6,300 employees. In 2022, the Foundation continued to lead eight units, including the Márcio Cunha Hospital (HMC), the Municipal Hospital Carlos Chagas (HMCC), the Cubatão Hospital (HC), the Vital Brazil Hospital and Maternity (HMVB), the Usisaúde health plan operator, the Integrated Dental Center (COI), VITA – Solutions for Occupational Health, and the São Francisco Xavier Education Foundation.

Carlos Chagas Municipal Hospital (HMCC)

The Carlos Chagas Municipal Hospital (HMCC) is home to 120 physicians from various specialties, as well as a multidisciplinary and administrative team of 465 employees. The hospital has 83 infirmary beds and 20 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 for a population of 225,000 inhabitants across 12 municipalities in the microregion of Itabira (MG).

Várcio Cupha Hospital (

Márcio Cunha Hospital (HMC) is a high-complexity general hospital with 548 beds and three units, units, of which two are HMC, and one is dedicated to cancer treatment. It caters to a population of over 800,000 people living in the eastern region of Minas Gerais and provides services in the areas of outpatient care, emergency care, hospitalization, and diagnostic support. The hospital boasts approximately 500 doctors specializing in 50 different fields and 91 residents specializing in 17 different fields. It serves patients from the Unified Health System (SUS), various health insurance plans, and Usisaúde.

 Accreditation with Excellence, granted by the National Accreditation Organization (ONA)

HIMSS Elsevier Digital Healthcare Brazil and Latin America Award

International Certification by Det Norske Veritas International Accreditation Standard (DIAS/NIAHO)

In line with its purpose of "Reinventing health and education with a passion for transforming lives," the Márcio Cunha Hospital advanced in the digitalization of processes in 2022. The focus was on expanding customer autonomy through self-service totems and an app and increasing the efficiency of processes through the use of Artificial Intelligence in oncological care billing and navigation. Additionally, the unit received the Top Performer certificate for excellence in ICUs and Stage 5 certification in the Safety Zone program for its excellence in VTE prevention, a program conducted by the Brazilian Patient Safety Institute (IBSP) in partnership with Sanofi.

Márcio Cunha Hospital - Ipatinga (MG)

Cubatão Hospital

The São Francisco Xavier Foundation has been managing the Cubatão Hospital (HC) for five years, achieving remarkable results and advancements, such as conducting more than one million exams, performing 7,000 surgical procedures, 40,000 hospitalizations, and 5,000 deliveries. In 2022, the hospital maintained 125 beds, 100 of which were dedicated to SUS services and 25 to insured patients, with 32 medical specialties. Upon taking over the HC administration, the Foundation invested in equipment and structural improvements and also inaugurated the High Complexity Center, located in the building of the former Cubatão theater. The center offers outpatient services, and oncology and hemodialysis care, which were not previously available in the city.

In 2022, the hospital received a confirmation of the ONA level 2 accreditation (Full Accreditation), which evaluates safety criteria and requires institutions to have an integrated management process, enabling improvement actions.



São Francisco Xavier Education Foundation – FESFX

The Colégio São Francisco Xavier is an educational benchmark in the region, with around 3,000 students, and is renowned for being the first school in the country to achieve ISO 9001 certification for its Quality Management System of Education at the Elementary and Secondary levels.

The pioneering unit located in Ipatinga (MG) offers programs from early childhood education, including nursery, to postgraduate courses in partnership with PUC Minas. The institution portfolio also features the Sports School, CSFX Integral, the Bilingual Program in partnership with the International School, safety and health education projects, and the Mind Markers course.

In 2022, the College participated in 20 Olympics held throughout Brazil. Among its many achievements, its students won two gold medals, four silver medals, four bronze medals, and 16 merit awards in the National Science Olympics. In another competition held at the municipal level, students from the school won 1st and 2nd places in two categories of the drawing and writing contest about the protection and preservation of coatis, promoted by the Rotary Club of Ipatinga (MG). The goal is to raise awareness, through environmental and traffic education, about the safe use of urban roads and to encourage changes in behavior in the preservation of the environment as a sustainable lifestyle and development.

