



ArcelorMittal

ArcelorMittal 2023 Sustainability Report

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CHAPTER 1

INTRODUCTION





Message from the Management

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The year 2023 proved to be one of the most challenging for the steel industry in Brazil. Coupled with the slowdown in key segments of our consumer market, the record surge in imported steel has created a scenario of concern, presenting challenges to be addressed. Despite this context, the period was marked by positive results for ArcelorMittal Brasil, which consolidated itself as the largest steel producer in the country and in Latin America. The results we achieved showcase the excellence of our team, our resilience, customer-centric approach, and strategic vision for the future, all guided by our core values of safety and care for people.

One of the major goals in 2023 was the successful completion of the integration of the Pecém Unit, in Ceará. Throughout the year, we increased our production to a total of 14.8 million tons of steel, including output from our units in Brazil and operations in Argentina and Costa Rica, while activities in Venezuela remained at minimal levels. This represented a 16.5 percent growth compared to the previous year. Sales volume exceeded expectations and reached 14.4 million tons, an increase of 15.9 percent. Of the total sales volume, 55 percent were directed to the domestic market, while 45 percent to the foreign market.

Consolidated net earnings added up to BRL 69.8 billion, a slight drop of 2.6 percent compared to 2022. EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) was BRL 9.2 billion, a decrease of 38 percent. The EBITDA margin fell by eight percentage points, to 13 percent of net earnings. Net profit totaled BRL 4.1 billion, a 54.5 percent decline, yet surpassing expectations for a year marked by challenges. These results are explained by a weaker second half of the year, with lower steel sales both in Brazil and globally, which intensified the global oversupply, drove prices down, and increased the influx of imported steel into the country.

The two mining operations in Brazil (Serra Azul and Andrade mines) performed well, with a 3.3 percent increase in production volumes (to 3.4 million tons).

Investments

ArcelorMittal is currently the largest steel producer in Brazil and a global market leader, employing 20,000 people in the country. The company has industrial units in nine states (BA, CE, ES, MS, MG, PR, RJ, SC and SP), in addition to distribution and service units throughout the country. **Due to the significance and trust the Group has in its Brazilian operations, the Company proceeded in 2023 with its largest investment plan in the steel industry in the country, amounting to BRL 25 billion.** The investments encompass the expansion of steel production units in Barra Mansa (RJ), Monlevade (MG), Sabará (MG), and Vega (SC), as well as the Serra Azul (MG) and Andrade (MG) mines. Additionally, they include the acquisition of the Pecém Unit (CE) and the establishment of a joint venture with Casa dos Ventos.

Involving investments worth BRL 11.2 billion, the integration of the Pecém Unit was completed last year. The plant is situated in a region that is at the forefront of developing renewable energy and green hydrogen in the country, creating potential for highly competitive low-carbon steel production in the future.

Upon completing 20 years of operation, the Vega Unit continued with the expansion

project, an investment worth BRL 1.95 billion. The new line will allow the combined processing of cold rolled and coated steels. Production volume is set to rise from 1.6 million tons to 2.2 million tons per year, and the unit will begin producing Magnelis®, a special steel currently manufactured solely by ArcelorMittal in Europe.

Investments in the Monlevade Unit rose to BRL 4 billion due to revisions in the project's engineering and the impact of inflation. The unit's capacity will be increased from the current 1.2 million tons to 2.2 million tons per year of crude steel.

In Barra Mansa, the investment is BRL 1.3 billion for the expansion of the current rolling mill and improvements to the melt shop. With the new line, rolling capacity will be boosted by 500,000 tons per year.

At the Sabará Unit, the BRL 144 million expansion project aims to increase production capacity by 35 percent for drawn wires.

Investments in the Serra Azul Mine amount to BRL 2 billion and include the installation of a new pellet feed production plant. Production is set to increase from 1.6 million tons per year to 4.5 million tons per year of iron ore. At the Andrade Mine, production capacity will also be expanded and the planned investments are included in the Monlevade Unit expansion project.

Largest investment plan in the steel industry in Brazil

Total Investment
BRL 25 billion

EXPANSION OF STEEL PRODUCTION UNITS

- Barra Mansa (RJ)
- Monlevade (MG)
- Sabará (MG)
- Vega (SC)
- Serra Azul (MG)
- Andrade (MG)
- Pecém (CE)
- Casa dos Ventos

Highlights

Vega
BRL 1.08 billion

PRODUCTION VOLUME

2023: 1.6 million tons per year
2024: 2.2 million tons per year

Monlevade
BRL 4 billion

PRODUCTION VOLUME

2023: 1.2 million tons/year of crude steel
2024: 2.2 million tons/year of crude steel

Barra Mansa
BRL 1.3 billion

ROLLING CAPACITY

Growth of 500,000 tons/year

Sabará
BRL 144 million

PRODUCTION CAPACITY

Increase of 35% in drawn wires

Serra Azul
BRL 2 billion

PRODUCTION VOLUME

2023: 1.6 million tons per year
2024: 4.5 million tons per year

Innovation

In 2023, ArcelorMittal was recognized by Forbes magazine as one of the ten most innovative companies in Brazil, **securing first place in the sector in the TOP Open Corps Ranking and second place overall.**

ArcelorMittal's Global Research and Development Center in South America, based at the Tubarão Unit, has synergy with all 14 of the Group's R&D units around the world and focuses on the development of products, processes and applications.

Açolab, the world's first open innovation laboratory in the steel industry, has completed five years of operation and runs Açolab Ventures, a fund that leverages international resources from the Group to invest in innovative startups and small businesses. In total, more than BRL 110 million will be disbursed by 2029.

The Digital Transformation Program – iNO. VC – upheld its goal of accelerating the company's digital transformation by integrating employees with startups, universities, innovation hubs, and other partner entities.

In collaboration with the State of Minas Gerais Industry Federation (Fiemg), we initiated a new investment cycle amounting to BRL 12 million at

the Senai Innovation and Technology Center (CIT/Senai) in Belo Horizonte, focused on establishing a 3D printing center for metal parts.

Another significant milestone was the 40th anniversary of ArcelorMittal Sistemas, a technology company within the ArcelorMittal Group. Through our partnership with the University of São Paulo (USP), we celebrated the five-year anniversary of the Building Tomorrow Chair.

Decarbonization

ArcelorMittal is at the forefront of the global decarbonization initiative in the steel industry, having pioneered the goal of achieving carbon neutrality by 2050. This includes an interim target of reducing its emissions intensity (Scopes 1 and 2) by 25 percent by 2030.

As part of our decarbonization journey, we have **announced a joint venture with Casa dos Ventos to develop one of the largest wind farms in the Brazil, located in Bahia, with a production capacity of 553.5 MW. With an investment of BRL 4.2 billion, the collaboration aims to meet 40 percent of our energy procurement needs with clean energy.**

In addition, we signed an agreement with Fiemg to create the CIT/Senai Industrial Decarbonization Center in the capital

of Minas Gerais, which will receive an initial investment of BRL 34 million.

It is worth highlighting the investment of more than BRL 1.14 billion up until 2013 in the “Evoluir” (Evolve) Program at the Tubarão Unit, which completed 40 years of activities. Created after the signing of the Environmental Commitment Term (ECT), signed with the government of Espírito Santo and the Public Prosecutor's Office in 2018, the Program became a global benchmark for the Group in continuous practices aimed at preserving the environment.

In an unprecedented action, the Tubarão Unit signed an agreement with the government of Espírito Santo and the Espírito Santo Sanitation Company (Cesan) for the monthly purchase

of 720 m²/h of sewage reuse water. The plant also has the largest seawater desalination plant for industrial purposes in Brazil.

Another achievement was the certification of the Vega Unit by ResponsibleSteel™, which sets standards for responsible steel production. The Tubarão and Monlevade units already have certification, and the other industrial units in the Long Steel segment were recommended to obtain the certificate and are awaiting the final positioning of ResponsibleSteel. ArcelorMittal was the first company in the industry to secure certification in Brazil.



↑ ArcelorMittal Tubarão Unit – Serra (ES)



Focus on people

The Brazilian operation is noted for its exceptional performance in safety and operational indicators. In 2023, we advanced even further and launched a graduate course in Occupational Safety in partnership with Ibmecc, reinforcing the training of our team.

SINCE 2019, WE HAVE FOCUSED OUR DIVERSITY, EQUITY & INCLUSION PROGRAM ON FOUR DIMENSIONS: GENDER EQUITY, RACE AND ETHNICITY, PEOPLE WITH DISABILITIES AND LGBTQIA+. ONE OF OUR GOALS IS FOR 25 PERCENT OF LEADERSHIP POSITIONS TO BE HELD BY WOMEN BY 2030, AND WE HAVE ALREADY REACHED 21 PERCENT

Now in its third edition, the Prêmio Mulher (Woman Award), which was previously held in the states of Espírito Santo and Santa Catarina, made its debut in the state of Ceará in 2023. The award aims to recognize and value female entrepreneurs who promote initiatives aimed at social transformation.

Dam repair and safety

In fulfilling its reparations to residents impacted by the activation of the Emergency Action Plan for Mining Dams (PAEBM) at the Serra Azul Mine, owned by ArcelorMittal in the municipality of Itatiaiuçu (MG), the company has adhered to all obligations outlined in the Complementary Agreement Term (CAT) signed with the Affected Parties Committee and the State and Federal Public Prosecutor's Offices.

Concerning the agreement for compensating collective damages, the parties are in the final stages of discussions to determine the allocation of the agreed-upon amount of BRL 300 million. Both agreements resulted from a collaborative process that included extensive participation from those affected. The company is building a Downstream Containment Structure (DCS), which will allow the decharacterization of the dam. It has been inactive since 2012.

Open doors to transform lives

The ArcelorMittal Foundation completed 35 years in 2023, creating opportunities in three priority areas: Education, culture and sport. **Last year, BRL 51 million was invested, comprising both internal resources and funding from incentive**

laws, in projects that benefited over 400,000 people across approximately 250 cities.

ArcelorMittal is one of the largest investors in culture and sports in Minas Gerais, doing so through incentive laws, and ranks 8th in the corporate donations ranking in Brazil.

Among the actions, we highlight the launch of the social alliance with the Banco do Brasil Foundation in favor of education and the expansion of our support for education with an emphasis on the STEAM theme (science, technology, engineering, arts and mathematics).

Another important action is the worldwide recognition of the “Pocadores” team, from the Vitória Sesi unit, sponsored by ArcelorMittal and which won a category of the F1 in Schools World Championship, in Singapore. F1 in Schools is an international project that aims to encourage young students aged 9 to 19 to create a racing team, fostering the entrepreneurial



spirit through the STEAM methodology. Among other activities, they undertake actions such as business management, digital marketing, engineering, English and social projects, in addition to competing in miniature F1 races.

To continue contributing to the promotion of access to culture and sport, ArcelorMittal maintained its sponsorship of the Palácio das Artes, Grupo Corpo, the Minas Gerais Philharmonic Orchestra, Museu do Amanhã (RJ), Pátio da Vista do Forte ArcelorMittal (ES), Stock Car, Arena MRV and Sada Cruzeiro Vôlei (MG).

Transparent governance

In line with the ArcelorMittal Group model, the company adopts the best global Corporate Governance practices in Brazil. The company is a signatory to commitments including the Global Compact, the Charcoal Sustainability Protocol, and Mining for Peace.

We also have a robust Integrity Program, established in 2007, which includes a Human Rights Policy, an Anti-Corruption Policy, and a Code of Conduct. Each year, we conduct various initiatives, training sessions, and workshops to raise awareness about integrity among the stakeholders the company interacts with.

Perspectives and commitment

In 2024, we will stay committed to the ESG agenda, investing in innovation, focusing on the development of our people, and offering an even more comprehensive and high-quality portfolio of products and services.

We are part of an industry that supports other production chains, with our steel present in everything around us. It has been used in major projects throughout Brazil’s history, from the Rio–Niterói Bridge to the construction of Brasília, as well as iconic soccer stadiums like Mineirão, and more recently, the MRV Arena, in Belo Horizonte. In 2023, we also contributed to projects that utilized our steel with the Steligence methodology, including the Ciclovia da Vida bike route on the Terceira Ponte, in Vitória, and Pátio Vista do Forte cultural center, in Vila Velha, state of Espírito Santo.

As we enter the new fiscal year, we reaffirm our commitment to Brazil. We extend our gratitude to everyone we interacted with throughout the year for their trust, and, above all, to our colleagues in each unit for their commitment and dedication. They are the key contributors to the results achieved in 2023 and to the daily progress of this company, which we take immense pride in.

Our purpose of offering “smart steels for people and the planet” defines us. We will continue producing, investing, and growing alongside Brazil, fully aware of our ability to drive positive transformation towards sustainable development.



↑ Museu do amanhã.

"The results achieved in 2023 reflect the outstanding performance of our team, our resilience, our customer-centric approach, and our strategic vision for the future. We have maintained our focus on developing our people, ensuring the sustainability and integrity of our business, and enhancing the productivity of our plants to become even more competitive. We are committed to reducing costs, making contracts for the purchase of inputs and raw materials more economical, and investing in the expansion and modernization of our industrial plants. We focus on innovation and the development of high value-added products and solutions for various steel-consuming industries, including automotive, construction, machinery, and oil and gas."

Jefferson De Paula (on the right)
President of ArcelorMittal Brasil and CEO of
ArcelorMittal Aços Longos e Mineração Latam

"The significant advances and results achieved this year are the outcome of a collective effort that brings together our team and those who strive for a better, more sustainable, developed, ethical, and fair Country. We move forward with a commitment to safety, integrity, and sustainability — non-negotiable values for ArcelorMittal — whose purpose is to 'create smart steels for people and the planet.' We take pride in our activities and strategic initiatives that contribute to this goal, sharing the value we create, particularly with the communities surrounding our operations. Dialogue and respect are the basis of the relationships we have with everyone."

Jorge Oliveira (left)
CEO of ArcelorMittal Aços Planos Latam and
Vice President of ArcelorMittal Brasil







OPEN INNOVATION
Fourth consecutive year ranked among the Top 3 by 100 Open Startups.



VALOR INOVAÇÃO BRASIL 2023 AWARD:
Recognized for the fourth time by the Valor Econômico Inovação Brasil Award



LEADERS LEAGUE BRAZIL
Best Legal Department in the Corporate Law category



BEST FINANCES
Recognized among the best financial executives, with the classification of the VP of Finance, Alexandre Barcelos



BIGGEST AND BEST OF EXAME
Second place in the mining and iron and steel metallurgy industry ranking



BEST COMMUNICATIONS WITH THE PRESS
ArcelorMittal is among the companies that best communicate with journalists



DILIGENT LATIN AMERICA AWARDS (DLAA 2023)
In 2023, the General Management of Governance, Risks & Compliance for the Flat Steel segment was the winner in the Compliance and Business Ethics Leader category of the "DILIGENT LATIN AMERICA AWARDS – DLAA." This award recognizes the maturity of the practices adopted by the company and their benefits for business sustainability.



CONNECTION WITH STARTUPS
ArcelorMittal is among the 5 Brazilian corporations that best relate to startups, according to the The Bakery ranking



INNOVATION & EXCELLENCE AWARD
First place in the Strategic Achievement category



THE BEST OF "DINHEIRO"
Second place in the industry ranking and 16th in the general ranking of the 1,000 largest companies in Brazil



CORPORATE PERFORMANCE
Featured in the Best and Biggest of Minas Gerais award



ÉPOCA NEGÓCIOS 360
ArcelorMittal secured second place in the sector ranking



ABERJE AWARD HIGHLIGHT
First place in three categories: Brand, Memory and Audiovisual Media in the Minas Gerais and Midwest region

About the report

GRI 2-3

ArcelorMittal Brasil's 2023 Sustainability Report includes social, environmental and governance information and features the investments, performance and results the Company's businesses achieved in the period between January 1, 2023 and December 31, 2023. With its administrative headquarters located in Belo Horizonte (MG), the company has assets and industrial units in nine Brazilian states: Bahia, Ceará, Espírito Santo, Mato Grosso do Sul, Minas Gerais, Paraná, Rio de Janeiro, Santa Catarina and São Paulo.

To follow best practices in transparency and reporting, ArcelorMittal Brasil aligns its reports with the Global Reporting Initiative (GRI) Standards, a globally recognized framework for sustainability reporting. Additionally, the document considers the Sustainability Accounting Standards Board (SASB) and elements of the Integrated Reporting framework, both now part of the IFRS Foundation (International Financial Reporting Standards Foundation).

The Board of Directors is responsible for overseeing the preparation of this report,

approving both the general information presented and the specific material topics that impact the company. [GRI 2-14](#)

In front of all its stakeholders, this Report showcases ArcelorMittal Brasil's commitment to the values, goals, and objectives that guide its actions toward achieving comprehensive and sustainable business development. To improve the reading experience, qualitative information is included in the main text, while quantitative data is consolidated in the *Indicators Report*.

The non-financial information featured in this Report is assured by an independent third party, as per the Limited Assurance Report available on **page 133**. Comments or questions regarding the report or ArcelorMittal Brasil's sustainability practices can be e-mailed to comunicacao.corporativa@arcelormittal.com.br

Materiality

GRI 3-1, 3-2

At ArcelorMittal Brasil, the process of defining material topics entails a thorough and multifaceted approach to identify and manage significant impacts associated with the company's activities. The Board of Directors, as the highest governance body, plays a crucial role in this process, which

includes various consultation methods to ensure broad stakeholder participation. These methods encompass individual and group interviews, focus groups, public consultations, online surveys, social media analysis, and the review of internal and external documents.

The criteria for prioritizing material topics include relevance to the stakeholders and the assessment of the financial and social impact. These impacts are reviewed for their effects on the organization and society in general, including environmental, social and governance (ESG) considerations. The process of constructing the materiality matrix is divided into four main stages: Identification, prioritization, review and mapping.

Reflecting the consistency of its sustainability priorities, ArcelorMittal Brasil has kept its materiality matrix unchanged for the 2023 Sustainability Report, prioritizing seven material topics that align with the demands of key stakeholders, including employees, customers, communities, suppliers, partners, the press, industry entities, and innovation ecosystems.

Building on the process initiated in 2021, which was based solely on the materiality of impact, the Company continues to evolve. For the next report, a double materiality study is already being prepared by a specialized



consultancy. The dual materiality matrix resulting from this new phase is expected to guide ArcelorMittal Brasil's 2024 Sustainability Report in alignment with the new European Corporate Sustainability Reporting Directive (CSRD).

The table below outlines the seven material topics and their connection to the Sustainable Development Goals (SDGs), a set of 17 global targets established by the United Nations to address environmental, social, and economic challenges by 2030. These goals also guide the Ten Sustainable Development Guidelines adopted globally by the ArcelorMittal Group.