Integrated Dental Center

In 2022, the Centro de Odontologia Integrada ("Integrated Dental Center," COI) in Ipatinga (MG) celebrated 41 years of serving the community. COI was the first dental institution in the state to obtain ISO 9001 certification and has maintained the best oral health indicators in Brazil. It has 45 dental units offering services in 12 specialties, with a team of 65 dental surgeons, 30 oral health technicians, six radiologists, 85 oral health assistants, and 29 administrative professionals.

In 2022, approximately 380,817 procedures were performed, ranging from health promotion to high-complexity care. Besides the main clinic, COI also maintains other care units located within the Márcio Cunha Hospital and the Canaã Advanced Unit, totaling 52 offices. Its facilities include the Sterilized Material Center, two X-ray rooms, a CT scan room, and a digital prosthesis laboratory.

Vital Brazil Hospital and Maternity

The Vital Brazil Hospital and Maternity (HMVB) in Timóteo (MG) offers 24-hour coverage for urgent and emergency cases. The facility currently has 89 beds, out of which 55 are allocated for SUS services. It provides intensive care unit (ICU) services for adults, inpatient beds for specialties such as clinical medicine, pediatrics, general surgery, and orthopedics, as well as a maternity ward, and imaging and laboratory tests.

Furthermore, in 2022, the hospital inaugurated a pediatric ICU equipped with 10 beds.

USISAÚDE

Usisaúde is the largest philanthropic health plan operator in Brazil with 30 years of experience and holds a remarkable position in Vale do Aço, where it has a 60% market share. For five consecutive years, Usisaúde has achieved the highest score in the IDSS (Supplementary Health Care Performance Index), which is the primary assessment of health plan operators conducted by the National Supplementary Health Agency (ANS). The health plan operator, which is part of Fundação São Francisco Xavier, offers medical-hospital care, dental care, and aeromedical transport through its own health plan network and an accredited network with 225 partner hospitals, clinics, laboratories, and specialists.

In 2022, Usisaúde celebrated its 30th anniversary with a significant expansion project and earned certification in RN 507 – Level II (Silver), a standard of the ANS. The certification recognizes the adoption of good practices in organizational and health management, aiming to improve the services provided by health plan operators.

VITA

VITA – Solutions for Occupational Health offers specialized services in safety, occupational health, and the environment, with more than 180,000 lives under its management. The Company's activities are regulated by the Ministry of Labor and Employment (MTE). At the VITA unit in Bom Retiro, all occupational exams are conducted on-site, eliminating the need for clients to visit multiple clinics. VITA specializes in occupational hygiene, including environmental assessments of chemical, physical, and biological agents, as well as employee occupational health monitoring.



SUSTAINABILITY MANAGEMENT [GRI 2-22]

When discussing sustainability in the context of business, several factors must be taken into consideration. One fundamental step is to establish a governance framework and corporate and production processes that integrate sustainability as a core part of the Company's stratege Additionally, engaging with various stakeholders who have an impact on the Company and ar impacted by it is a sine qua non condition for successfully implementing sustainability initiativ and creating value for all stakeholders.

In 2022, Usiminas took a significant step towards sustainability management by creating the Sustainability and Institutional Relations Corporate Office, which is responsible for addressing vari themes of the Company's ESG agenda. The department strengthened internal engagement through five live stream events and debates with the participation of external stakeholders, thus reinforcin culture of sustainability and engagement within the internal teams.

As part of the restructuring, the Sustainability Committee's activities, which used to be held quarterly, were incorporated into the agenda of the Executive Board, now held monthly. This initiative aimed to increase the interaction of Usiminas' senior management with sustainability related topics and to speed up the decision-making process.