Topic	Why it is important	Stakeholders	Related SDGs
CLIMATE CHANGE Adoption of a strategy to lower greenhouse gas emissions, mitigate and adapt to climate change.	Emissions-intensive activity. Goal of being carbon neutral by 2050.	Leadership Customers Suppliers	 
ENERGY EFFICIENCY Energy performance management and analysis. The adoption of actions to enhance processes efficiency and prioritize alternative energy sources.	Rational consumption and conservation of energy sources.	Experts	 
WORKER HEALTH AND SAFETY Health and safety management, with a focus on establishing a safety culture, investing in infrastructure and personal protective equipment, raising awareness on activities, risk behavior and care in the use of health-harmful materials.	High-risk activity in which health and safety requirements must be met.	Leadership Experts	
ETHICS AND INTEGRITY Foment ethical and transparent conduct at the various levels of the organization, including anti-corruption mechanisms.	Maintain the integrity culture standards achieved. Mechanisms to combat compulsory labor.	Customers Suppliers	 
GOVERNANCE AND COMPLIANCE Bolster governance in line with best market practices, regulatory monitoring, compliance with the sector's legal regulatory standards, environmental licensing and relations with regulatory and inspection bodies.	Maintain the governance standard.	Leadership Experts	
INNOVATION AND TECHNOLOGY Foster technological innovation in operations, seeking opportunities for new business fronts, processes automation and artificial intelligence.	Promote innovation in an environment that demands solid operational controls to ensure operational safety.	Leadership	
SUPPLY CHAIN MANAGEMENT Supply chain relationship and management, aimed at building customer confidence in the chain and, where possible, develop local suppliers.	Positive impact on various locations by having more than 9,000 active suppliers from various segments, sizes and regions of the country.	Topic included by the leadership during materiality validation	 

CHAPTER 2

ARCELORMITTAL BRASIL



Global and local vanguard

With the purpose of “producing smart steels for people and the planet,” the ArcelorMittal Group is the global leader and the largest steel producer in Brazil and Latin America. In over a century of operations in Brazil, the Group has remained at the forefront of technological innovation projects, ensuring that steel continues to evolve and become increasingly reusable and recyclable. With over 126,000 employees, ArcelorMittal operates in 15 countries and sells its products in an additional 140, having produced 58.1 million tons of crude steel in 2023.

In Brazil, the Company has industrial units in nine states (Bahia, Ceará, Espírito Santo, Mato Grosso do Sul, Minas Gerais, Paraná, Rio de Janeiro, Santa Catarina, and São Paulo), directly employs 19,501 people, and produced a total of 14.8 million tons of crude steel in 2023. This represents a 16.5 percent growth compared to the previous year, driven by the performance of the Pecém Unit (CE), whose acquisition was completed in 2023. [GRI 2-1](#)

ArcelorMittal Brasil provides products and solutions for construction, agribusiness, and various industrial sectors, including automotive, home appliances, machinery and equipment, naval, and even the packaging industry. In partnership with the Bekaert Group, it is also a leader in wire supply through Belgo Arames, in addition to being one of the three largest producers of steel cords for reinforcing tires.

The products are sold in more than 30 countries, with reported net sales of BRL 69,821 million and net earnings of BRL 87,608 million. The supply chain is broad and diverse, including local, national and international, small and large, ensuring the supply of products, services and inputs. ArcelorMittal Brasil makes significant payments to its suppliers, totaling BRL 41.7 billion in the domestic market and \$1.8 billion abroad.

In addition to selling directly to major customers (B2B), ArcelorMittal Brasil also sells to end consumers through the largest distribution network in the sector (B2C). In total, there are 12 retail stores spread throughout Brazil and more than 76 Distribution Centers. The Company was also the first to launch an e-commerce platform for the sale of steel in Brazil. [GRI 2-6](#)

ArcelorMittal Group is a global leader and the largest steel producer in Brazil and Latin America: in 2023,

58.1

million tons of crude steel were produced in 15 countries



Click the topics below to explore the
production processes across ArcelorMittal
Brasil's various areas of activity.



Sustainable business

To ensure the sustainable continuity of the business, all of ArcelorMittal Brasil's production activities are dedicated to the safety and health of people and the preservation of the environment, with a particular emphasis on reducing the carbon footprint in steel production. Find out more in the chapters ***Sustainable journey*** and ***Environmental performance***. In Brazil, the Company's operations are distributed across four regions (South, Southeast, Northeast and Midwest) and focus on five production segments:

Long Steels: These versatile products are available in various forms, including bars, profiles, rebars, angles, mesh, wires, and trusses, each suited to a wide range of applications, from the construction industry to agribusiness. The segment's products are sold nationwide through a physical and digital network of distributors.

Flat Steels: These are products that, after casting, can be offered to the market as slabs (also called semi-finished products), or that go through the rolling process, being offered to the market as cold and hot coils.

In addition to Brazil, flat steels are sold to 30 other countries, serving the automotive, infrastructure, naval, civil construction and home appliance industries, among others.

Mining: The Andrade and Serra Azul mines are located, respectively, in the municipalities of Bela Vista and Itatiaiuçu, in Minas Gerais, and have the capacity to produce 5.1 million tons sinter feed and 500 thousand tons of granulated iron ore per year. The entire waste disposal process is conducted by dry stacking, which eliminates the need for dams.

BioForests: Throughout 2023, the BioForests Unit underwent reconfiguration to boost productivity and planting efficiency across approximately 70,000 hectares of renewable eucalyptus forests, while preserving 33,000 hectares of permanent conservation areas and legal reserves in Minas Gerais. From 2024 onwards, investments are being made in new technologies to increase the production of forests and charcoal, which currently supplies two blast furnaces at the Juiz de Fora Unit (MG). The goal by 2027 is to achieve self-sufficiency in the supply of charcoal fines to the group's industrial units.

ArcelorMittal Sistemas: Celebrating 40 years in 2023, the company operates in the information technology (IT) department of

the ArcelorMittal Group and is involved in all stages of development and implementation of computing and the Internet, including successful projects in artificial intelligence. The growing demand in IT has led the company to dedicate itself exclusively to serving the Group's internal customers through AIOP (Americas IT Infrastructure Optimization Program), created in 2014. Initially, AIOP initiatives aimed to establish a common foundation for service development across the Americas, leading to the creation of a data network for communication between units and the management of basic infrastructures. Today, the program comprises 32 services, of which 20 involve the participation of ArcelorMittal Sistemas, while ten are managed and executed by the company, with two additional services scheduled for 2024. The approval rate by the Group's CIOs is 100 percent. Find out more in the chapter on ***Technological innovation***.



14.8 million

Together, the flat steel and long steel segments produced a total of 14.8 million tons of crude steel in 2023.



At ArcelorMittal Brasil's mines, waste is managed through a dry stacking process, eliminating the need for dams.

Where we operate

ArcelorMittal has operations throughout the Brazilian territory, with production units in 8 states (MG, ES, RJ, SC, CE, BA, SP and MS), and headquarters in Belo Horizonte.

Click the topics below and check out where we are in each of the segments.



Main investments

ArcelorMittal's investments represent **the largest in the history of Brazil's steel industry, aiming to increase the country's installed capacity by 24 percent**. Currently, this capacity includes the production of 15.5 million tons of crude steel and the extraction of 5.1 million tons of iron ore annually. The BRL 25 billion investment reflects the Company's confidence in the growth of the Brazilian steel market over the medium and long term. It aims to equip the operation to meet rising demand with sustainable, high-value, and higher-quality solutions. Among the investments made by ArcelorMittal Brasil in 2023, the following stand out:

PECÉM Unit São Gonçalo do Amarante (CE)

The acquisition of shares in Companhia Siderúrgica de Pecém (CSP) was the largest M&A transaction in Brazil, concluded in 2023, and totaling BRL 11.2 billion. With an installed capacity of 3 million tons of steel per year, the facility is located in São Gonçalo do Amarante, part of the Metropolitan Region of Fortaleza, within Brazil's first Export Processing Zone. The

current Pecém Unit has direct access to the port and benefits from tax incentives. In addition to consolidating the Company's leadership in the Brazilian steel market through the expansion of its primary production capacity, the business has proven successful. For the first time since its operations began in 2016, **the unit achieved the milestone of producing 3 million tons of steel plates, reaching the plant's maximum capacity. Additionally, the unit closed 2023 with the lowest rate of lost time injuries since the beginning of its operation (0.08)**, and has maintained a record of never having reported a fatality.



VEGA unit São Francisco do Sul (SC)

With investments of approximately BRL 1.9 billion, the Vega Unit is undergoing an expansion and upgrade project that will boost its production capacity from 1.6 million to 2.2 million tons of rolled steel per year, while also increasing the unit's workforce. Originally planned for completion by late 2023, the project has been delayed, and the unit is now expected to be operating at its new capacity by the start of the second quarter of 2024. There were, however, important deliveries in 2023, such as the completion of its second Acid Regeneration Unit, a process that makes steel production cleaner and more sustainable. The installation of an additional rolling mill was also completed, marking the beginning of a new phase in the operation of the Pickling and Rolling lines. This introduced a new pace of production, with significantly higher speeds than before, enabling an increase in production capacity to meet the growing demands of the domestic market.

By the end of the year, the Inspection Line had been completed, and Rewinding 2 began testing the material, successfully rolling its first reel.

The project encompasses the operation of a **third Continuous Galvanizing and Annealing line in a combiline system, resulting in high-quality, exclusive, and differentiated products.**

In December 2023, the Vega Unit secured the Environmental Operating Permit (EOP) for its CMC project, valid until 2028. With the expansion, a notable development is the production of Magnelis® steel for the first time in the Americas. This exclusive ArcelorMittal product has high applicability across various sectors, including solar energy, agriculture, road infrastructure, and civil construction.



Investments totaling \$2.55 billion are ongoing at the Pecém (CE) and Vega (SC) units.



GONVARRI Unit
Araucária (PR) and Hortolândia (SP),
Glorinha and São Leopoldo (RS)

At the Gonvarri Unit, BRL 100 million is being invested to enhance the infrastructure through the construction of a new 13,000 square meter production facility, which will house laser milling and welding equipment. **Unprecedented in Latin America, the new device operates with thinner sheets and provides an impeccable finish to parts used in the domestic automotive industry, contributing to decreasing production costs.**

MONLEVADE Unit
Monlevade (MG)

In a strategic move to address the need for technological upgrades in equipment and processes, as well as the increasing complexity of engineering projects, the plans to double the production capacity of the João Monlevade (MG) unit were postponed, with investments rising to BRL 4 billion. Monlevade is the only plant in Brazil that produces wire rod for manufacturing steel cord and other steels exclusive to the automotive industry.



BARRA MANSA Unit
Barra Mansa (RJ)

With the aim of doubling the melt shop's production and increasing its rolling capacity by 500,000 tons per year, **the Barra Mansa Unit will receive BRL 1.3 billion in investments in the coming years.** With this project, ArcelorMittal Brasil will increase its portfolio of products and solutions aimed at the automotive, energy and construction markets. In addition to the 1,200 workers hired to work on the expansion project, the unit will create 200 new direct jobs and 150 indirect jobs.

SABARÁ Unit
Sabará (MG)

The Sabará Unit is set to get Investments worth BRL 144 million between 2023 and 2024. **Nine out of ten best-selling vehicles in Brazil use steel produced at the Sabará Unit and its production capacity will be increased by 35 percent.** With the acquisition of two new automated wire drawing devices, ArcelorMittal will expand its portfolio of steel solutions for the spring, shock absorber, screw and fastener market, among others. In the case of the automotive sector, the new products will be applied to both popular cars and Sport Utility Vehicles (SUVs).



Expansion projects in Monlevade, Barra Mansa, and Sabará are receiving investments aimed at increasing production and enhancing the product mix



SERRA AZUL Mine
Itatiaiuçu (MG)

With an investment of BRL 2 billion, **the production capacity of the Serra Azul Mine is being increased from 1.6 million to 4.5 million tons of iron ore per year.** The processing of compact itabirite is planned, with tailings managed through a dry stacking system that eliminates the need for a dam. Another factor that reduces the environmental impact of the activity is that, despite the large increase in production, the mined area will be expanded by only 13 percent in relation to the original mine area. The upgrade and expansion project includes the installation of a new pellet feed production plant, which will produce a premium product that is extremely fine and has a high iron content. This pellet feed will be transformed into pellets by ArcelorMittal in Mexico. In addition to acquiring new equipment such as trucks,

excavators, and drilling machines, the project will create 2,500 temporary jobs for outsourced companies during the construction phase and generate an additional 370 direct jobs.

TUBARÃO Unit
Serra (ES)

Celebrating 40 years of operations in November 2023, the Tubarão Unit is the largest steel producer in Latin America, specializing in semi-finished products such as hot-rolled plates and coils. It provides 5,000 direct jobs and an additional 5,000 indirect jobs. **In the environmental sector, its primary investment is the Evoluir Program, which received contributions in excess of BRL 1.14 billion through 2013.** Find out more in the chapters *Technological innovation* and *Environmental performance*.



ARCELORMITTAL BRASIL and Casa dos Ventos
– Wind Complex in Babilônia Centro (BA)

Another major environmental investment ArcelorMittal Brasil made in 2023 was **the joint venture with Casa dos Ventos to develop, build and operate the Babilônia Centro, a new wind complex in the North-Central region of Bahia, which, from October 2025, will generate enough clean and renewable energy to supply the equivalent of about 1.37 million households.** The credit provided by the National Bank for Economic and Social Development (BNDES) amounts to BRL 3.16 billion, marking the largest funding ever granted by the financial institution for a renewable generation project. The total investment forecast for the project is BRL 4.2 billion. It is expected that 1,500 direct jobs and 3,000 indirect jobs will be created during the implementation phase of Babilônia Centro. Upon the completion of the project, the wind complex is expected to directly employ 80 workers and provide indirect employment for an additional 150 individuals. With 123 wind turbines, an installed capacity of 553.5 MW and an estimated energy generation of 280 MW on average, the complex will allow ArcelorMittal Brasil to meet 40 percent of its electricity purchase needs. Find out more in the chapters **Technological innovation** and **Environmental performance**.



In addition to expanding production, environmental projects have also received major investments from ArcelorMittal

Technological innovation

GRI 3-3 Material topic

As one of the pillars of the ArcelorMittal Group's business strategy, innovation is already embedded in the DNA and daily operations of the Company's employees. Globally, there are 14 Research & Development Centers where approximately 1,700 researchers work to innovate solutions that address societal demands while respecting the environment and communities. To enhance its effectiveness in innovation, since 2015, ArcelorMittal has established an R&D Center in Brazil. This center has formed over 70 partnerships with universities and companies, involving more than 150 research projects aimed at generating knowledge, training new professionals, and creating new investment opportunities to drive innovative and disruptive businesses.

Research and Development Center: The Tubarão Unit is home to the R&D Center, which has already become a Company benchmark due to its focus on studies to meet the demands for innovation in flat and long steels in South America, mainly in three areas: Product development; Process development, and Customer service.

The team of Brazilian researchers collaborates with the Group's other R&D units, concentrating on innovations that enhance competitiveness and add value to products. They also aim to accelerate the implementation of the Group's innovations and solutions in Brazil. The primary research areas at the R&D Center include the development of cleaner processes, enhancement of customer service and technical assistance, and the creation of new applications for various sectors. These sectors focus on automotive, machinery and equipment, energy (including oil and gas pipelines, offshore structures, and wind towers),

civil construction, and household appliances. To mitigate the risks associated with investing in innovative projects and launching new products for global commercialization, the ArcelorMittal Group's R&D Center employs strategies such as MVP (Minimum Viable Product) and PoC (Proof of Concept) in its studies. Furthermore, research is conducted periodically and systematically, including the Legal and Communication areas, as well as assessments of the Compliance and Sustainability areas.

As a global reference within the ArcelorMittal Group, the R&D Center in Tubarão (ES) focuses on studies aimed at enhancing competitiveness and adding more value to steel products



Innovation in Stock Car cars

Innovation, sustainability, and technology are the foundational pillars of the new generation of vehicles in the Stock Car grid. These vehicles will now feature a safety cage, a protective structure for drivers made from higher-strength and lighter steel, developed by the ArcelorMittal Brasil Research and Development Center. This solution is the outcome of a collaboration between the company and AudaceTech, the technological division of the Veloci Group, with tests and computer simulations conducted by the Institute of Technological Research (IPT). Starting in 2024, the new cars will be put through testing on the tracks, and in 2025, they will be officially used in Brazil's premier motorsport competition across the entire grid.

ArcelorMittal-sponsored driver Gabriel Casagrande won the championship for the 2023 Stock Car Pro Series season, securing his second title in the category. Casagrande had his sponsorship renewed for 2024. The company is also an official sponsor of Stock Car. In 2023, the Pro Series season champion not only lifted the trophy but also received a ring designed by Ana Paula Castro and crafted by Grifith Joalheiros. Both the trophy and the ring are provided by ArcelorMittal.

Recent outcomes from investments in R&D include innovative and sustainable products, with applications in initiatives such as the *Construindo o Amanhã* (Building Tomorrow) chair, a collaboration between ArcelorMittal Brasil and USP, as well as the startup Engenharia Inovação, developed in partnership with Impacto. Additionally, these innovations are showcased at Feicon, the largest fair in the civil construction and architecture sector in Latin America. At the event, the Company's stand featured:

XCarb® products: ArcelorMittal Brasil is investing in initiatives to reduce emissions from steelmaking processes and develop new products with a low carbon footprint. One of them is the launch of the XCarb® program in Brazil, an umbrella brand that groups together all products, initiatives and broader decarbonization innovation projects. One such project is the replacement of mineral coal PCI (Pulverized Coal Injection) for less carbon-intensive alternatives such as natural gas or even renewable ones such as charcoal, which allowed the Flat Steel segment to start selling the XCarb® Steel Certificate in 2023. **Customers can use these certificates to account for and justify a reduction in their scope 3 carbon emissions in accordance with the Greenhouse Gas Protocol.** It is an intensive investment in the Company's journey towards carbon neutral steel, resulting in considerable CO₂ reductions, which

are aggregated, independently verified by DNV and converted into the XCarb® Steel Certificate.

Another initiative is XCarb® Recycled and Renewably Produced, designed for products manufactured in Electric Arc Furnaces (EAF). Made from recycled and renewable sources means that recycled material (steel scrap) and renewable electricity were used in the production process, which results in an extremely low carbon footprint, which can reach approximately 300 kg of CO₂ per ton of steel. **This process is applicable when only scrap is used as a metal filler and when the electricity consumed in the steel manufacturing process is independently verified with a 'guarantee of origin,' ensuring it comes from renewable sources.** This is how the first XCarb® Recycled and Renewably Produced product was created in Brazil, the Regalhão CA 50 XCarb® for civil construction.



Magnelis®: Special steel with a zinc-based coating, with magnesium and aluminum, which offers protection against corrosion on average three times greater than a common galvanized steel. **This coating, exclusive to ArcelorMittal, will be produced in Brazil on the new galvanizing line at the Vega Unit (SC).** Because it is more resistant to corrosion and durable, structures made with Magnelis® are more economical and sustainable.

Steligenca® Methodology: Complete methodology, with a holistic approach, was developed to support developers, construction companies, engineers and architects in the development of innovative, profitable and sustainable buildings. In projects developed through Steligenca®, the project's Life Cycle is evaluated based on three pillars: Economic (direct and indirect costs, construction speed, and quality), environmental (energy efficiency, resource utilization, harmful emissions, and potential for reuse and recycling), and social (thermal and acoustic comfort, design flexibility, and safety and discomfort during construction). **Steligenca® provides the opportunity to optimize all aspects of a project by comparing the leading construction methods available on the market with ArcelorMittal's best-in-class solutions while considering all stages of construction.**

ArcelorMittal Sistemas: For 40 years, ArcelorMittal Sistemas has focused on innovation in information technology (IT), encompassing projects in computing, the Internet, and artificial intelligence. The company now also provides services to its subsidiaries in Argentina, Canada, Costa Rica, the United States, Mexico, Liberia, and Luxembourg. **Operating through the agile methodology approach, it moved forward with the ConnectMinds program, which brought a new organizational culture, linked to the Industry 4.0 movement:** To give employees protagonism, autonomy and excellence in their performance, in a more horizontal management that is attentive to results, with a focus on customer satisfaction and process optimization. Among the innovations developed by the team is the chatbot Steela (named after steel), which has been continuously improved through the implementation of artificial intelligence, automation, and the review of call and interaction flows. In 2023, the first cell in the user experience line was implemented, aimed at enhancing adherence to and operations of internal service channels. Steela chatbot, Service Desk and I AM Smart Portal. At ArcelorMittal Sistemas, innovation starts at the entrance door, where visitors are welcomed by the hologram of a friendly receptionist and guided to the meeting room by Buddy, an interactive robot manufactured by FutureMedia.



Another BRL 12 million for CIAMI

To support the Dedicar Project, an initiative focused on developing artificial intelligence for monitoring and controlling the 3D printing process for wires, the Senai Innovation and Technology Center (CIT SENAI) in Belo Horizonte received an investment of over BRL 12 million. In May 2023, ArcelorMittal Brasil, the Federation of Industries of the State of Minas Gerais (Fiemg), the National Industrial Training Service (Senai), EMBRAPPII (Brazilian Company for

Industrial Research and Innovation), and partner companies Belgo Arames, DELP Engenharia, and MRS Logística signed an agreement to advance this initiative. **Globally, the Dedicar Project will facilitate the establishment of a research and development line focused on entirely innovative and disruptive technologies for the Arc Deposition Additive Manufacturing (ADM) process.** Artificial intelligence has the potential to leverage the application of ADM on an industrial scale, by providing the necessary efficiency for the production of parts with complex geometries in an efficient and qualified manner.

Açolab: Açolab, the world's first innovation hub in the steel industry, celebrated its fifth anniversary in 2023. Its purpose is to enhance ArcelorMittal's competitiveness by facilitating new businesses and high-value projects in collaboration with startups and other ecosystem partners. Since its inception, the hub has established over 25,000 connections, including more than 10,000 with startups, resulting in 150 projects that have been completed or are currently in progress. Using a co-creation approach that leverages agile concepts and methodologies while fostering an innovative mindset, Açolab has supported and structured the development of new products, processes, services, and business models for the company. The generation of results is supported by a robust network of connections within the innovation ecosystem and effective engagement strategies, enabling the implementation of various initiatives involving startups, associations, universities, research centers, customers, and employees. A key highlight is the partnership with the Federation of Industries of the State of Minas Gerais (Fiemg) and the National Service for Industrial Training (Senai Minas Gerais) to establish Ciami (ArcelorMittal Innovation Center for Industry) in Belo Horizonte. This initiative facilitates a direct interface between the Company and the network of Senai Institutes of Innovation and Technology, coordinated

by Açolab, to accelerate the development of research and products for the industry. **In 2023, BRL 64.5 million in financial returns was generated for the business through open innovation initiatives, new ventures, investments in startups, and digital transformation efforts.**

Açolab Ventures: In 2021, ArcelorMittal launched Açolab Ventures, a fund dedicated to investing in startups and small innovative companies, with plans to invest over BRL 100 million in Brazil and other Latin American countries. The objective is to invest in early-stage businesses that offer innovative solutions related to civil construction, customer experience, raw materials, sales channels, logistics, productivity, cost reduction, and environmental efficiency. **The fund's strategy focuses on identifying startups that have validated solutions and that develop new businesses, products, and services or integrate new technologies to enhance competitiveness and enrich the value proposition of ArcelorMittal's value chain.**

Since the announcement of the fund's creation, more than 1,600 startups have already been analyzed. Açolab Ventures, which is managed by Valetéc Capital, has invested resources in startups, such as: Sirros (IoT), Beenx (energy), Agilean and Modularis Offsite Building, both from the construction sector, in addition to

Vertown, which raised BRL 7 million in 2023 to invest in the development of technological innovation to help companies dispose of waste more efficiently. Find out more in the chapter on **Water, effluents and waste** management.

iNO.VC: Based at the Tubarão Unit (ES), the iNO.VC Program emphasizes digital transformation by connecting employees, institutions, researchers, startups, and companies. Its goal is to promote collaborative practices and development projects that align with the business strategy of the Flat Steel segment, bringing people together to inspire innovative ideas. The program aims to identify digital solutions for the challenges encountered by the Company's internal departments, including sales, production, and cross-functional areas such as HR and environmental initiatives. To prepare for the digital transformation of tomorrow, projects should incorporate technologies such as artificial intelligence, cloud computing, 3D modeling, robotics, big data, analytics, augmented reality, simulations, systems integration, and cybersecurity. Employees recognize innovation opportunities within their respective areas, which are then submitted for joint review by the Digital Subcommittees – Industrial, Commercial, and Cross-Sectional – and the Innovation Cell team associated with the Information Technology department. Once prioritized, the challenges

are presented to the ecosystem, which includes the market, startups, companies, institutions, and academia, to facilitate the development of digital solutions. **As a result of the solutions enabled by the iNO.VC program, by late 2023 there had been a financial return of \$36 million for the Flat Steel segment, and the forecast is that this total will reach \$77 million in 2024.**

The iNO.VC program also seeks to enhance competitiveness and foster a culture of innovation among industries in Espírito Santo and Santa Catarina. To this end, it established the iNO.VC ArcelorMittal Digital Innovation Trophy in 2021, which has recognized 37 companies, academic institutions, startups, and organizations from these states. Additionally, it allowed the Tubarão Unit to take part in the internationalization program for Brazilian indtechs, known as BIG – Brazilian Indtechs in Germany. This initiative is in partnership with Findeslab, an innovation hub for the Espírito Santo industry established by the Federation of Industries of the State of Espírito Santo (Findes) and the National Industrial Training Service (Senai).



In 2023, for the fourth consecutive year, ArcelorMittal Brasil ranked among the Top 3 in the 100 Open Startups ranking, recognizing the companies that excel in open innovation in Brazil, and was the leading company in its industry.



Ranked among the top five Brazilian corporations for their engagement with startups, ArcelorMittal Brasil received this recognition from ABStartups (Brazilian Startups Association) and The Bakery, a global corporate innovation company operating in 22 countries.



Recognized for the 4th time by the Valor Econômico Inovação Brasil Award. ArcelorMittal Brasil ranked 3rd in the “Mining, Metallurgy and Steel Industry” category of ranking of the 150 most innovative companies in Brazil.

Innovation Marathon

In October 2023, ArcelorMittal organized the third edition of the Innovation Marathon, at Palácio das Artes, in Belo Horizonte (MG). With the support of Belgo Arames, Açolab, and iNO.VC, a total of ten hours of content were provided, featuring lectures, panels, and business networking sessions. Highlights among the speakers included Rick Chester, José Felipe Carneiro, Glauca Guarcello, Kdu dos Anjos,

and Bruno Stefani, who shared their strategies, case studies, tips, and experiences, fostering discussions that inspired and engaged participants. The goal was to strengthen the innovation ecosystem and raise awareness for creating a more sustainable future. Additionally, the total amount raised from ticket sales was entirely donated to the Lá da Favelinha Cultural Center, an independent, non-profit initiative.



CHAPTER 3

SUSTAINABILITY JOURNEY



Sustainable development management

What will the world look like in 2050 and what role will steel play in building that future? Essential for human progress, steel is the most suitable material for fostering the transition to a circular economy with low carbon emissions, thanks to its durability, versatility, and recyclability. **Driven by this vision of the future, the ArcelorMittal Group assumes its leading role in the global steel industry and invests in innovation and sustainable development projects to meet its purpose of “producing smart steels for people and the planet.”**

This signifies that all of ArcelorMittal's actions are aligned with its commitment to addressing the increasing expectations of its stakeholders – both global and local – by transforming its business practices to ensure that future generations are not adversely affected. In other words, the Group acknowledges its responsibility to invest in what is necessary now to ensure a viable future, confirming that steel will remain the preferred material for promoting decarbonization, energy transition, and environmental preservation, while also fostering the socioeconomic development of the communities surrounding its operations.

PURPOSE

Smart steels for people and the planet





"ArcelorMittal believes in sustainable steel production and is committed to the ESG agenda, as it is aware of its responsibility, as a company, to build a more prosperous and inclusive future. This commitment necessarily involves integral and transparent governance, environmental preservation and the generation of a positive impact for the audiences with which the company interacts. Thus, in the social area, the ArcelorMittal Foundation has been operating in Brazil for 35 years and invests in education, culture and sports projects, impacting communities throughout the country. In the environmental dimension, our goal is to reach 2030 with a 25 percent reduction in specific CO₂ emissions and achieve carbon neutrality by 2050. We are working to use 100 percent clean energy in the coming years, produced by renewable sources. The company also has a robust Integrity Program

that promotes and disseminates ethical, fair and egalitarian behaviors within and outside the organization, in addition to outlining the business's strategic guidelines. We are mindful of the needs of future generations, and, as such, we develop our initiatives to balance current demands with those of the future.

Marina Guimarães Soares

Legal, IR and Sustainability Officer & Compliance Officer

Transversal strategy for business operations

The Group's sustainability strategy is anchored in Ten Sustainable Development Guidelines (SDGs), formulated in alignment with the 17 Sustainable Development Goals (SDGs) set by the United Nations (UN) and informed by best practices and trends in managing social, economic, and environmental issues pertinent to the Company's operations. **Considering SDG 17 (partnerships and means of implementation) transversally** and with ArcelorMittal's purpose as the main focus, these guidelines are the compass that guides the management of sustainable business development in all of the Group's subsidiaries.

At ArcelorMittal Brasil, the Ten Sustainable Development Guidelines translate into practices that cut across all dimensions of the business – from governance, integrity and compliance to health and occupational safety and even technological innovation:



In each of the units in Brazil, these guidelines are broken down into Master Plans (find out more in the chapter **Management system**), which have led to pioneering certifications and the continuous advancement of the Company's adherence to **best sustainability practices, such as those recommended by ResponsibleSteel™, the Forest Stewardship Council (FSC), and the Initiative for Responsible Mining Assurance (IRMA), among others, such as the (Health Product Declaration – HPD), the Ecological Label (ABNT) and compliance of the Environmental Management System with the ISO 14001 standard.** Find out more in the chapters **Main milestones in sustainability** and **Environmental performance**.

- ← 1. Safe, healthy work and quality of life for employees
- 2. Products that encourage more sustainable lifestyles
- 3. Products that create sustainable infrastructure
- 4. Efficient use of resources and high recycling rates
- 5. Reliable use of air, land and water
- 6. Responsible energy use, helping to create a low-carbon future
- 7. Supply chain our customers trust
- 8. Active and welcome member in the community
- 9. Source of talented scientists and engineers for tomorrow
- 10. Contribution to society must be measured, shared and valued

ESG Goals



ENVIRONMENTAL

↓ 25% reduction in CO₂ emissions intensity global by 2030

To achieve CO₂ emissions neutrality across the ArcelorMittal Group by 2050

100% certified renewable electricity by 2030



SOCIAL

↑ 25% of women in leadership by 2030

Main socio-environmental milestones

Social investments

ARCELOMITTAL FOUNDATION

35 years of performance



11 MILLION+

PEOPLE PARTICIPATING in projects in education, culture and sport

BRL 300 MILLION+

INVESTED* between own resources and those encouraged in the last five years



In 2023 alone

BRL 51* MILLION

OWN RESOURCES

BRL 14.7 MILLION

INCENTIVIZED RESOURCES

BRL 36.3 MILLION

*resources invested in local social actions not included

Social impact in

245 cities

25 STATES + FEDERAL DISTRICT



FUN ON STAGE

1 million people have attended

13 years of existence



SPORTS PROJECTS carried out in

33 cities



26,000 children and young people

14 sports modalities

5th biggest supporter

2nd biggest supporter from Minas Gerais of Brazil

STEAM LEAGUE

Training of STEAM Educators in

6 territories



Participation of 15,000 educators

Social Return of 3.5 million for every million invested



Sustainability certifications



RESPONSIBLE STEEL™

ArcelorMittal became the first steel producer in the Americas to receive sustainability certification for its operations under the standards of ResponsibleSteel™, a globally recognized organization for responsible steel production.



ENVIRONMENTAL MANAGEMENT SYSTEM

Compliance with ABNT NBR ISO 9001, 14001 and 45001.



ENVIRONMENTALLY RESPONSIBLE PRODUCTS

Ecological Label (ABNT).



RESPONSIBLE FOREST MANAGEMENT

Charcoal: Energy from renewable sources. All ArcelorMittal BioForests units are certified under the FSC (Forest Stewardship Council) standard.



RESPONSIBLE MINING

Evaluation and preparation of the Andrade Mine.



CHEMICAL SAFETY OF PRODUCTS

Pioneer in the securing of the HPD Collaborative Declaration.



ENVIRONMENTAL PRODUCT DECLARATION

The documents gather data on the life cycle of various ArcelorMittal Brasil products.

CHAPTER 4

CORPORATE GOVERNANCE



Organizational structure

GRI 3-3 Material Topic | Corporate governance

With industrial operations in 15 countries, the ArcelorMittal Group is globally guided by best practices in corporate governance and complies with the most stringent international legislation and standards on the subject, such as the Sarbanes-Oxley Act (SOx). In Brazil, following this model, the Company operates as a privately held corporation, governed by its Bylaws and the Shareholders' Agreement, and adheres to all applicable legal provisions.

Supported by a team of highly qualified executives, advisors, and committees, the Company places a strong emphasis on sustainability, competitiveness, safety, and respect throughout its operational and administrative activities. In addition to strategic guidelines and business operations, topics such as risk management, integrity, diversity and inclusion, health and safety, sustainability, and environmental stewardship are regularly addressed in Board of Directors and Statutory Board meetings.

As outlined in its Bylaws, ArcelorMittal Brasil maintains a strong governance structure, centered around the General Shareholder's Meeting, which holds the authority to deliberate and make strategic decisions on all matters concerning the defense of the Company's interests and the advancement of its business. Reporting directly to the Meeting are the Board of Directors and the Statutory Board, bodies that are responsible for the Company's management. [GRI 2-9](#)

In alignment with the global model, ArcelorMittal Brasil has a robust corporate governance structure that offers strategic direction and oversees the execution of business operations in Brazil.



There are also advisory committees to the Board of Directors and the Executive Board, such as: Supplier Committee; Diversity, Equity and Inclusion Committee; Risk and Crisis Committee; Information Security Committee, Integrity Committee, and Image and Reputation Committee. Additionally, **since 2023, there has also been an Audit Committee for operations in Latin America, permanently formed by the CEOs of the businesses and the VP of Global Assurance of the ArcelorMittal Group.**, in addition to guests such as the CFO, *compliance officer*, the Legal Officer and the Internal Audit of the different countries.

Shareholders' Meeting: Meetings of the Company's primary decision-making body are typically held within the first four months following the end of the financial year. Extraordinary meetings are convened whenever legal requirements or social interests necessitate shareholder input. In addition to setting the strategic guidelines for the business and deliberating on financial statements and administrative reports, the Meeting is responsible for electing the members of the Board of Directors and the Audit Committee.

Board of Directors: ArcelorMittal Brasil's highest governance body acts directly in the development and updating of sustainable

development guidelines, in the oversight of strategic planning and in approving policies and objectives. It also oversees the processes of identifying and managing economic, environmental and social impacts. This includes implementing due diligence practices, assessing financial risks, monitoring economic indicators and assessing environmental and social impacts. Information on impact management is communicated to the Board of Directors through performance reports, executive presentations, specific reports, a performance monitoring system, and governance meetings. Additionally, it actively engages with stakeholders through reports, information disclosure, and external auditing. [GRI 2-12, 2-13](#) To enhance knowledge of sustainable development within its highest governance body, the Company not only mandates internal training on sustainability topics but also encourages its members to participate in events related to the steel sector and the broader industry. These initiatives also include periodic meetings with managers and experts. [GRI 2-17](#)

The body meets, ordinarily, once a quarter and, extraordinarily, whenever convened jointly by two or more directors. According to the Bylaws, elected members are generally high-level strategic executives (C-level) and with careers developed in the shareholder organizations themselves. To ensure business continuity,

a succession plan maps out key positions and professionals. The established process for appointing and selecting directors and committee members includes guidelines that focus on the required skills and qualifications. In addition to electing the directors, the General Shareholders' Meeting is also responsible for determining the remuneration of the Company's senior management.