Goal Tracking

The ESG targets set for 2022 align with the Company's material issues and crucial topics on global sustainable development agenda:

	GOALS	STATUS	NOTE
egy. are	Achieve 94.6% water recirculation by 12/31/2022.		As of now, the recirculation level is at 94.7%.
ives	Contract at least 10% of total energy consumption from clean, renewable energy sources by 2025.		This target was achieved with the partnership signed with Canadian for self-production of about 12%.
rious	Engage 75% of Scope 3 Critical Suppliers with Usiminas' climate agenda by 12/31/2022.		In 2Q22, 86% responded to the data collection stage. In 4Q22, Usiminas sent a letter of recommendations to the engaged suppliers.
ugh ng a	Achieve at least 55% of women in apprentice training classes by 12/31/2022.		In 4Q22, this indicator was at 58.0%.
	Execute 80% of the innovation pilots with the potential to reduce safety risks.		100% of the pilots were executed.
S	Certify 100% of rolled products according to RoHS and ELV Standards.		100%
ty-	GHG Inventory for MUSA and Soluções Usiminas by 12/31/2022		Completed for MUSA. Completion of Soluções Usiminas targets is scheduled for 2023.
	Maintain an accident frequency rate (CPT) below or equal to 0.3 in 2022.		The rate achieved was 0.61. The Company has continued to implement several preventive actions to improve safety.
the	Achieve an Overall Customer Satisfaction Index at or above 89.7% in 2022.		The accumulated OCSI was 88.9%.
	Implement the Environmental Compliance Program by 12/31/2022.		Due to additional items established, the timeline has been changed, and the deadline extended.

Usiminas exhibits a tangible commitment to these goals across all levels of governance by acknowledging its challenges and demonstrating resilience in necessary restructurings. Recognizing the importance of persistent efforts in achieving lasting outcomes, the Company remains committed to evolving and fostering transparent dialogues while internalizing stakeholder participation toward sustainable development.



Below are some highlights of Sustainability Management:

Being the only company in the industry to make up the portfolio of the ISE-B3, which is the Sustainability Index of the Brazilian Stock Exchange;

- Being included in the B3's Carbon Efficient Index portfolio;
- Additionally, ESG targets guided part of the executives' variable remuneration.

Through its dedication to establishing dialogues with stakeholders, Usiminas has achieved important transformations. The Company's ability to connect with its stakeholders brought significant directions and results in 2022, although there is still a long way to go.

The following are Usiminas' sustainability targets for the 2023 cycle, which are tied to the variable remuneration of the Company's Senior Management.

Material Topic	Goal	SDG
People Management	Achieve a Safety Index of 1.0 through the Zero Accidents goal, which is based on the fulfillment of the Strategic Safety Planning. 1.0	3 and 8
People Management	Achieve 18% of women in leadership positions in 2023	5
Climate Change	Conduct a GHG Inventory for MUSA and Soluções Usiminas by 9/30/2023	13
Climate Change	Adhere to the Brazilian GHG Protocol Program (Mineração Usiminas)	13
Relationship with Stakeholders	Improve the Overall Customer Satisfaction Index	12
Relationship with Stakeholders	Promote sustainability in the supply chain by strengthening relationships and reducing risks in 75% of strategic suppliers.	12
Relationship with Stakeholders	Strengthen the relationship with formal and community leaders in the Vale do Aço and Baixada Santista regions.	17
Natural Resources and Environmental Impacts Management	Donate 100% of the steel aggregate generated in 2023 to the "Caminhos do Vale" program.	12

Sustainability in the Steel Chain

When discussing the sustainability challenges in the steel chain, several topics are noteworthy, including (i) employee health and safety, (ii) circular economy and its relation to the downstream value chain, and (iii) climate change and decarbonization.

Regarding employee health and safety, the Ipatinga and Cubatão operations hold ISO 45001 certification, and Usiminas has made continuous efforts towards achieving the Zero Accident goal. The Company's Strategic Safety Plan is based on six strategic axes: Culture, Behavior, and Communication; Management of Critical Risks; Safety Routine Management; Process Safety; Technological Improvement and Technical Support; and Third-Party Safety.

Usiminas plays a crucial role in promoting the circular economy in its value chain, with the industry producing steel with a high recycling rate. Additionally, the Company maintains a constant focus on product quality excellence, thus increasing the durability of its products, as well as customers' efficiency and quality in using steel.

This focus on quality is linked to the challenge of decarbonization, which is a significant issue for the Company today. The process of reducing greenhouse gas emissions involves challenges related to technology, culture, and adjusting ideal solutions to fit the industrial context. Usiminas stays up-to-date with the world steel sector's main references, particularly its controlling shareholders, to ensure it is aware of the most efficient decarbonization mechanisms available. The management of this agenda goes through the Decarbonization Committee, which meets monthly and advises the Corporate Sustainability and Institutional Relations Office with information and topics for discussion at the monthly meetings of the Executive Board. The results of this work are reported to the Board of Directors every six months.

Sustainability management at Usiminas goes beyond monitoring metrics and applying indexes, focusing on caring for both internal and external stakeholders, improving product quality, production process efficiency, energy efficiency, and restructuring processes. All initiatives aim to improve Usiminas' performance and create value for stakeholders.

This is how we work towards making the steel chain more sustainable and resilient.





Usiminas marked 60 years of operation in 2022

For six decades, we have turned dreams into reality with the strength of our steel, which has been spread across all corners of Brazil. As we celebrate our 6oth anniversary, we take pride in our achievements, having contributed to the development of the Brazilian industry by catering to the needs of our customers with the trademark care that Usiminas is known for.

All this has been made possible by the dedication of people who work tirelessly every day.

Whether in research, creation, production, quality, services, or support work conducted by several departments. And always in a safe manner. Together, we make up this company that is always in motion.

Usiminas upholds the commitment that has guided us since our inception: to maintain focus on the future, people, and customers and generate sustainable outcomes. This is how we came to be, and this is how we will go on: embracing innovation and taking care of the environment. We prioritize diversity and inclusion, as well as social responsibility by supporting initiatives that positively impact society.

In fact, transformation is intrinsic to our DNA. After all, steel is transformed into solutions for people, and through steel, we can transform our country.

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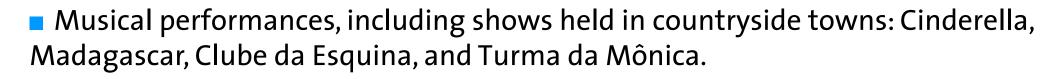
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Celebrations

The festivities commenced in 2021 with the opening of the Usiminas Memory Center in Ipatinga. This facility is furnished with cutting-edge technology, providing interactive access to the history of the steel industry, Usiminas, and the city for the public. The venue is situated in the Grande Hotel, which has been listed by the Historical and Artistic Heritage of Ipatinga, and showcases the art collection amassed by Usiminas over several decades.

With the advent of this milestone, Usiminas has launched a year-long series of activities engaging its employees, partners, customers, and the communities where it operates. Learn more about some of the initiatives that have been undertaken:





Sponsoring the concert season of the São Paulo State Symphony Orchestra (OSESP) and the Clóvis Salgado Foundation in Belo Horizonte.

3,600 complimentary tickets provided to employees and their families for cultural events, with an additional 4,000 tickets allocated to social organizations.

• Movie Soundtrack Concerts performed at the Grand Theater of the Palácio das Artes in Belo Horizonte.

Minas Gerais Philharmonic Orchestra's "Concert in the Square Series," which gathered more than 7,000 attendees in Belo Horizonte.

"Steel Runs" in Itaúna, Ipatinga and Cubatão, with about 8,000 participants and more than 7.5 tons of food donated to institutions in several cities.

Additionally, Usiminas promoted several actions targeted at involving the communities:

- Promotion of public participation in free activities organized in different cities.
- Holding events at the venues supported by sponsored projects.
- Programs to engage employees and their families, such as Steel Stories, Mining Stories, Open Doors, and Route 60.

Internal influencers serving as brand ambassadors to promote the initiatives undertaken by Usiminas.

Impact

The sponsored initiatives in 2022 reached a total of 1.14 million people. This includes those who attended events at the Usiminas Institute's venues in Ipatinga, as well as those who participated in our own or sponsored projects, such as customers, suppliers, employees, and local communities. Our actions served 27 municipalities across the states of Minas Gerais, São Paulo, Pernambuco, and Rio Grande do Sul.