Statutory Board: Elected by the Board of Directors, the members of the Statutory Board meet, ordinarily, at least twice a year, while the executive directors hold ordinary monthly meetings. Whenever convened by the Chief Executive Officer or another director, the statutory and executive directors hold extraordinary meetings in which decisions are taken by the favorable vote of the majority of those present. Comprising a maximum of 12 statutory directors, one of the primary responsibilities of the Board of Directors is to ensure the implementation of the resolutions passed by the General Shareholders Meeting and the Board of Directors concerning the business areas. [GRI 2-9](#)



Learn more about ArcelorMittal Brasil's governance and integrity structure, practices and policies in the [Indicator Report](#) and/or in: [Organizational Structure | ArcelorMittal](#)



Aditya Mittal
CEO ARCELORMITTAL

ArcelorMittal Brasil

- 

Jefferson De Paula
PRESIDENCY
- 

Jorge Oliveira
VICE-PRESIDENT
- 

Alexandre Barcelos
CORPORATE VICE-PRESIDENT OF FINANCE
AND INFORMATION TECHNOLOGY
- 

Marina Guimarães Soares
*LEGAL, RI AND SUSTAINABILITY
& COMPLIANCE OFFICER*
- 

Raquel Pitella Cançado
DIRECTOR OF SUPPLIES

Flat Steel

- 

Jorge Oliveira
CEO ARCELORMITTAL FLAT STEEL LATAM
- 

Eduardo Zanotti
COMMERCIAL VICE-PRESIDENT
- 

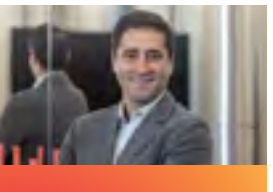
Jorge Adelino
VICE-PRESIDENT OF OPERATIONS
- 

Paulo Wanick
FINANCE DIRECTOR
- 

Erick Torres
CEO ARCELORMITTAL PECÉM

Long Steel

- 

Jefferson De Paula
CEO ARCELORMITTAL LONG STEEL AND MINING LATAM
- 

Everton Negresio
CEO LONG STEEL BRAZIL
- 

Rodrigo Archer
CEO BELGO ARAMES
- 

Wagner Barbosa
VICE-PRESIDENT RENEWABLES, BioFORESTS
AND MINING BRAZIL
- 

Fábio Paiva Scárdua
CFO, INVESTMENT PROJECTS AND STRATEGY
- 

Sofia Trombetta
DIRECTOR OF PEOPLE, HEALTH AND WELL-BEING

Risk management

Based on three pillars – Governance, Risks and Compliance (GRC) –, ArcelorMittal Brasil's risk management model is considered a global standard within the Group and has served as a benchmark for subsidiaries in other countries, such as France, South Africa and India. **More than identifying, mapping, rating the different degrees of risk, proposing, executing and monitoring mitigating actions, the model is applied across all of the Company's activities with a focus on diagnosing opportunities to generate value for the business.**

To identify structures and processes that best assist in achieving governance and risk management objectives, the adopted model takes as a reference the framework of the Committee of Sponsoring Organizations (COSO–ERM), based on the IIA (Institute of Internal Auditors) which recommends the existence of three lines of defense. The first consists of the leaders from each area that has the ownership of daily risk management and the implementation of mitigation plans. The second line of defense involves support and monitoring provided by

the Finance and Risk departments (wires, flat steel, and long steel). The third line of defense is the responsibility of the Board of Directors, the Audit Committee, and both internal and external audits. This final layer evaluates, tests, and oversees risk management while also assessing the quality and effectiveness of internal controls and governance.

Managed with the support of a digital platform, the risk maps of each business unit are periodically discussed and reviewed by the group's main managers and by the Governance, Risks & Compliance (GRC) areas, proactively and transparently, focusing on four different perspectives:

ERM – Enterprise Risk Management – corporate strategic risks, the potential occurrence of which may threaten business continuity.

TRM – Tactical Risk Management – tactical risks routinely managed by the areas and which, according to periodic assessments, can be “promoted” to the ERM focus.

ARM – Asset Risk Management – with intensive operations in capital goods, ARM management results in a Reliability Program for equipment and other production assets, with risk and insurance analyses.

PRM – Project Risk Management – risks associated with Opex (operational expenses) and Capex (acquisition of operational assets) investment projects, as well as mergers and acquisitions (M&A), among others.

These four layers of ArcelorMittal Brasil's risk management are continually assessed and reviewed based on two approaches: Systemic process to assess potential threats to the continuity of business operations (predictive) and crisis management with the establishment of response standards to the possible occurrence of incidents and accidents (reactive).

Ethics, integrity and compliance

GRI 3-3 Material topic

The ArcelorMittal Brasil Integrity Program seeks to cultivate a culture of integrity by promoting and disseminating ethical, fair, and equitable behavior among both internal and external stakeholders. Officially launched in 2007, a robust action plan was developed in 2023 to implement the Integrity Program with the new team at the recently acquired Pecém Unit (CE), reinforcing ethical and moral practices among all Company employees.

All activities aim to ensure sustainability, product quality, safety, health and well-being of employees, partners and the community as a whole. For this reason, ArcelorMittal Brasil organizes and aligns business interests in a transparent and integral manner, strengthening relationships and encouraging behaviors based on ethical and moral values, inside and outside the Company. Additionally, it actively engages in social initiatives related to ethics and integrity, recognizing these values as key components of its business strategy. The Company understands the long-term impact that ethics and integrity have on business performance and sustainability. Find out more in the chapter on *Institutional relations*.

ArcelorMittal Brasil's Integrity Program is based on three pillars, which are broken down into eight practical principles so that the entire team clearly and objectively understands the ethical and moral behaviors expected of everyone. This transparent communication has a positive influence and makes the work environment healthier and more efficient.

INTEGRITY PROGRAM

HONESTY AND TRANSPARENCY



In every gesture, action and word, laws, standards and ethics must be observed. Do not take shortcuts or improvise. The indicators, communications and reports are clear, objective and aligned with compliance at all levels.

RESPECT AND DIGNITY



Seek innovation to always do the best for people and communities. Its actions must value respect and dignity of human beings, the environment and heritage. Relations with all audiences focus on the long term and on respect for contracts and confidentiality.

EXEMPLARITY



Individual actions always serve as examples for collective behavior. The ArcelorMittal Group leads by example, as does each of its employees. Transparent and objective communication of values and commitments will promote positive influence throughout the corporate environment and relationships, leading to recognition.

EIGHT PRACTICAL PRINCIPLES

- 1 Be honest
- 2 Be transparent
- 3 Honor your word
- 4 Be fair and respectful to employees and other stakeholders
- 5 Respect and protect assets
- 6 Respect and protect confidentiality
- 7 Lead by example
- 8 Talk about ethics and values

The Code of Conduct is the central axis of the Integrity Program, but employees have policies and procedures that have been approved by the Group's leadership and are easily [accessible to everyone on the Company's website](#). Among these documents, the Human Rights Policy is particularly notable, grounded in fundamental and civilizing principles inspired by best practices in the field. These include International Conventions, the United Nations Universal Declaration of Human Rights, the Global Compact, and the core principles governing labor relations based on the standards set by the International Labor Organization (ILO).

All employees are trained on the [Code of Conduct](#) and must sign a term committing to respect it, as an indispensable condition for remaining in the position. In addition, refresher training is conducted every three years. In 2023, to enhance access to information about the Integrity Program, a Practical Guide was developed and made available to employees. This guide includes a brief summary of all policies and procedures, along with a link to access the Integrity Program systems. The Guide to Interaction with Public Authorities was also launched to reaffirm the culture of integrity and present practical tips on behaviors that are recommended or prohibited in the relationship between employees and members of public authorities at the municipal, state and federal levels. [GRI 205-1](#)

Continuing the Compliance in Action campaign, the themes focused on communicating and disseminating actions related to the Integrity Program in 2023 were: Economic Sanctions (February), Reporting Channel (May) and Antitrust Matters (September). Actions to promote the culture of integrity also encourage the use of the Company's listening channels, guiding both internal and external audiences on the Reporting Channel, Contact Us, and Data Protection. Additionally, Compliance Bulletins are published quarterly, providing updates on these topics, which are distributed to key internal stakeholders. [GRI 2-16](#)

Integrity Program training reaches 100 percent of employees and is mandatory, with control carried out by the Human Resources, Health and Well-Being Department and monitored by the Legal Compliance Department. At the end of each year, the number of people trained is reported to the ArcelorMittal Group Audit Committee, through the Compliance Certificate issued by the Company's directors. [GRI 205-2](#)

Within the scope of the Integrity Program, the organization also highlights the holding of and participation in the following internal and external events aimed at promoting ethical culture and practices in 2023: [GRI 2-12 and 2-13](#)

Guide to Interaction with Public Authorities reaffirms the culture of integrity and reinforces the best practices

Recognitions in compliance

In 2023, the Legal, Institutional Relations, Sustainability and Compliance Officer of ArcelorMittal Brasil was the winner in the Corporate Law category at the Brazil's Leading Lawyers Awards. In addition, it also ranked first in the category *Strategic Achievement* in the Innovation & Excellence Award, from World Commerce & Contracting, with the case *Turning ArcelorMittal's Legal Team into an Enterprise-wide Business Partner*. The project facilitated the creation of a comprehensive platform for the swift and secure issuance of contracts, along with the development of an intuitive portal for consultations with the Legal Department. This portal enables the monitoring of key performance indicators (KPIs) related to deadlines, efficiency, customer satisfaction, and productivity.



INNOVATION & EXCELLENCE AWARD

First place in the Strategic Achievement category



LEADERS LEAGUE BRAZIL

Best Legal Department in the Corporate Law category



DILIGENT LATIN AMERICA AWARDS (DLAA 2023)

First place in the Business Ethics and Compliance Leader category

INITIATIVES OF THE INTEGRITY PROGRAM

WORKSHOP WITH RAW MATERIAL SUPPLIERS ON ESG	(i) Exclusive event for leading suppliers focusing on sustainability, social aspects and governance.
WORKSHOP ON GOVERNANCE IN ESG: DEVELOPMENTS IN EUROPEAN LEGISLATION	(ii) Event attended by the senior leadership from ArcelorMittal Brasil to discuss the evolution of European legislation addressing ESG with the global team responsible for the areas of Sustainable Development and Corporate Communications; Sustainable Development, and Human Rights & Social Performance Manager areas.
10 YEARS OF THE ANTI-CORRUPTION ACT	(iii) In celebration of the 10th anniversary of the enactment of the Brazilian Anti-Corruption Act, an internal campaign was launched with an overview of the legislation, the achievements obtained in this first decade and the main challenges for the coming years.
INTERNATIONAL ANTI-CORRUPTION DAY	A campaign was launched in which senior leadership discussed how the Integrity Program fosters an ethical corporate culture and contributes to building the Company's reputation.
25-YEAR PARTNERSHIP WITH THE ETHOS INSTITUTE	(iv) The tribute paid by the Ethos Institute to ArcelorMittal Brasil for 25 years of partnership in building a better world demonstrates the importance of this commitment for the Company.
PARTICIPATION IN EXTERNAL EVENTS	(v) With the aim of disseminating the Culture of Integrity among stakeholders, the Company participated in the following events: (a) ESG Forum – American Chamber of Commerce of Espírito Santo, in which the Legal, Institutional Relations and Sustainability Board and Compliance Officer addressed pillar G, governance; (b) Fiemg Vale do Aço Regional Branch: Dialogue – Integrity on the Agenda: Sharing the best practices on human rights and ethics in relations with third parties; (c) EduCompliance: the Company participated in the panel “ESG, Compliance and Diversity and Inclusion,” at the event that discusses the development of a culture of business integrity and compliance ; (d) Visit by the Compliance and Anti-Corruption Committee of the OAB/ES (the Espírito Santo Chapter of the Brazilian Bar Association) to the Tubarão plant: On the occasion, the Integrity Program and best practices adopted by ArcelorMittal Brasil were presented.
INTERNATIONAL DATA PROTECTION DAY	Statements from leaders were issued, emphasizing the importance of privacy and data protection in the daily work routines of all employees.
VIDEOCAST: LGPD IN HEALTHCARE: IMPACTS AND CHALLENGES	(vi) Participation in the Abertta Saúde Governance Day and shooting of the videocast themed “LGPD in healthcare: Impacts and Challenges.”

Reporting Channel

GRI 2-16, 2-26

The ArcelorMittal Brasil Reporting Channel underwent a methodology review in 2023 to become even more agile and effective. Campaigns are regularly conducted to encourage the use of the Integrity Program tool to report situations of irregularity or improper conduct in the activities of the Company and its subsidiaries. To guide and educate individuals on the implementation of responsible policies and practices, the Company not only shares best practices but also provides training and qualifications, manuals, and documentation. Additionally, it engages external consultants to support the promotion of a culture of ethics, integrity, and compliance.

Grievances, which can be made anonymously, are evaluated and investigated with a guarantee of confidentiality and protection of whistleblowers against possible retaliation. The channel is intended for reporting situations in which there is a violation of the Code of Conduct, ArcelorMittal Brasil policies, of Act No. 12.846/2013, and other laws in force in the country. In case of non-compliance, anyone can access the Reporting Channel as follows:

Phone: 0800-891-4311

Internet: arcelormittal.ethicspoint.com

By mail: Serviços Forenses – Av. Carandaí, nº 1115, 25º andar, Funcionários, CEP: 30130-915, Belo Horizonte/MG.

For general complaints and commercial issues (purchase or delivery of products, invoicing, among others), the report must be sent via the **Contact Us channel:** <https://brasil.arcelormittal.com/fale-conosco/contato>



Supply chain management

GRI 3-3 – Material topic

At ArcelorMittal Brasil, Supply Chain Management proactively addresses impacts related to the environment, human rights, and the economy, always aiming to generate positive benefits while mitigating potential negative effects. **The Company runs materials management programs and sources from carefully chosen local suppliers who meet stringent environmental and social standards, making a positive impact on the environment and enhancing the quality of life in local communities.** Optimizing inventory and logistics costs is a top priority, along with investing in audits and implementing supplier approval programs to ensure operational sustainability and compliance with current regulations.

Several measures are adopted to prevent or mitigate negative impacts, including prior approvals, periodic audits of critical suppliers and monitoring of environmental documents and fines. The effectiveness of these measures is thoroughly validated through internal and external audits, as well as measurement systems, ensuring compliance and ongoing improvement.

ArcelorMittal Brasil sets clear objectives, such as ensuring that all new suppliers go through the approval process and maintaining legal compliance to avoid co-liability.

Thus, the supply chain management model aims to achieve two key objectives: Acquiring more efficient and reliable products and services, while also promoting higher standards of social and environmental responsibility across the supply chain, thereby enhancing the steel industry's positive impact on global sustainability. In Brazil, the value chain is vast and complex, extending well beyond the procurement of inputs for steel production and mining, encompassing over 11,000 active companies. In 2023, purchases of goods and services from Brazilian suppliers amounted to BRL 34 billion. [GRI 204-1](#)

The **purchasing process is regulated by the Responsible Sourcing Policy and the ArcelorMittal Standard Practices (ASP), which establish how activities are performed and how interaction with the Company occurs before, during and after commercial transactions for goods and services.** To interact with the value chain in an agile and transparent manner, ArcelorMittal Brasil has developed and is continually improving the [Supplier Portal](#), which guides companies on mandatory governance and sustainability policies and practices from the moment they pre-register. The supply chain management approach is one of ArcelorMittal Brasil's key commitments, and it is incorporated into its materiality matrix.

To ensure companies remain vigilant about health, safety, environmental, social, governance, and compliance standards, the Company provides both in-person and virtual training on these topics. In 2023, a workshop was conducted for the main suppliers (Level 1) on ESG awareness and there was an update of the [Responsible Sourcing Code](#), which is applicable to all companies in the value chain and also their subcontractors and affiliated entities with additional requirements for raw material suppliers. Additionally, there is a Reporting Channel available so that conflicts related to the Code of Conduct or other Integrity Program

policies can be reported anonymously, ensuring integrity and ongoing compliance. [GRI 2-29](#)

The contracts established with our suppliers include a Social Responsibility clause, determining that they do not engage in any illegal labor practices, such as child labor or forced labor. Additionally, the contracts stipulate that ArcelorMittal Brasil has the authority to verify compliance with these provisions, and any non-compliance will be grounds for contract termination. Moreover, the ArcelorMittal Group has a supplier evaluation process that checks, both during registration and periodically, whether potential partners are listed on any blacklist related to labor akin to slavery or child labor. [GRI 408-1, 409-1](#)



Relationship with customers

In addition to providing direct service to major customers from a wide range of production sectors, from civil construction to the automotive industry, **ArcelorMittal Brasil also has a network of 12 retail stores and was the first steelmaker in the country to offer an [e-commerce website for the sale of products to end consumers \(B2C\).](#)** For customers of both product lines (flat and long steel), the Company maintains open channels for dialogue and communication to actively receive feedback. This approach aims to understand needs and expectations, enhance decision-making, manage risks and opportunities, foster innovation, build reputation and brand image, promote sustainability, and expedite the resolution of possible complaints.

In the Long Steel segment, customer engagement and feedback are facilitated through the online application of the Net Promoter Score (NPS) survey, which is sent after the purchase of branded products, with a minimum interval of 45 days between each survey. The survey evaluates customer experience and loyalty on a scale of 0 to 10, collecting opinions on various aspects, such

as service, logistics, marketing and product quality. In 2023, 12,375 customer opinions were gathered. The primary areas of dissatisfaction included delivery, service, and product/service quality, while over 93 percent of customers reported being satisfied, with scores above 7.

In the Flat Steel segment, an annual survey is conducted with key customers in both domestic and foreign markets. Using a scoring scale of 1 to 5, surveys are distributed with questions covering various aspects, including commercial support, logistical support, technical support, product quality, and digital interface. Since 2019, when the current evaluation methodology was adopted, survey results have been on an upward trend of approval. The target set for 2023 was an average of 3.2 and the result achieved was 3.7. Starting in 2024, research will be conducted using the Customer Relationship Management (CRM) tool, highlighting the ongoing commitment to process improvement.

At Belgo Arames, the sales force maintains a close relationship with customers by holding joint events, such as "Hello, Customer Week" and "Voice of Customer." In addition, monthly meetings are held between Belgo's CEO and client CEOs. Communication also takes place through daily face-to-face interactions, in addition to access via Customer Service (CS),

by phone, website, e-mail marketing, and the Customer Portal. The effectiveness of the engagement is measured through the Customer Satisfaction Score (CSAT) and the Net Promoter Score (NPS), both of which include open fields for comments in the surveys. In 2023, the NPS score rose to 68, compared to 56 in 2022. [GRI 2-29](#)

Institutional relations

ArcelorMittal Brasil actively participates in sectoral associations and organizations, supporting initiatives that promote socio-environmental sustainability, technological innovation, sustainable steel production, regional integration, the eradication of slave labor, and the competitiveness of the Brazilian industry. Additionally, the Company fosters the economies of communities affected by large industrial projects. This collaborative effort enhances the effectiveness of advocating for common objectives, yielding tangible benefits for the steel industry and, consequently, for ArcelorMittal Brasil and its stakeholders.