In October, we recorded 200 spontaneous media insertions concerning our 60th anniversary, all of which were positive;

Advancements in our relationship with new media and digital influencers have resulted in their participation as Usiminas' guests;

Of the participants surveyed in the selected events^{*}, we highlight the following figures (averages):

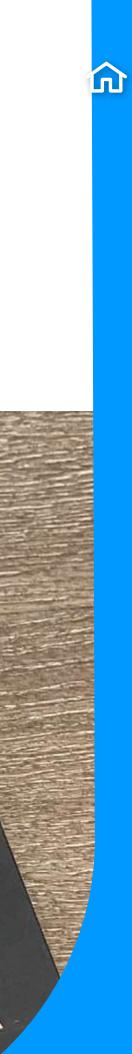
- 82% are aware of Usiminas' performance in the area of social responsibility;
- 84% consider Usiminas' actions in social, cultural, and sports areas to be "very relevant" or "relevant;"
- 98.5% of the participants approved of the events.

*The surveys were conducted at Clube da Esquina Musical and the Steel Run in Ipatinga, and the Movie Soundtracks Concert, held in Belo Horizonte. A sample based on 10% of the attending public was extracted for each event.

Usiminas Memory Center Book

Usiminas also launched the book "Usiminas Memory Center – 60 Years" as a closing event, inspired by the venue of the same name. The publication includes records of the Brazilian industry, our company, and the development of Ipatinga. Additionally, it features photographs of its art collection, including works by Tomie Ohtake, Amílcar de Castro, and Alfredo Ceschiatti.







Assurance Statement

ELEVATE carried out an independent verification of the preparation Sample selection of items and indicators to verify the information process for Usiminas' Annual Sustainability Report 2022 developed in provided; accordance with the GRI (Global Reporting Initiative) Standards 2021. Interviews with managers from key areas regarding the relevance of The process aims to provide interested parties with an independent information for reporting and managing sustainability and to verify the opinion on the quality of the information provided in the report. source of information for the selected indicators;

Independence, competence and responsibilities

We work independently and ensure that no member of ELEVATE Checking compliance with the GRI Standards and requesting maintains consulting contracts or other commercial ties with Usiminas. adjustments to the report. ELEVATE is a company specialized in sustainability. The work was conducted by a team of professionals with experience and skills **Disclaimer** in external verification processes. The preparation of the Annual Sustainability Report, as well as the definition of its content, is the responsibility of Usiminas. Verification of the report was the object of ELEVATE's work.

Scope and Limitations

The scope of our work includes information contained in the full version of the 2022 Annual Sustainability Report, for the period covered by the report from January 1, 2022 to December 31, 2022. The independent verification process was conducted in accordance with the AA1000AS v3 standard (AccountAbility 1000 Assurance Standard v3), in Type 1 verification condition, providing a moderate level of Assurance. The verification of financial data was not the object of ELEVATE Consulting's work. The financial data were audited by a specialized company as stated in the Financial Statements.

Methodology

The procedures developed during the assurance work included:

- Review of the content of the Annual Sustainability Report 2022;
- Understanding the flow of obtaining and generating information for the Sustainability Report;

Based on sample tests, corroboration of information of the

Sustainability Report with supporting documentation, management reports, internal controls and official correspondences;

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The standard Terms and Conditions of ELEVATE contracts ("Terms and Conditions") are hereby incorporated by reference to this disclaimer. All



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applicable provisions of the Terms and Conditions remain in effect, and ELEVATE The company still faces some challenges, such as the goal of 2022 that was not achieved in Health and Safety, the lack of due diligence work aimed at identifying risks of violation of Human Rights in the supply chain, the inventory of GHG emissions to be published, measurement of critical impacts on communities, and increasing the participation of women in leadership, an issue where the company managed to implement strategies in 2022 that should result in significant progress in the medium term.

accepts no responsibility or liability, except as otherwise expressly set out in the Terms and Conditions, see: https://www.elevatelimited.com/about-elevate/sustainability/terms-conditions **Main Conclusions**

Based on the analysis of the evidence and interviews carried out to verify selected Regarding compliance with the GRI standards adopted in the 2022 Sustainability indicators, we summarize the following main conclusions: Report, Usiminas followed the standards in its essence, using the metrics and During interviews with managers, ELEVATE verified the evidence for the formats and principles provided by the GRI. The company has already started following selected indicators: GRI 302-3, 303-3, 305-7, 306-2, 401-3, 405-2, 409-1, working internally on some TCFD recommendations, but there are still some 413-2, 418-1. In addition, we verified the efforts made by the company in complying internal steps to present in the report in compliance with these guidelines.

with the TCFD recommendations.

We found that the information related to these indicators and topics was **Final considerations** collected consistently within the organization, through solid information management systems and metrics that enable monitoring and comparability of Based on the scope of our work and the assurance procedures we carried out, data with previous years. In some cases, ELEVATE made requests for adjustments we conclude that nothing has come to our attention that leads us to believe in the presentation of data, which were implemented by the reporting areas. that the information regarding sustainability performance in Usiminas' Annual In the period covered by the 2022 report, the company managed to advance in Sustainability Report 2022 is not presented fairly in all material aspects.

most of the sustainability goals published in the previous report and consolidate the management of the topics, as the goals have an impact on the variable remuneration of the executives. For 2023, the company has established new goals related to the material topics of People Management, Climate Change and Relationship with Stakeholders, thus addressing the main pillars of its ESG strategy.

As the main highlights of the year 2022, we can mention the inclusion of the company in the portfolios of the Sustainability Index and the Efficient Carbon Index of B₃, the Brazilian Stock Exchange, as well as the certification of the de-characterization of the central dam of the mining operation by FEAM, the environmental agency of the State of Minas Gerais. Further achievements are the reduction in energy intensity, the reduction of water consumption and significant advances in the company's decarbonization approach, with the completion of the GHG inventory scheduled for 2023 and progress in the systematization of relationships with communities affected by operations.

The company presents its performance with clearness and in compliance with the GRI 2021 Standards, and is providing a balanced view of its sustainability management and the impacts related to its operation.

São Paulo, April 21, 2023.

ELEVATE – an LROA Company



ELEVATE



GRI Index

	GRI CONTENT INDEX		
	GENERAL DISCLOSURES		
	GRI 1: FOUNDATION 2021		
Disclosure	Content	Page (s)	Informações e razões sobre a omissão
Organizational profile			
GRI 2:	2-1: Organization name	7	Usinas Siderúrgicas de Minas Gerais S.A
GENERAL DISCLOSURES 2021	2-6: Activities, brands, products, and services	9, 97	
	2-1: Organization's Head Office		Avenida do Contorno, 6.594, Savassi CEP: 30110-044 Belo Horizonte - MG
	2-1: Location of operations	25	
Governance			
GRI 2: GENERAL DISCLOSURES 2021	2-9 Governance structure and composition	17	
	2-10 Nomination and selection of the highest governance body	19	
	2-11 Chair of the highest governance body	19	
	2-12 Role of the highest governance body in overseeing the management	19	
	2-13 Delegation of responsibility for managing impacts	19	
	2-14 Role of the highest governance body in sustainability reporting	19	
	2-15 Conflicts of interest	23	
	2-16 Communication of critical concerns	20	
	2-17 Collective knowledge of the highest governance body	19	
	2-18 Evaluation of the performance of the highest governance body	19	

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Disclosure	Content	Page (s)	Informações e razões sobre a omissão
Strategy			
GRI 2:	2-18 Evaluation of the performance of the highest governance body	19	
GENERAL DISCLOSURES 2021	2-23 Policy commitments	21	
	2-24 Embedding policy commitments	21	
	2-25 Process to remediate negative impacts	23	
	2-26 Mechanisms for seeking advice and raising concerns	23	
	2-27 Compliance with laws and regulations	23	
	2-28 Membership associations	99	
Stakeholder Engagement			
GRI 2:	2-29 Approach to stakeholder engagement	90	
GENERAL DISCLOSURES 2021	2-30 Collective bargaining agreement	63	
GRI 407: UNION FREEDOM AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	63	
Reporting Practices			
GRI 2:	2-2 Entities included in the organization's sustainability report	7, 9, 38	
GENERAL DISCLOSURES 2021	2-3 Reporting period, frequency and contact point		2022, Annual, sustentabilidade@ usiminas.com The financial and sustainability report covers the period from 01/01/2022 to 12/31/2022
	2-4 Restatements of information		There are no restatements of information from previous cycles.
	2-5 External assurance		The information contained in the 202 Integrated Report was submitted to external verification by ELEVATE