In addition to **sponsoring events and/or participating in trade shows, specialized symposiums and specific working groups on**

the steel industry, the Company also acts proactively in the debate to improve the market and encourage the adoption of governance practices and ethics and integrity policies, maintaining relationships with associations and entities dedicated to these topics, including:

- **Membership in the United Nations Global Compact since 2001**
- **Membership in the Pact for the Eradication of Slave Labor since 2009**
- **Membership in the Charcoal Sustainability Protocol since 2012**
- **Membership in the IT Business Forum: Brazil Group since 2016**
- **Co-founding the Civil Society Organization of Public Interest Mining for Peace along with ten other corporations.**
- **Membership in the UN Women, the LGBTQIA+ Business and Rights Forum, the Business Network for Social Inclusion and the Business Coalition for Racial Equity in 2020**

The Company also contributes to the development of the international ResponsibleSteel™ certification and was the first

in the steel industry to join the Green Building Council Brazil. In 2023, it was the only company in the steel sector to sponsor the publication of the revised ABNT NBR 6118 Standard, which is currently regarded as the primary Brazilian standard for building and concrete structure projects of all sizes and serves as an international benchmark in the civil construction market.

In the realm of advocacy for public policies related to taxation, the Company participates in interest groups and sector associations, engages in public consultations, seeks tax benefits for sustainable investments, and implements corporate social responsibility initiatives. Discussions on public policies regarding products are held with entities and industry associations, including the National Confederation of Industry (CNI), state industry federations, and the Brazil Steel Institute. [GRI 207-3](#)

ArcelorMittal Brasil is also involved in associations that connect the Latin American steel value chain, including the Asociación Latinoamericana del Acero (Alacero), the Brazilian Association of Metallurgy, Materials and Mining (ABM), the Brazilian Mining Institute (Ibram), the Brazilian National Confederation of Industry (CNI), and the industry federations of Espírito Santo (Findes), Santa Catarina (Fiesc), Ceará (Fiec), and Rio de Janeiro (Firjan). In partnership with

ABM, since 2015 the Company has sponsored the ArcelorMittal Brasil Award: Quality and Productivity, annual recognition for the best technical work in the area. [GRI 2-28](#). Find out more in the [Indicator Report](#).



CHAPTER 5

ENVIRONMENTAL PERFORMANCE



Management system

Recognizing that steel production is intensive in fossil fuel consumption and greenhouse gas (GHG) emissions, and heavily reliant on natural resources, the ArcelorMittal Group is committed to responsibly sharing air, land, and water with all its stakeholders. The company views this challenging objective as an opportunity to lead innovative projects that contribute to building a low-carbon future characterized by high energy efficiency, rational use of natural resources, and a circular economy.

By 2025, all ArcelorMittal Brasil units must undergo the certification process in accordance with the 13 ResponsibleSteel principles, including the Pecém (CE) unit, integrated into the Company in 2023.

Globally, the Group's sustainability strategy is guided by Ten Sustainable Development Guidelines (SDGs), established based on the 17 UN Sustainable Development Goals (SDGs). In Brazil, these guidelines translate into principles and practices outlined in the chapter *Sustainable Journey*.

The **Environmental Management System (EMS)**, a methodological platform in accordance with ISO 14001, enables a holistic and synergistic view of the Master Plans, developed corporately and in accordance with the operational and productive specificities of each business segment: Flat Steel, Long Steel, BioForests and Mining.



ENVIRONMENTAL MANAGEMENT SYSTEM

Compliance with ABNT NBR ISO 45001

ArcelorMittal Brasil stands out for the excellence of its environmental management, with high rates of its own energy generation, water recirculation, preservation of fauna and flora, use of co-products and recyclability. To systematically identify, monitor, control, and mitigate the environmental impacts and opportunities arising from the Company's activities, Master Plans are implemented across six dimensions:

- 1. **CO₂ Master Plan:** Focus on measuring and reducing greenhouse gas (GHG) emissions and the use of renewable energy sources.
- 2. **Water Master Plan:** Rational use of water with consumption monitoring, maximization of recirculation, search for alternative sources of supply and return of quality water to the environment.
- 3. **Atmospheric Master Plan:** The aim is to mitigate and/or eliminate visible atmospheric emissions while reducing the concentration of particulate matter, gases (such as SO_x and NO_x), persistent organic pollutants, and metals in the atmosphere.

- 4. **Co-products Master Plan:** Reduce waste generation, eliminate stocks, develop applications for co-products and find ways to recycle them internally.
- 5. **Noise Master Plan:** Reduce the perception and impact of noise generated by production units in neighboring communities.
- 6. **Biodiversity Master Plan:** Preserving and conserving fauna, flora, and natural resources in areas influenced by the Company, while also establishing methods for recovering impacted areas and planning actions to maintain and expand spaces dedicated to environmental education and scientific research.

The **Environmental Management System** guides the Master Plans in implementing programs and initiatives aligned with the strategic business vision, enabling ArcelorMittal Brasil to achieve both national and international certifications. These certifications elevate the company's environmental practices beyond the compliance requirements of Brazilian environmental laws. Environmental management is not limited to controlling the Company's environmental operations:

Systematic assessments are conducted at critical suppliers to ensure that the inputs used are produced in accordance with current environmental and social criteria, as detailed in the chapter **Supply Chain Management**.

In addition to the environmental management model being in compliance with ISO 14001, the certifications sought by the Company include:



RESPONSIBLESTEEL™: The main certification for responsible steel production began at the Tubarão (ES), Monlevade (MG) and Vega (SC) units, making ArcelorMittal Brasil the first company in the Americas and outside Europe to be certified by this international standard. ResponsibleSteel™ is a standard of excellence that evaluates and certifies the performance of companies in 13 principles in all dimensions of ESG, such as engagement with local communities, preservation of natural resources and respect for labor relations and human rights throughout the production chain. In 2023, an audit process was conducted in the Long segment, and throughout 2024, the Company's other production units will

undergo thorough independent audits to verify indicators. This process will include visits to industrial plants, interviews with employees, partners, unions, representatives of public bodies, community leaders, and other stakeholders. **The goal is to reach 2025 with all units recommended by the ResponsibleSteel™ standard, including Pecém (CE) which is the plant ArcelorMittal Brasil acquired in 2023.**



IRMA: In a systematic methodological approach, in 2023 the Andrade mine (MG) began preparing for certification under the 26 principles of the IRMA international standard. The audit is independent and takes place in a documentary and in-person format. The verification stages are scheduled to take place in 2024.



ArcelorMittal Brasil's operational and production activities also hold other certifications. For example, the BioForests segment, which produces charcoal from renewable sources, is certified by the Forest Stewardship Council® (FSC® C110889), and the Company's steel products are validated by the **Eco-label of the Brazilian Association of Technical Standards (ABNT)** for being environmentally responsible. Furthermore, several of our products also have the **Environmental Product Declaration**, which gathers data on the life cycle and environmental impacts of products and is independently audited. In addition, ArcelorMittal Brasil was a pioneer in securing the **Health Product Declaration (HPD)** for its chemical safety.

Benchmark in mitigating environmental impacts

In the Flat Steel business segment, the environmental programs implemented by the Tubarão Unit (ES) stand out,

which have already become a global benchmark for the ArcelorMittal Group.

The Tubarão Unit has protected and restored habitat areas, including its green spaces and the rehabilitation of the springs of the Santa Maria da Vitória River, in Santa Leopoldina (ES). To manage these areas, the Company employs specific standards and methodologies, adhering to technical guidelines from Incaper (Capixaba Institute for Research, Technical Assistance, and Rural Extension) and utilizing qualitative parameters for evaluation. The recovery of springs and the maintenance of forest remnants are continuously monitored to ensure the effectiveness of the conservation measures implemented.

The unit's conservation efforts include long-term programs carried out in partnership with organizations such as the Pró-Tamar Foundation and the Marcos Daniel Institute, focusing on research, monitoring and environmental education. Below are some of the most robust and enduring programs and projects derived from the Master Plans related to the atmosphere, noise, and biodiversity. [GRI 304-2, 304-3](#)



With investments in excess of BRL 1.14 billion up to 2013, the Tubarão Unit has completed 95 percent of the “Evoluir” (Evolve) Program aimed at mitigating the impacts of particulate matter emissions.

“Evoluir” (Evolve) Program

Celebrating its 5th anniversary, **and with investments of more than BRL 1.14 billion**, the “Evoluir” Program **is the main environmental management highlight in Tubarão (ES) and aims to mitigate the impact caused in the area surrounding the unit by the emission of particulate materials, originating from the storage, movement and transportation of iron ore.** The action plan was established in 2018 following the signing of a Term of Environmental Commitment (TEC) between the Company, the government of Espírito Santo, and the Public Prosecutor's Office.

From the signing of the TEC until the end of 2023, the Tubarão Unit estimates that it has already met 95 percent of the 131 goals and 114 guidelines set out in the commitment, which resulted in 446 actions being implemented. Among the ongoing projects, one of them is the brownfield installation of a dust removal device at the top of the Tubarão melt shop.

Among the largest in the world, this environmental program has become a benchmark for the ArcelorMittal Group, marking a significant milestone in reaffirming sustainability

as one of its core values. The Tubarão Unit now has more than a hundred atmospheric control devices in operation, with 23 new projects directly related to the TCA goals. Notable among these initiatives are the installation of bag filters in production processes, the dedusting of the Blast Furnace 1 Running House, and improvements to the co-products yard. This control equipment totals more than a thousand emission collection points and more than 18 kilometers of pipelines.

Six wind fences were also installed. They total 8.5 kilometers in length around the ore, coal, coke and steel aggregate yards and required more than 175,000 m² of screens. The Tubarão Unit also created a Strategic Belt Plan, aiming at specific solutions to improve the control of transported materials. Additionally, over these five years, more than 20,000 covers have been installed on more than 42 kilometers of belt conveyors.

A Strategic Paving Plan was also applied within the structure of the unit. Different materials were used to pave internal roads, including RevSol, a steel industry by-product. More than 174,000 square meters of area were paved, the equivalent of 21 soccer fields.

The program's implementation stages were subject to regular inspections by the State Environmental Institute (Iema), and solution design resulted from partnerships and collaborative efforts between the ArcelorMittal Research and Development Center, in Tubarão, and researchers from the federal universities of Espírito Santo, Minas Gerais, and São Carlos.

To celebrate the anniversary of this innovative and bold environmental program, ArcelorMittal launched a web series with four episodes, in each of which an employee tells how the implementation of “Evoluir” (Evolve) directly impacted their life inside and outside the Company. [Click here](#) to watch the web series episodes.



- More than BRL 1.14 billion in investments until 2023
- 131 targets for reducing atmospheric emissions
- 114 guidelines for immediate compliance
- More than 248 plans to be implemented comprising more than 310 actions.



Já baixou o APP Evoluir?

Disponível no catálogo de aplicativos do celular corporativo ou nas lojas:



Seguir as diretrizes é compromisso de todos os empregados.





Caiman Project – An initiative of the Marcos Daniel Institute in partnership with the Tubarão Unit (ES), the Caiman – Atlantic Forest Alligators Project is a pioneering project and fundamental for the conservation of the biodiversity of Espírito Santo, especially that of the Atlantic Forest alligators. Its activities include conducting research, environmental education initiatives and training young researchers through the scientific initiation program. Furthermore, to educate the general public about the species and its interactions within its habitat, the Caiman Project implements environmental awareness initiatives that include activities such as:

- Environmental Education at public and private schools
- Cultural events and manifestations
- Raising awareness through images

- Scientific tourism
- Training of teachers and environmental educators to use alligators as a flagship species in environmental education activities in schools
- Social media
- Free environmental education at the [Caiman Project Ecological Center](#).



TAMAR Project – In a partnership established in 2000, ArcelorMittal Brasil, through its Tubarão Unit (ES), and the Tamar Project have successfully returned over 5,000 green turtles (*Chelonia mydas*) to nature. This species is one of the most common in Brazilian waters and is considered at risk of extinction. Captured in the Seawater Return Channel of the Tubarão Unit, the animals are examined for biometric and growth studies,

migratory patterns, hematological profiles, and health conditions related to industrial effluents. The healthy conditions of most of the captured animals attests to the quality of the water in the area. In 2017, the scope of the agreement was expanded to include the implementation of a tank for observing sea turtles, with a capacity of 100,000 liters of water. After the construction of the tank, the Espírito Santo Tamar Project expanded public visitation and enhanced the self-sustainability of environmental education initiatives conducted at the Visitor Center. The inaugural visit of the Turtle Route was held in 2023. It begins at the Visitor Center and ends inside the Tubarão Unit and aims to show to the public the results of this partnership that has already been in place for 24 years.

Butterflies Project – The first butterfly farm in Espírito Santo, which is located at the ArcelorMittal Brasil Tubarão Unit, has been undertaking environmental education and research activities for almost 20 years in an effort to protect butterflies from Espírito Santo. The butterfly house's activities began in 2001 and, since then, it has provided visitors with the opportunity to learn more about butterflies and their development: From collecting eggs from plant leaves to the hatching of the caterpillar, the formation of the cocoon and, finally, the metamorphosis of the adult

individual into a multicolored butterfly. In partnership with the Marcos Daniel Institute and with support from the Últimos Refúgios Institute, the 'Butterfly: Colors of the Atlantic Forest Project' was launched focusing on three key pillars: Scientific research, environmental education, and scientific dissemination.

The butterfly house is situated in the Environmental Education Center (EEC), which spans a total area of 350,000 m² within the Tubarão Unit (ES). This facility features infrastructure equipped with an activity center for conducting courses, workshops, lectures, and seminars, primarily aimed at promoting environmental awareness to preserve biodiversity and ensure the efficient use of natural resources.



Environmental Excellence Program (EEP)

In the Long Steel segment, guided by ArcelorMittal Brasil's Ten Sustainable Development Guidelines, the Environmental Excellence Program (EEP) ensures structured management of the Master Plans across all units, aiming to maximize efficiency in controlling and mitigating environmental impacts. In 2023, significant advances were made, especially in the Master Plans that address noise, biodiversity, water management and by-products.

In parallel with the continued investment in the ResponsibleSteel™ certification process in the Juiz de Fora, Resende, Barra Mansa, Sabará, São Paulo and Piracicaba units, the highlight of the EEP was the completion of the Acoustic Shielding project at the Piracicaba Unit (SP), a total investment worth BRL 4.5 million. The project began in 2018 with the aim of characterizing the unit's acoustic scenario, implementing monitoring methods and proposing mitigating measures to reduce the exposure and discomfort of communities living around the unit's operations. Based on acoustic modeling results and the proximity of neighboring houses to the unit's activities, the primary mitigation measure of the Acoustic Shielding project

was the construction of an eight-meter-high, 360-meter-long acoustic protection wall along the boundary with the neighborhood. Currently, noise emission levels resulting from industrial activities at the Piracicaba Unit comply with the limits established in NBR 10151 in all directions.

In addition to the Sitrel (MS) unit having secured ISO 14001 certification for its operation, within the scope of the CO₂ Master Plan, the units in Piracicaba, Juiz de Fora, Monlevade, Resende and Barra Mansa underwent a process of automating data control of their greenhouse gas (GHG) inventories in accordance with the GHG Protocol methodology. Find out more in the chapter *Climate change*.

Other significant progress includes the publication of [five co-product catalogs](#), designed to serve as reference and support materials to promote the market for co-products generated in the steelmaking activities of the Long Steel segment, as well as the initiation of advanced research for the Study of Predictability of Hydrographic Basins in the company's water-harvesting units. Find out more in the chapter *Water, effluents and waste*.

→ Acoustic protection wall at ArcelorMittal's Piracicaba unit



Socio-environmental engagement in operations

The **BioForests segment**, with four areas located in Minas Gerais, meets the demand for charcoal, a renewable source of energy, from the Juiz de Fora unit. Acting in an environmentally sustainable manner, BioForests’ operational and productive activities are certified under ISO 14001:2015 and the Forest Stewardship Council® (FSC® C110889) and receive investments aimed at enhancing efficiency and productivity.

The **Mining segment**, in addition to being in compliance with ISO 14001:2015, has already initiated the audit process to secure the certification issued by IRMA 50 (Initiative for Responsible Mining Assurance) for the Andrade Mine (MG), and the objective is to replicate this know-how acquired in the Serra Azul mine (Itatiaiuçu, MG) in the future.

In 2023, two programs were created in the BioForests and Mining units that aim at the continuous performance of socio-environmental practices and culture in business.

The **Socio-Environmental and Management Excellence Program** establishes eight master plans that integrate the social, environmental

and governance dimensions, aligned with corporate policies and guidelines, which aim at best practices and controls in operations: Water; Biodiversity, Air Quality; Waste and By-product Management; Supplier Development; Relationship and Reputation; Noise and Vibration, and Management System.

The **Socio-Environmental Strengthening and Engagement Program** establishes **Ten Socio-Environmental Rules** designed specifically to involve, guide and intensify commitment and the best practices at all hierarchical levels of the units:

1. I always conduct myself in a respectful and honest manner, safeguarding ArcelorMittal's image in the eyes of interested parties and communities
2. I utilize water and resources provided by the company conscientiously in my individual and collective activities, thus avoiding waste.
3. I properly dispose of garbage and waste generated from my activities
4. I am aware of and respect the requirements of environmental legislation and human rights policies relevant to my activities

5. I only carry out operational activities with the necessary authorization, permission, or permit from the regulatory authority.
6. I respect production limits as per environmental permits
7. I respect legal reserve (RL) and permanent protection (APP) areas, protecting them against fire or illegal exploitation.
8. I respect water harvesting limits and locations as granted by the regulatory authority
9. I inform leadership when I become aware of any environmental or social incident so that measures can be taken
10. I help employees and third parties follow human rights, labor and environmental protection policies.

Get to know the investments and various projects undertaken by ArcelorMittal to develop steel solutions and applications aimed specifically at promoting the circular economy and the efficient use of natural resources, in the chapter on *Technological innovation*. The other environmental programs are reported in the chapters on *Climate change*, *Energy efficiency* and *Water, effluents and waste*. Quantitative data regarding the size and results of ArcelorMittal Brasil's environmental programs are featured in the Indicators Report.



Climate change

GRI 3-3 Material topic

Globally, the steel industry accounts for approximately 7 percent of total greenhouse gas (GHG) emissions, whereas in Brazil, this figure is around 4 percent, according to the Fourth National Communication submitted to the United Nations Framework Convention on Climate Change (UNFCCC). **As a global leader and the largest Brazilian steelmaker, the ArcelorMittal Group considers it its responsibility to be at the forefront of the sector's efforts and to be part of the solution so that the world and the Company can achieve carbon neutrality by 2050.**

"If the world is to achieve its net zero target by 2050, it will require everyone's contribution. As a global leader in the steel industry, at the ArcelorMittal Group we believe we have a responsibility to lead efforts toward decarbonization in the steel production process."

Aditya Mittal, CEO, ArcelorMittal

To demonstrate its commitment to accelerating the decarbonization progress, **the Group has committed to an interim target of reducing the intensity of its CO₂ emissions by 25 percent by 2030, the most ambitious goal in the global steel industry.** To achieve the goal, in addition to investing in innovation and product development in favor of decarbonizing the chain, such as the XCarb© line, a [global roadmap](#) was established and is divided into Master Plans in the 15 countries where the Group operates. In Brazil, the CO₂ Master Plan defines strategies and goals focused on five aspects:

1. **Transformation of steel production:** In the coming decades, the steel industry will undergo a radical transformation, given the rising cost of carbon and the need to reduce emissions.
2. **Energy efficiency:** The steel industry has achieved significant advancements in energy efficiency, and further innovations are on the horizon. One example is the utilization of coke oven gas in blast furnace tuyeres, leveraging the gas's high hydrogen content for improved performance.

3. **Increased use of scrap:** Enable the increase in the use of low-quality scrap in the steel production process by improving the sorting and classification of steel scrap and installing pre-melting technology.
4. **Clean electricity:** Reducing scope 2 emissions means expanding the supply of low-carbon electricity. To achieve this goal, the strategy includes not only technological solutions but also the acquisition of renewable energy certificates and direct power purchase agreements (PPAs) with suppliers of renewable energy projects.
5. **Compensation of residual emissions:** Although the goal is net zero, it is likely that less than 5 percent of total emissions will remain to be offset through the purchase of high-quality offsets and/or projects to generate high-quality carbon credits.

In 2023, for the first time, the GHG emissions inventories of all ArcelorMittal Brasil units, considering scopes 1, 2 and 3, were verified by a third party for publication in the Public Emissions Registry of the Brazilian GHG Protocol Program. With this, we achieved the Gold Seal,

that is, the maximum level of excellence in terms of reliability and traceability of published data.



Another initiative was the signing of a cooperation agreement between ArcelorMittal Brasil and the Federation of Industries of Minas Gerais (Fiemg) for the creation of the CIT/ Senai Center for Industrial Decarbonization in Belo Horizonte. Starting in 2024, the Center will receive an initial investment of BRL 34 million for the basic structuring of the laboratory, focused on the development of decarbonization technologies and projects. With a focus on research & development (R&D), in addition to training professionals in the area, projects related to sustainable biofuels, use of green hydrogen, capture and transformation of CO₂ and new steel production technologies will be developed.

As part of its decarbonization strategy, the Company has already implemented sustainable logistics practices, including route optimization and the use of alternative transport methods, such as break bulk coastal shipping, container shipping, and railways to serve certain destinations. **In 2023, the Vega Unit (SC) was the first Brazilian steel producer to test a 100 percent electric truck for transporting coils on short and medium distance routes.**

The test took place on a 488-kilometer route with mountainous sections and avoided the emission of 1.5 tons of CO₂, having been made possible with the support of the Green Logistics Brazil Program (PLVB) and the Brazilian Institute of Sustainable Transport (IBTS). Acting in synergy with projects and programs in **energy efficiency**, ArcelorMittal Brasil advances in its decarbonization process and adopts initiatives to promote the reduction of emissions not only in the steel industry, but throughout the industrial sector.

Starting in the second half of 2025, wind energy will help avoid the annual emissions of approximately 950,000 tons of CO₂ in steel production at ArcelorMittal Brasil.

Energy efficiency

GRI 3-3 Material topic

ArcelorMittal Brasil has a Master Plan with strategies **to reduce consumption and gain energy efficiency, with the goal of using 100 percent certified renewable electrical energy by 2030.** Each unit of the Company is implementing specific projects to achieve this goal, aiming to strengthen the business, reduce energy costs, and create commercial opportunities through carbon reuse.

The Tubarão unit, for example, adopts an energy model that allows the use of gases from the steelmaking process to generate energy. With six thermoelectric plants and other gas reuse systems, such as top turbines, its total generation capacity is around 500 MW, equivalent to the amount of electrical energy needed to supply 1.4 million homes.

Improved year after year with new investments and efficiency gains, the model has already enabled the unit to become self-sufficient in energy. The surplus produced is distributed to other Group units or sold to the National Interconnected Energy System. In addition to cost reduction, the model brings significant environmental gains, as it transforms potential atmospheric emissions into energy.

In each unit, the Energy Efficiency Master Plan is widely implemented and involves the development and monitoring of energy consumption and generation, consistently tracking key indicators to optimize operational efficiency within the system. **To achieve the established goals related to efficient consumption and renewable energy, ArcelorMittal Brasil began one of its largest investments in the country in 2023.**

One of the largest wind farms in the country

At the start of 2024, following the formation of a joint venture with Casa dos Ventos, one of the country's largest developers and producers of renewable energy projects, ArcelorMittal Brasil secured a BRL 3.16 billion credit from BNDES – the largest amount ever financed by the institution for a renewable energy generation project. Located in the municipalities of Morro do Chapéu and Várzea nova, in the state of Bahia, with 123 wind turbines, an installed capacity of 553.5 MW and an estimated energy generation of 280 MW on average, the complex will allow the Company to **meet 40 percent of its electricity purchase needs.** With a total investment of BRL 4.2 billion, this marks the largest corporate renewable energy contract ever signed in the country.

With ArcelorMittal Brasil holding a 55 percent stake and Casa dos Ventos 45 percent, the Babilônia Centro Complex is currently in its environmental and regulatory licensing phase. It is expected to be completed and ready for operational commissioning in the second half of 2025, at which point the Company will sign a 20-year renewable energy purchase agreement. By generating electricity from a clean source, the wind complex will prevent the annual emissions of approximately 950,000 tons of CO₂ into the atmosphere, according to the calculation made based on the Adjusted Method of the Ministry of Science and Technology (MCTI).

The **Babilônia Centro Complex is the third strategic partnership in renewable energy established by ArcelorMittal in the world.** In 2022, the Company announced a partnership with the Greenko group, in India, to develop a 'continuous' energy project with a total capacity of 975 MW, combining solar and wind energy. The project will power ArcelorMittal's Indian joint venture, AM/NS India, providing more than 20 percent of its electricity needs and reducing annual carbon emissions by approximately 1.5 million tons per year. In Argentina, ArcelorMittal has partnered with PCR on a project with a combined solar and wind capacity of 130 MW, which supplies over 30 percent of the Company's local energy needs.

"As we expand our presence and add value in Brazil, we are aware of the responsibility we have to decarbonize our operations in the Country. In addition to integrating our efforts towards addressing the climate issue with emissions reductions, the Babilônia Centro Complex meets financial and operational aspects as well, reducing electricity costs, providing energy security for our business in Brazil, and it will certainly provide consistent returns in the long term."

Aditya Mittal, CEO, ArcelorMittal



Water, effluents and waste

Water and effluent management

The Environmental Management System has facilitated the implementation of the Water Master Plan in ArcelorMittal Brasil's industrial units, promoting the rational use of this resource through programs that monitor consumption, explore alternative supply sources, maximize recirculation, and ensure that the volume returned to the environment meets quality standards. **One of the highlights in 2023 for the Long Steel segment was the investment of BRL 2.2 million in a cutting-edge research project focused on the predictability of hydrographic basins in the Company's water-harvesting units.** The objective is to characterize the water security of the river basins in which ArcelorMittal's Long Steel units are installed and to develop a unique digital platform, which will feature actual water availability and a prognosis for 10, 20 and 30-year scenarios.

Unprecedented in Brazil, the study is being conducted by the company in partnership with the Federal University of Juiz de Fora (UFJF), covering industrial units located in the cities of Barra Mansa (RJ), João Monlevade (MG), Juiz de Fora (MG), Resende (RJ) and Piracicaba (SP). The methodology involves undertaking bibliographic research on the tools that most effectively represent industrial water risk globally, combined with theoretical and practical studies to characterize the water security of river basins.

A benchmark in water management in the industry, ArcelorMittal Brasil has already implemented the Water Master Plan in all of its production units. The Plan aims to establish strategies to guarantee water availability, efficient use and the pursuit of alternative sources for operations in the short, medium and long term. **Implemented in each unit, the Water Master Plan aims to mitigate external environmental impacts while simultaneously adopting initiatives to maximize the availability of this resource for society.** At the Tubarão Unit (ES), for example, four fronts of action contribute to achieving this objective:

1. The Tubarão Unit invests in water treatment and recirculation projects, a production method that involves reusing water after treatment, significantly reducing the need for new water intake. Currently, the unit boasts the lowest proportional rate of industrial freshwater consumption in Brazil, thanks to a high recirculation rate that exceeds 97 percent.
2. Additionally, since 2021, the unit has had the largest seawater desalination plant for industrial purposes with the capacity to produce up to 500 m³/h of industrial water. The structure was organized into modules, enabling its future expansion and the tripling of its desalination capacity.
3. Since 2021, the unit has maintained a pioneering agreement with the Government of the State of Espírito Santo, through the Espírito Santo Sanitation Company (Cesan), for the monthly purchase for industrial purposes of 720 m³/h (150 L/s) of sewage reuse water, aiming to reduce the demand for harvesting from the Santa Maria da Vitória River.
4. In the past five years, the “Nascentes” (Headwaters) Project has also been carried out in Tubarão to protect the Espírito Santo river basins. The initiative received the Seal of Alliance for Brazilian Waters from the federal government. Combining fencing techniques with models for restoring vegetation cover and natural regeneration of flora, the project includes educational environmental actions with farmers in the region. The “Nascentes” (Headwaters) Project is carried out in partnership with the Capixaba Institute for Research, Technical Assistance and Rural Extension (Incaper), the Espírito Santo Foundation for Agro-Socio-Environmental Development and Innovation (Fundagres), the Public Prosecutor’s Office of the State of Espírito Santo, the Watershed Committee and the Municipal Government of Santa Leopoldina.



Since 2022, the Vega Unit has been participating in the Water Producer Program to identify potential damage and environmental threats to the watersheds of Santa Catarina. This program monitors the Laranjeiras and Olaria River watersheds in São Francisco do Sul (SC). The initiative encourages the registration of properties located near raw water harvesting points designated for public supply purposes.

Waste management

Waste generation and the significant impacts associated with the entire life cycle of operations are addressed in an integrated manner, from the entry of raw materials to the distribution of products. Management includes preventive actions at the source and extends beyond the Company's own activities, encompassing both upstream and downstream storage and distribution stages.

To mitigate environmental impacts, **ArcelorMittal Brasil adheres to an expanded version of the five Rs principles: Rethink, reduce, refuse, reuse, and recycle. The Company goes further by implementing a circular economy approach, where waste materials such as dust, sludge, and slag are transformed into co-products, generating value and aiming for the goal of zero landfill.** Management is reinforced

by policies and practices that emphasize strict compliance with legal requirements, cooperation with partner companies and the use of internal and external audit tools.

The Company also implements proactive measures, including employee education and training, partnerships with suppliers, and sustainable innovation. It invests in research to reuse waste in new production processes, both internally and for supply to other industries, thereby enhancing its contribution to industrial sustainability. To ensure compliance in third-party waste management, contractual and legal requirements are defined, with a robust assessment and documentation process, including audits and ongoing monitoring. Monitoring and collecting data on the waste generated is meticulous and involves classifying, weighing, measuring and analyzing the environmental impact of the waste. [GRI 306-1, 306-2](#)

In 2023, the Pecém Unit began using the Vertown system (learn more about Açolab Venture's investment in this startup in the chapter on Technological innovation) for the automatic issuance of WTBLs (Waste Transport Bills of Lading), reducing the time to issue a legal document and eliminating errors in issuance. This project, which has been implemented

since 2021 in the Long Steel segment units, was a pioneer in the unification of the WTBL environmental system with the government, bringing together data on solid waste generation, transportation and disposal on a single platform.

Recycling goals - One of the most positive characteristics of steel is its infinite recyclability: When the useful life of a steel product comes to an end, the material can be returned to the furnaces as scrap without any loss of quality. Recycling one ton of scrap metal conserves more than twice the equivalent amount of resources: 1.5 tons of iron ore; 0.65 tons of coal and 0.3 tons of limestone. Furthermore, it reduces environmental impacts, as producing a ton of steel from scrap consumes 70 percent less energy than producing it directly from raw materials, and recycling also prevents final disposal in landfills. **Aware of these benefits, the ArcelorMittal Group has become one of the world leaders in metal scrap recycling and continually invests in technology to develop new solutions and collaborations, mainly to increase the supply of scrap.** Today, the average global recycling rate reaches 87 percent, but global demand for steel is three times higher, requiring continued extraction of iron ore. To encourage the role of steel in the transition to a low-carbon and circular economy, ArcelorMittal's recycling program focuses on the following goals:

**To work toward zero landfill waste**

**To generate less production waste by transforming it into by-products**

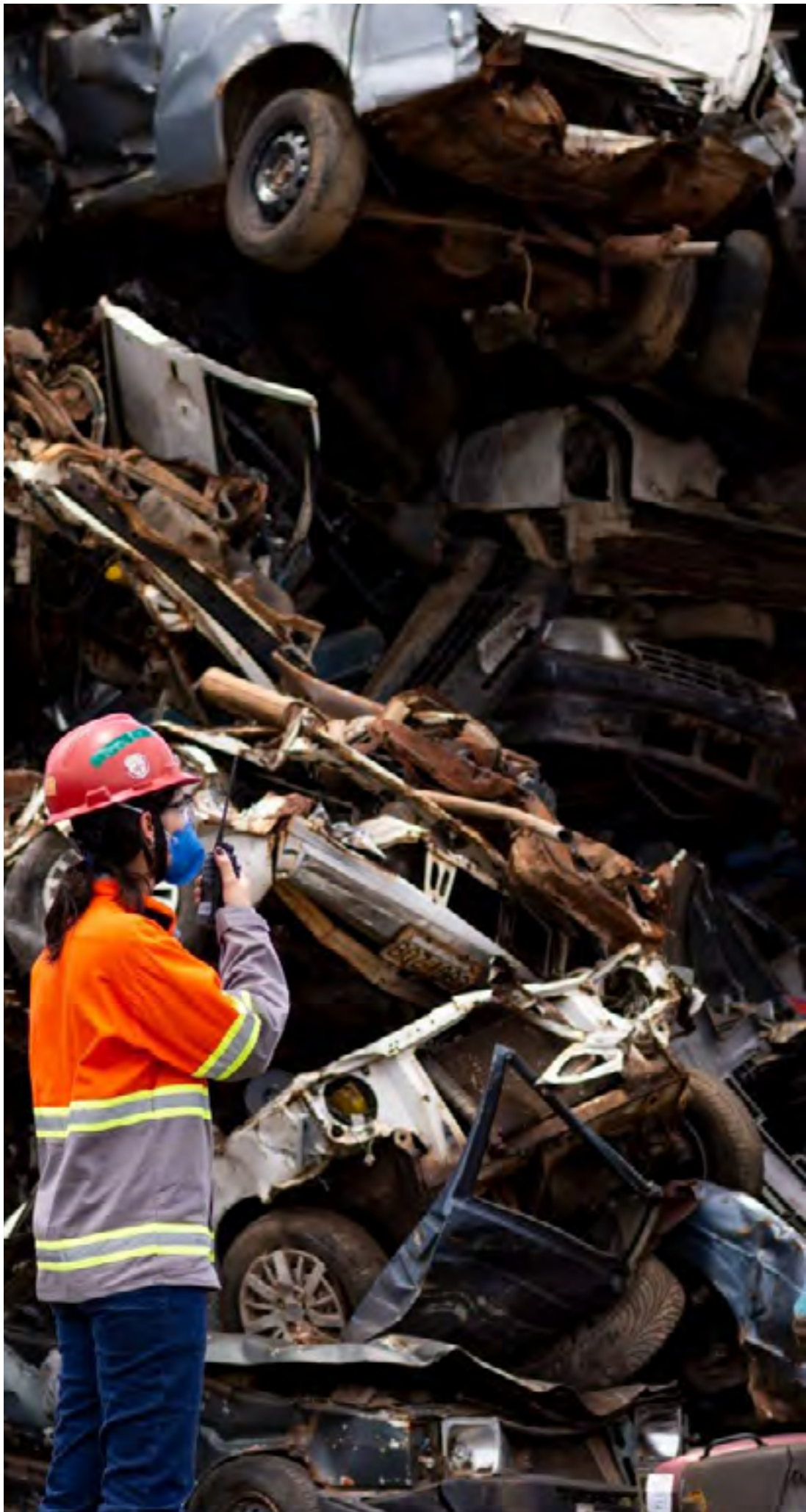
**To use waste from other industries instead of virgin raw materials**

**To improve access to quality steel scrap for recycling**

In Brazil, the Company provides customers and suppliers with a broad steel recycling network that relies on several service points throughout the country, ranging from customized operations for collecting materials in dumpsters to reverse logistics activities and issuing certification of the destruction/final destination of the material. It also offers the ReciVar program, specialized in recycling vehicle scrap. With an exclusive team, ReciVar's operation begins with the decontamination stage (removal of all non-ferrous contaminants, such as fluids, batteries and tires, among others) and continues until the final destination with a full guarantee that the ferrous materials will be used as raw

material in the steel production process and the contaminants will be discarded in partnership with companies specialized in each product. To learn more or become a supplier to ArcelorMittal Brasil's scrap metal recycling program, [click here](#), on the Company's website where the e-book about recycling is also available.

Trash that turns into profit – Powders, sludge, and slag are some of the waste products generated from steel production. The ArcelorMittal Group invests in developing technologies that enable their environmentally responsible use as raw materials or energy sources, both in its own production processes and for third parties. **Under the slogan “If it was mixed it is trash, if segregated, it is profit,” ArcelorMittal's Co-product Management Plan has been implemented in the units located in Resende (RJ), Piracicaba (SP), Barra Mansa (RJ), Juiz de Fora (MG), and Monlevade (MG)..** In addition to mitigating environmental impacts, the program generates value by allocating waste to the manufacture of co-products, such as concrete artifacts; road landfills; agricultural correctives, and primary surfacing for urban and rural roads, among others. In addition, there are collaborations with the companies Rolth and Hipermix for the development of products derived from the waste generated by the Company. Find out more about ArcelorMittal



Brasil's waste management program and [click here](#) to view the five application catalogs of the line with more than 40 co-products published in 2023 by the Long Steel segment.

Dry disposal in Serra Azul – A benchmark in waste management quality in the mining industry in Brazil since 2012, the mining process at the Serra Azul Mine, located in Itatiaiuçu (MG), has a waste disposal system that uses the dry stacking method. **As a result, the dam at the mine operated by ArcelorMittal Brasil has been inactive for more than ten years.**

In 2016, this dry system was included in the Bank of Good Environmental Practices in Industry, coordinated by the Federation of Industries of the State of Minas Gerais (Fiemg) and the State Environmental Foundation (Feam), as a means of promoting sustainable projects that can be replicated in other companies. Find out more in the chapter *Community engagement*.