Disclosure	Content	Page (s)	Informações e razões sobre a omissão
	MATERIAL TOPICS		
	Portfolio Sustainability and Innovation		
Approach to material topics			
GRI 3:	3-1 Process to determine material topics	14	
MANAGEMENT APPROACH	3-2 List of material topics	14	
2021	3-3 Management of material topics	15	
	Climate Change		
Emissions			
GRI 305:	305-1 Direct (Scope 1) GHG emissions	89	
EMISSIONS 2016	305-2 Energy indirect (Scope 2) GHG emissions	89	
	305-3 Other indirect (Scope 3) GHG emissions	89	
	305-4 GHG emissions intensity	89	
	305-5 Reduction of GHG emissions	89	
	305-6 Emissions of ozone-depleting substances (ODS)	89	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	89	
Energy			
GRI 302:	302-1 Energy consumption within the organization	73, 75	
ENERGY 2016	302-2 Energy consumption outside of the organization		There is no energy consumption outside of the organization
	302-3 Energy intensity	73, 75	
	302-4 Reduction of energy consumption	73	
	302-5 Reductions in energy requirements of products and services	74	

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Disclosure	Content	Page (s)	Informações e razões sobre a omissão
	Natural Resources and Environmental Impacts Management		
Water and effluents			
GRI 303: WATER AND EFFLUENTS	303-1: Interactions with water as a shared resource	80, 82	
2018	303-2: Management of water discharge-related impacts	80, 82	
	303-3: Water withdrawal	81, 82	
	303-4: Water discharge	81, 82	Mineração Usiminas does not dispose of water.
	303-5: Water consumption	81, 82	
Biodiversity			
GRI 304: BIODIVERSITY	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	78, 79	The indicator has no information available for Siderurgia Usiminas
2016	304-2 Significant impacts of activities, products and services on biodiversity	78, 79	The indicator has no information available for Siderurgia Usiminas
	304-3 Habitats Protected or Restored	78	The indicator has no information available for Siderurgia and Soluções Usiminas.
	304-4 Species included on the IUCN Red List and National Conservation Lists with habitats in areas affected by IUCN operations		This indicator is not monitored by Usiminas' companies
Waste			
GRI 306: WASTE 2020	306-1 Waste generation and significant impacts related to waste	83, 85, 87	
	306-2 Management of significant impacts related to waste	83, 85, 87	
	306-3 Topic-specific disclosures: Waste generated	85	
	306-4 Topic-specific disclosures: Waste diverted from disposal	85	
	306-5 Topic-specific disclosures: Waste directed to disposal	86	

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Disclosure	Content	Page (s)	Informações e razões sobre a omissão
Inputs and raw material			
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	70, 71	
	301-2 Raw materials or recycled materials used	70, 71	There is no quantified information available for Soluções Usiminas.
	301-3 Products and their packaging reused	70, 71	There is no quantified information available for Soluções Usiminas.
	People management		
Occupational health and safety			
GRI 403:	403-1 Occupational health and safety management system	64	
OCCUPATIONAL HEALTH AND	403-2 Hazard identification, risk assessment and incident investigation	66	
SAFETY 2018	403-3 Occupational health services	64	
	403-4 Worker participation, consultation and communication to workers regarding health and safety at work	66	
	403-5 Worker training on occupational health and safety	60	
	403-6 Promotion of worker health	68	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66	
	403-8 Workers covered by an occupational health and safety management system	64	
	403-9 Work-related injuries	65	
	403-10 Work-related ill health	65	
Training and education			
GRI 404:	404-1 Average hours of training per year per employee	58	
TRAINING AND EDUCATION 2016	404-2 Programs for upgrading employee skills and transition assistance programs	58	
	404-3 Percentage of employees receiving regular performance and career development reviews	63	

Disclosure	Content	Page (s)	Informações e razões sobre a omissão
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	301-2 Raw materials or recycled materials used	70, 71	There is no quantified information available for Soluções Usiminas.
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GRI 403:	403-1 Occupational health and safety management system	64	
DCCUPATIONAL HEALTH AND SAFETY 2018	403-2 Hazard identification, risk assessment and incident investigation	66	
DAFETT 2010	403-3 Occupational health services	64	
	403-4 Worker participation, consultation and communication to workers regarding health and safety at work	66	
	403-5 Worker training on occupational health and safety	60	
	403-6 Promotion of worker health	68	
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	404-3 Percentage of employees receiving regular performance and career development reviews	63	