Recycling of paper, cardboard and plastic – Besides managing the waste generated by its production activities, ArcelorMittal Brasil units also undertake projects focused on recycling materials like paper, cardboard, and plastic. These initiatives are tailored to the specific context and realities of each location. One such initiative is the partnership established in 2017 between the Andrade mine, located in Bela Vista de Minas (MG), and the Association of Cleaning and Recyclable Materials Workers of João Monlevade (Atlimarjom). During this period, **more than 160 tons of recyclable materials were donated – including by the Monlevade Unit, which began donating plastic bales to Atlimarjom in 2022.** Currently, the institution has 40 members residing in João Monlevade and conducts selective collection across all neighborhoods of the city. In this way, the joint effort contributes not only to environmental preservation, but also to strengthening the local economy.

CHAPTER 6

SOCIAL RESPONSIBILITY





People Management

By prioritizing people and their well-being, the ArcelorMittal Group operates globally to foster the continuous evolution of its organizational culture, which is grounded in the practice of four core values: **QUALITY, LEADERSHIP, SAFETY and SUSTAINABILITY** and includes in its ESG agenda an emphasis on diversity, equity and inclusion (DE&I).

As a global employer brand, these values guide the adoption of strategic policies and programs common to all subsidiaries in the major areas of People Management, such as safety, health and well-being; attraction, development and retention of people, in addition to the Integrity Program, which has already been featured in the chapter *Corporate governance*.

With a total of 19,501 direct employees in Brazil, this strategy, aligned with the People Management guidelines, reinforces the practice of these values by the Company's leaders. At ArcelorMittal Brasil, leadership is responsible for being an example of the culture and expected behaviors, translated into daily life.

Diversity, equity and Inclusion

In ArcelorMittal Brasil's vision for the future, it will only be possible to achieve the purpose of offering people and the planet the most intelligent and innovative solutions for the use and reuse of steel if businesses rely on the different perspectives and approaches provided by diversity.

To foster a healthy and stimulating environment that highlights people's originality and talents, ArcelorMittal Brasil has adopted a Diversity, Equity & Inclusion (DE&I) Policy since 2019. This initiative includes the development of a strategic program focused on DE&I, establishing metrics and KPIs, continuously reviewing policies and tactical plans, and monitoring key indicators.

The strategic importance of the DE&I agenda is increasing, and the Brazilian subsidiary is recognized as a benchmark at the Group's Global DE&I Board, which aims to have at least 25 percent women in leadership positions by 2030. Fostering an inclusive organizational culture and fairer, healthier and more plural work environments, four affinity groups operate at ArcelorMittal Brasil: Gender equity, race and ethnicity, LGBTQIA+ and people with disabilities.

For ArcelorMittal, diversity is a source of new perspectives for business and, therefore, promotes an inclusive work environment, in which everyone has the same opportunities for development.

To leverage the adoption of robust and consistent initiatives in the DE&I agenda, such as awareness events, training and education, the Company maintains partnerships with entities such as: UN Women, Business and LGBTQIA+ Rights Forum, Business

Coalition for Racial and Gender Equity and Business Network for Social Inclusion.



As the steel industry is still predominantly male, the Company emphasizes affirmative actions to promote the professional development of women in technical and operational areas. In 2023, women held 21 percent of leadership positions within the company, and maternity leave was extended to 180 days. **Advancing its cultural transformation toward gender diversity, ArcelorMittal Brasil implemented the “Múltiplas” program—Strengthening Equity and Diversity in the Organizational Context. This set of initiatives supports the global goal of reaching 25 percent of women in leadership positions.**

One of its main objectives is to make the ArcelorMittal environment more inviting and encouraging for female participation, especially by enabling more women to occupy strategic roles and leadership positions. Under the scope of the “Múltiplas” program, for example,

the Sabará (MG) unit implemented the “Mais Mulheres” (More Women) project. As the expansion of the Sabará wire drawing plant required an increase in the number of employees, “Mais Mulheres” made it possible to increase the hiring of women in operational areas by 200 percent. The initiative has been breaking paradigms, and, in 2023, the century-old unit received the Top Industrial Award for its efforts.

In the Flat Steel segment, in 2023, the “Jornada PertenSER” was created, open to all employees. The initiative aims to work on behaviors for career development and enable dialogue and the exchange of experiences between affinity groups and included a fifth group dedicated exclusively to men. Find out more in the chapter *Local social investment actions*.

Always relying on the support of the DE&I team at ArcelorMittal Brasil, each business segment structures and executes actions that are specific to its business reality. In the recently acquired Pecém (CE) unit, ArcelorMittal Brasil's DE&I Program started being implemented in 2023 with three days of in-person awareness events, along with activities related to the four affinity groups, including the Black Awareness Day and the Lesbian Visibility Day, among others. The unit also initiated a survey and voluntary racial re-registration.

Valuing women's contribution to sustainable development, the Women's Award was expanded in its third edition: In addition to the states of Espírito Santo and Santa Catarina, the state of Ceará was also included. Organized by ArcelorMittal's Flat Steel segment since 2019, the objective is to recognize women who undertake transformative actions in six categories: Academia, press, private company (divided into two subcategories), public authorities, third sector and ArcelorMittal Flat Steel employees. In the classification stage, three finalists were chosen from each category in each participating state and the 22 winning projects were announced in May 2024, at an awards event integrated with the three states.

The goal is to achieve 25 percent of women in leadership by 2030. With the adoption of affirmative actions, the Company had already reached 21 percent in 2023

Attracting, developing and retaining talents

Investing in strategic projects to expand its production capacity, which will be gradually completed by 2026 and will require an increase in the qualified workforce, the People area has strengthened its programs for attracting, developing, and retaining talent. This ensures a robust succession pipeline in both technical and administrative areas, consolidating ArcelorMittal as an employer brand in the country. With this aim, **the Company opens its doors to new professionals with robust entry programs for apprentices, interns and trainees**, in addition to investing in specific actions for the Information Technology area, such as Connect&Up, which seeks to attract professionals who have recently graduated or are in their final undergraduate year in any area – as long as they are interested in working with systems and already have advanced levels in the English language.

ArcelorMittal Brasil's learning culture encourages self-development, enabling employees to explore

new areas of knowledge and improve skills that are relevant to the success of the Company's business. ArcelorMittal's various segments and units provide programs aimed at enhancing technical and behavioral skills, covering topics such as leadership development, team building, diversity, equity and inclusion, work models, agile methodologies, and legal qualifications and certifications. Furthermore, according to the needs of each business segment, internal training is also offered in specific operational technical areas, such as occupational safety, regulatory standards, and project management, among others. In 2023, an average of 18 hours of training were offered per employee. [GRI 404-1](#)

The units use LMS platforms to offer online and in-person training, courses and learning resources – synchronous or asynchronous –, such as Engage and Allura, in addition to having the ArcelorMittal University (AMU) Online Campus, which is the Group's official platform. AMU provides development, training and education accessible to all ArcelorMittal Brasil employees, including the global language program. Resources provided by AMU include hybrid learning pathways that feature discussion forums, networking opportunities, and collaboration between students and facilitators. [GRI 404-2](#)

International Steel Challenge 2023 – ArcelorMittal Brasil was the big winner in the Americas regional stage of the 18th edition of the Steel Challenge, an international competition organized by the World Steel Association (WSA). Forty-three participants were registered, with ten securing positions in the Top 12 of the competition across categories for steel industry professionals and students. The competitors' preparation took place over a three-month period with the support of specialist professionals from across the Company. In addition to having nine participating employees, the Pecém Unit (CE) encouraged the participation of students from the undergraduate course in Metallurgical Engineering at the Federal University of Ceará (UFC) by sponsoring and preparing undergraduates in the student category. ArcelorMittal Tubarão also stood out, with its intern ranking 4th place in the student category.

First campus of AMU in the Americas – The learning hub at the only ArcelorMittal University (AMU) campus in the Americas, located at the Tubarão Unit (ES), was inaugurated in 2023. The new campus building was designed to be a versatile, disruptive and dynamic place, allowing events that spark curiosity and creativity, elements so conducive to learning and generating ideas. The environments refer to the countries where AMU is present and bring

together solutions developed for the application of new technologies used in the learning process, such as the overhead crane simulator and Risk Perception training, using virtual reality.



Compensation and benefits: To support employee retention, ArcelorMittal Brasil's compensation and benefits policy involves a review of internal and external factors and is managed by the Remuneration team within the Human Resources Department. With the analytical support of external consultants, stakeholder opinions – including those of shareholders – are considered through surveys, consultations, and dialogue to establish salary ranges. This ensures the adequacy and competitiveness of the compensation packages offered, incorporating both fixed and variable components. Furthermore, stakeholders and shareholders were consulted regarding the remuneration of members of the governance structure, confirming their active participation

and the consideration of their opinions in the process. At ArcelorMittal Brasil, a variety of essential benefits are offered, including life insurance, health and dental insurance plans, and an extended maternity leave of 180 days, along with paternity leave. [GRI 2-20, 401-2](#)



Safety, health, and well-being

[Material topic GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10](#)

As one of the values of the organizational culture and the first of the Ten Guidelines for Sustainable Development, safety is a non-negotiable value for ArcelorMittal Brasil. **In the daily operations of all Company units, business success begins with the safety of its people.** Based on the premise that every accident is preventable, the safety culture and practices are integrated into the Occupational Health and Safety Management System, aligned with the ISO 45001:2018 standard and range from risk analysis to the implementation of specific programs for occupational and operational activities in the Wire, Flat Steel, Long Steel, Mining and BioForests segments.

The main objective of all actions linked to the health and safety program is to protect the lives of employees and prevent injuries and illnesses, keeping all workplaces safe and healthy to achieve the goal of zero accidents. To accomplish this, ArcelorMittal Brasil goes beyond mere compliance with current legislation by implementing initiatives focused

on monitoring, eliminating, and controlling risks; preventing occupational diseases; overseeing worker health; promoting quality of life; and attaining increasingly positive indicators among its employees and contractors.

Initiated in 2023, the external audit process aims to review systems, processes, and initiatives to identify opportunities for improvement in the Occupational Health and Safety Management System

Although safety and health are integral to the 13 principles of ResponsibleSteel™, with all Company units required to be certified by 2025, **ArcelorMittal Brasil began a comprehensive independent external audit process in 2023 to review all systems, processes, and initiatives related to operational and occupational safety.** The objective is to identify and accelerate new opportunities for the continuous improvement of the Occupational Health and Safety Management System, aiming for zero accidents, through the adoption of the following action guidelines:

- Consolidate corporate governance on the topic (guidelines, committees, initiatives, processes, follow-ups, and best practices, among others)
- Reduce the significance level of risks
- Consolidate visible and perceived leadership in health and safety
- Strengthen compliance with ArcelorMittal Group's global Fatality Prevention Standards (FPS)
- Continuously improve health and safety management tools
- Promote synergies and benchmarking between units of the different business segments (Long, Flat and Mining)
- Report and eliminate deviations that may lead to accidents or occupational diseases
- Reduce absenteeism and, ultimately,
- Reduce the number of incidents to achieve zero accidents

At ArcelorMittal Brasil, everyone shares the responsibility for each other's safety. The value of people's care and well-being must be shared by everyone. Programs such as Safe Behavior, Take Care (at Belgo Case), and Safety Leadership foster an environment of active care. They emphasize the importance of understanding the behavioral triggers that lead to unsafe acts, recognizing and reinforcing safe behaviors, and upholding the right to refuse unsafe work. **When an incident or accident occurs, the process includes identifying the root causes and establishing a corrective action plan, along with conducting a comprehensive analysis.** This process aims exclusively to learn from the incident and prevent its recurrence.

Safety management includes topics defined in collective bargaining agreements or conventions. Employees are represented through Internal Accident Prevention Committees (Cipa and Cipamin), and the Company maintains both national and international committees that monitor indicators and strategic actions to ensure compliance with legal requirements as well as internal and corporate standards.

In partnership with Ibmec, the Company began offering employees a graduate course in Occupational Safety. The first class will graduate in 2024.

In 2023, following the integration of the Pecém Unit (CE) into the Company's asset portfolio, one of the first initiatives was to conduct an integration journey aimed at ArcelorMittal Brasil's safety culture, introducing the processes and practices of the Occupational Health and Safety Management System to the unit's employees. In the synergy process, the unit's best practices were reviewed and identified to be maintained and shared with the rest of the Company.

Another important initiative for the dissemination of the safety culture was the launch, in Belo Horizonte, of a graduate course in Occupational Safety, implemented in partnership with Ibmec. The first class, consisting of 30 ArcelorMittal Brasil employees from various areas such as steelmaking, mining, administration, forestry, and logistics, is expected to graduate by the end of the first half of 2024. This team, which is already familiar with the

Company's work routines, will be valuable in improving and evolving security practices.

Health and well-being – Being proactive in adopting prevention and comprehensive health preservation programs dedicated to employees and their families, **ArcelorMittal Brasil has a robust medical services structure, covering the areas of care and occupational health.** The central point is to raise awareness among employees so that they can manage their own health and bring the culture of prevention to their families and communities, positively influencing the environment in which they live.

To promote self-care and mental health, ArcelorMittal Brasil offers support to employees and their families through a psychosocial support team, along with a comprehensive network of accredited health insurance plans featuring professionals specialized in addressing physical and emotional needs. To this end, a platform is offered that provides different options for health, sport, well-being and mental health promotion activities.

Actions aimed at occupational health pursue objectives beyond meeting legal compliance, such as promoting the well-being and quality



of life of employees. The management of occupational risks that can impact people's health is guided by frequent monitoring, elimination and control of risks, as well as monitoring the results of medical examinations. For this purpose, the Occupational Health Medical Control Program is responsible for conducting periodic examinations on employees to identify any potential clinical changes resulting from exposure to risks in their work activities.

Each business segment offers its own healthcare structure, which assists employees and their families. In this way, employees in the Long Steel and Corporate segments can access the services of Abertta Saúde, a healthcare operator that uses a self-management model. For over 50 years, Abertta Saúde has focused on continuous improvement by incorporating new technologies and real-time data management to integrate healthcare and occupational health services while promoting actions aimed at well-being and quality of life. As a result of this effort, in 2023, Abertta became the first healthcare operator in Brazil using the self-management model to secure the ANS RN 507 gold certification, which attests to the quality of care, management, and financial sustainability.

In 2023, to enhance its ability to monitor the health of employees and their families, the Long segment, through Abertta Saúde, opened three additional Health Promotion Centers (HPC): Santos Dumond, Juiz de Fora and Barra Mansa, which were added to the existing network of 17 HPCs. Technological incorporation initiatives, based on a digital model, enabled real-time access through a telemedicine and telepsychology platform, allowing 10 percent of all clinical care provided by the HPCs to be conducted remotely by 2023. Furthermore, in two additional remote locations in Minas Gerais, an innovative telemedicine service was implemented using IoT (Internet of Things). This service involves a device applied by the nurse to the patient, which captures heart and lung sounds, as well as images of the throat, ears, and skin. Thus, teleconsultations with a doctor, enhanced by this physical data, help mitigate unnecessary trips to larger centers, reducing carbon emissions and lowering healthcare costs.

In the Flat Steel segment, only employees at the Contagem (MG) Unit use Abertta's health services due to geographical proximity. For employees of all other Flat Steel units, healthcare services are provided by a proprietary network made up of 12 medical clinics. More than diagnostic and treatment services, the focus is on primary care and the adoption of

health preservation and disease prevention initiatives with exclusive care for employees, retirees, pensioners and their families.

At the same time, the Company stands out for implementing pioneering actions to promote well-being and quality of life. In 2023, the Tubarão Unit (ES) launched the Mental Protection Equipment (EPM) program, training over 300 leaders in tools to maintain their own emotional balance and that of their teams. The actions adopted to promote employee well-being, in addition to addressing professional performance, also focus on seven other dimensions: Financial, spiritual, intellectual, social, physical, safety and mental/emotional. The Company also operates Fundação de Seguridade Social (Funssest, the Social Security Foundation), which manages pension plans for employees as well as healthcare plans for retirees, pensioners, and their dependents. For employees of the Tubarão (ES) and Pacém (CE) Flat Steel units, healthcare services are provided by a proprietary network made up of 12 medical clinics. Meanwhile, the Vega (SC) unit, also in the Flat Steel segment, relies on its own network, from the Bradesco Group. More than diagnostic and treatment services, the focus is on primary care and the adoption of health preservation and disease prevention initiatives with exclusive care for employees, retirees, pensioners and their families.

Other initiatives adopted to promote employee well-being are featured in the Benefits section in the chapter **Attraction, development and retention of people.**



Quantitative and technical data relating to indicators [GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10 and 416-2](#) are detailed in the [Indicator Report](#).

Community engagement

ArcelorMittal Brasil celebrates 102 years of operations in the country, characterized by the unwavering practice of principles and values such as a commitment to open dialogue and the establishment of transparent, respectful, and productive relationships with all its stakeholders. **Particularly concerning community engagement, the Company's primary purpose has always been to practice active listening to identify and better understand the main needs and expectations of residents in the areas surrounding each business unit. This approach promotes a virtuous cycle that fosters mutual and reciprocal socioeconomic development.** Find out more about relationships with suppliers, customers and other *stakeholders* in the chapter *Corporate governance*.

Considering this priority, in 2023 the Company concluded the second stage of the Participatory Socio-Environmental Diagnosis process in communities located in the cities of João Monlevade (MG), Bela Vista de Minas (MG), Barra Mansa (RJ), Carbonita (MG), Contagem (MG), Feira de Santana (BA), Juiz de Fora (MG), Santos Dumont (MG), Piracicaba (SP),

Resende (RJ), Sabará (MG) and São Paulo (SP). The goal was to enhance understanding of the characteristics, dynamics, and socio-territorial perspectives of the municipalities where ArcelorMittal and Belgo Arames operate.

With the insights gained from this new understanding of relationships and project impacts in each location, ArcelorMittal Brasil is revitalizing the development of strategies and orchestrating the implementation of structural projects. This ensures that its Foundation continues to generate shared value and becomes a benchmark for socio-environmental action in Brazil. Find out more in the chapter dedicated to the actions carried out by the **ArcelorMittal Foundation** and in the report presented below on the preventive measures adopted in relation to *Reparation to the Pinheiros community*.



Joinville Dance Festival – In the year in which it celebrated 20 years of operations in Santa Catarina, ArcelorMittal was the official host of the largest Dance Festival in the World. From July 17 to 29, the 40th Joinville Dance Festival brought a broad and inclusive program that also included performances in São Francisco do Sul, sponsored exclusively by ArcelorMittal. Around 703 groups and 13,000 dancers participated in this historic edition of the Joinville Dance Festival, with companies from Brazilian states and from France and Paraguay.