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Disclosure	Content	Page (s)	Informações e razões sobre a omissão
EMPLOYMENT			
GRI 401:	401-1 New employee hires and employee turnover	42	
JOB 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part- time employees	43	
	401-3 Parental leave	44	
Remuneration			
GRI 2: GENERAL DISCLOSURES	2-19 Remuneration policies	57	
2021	2-20 Process to determine remuneration	57	
	2-21 Annual total compensationo ratio	57	
Diversity and Equal Opportunity			
GRI 405:	405-1: Diversity of governance bodies and employees	47, 55	
DIVERSITY AND EQUAL OPPORTUNITY 2016	405-2: Ratio of basic salary and remuneration of women to men	50	
GRI 2: GENERAL DISCLOSURES	2-7 Employees	40	
2021	2-8 Workers who are not employees	43	
	Governance, Ethics, and Integrity		
Non-Discrimination			
GRI 406: NON-DISCRIMINATION 2016	406-1: Incidents of discrimination and corrective measures taken		Usiminas had no confirmed reports of discrimination incidents in 2022.
Child labor			
GRI 408: CHILD LABOR 2016	408-1: Operations and suppliers at significant risk for incidents of child labor cases	24	
Compulsory Labor			
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	24	

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General Disclosures	Content	Page (s)	Informações e razões sobre a omissão
GENERAL DISCLOSURES			
GRI 418: Customer Privacy 2016	Content 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	96	
Anti-corruption			
GRI 205:	205-1: Operations assessed for risks related to corruption	23	
ANTI-CORRUPTION 2016	205-2: Communication and training about anti-corruption policies and procedures	23	
2010	205-3: Confirmed incidents of corruption and actions taken	23	No incidents of corruption were identified in 2022
	Financial Performance		
Financial Performance			
GRI 201:	201-1: Direct economic value generated and distributed	38	
ECONOMIC PERFORMANCE 2016	201-2: Financial implications and other risks and opportunities due to climate change	89	
	201-3: Defined benefit plan obligations and other retirement plans	46	
	201-4: Financial support received from the government	36	
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GRI 203:	203-1: Infrastructure investments and services supported	28	
INDIRECT ECONOMIC IMPACTS 2016	203-2: Significant indirect economic impacts	100	
Тах			
GRI 207: TAX 2019	207-1 Approach to tax	36	
	207-2 Tax governance, control, and risk management	36	
	207-3 Stakeholder engagement and management of concerns related to tax	36	
Impacts related to Market Presence	2		
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	56	
	202-2 Proportion of senior management hired from the local community	42	

General Disclosures	Content	Page (s)	Informações e razões sobre a omissão
GENERAL DISCLOSURES			
GRI 418: Customer Privacy 2016	Content 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	96	
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	Financial Performance		
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Disclosure	Content	$P_{2} \sigma_{0}(s)$	Informações e razões sobre a omissão
GENERAL DISCLOSURES		Page (s)	Informações e razões sobre a offissao
Suppliers			
GRI 204: PROCUREMENT PRACTICES 2016	204-1: Proportion of spending on local suppliers	97	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	98	
	308-2 Negative environmental impacts in the supply chain and actions taken	98	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	Content 414-1 New suppliers that were screened using social criteria	98	
	Content 414-2 Negative social impacts in the supply chain and actions taken	98	
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	31	
	417-2 Incidents of non-compliance concerning product and service information and labeling	31	
	417-3 Incidents of non-compliance concerning marketing communications	31	
Local Communities			
GRI 413: LOCAL COMMUNITIES 2016	413-1: Operations with local community engagement, impact assessments, and development programs	101	
	413-2: Operations with significant actual and potential negative impacts on local communities	93, 101	
Customers			
GRI 416: Health and Safety of Customer 2016	416-1 Assessment of the health and safety impacts of product and service categories	100	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	93, 101	

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