Reparation to the Pinheiros community

The construction of the Downstream Containment Structure (DCS), located near the decommissioned dam at the Serra Azul Mine in the municipality of Itatiaiuçu (MG),

is already well advanced. **Once completed, the structure, designed to retain waste in the event of a hypothetical rupture, will enable the decommissioning of the dam. This will facilitate the removal of waste from within the structure and allow for the area to be reintegrated into nature.**

In February 2019, when the Emergency Action Plan for Mining Dams (EAPMD) was activated, the dam's emergency level was raised to 2, prompting the Company to preventively relocate some residents of Pinheiros who lived within the designated Self-Rescue Zone (SRZ). Subsequently, in February 2022, it was reclassified to level 3 based on new technical criteria established by the National Mining Agency (ANM). It is important to highlight that this reclassification did not change the safety conditions of the dam, which have remained unchanged since 2012, when it ceased to be used.

Since the activation of EAPMD, ArcelorMittal Brasil has been applying new technologies and installing equipment such as piezometers, seismographs and high-resolution cameras to improve the monitoring of the dam, which the Company conducts 24/7, also using radars and satellite images.

When the preventive evacuation took place in 2019, a Complementary Term of Agreement (CTA) was signed between the company, the Representative Commission of Affected People of Itatiaiuçu, the State Public Prosecutor's Office (MPMG) and the Federal Public Prosecutor's Office (MPF), which established criteria for compensation for housing, economic and agricultural activities, pain and suffering and collective and individual damages.

Regarding collective reparation, an agreement was signed in June 2023 to allocate BRL 440 million to compensation initiatives defined jointly with the residents of Pinheiros (MG)

From the beginning, ArcelorMittal Brasil opted to implement precautionary safety measures that went beyond the legal requirements of the time, ensuring full protection for people, animals, and the environment. Since then, preventive measures have been adopted that go beyond those determined by the National Mining Agency (ANM) and current legislation.

The reparation and compensation process is ongoing and entering a new phase. In June 2023, the Company, the Representative Commission of Affected People of Itatiaiuçu, the city of Itatiaiuçu, and the Federal (MPF) and State (MPMG) Prosecutor's Offices signed an agreement that established the framework for addressing the collective and widespread damages caused to the communities and the municipality.

The agreement allocates approximately BRL 440 million, including the amounts already disbursed by the Company for collective reparation efforts to date. An additional BRL 300 million will be allocated, along with a commitment to provide independent technical advisory services for the next five years. The terms of the agreement were pre-discussed with all parties, and the final allocation of financial resources will be directed toward initiatives jointly approved by residents, the municipality, ArcelorMittal, and the State and Federal Public Prosecutor's Offices.

The agreements for individual compensation payments were finalized in the first half of 2024. After signing the agreement, families transferred to temporary housing have been moving to permanent properties, with the assistance of ArcelorMittal.

To maintain dialogue with residents, ArcelorMittal has exclusive service and communication channels for communities surrounding the Serra Azul Mine and maintains an [exclusive website](#) permanently updated to inform about the progress of the repair stages.

Since the activation of the EAPMD in 2019, the Pinheiros Service Center has been operational, offering services from Monday to Friday during business hours. Additionally, the Community Relationship Center (0800 721 2425) is available to residents for inquiries, suggestions, and complaints

In response to a request from the State Environmental Foundation (Feam), a nursery was established at the Pinheiros Service Center for cultivating native plant seedlings, including Araucária (Brazilian pine), Acaiaca (mulungu), Jacarandá, yellow and purple Ipês, Braúna (Brazilwood), Canela Sassafras, and various types of orchids. By late 2023, it had produced approximately 11,500 seedlings.

The nursery receives seedlings, fruits and seeds rescued from the area around the dam to the Rio Manso Reservoir. The work was done by a team specialized in the subject, made up of biologists and agricultural engineers.



Once the Downstream Containment Structure (DCS) is completed, work will commence on decommissioning the dam, including the removal of all waste and dismantling of the structure.



ArcelorMittal Brasil Foundation

Responsible for linking ArcelorMittal Brasil to significant social causes and coordinating structural actions aimed at transforming the lives of children and young people across Brazil, the ArcelorMittal Foundation celebrated 35 years of operation in 2023. **Throughout its history, over 11 million people have participated in initiatives conducted in more than 300 locations across all 25 Brazilian states and the Federal District.**

To celebrate its 35 years of operation, the ArcelorMittal Foundation conducted several relationship-building initiatives with key stakeholders, including events and advertising, engaging employees and community members in celebratory activities throughout the year. Get to know 35 stories of transformation here.

To commemorate the occasion and highlight the transversality of the Foundation's work, a free public event was held on December 8 in Belo Horizonte (MG) at Serraria Souza Pinto. The program featured activities in the areas of education, offering lectures and workshops; in culture, with performances by nationally acclaimed artists and from local communities, and in sports, providing activities for the entire family. In total, more than 2,000 people attended the event.

By facilitating the implementation of projects in **education, culture, and sports**, the adopted initiatives not only aim to provide opportunities for the inclusion and development of citizenship for Brazilian children and young people but also focus on sustainability and outreach, engaging residents from remote communities surrounding the Company's assets. To this end, some projects are brought to both major cities and small towns, such as 'Diversão em Cena'

(Fun on Stage), which has introduced a million people to theater over its 13 years of existence.

In 2023 alone, the ArcelorMittal Foundation earmarked a total of BRL 51 million to social investments, of which BRL 14.7 million originated from its own resources and BRL 36.3 million came from incentivized resources. Throughout the year, there were 450,000 direct participants in education, culture, and sports activities, while an additional 4.6 million individuals were impacted by sponsorships and partner projects.

Over 2,000 people attended the free events celebrating the 35th anniversary of the ArcelorMittal Brasil Foundation, which has invested over BRL 300 million in education, culture, and sports projects in the last five years, impacting more than 11 million individuals



STEAM LEAGUE Strategy – In the field of education, a key highlight of 2023 was the establishment of a social alliance between the ArcelorMittal Foundation and the Banco do Brasil Foundation, aimed at strengthening, disseminating, scaling, and enhancing the social impact of the **STEAM League**, one of the largest free teacher training programs in Brazil. The ArcelorMittal Foundation assumes the role of catalyst for the STEAM methodology approach, which involves specific educational practices to integrate the teaching of **science, technology, engineering, arts and mathematics and train young people capable of creating solutions to the problems of the contemporary world.** By multiplying efforts through the partnership with the Banco do Brasil Foundation, the STEAM program expanded its scope from two to six territories and has already trained 15,000 educators from public and private schools in the methodology. Additionally, the STEAM Girls initiative provided workshops to 590 young people to encourage the study

of exact sciences among young female students in primary and secondary education. Through the measurement of Social Return on Investment (SROI), it was found that for every BRL 1 million invested in training STEAM educators, BRL 3.5 million in social value was returned to the participating communities. In 2023, the National STEAM League Award established two laboratories and a toy library for the three schools that secured first place in the Early Childhood Education, Elementary Education, and High School categories. Additionally, BRL 45,000 were distributed among the six schools that ranked 2nd and 3rd.

Among the award-winning schools is the Ida Beatriz Brunato de Camargo Municipal Elementary School in São Francisco do Sul (SC), recognized for its project on dengue prevention. The school received a robotics laboratory equipped with a notebook, multifunction printer, 3D printer, TV set, Lego educational kits, furniture, and Wi-Fi connection, with a total value of BRL 350,000.



“Forma e Transforma” (Shape and Transform) Program – With the aim of valuing and contributing to the cultural development of communities, promoting the training of artists, managers and cultural entrepreneurs, the **“Forma e Transforma”** program has already reached a total of 51,000 participants. In 2023, the **“Revivescer” (Revive) project** was one of the highlights within the Forma e Transforma Program. Aiming to create employment and generate income for residents of the Pinheiros district (MG), near the Serra Azul mine (find out more in the chapter **Community engagement**), the Community House was inaugurated, and a training course in pottery production was offered. The project involved 30 participants, and in addition to learning pottery-making, the course also teaches community entrepreneurship. The goal is for graduates to work cooperatively in producing and marketing their pieces, fostering the social and economic development of the community.

“Diversão em Cena” (Fun on Stage) – In the area of culture, **“Diversão em Cena,”** created in 2010, has already become the largest program for training audiences for children's theater in the country. **In 2023 alone, the project reached 59 locations and attracted 119,000 participants to watch the children's plays performed.** With **“Diversão em Cena,”** the ArcelorMittal

Foundation has already helped promote more than 3,000 shows across the country, selecting projects in the areas of theater, music, circus, musicals, dance and innovative languages.



“Acordes” (Chords) Project – An initiative implemented to enable the teaching of classical music in public schools, **“Acordes”** has encouraged young talents and collaborated in improving the training of musicians, having reached a total of a thousand students benefited in 2023. In addition to enhancing the cultural repertoire, another outcome of the program is the improvement in the academic performance of participants. **“Acordes”** were developed in 2023 in the cities of Sabará, Itaúna, Juiz de Fora and João Monlevade (MG); Piracicaba (SP); and Feira de Santana (BA).





Sports projects – Recognized by the Government of the State of Minas Gerais as one of the largest supporters of sports, the ArcelorMittal Foundation fosters skill development and strengthens school engagement by training young athletes in various sports, including basketball, indoor soccer, volleyball, swimming, handball, trampoline gymnastics, judo, chess, tennis, taekwondo, soccer, electronic games, motor racing, breaking, and athletics. **Sports projects carried out in 33 cities have already had the participation of 26,000 children and young people.**

In 2023, as part of its strategic partnerships, the ArcelorMittal Foundation renewed its sponsorship of the Museu do Amanhã (Museum of Tomorrow) (RJ), where it also hosts the Rolê STEAM meetings. These events have engaged over 4,000 students, bringing children and young people closer to the fields of science, technology, engineering, arts, and mathematics. It also maintained support for the Palácio das Artes, in Belo Horizonte, and the “Novos Encontros”

(New Encounters) project for sharing cultural experiences in the capital of Minas Gerais.

Furthermore, throughout the year it supported cultural and sporting entities and initiatives, such as: Minas Gerais Philharmonic Orchestra, Grupo Corpo, Stock Car, Arena MRV (MG), Casa de Metal Cultural Space (SP), Festa da Penha (ES), Safeguarding Historical Heritage and Project Capture Workshop. There is also a partnership with SADA Cruzeiro with sponsorship of the professional volleyball team and the adoption of initiatives to disseminate the practice of the sport. In total, there are ten centers that enabled 1,760 children from public schools to participate in the project, with a new volleyball school being opened in João Monlevade (MG) in 2023.

Another partnership was signed in 2023 with Resende Futebol Clube to invest in setting up social centers for playing football, in addition to promoting the training of athletes in the club's youth categories. The partnership will benefit almost a thousand children and teenagers from Resende and neighboring cities in the state of Rio de Janeiro. To serve children and young people between the ages of 5 and 15, the project has an exclusively social nature and will have support from the city government, which will provide professionals for daily activities.

In addition to its priority areas of education, culture and sport, the Foundation also works with community development initiatives, which are worthy of note for the social return they have already achieved:

“Ver e Viver” (See and Live) Project – To improve the school life of children and young people in communities close to ArcelorMittal Brasil's activities, the “Ver e Viver” program carries out vision exams and donates glasses to children and teenagers. **In 2023, more than 6,000 students underwent eye exams and 1,677 students started wearing glasses donated by the Company.**

“Cidadãos do Amanhã” (Citizens of Tomorrow) – For over 20 years, the tax waiver program has encouraged people to allocate part of their Income Tax to the Municipal Funds for the Rights of Children and Adolescents. In 2023, **over 4,000 people participated in “Cidadãos do Amanhã,” raising just over BRL 2 million**, which was distributed among 36 municipal boards, positively impacting the lives of 4,492 children and young people.



Project Portal

With the aim of providing transparency to the review and selection process and democratizing access to sponsorship, the **ArcelorMittal Brasil Foundation** receives proposals exclusively through the Project Portal. On the web platform for projects encouraged by the Foundation, registered projects are evaluated by the **Culture and Sports Management team**, in accordance with the criteria

established by ArcelorMittal's Cultural, Sports and Health Investment Policies (Pronon, Pronas and Fundo do Idoso), available on [our website](#). They are then reviewed by a committee made up of ArcelorMittal Brasil professionals, who meet quarterly to approve the proposals. The projects are evaluated based on their order of registration and on resource availability.



Local social investment actions

Building on the social return already achieved through ArcelorMittal Foundation programs, **each of the Company’s business units also makes annual investments in initiatives aimed at addressing the needs and expectations of residents in cities and communities near its operations.** In this more localized area of activity, the Tubarão (ES) unit stands out as one of the highlights of ArcelorMittal Brasil with its **“InterAção” (InterAction) Program.** Having already implemented 18 different projects, including partnerships with NGOs and residents' associations, the Program aims to restore citizenship, promote education, sports, and mutual respect, while strengthening bonds and creating new opportunities for the communities of Espírito Santo.

“InterAção,” which supports social projects, has already benefited 13,618 people, creating 42 jobs through sponsored projects in Greater Vitória region. The projects aim at environmental preservation, social development, employability and improving quality of life. The funding,

made possible through in-kind investments, lasts for 12 months and can be renewed for an additional two years, with oversight that includes accountability measures and external audits.

Among the projects developed under “InterAção,” the following stand out: **“Viva Bem” (Live Well)**, which began in 2022 with the establishment of a Physiotherapy Rehabilitation Center in partnership with the Carmem Lúcia Foundation, aimed at restoring the autonomy and independence of those served; **“Conectando Saberes e Fazeres” (Connecting Knowledge and Practices)**, conducted with the Capixaba Association Against Childhood Cancer, which offers recreational and educational activities for children and adolescents undergoing onco-hematological treatment, and **“Garoto Bom de Bola” (Kid Good at Soccer)**, which has been providing an indoor soccer school, academic support, and psychosocial support for children and adolescents in situations of socioeconomic vulnerability since 2007.

The investment transfer for the InterAção Program in Espírito Santo totaled BRL 1,147,749.57, allocated to various areas such as education (BRL 29,709.50), community development (BRL 39,240.68), culture (BRL 40,597.30), and sports (BRL 47,362.70), among other investments. Direct and indirect beneficiaries added up to 15,334 people.

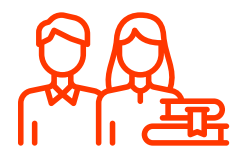
InterAção, which supports communities, implemented ongoing initiatives in 14 neighborhoods in the municipality of Serra, near the company, always in partnership with local leaders and taking into account the needs and demands of the population. In addition, six residents' associations in these neighborhoods received financial support through projects submitted via a public notice, which contributed to local development and fostered economic and social transformation.

The “InterAção” Program, which takes place at the Vega Unit (SC), focuses on investments in health, education, culture, sports, and community development, aiming to support social institutions in São Francisco do Sul. Every year, the unit publishes the “InterAção” Program Public Notice. Eleven institutions were served in 2023.

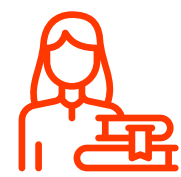
Promoted by the Vega (SC) unit in partnership with SENAI, the Technical Sustainability Program is designed for young men and women aged 18 and over, residing in São Francisco do Sul, who have either completed high school or are in the final stages of completing it. The program creates technical and civic training opportunities for young people from São Francisco do Sul and has been working to progressively increase the hiring of local residents and the inclusion of women in the industry.

The program has become one of the main pathways for enhancing inclusion and gender equity within ArcelorMittal, with the first women from the unit to work on production lines being graduates of the program.

“InterAção” Program	
Education	BRL 189,709.50
Community Development	BRL 142,737.68
Culture	BRL 100,847.30
Health	BRL 385,732.00
Sports	BRL 87,362.77
Total Investment	BRL 1,897,228.57
Total direct and indirect beneficiaries:	
31,327	



335 students



**27% of women
participating in the
program**



**85% of students are
hired by the Vega
Unit or by companies
in the region**

Another initiative adopted to encourage female participation in the steel market is the **“Elas na Siderurgia” (Women in the Steel Industry)** Program, developed in partnership with the Federation of Industries of the State of Espírito Santo (Findes), the Social Service of Industry (Sesi) and the National Service for Industrial Training (Senai). Celebrating its 15th anniversary in 2023, the ArcelorMittal Master Program launched a new round of its free course in civil construction, with the school truck visiting nine cities in the states of Minas Gerais, São Paulo, and Rio de Janeiro. **The initiative has already trained over 20,000 individuals across Brazil and targets professionals in the construction sector, students, and anyone interested in learning about or starting a career in this field.** The course is free,

and the classes focus on introducing new trends and construction techniques, emphasizing the correct application of products while prioritizing productivity, safety, and sustainability.

In Piracicaba (SP), the ArcelorMittal Foundation facilitated the inauguration of **two technology and robotics laboratories** in the municipal education network of the municipality. One of the spaces was installed in the building of the Municipal Department of Education and is available to the 124 early childhood and elementary schools that make up the public network in the city of São Paulo. The second laboratory – installed at the Professora Antônia Benedita Eugênio Municipal School – was donated as a result of winning the STEAM League Award (find out more in the chapter on the **ArcelorMittal Foundation**). The two laboratories allow girls and boys to assemble and learn to program robots, reinforcing the concepts worked on in the STEAM approach.

Encouraging the adoption of initiatives in favor of the circular economy, the Pecém Unit (CE) opened registrations in 2023 for the **“Recircula” (Recirculate) Program**, which aims to select projects that develop crafts and/or cutting and sewing activities using fabric from administrative uniforms donated by the unit. Priority was given to initiatives proposed by organizations in the

Ceará cities of São Gonçalo do Amarante, Caucaia, Paracuru, Maracanaú, and Fortaleza, promoting social development among community residents through the appreciation of local culture and the creation of employment and income opportunities. Other local engagement and social investment actions are detailed in [GRI 203-1 and 413-1](#) in the [Indicator Report](#).

Also in 2023, the year ArcelorMittal celebrated 20 years of operations in Santa Catarina, the

company served as the official host of the world's largest dance festival, sponsoring the event through the Culture Incentive Law via the ArcelorMittal Foundation. From July 17 to 29, the 40th Joinville Dance Festival brought a broad and inclusive program that also included performances in São Francisco do Sul, sponsored exclusively by ArcelorMittal. Around 703 groups and 13,000 dancers participated in this historic edition, with companies from different Brazilian states and from France and Paraguay.



CHAPTER 7

ECONOMIC AND FINANCIAL PERFORMANCE





Domestic and foreign scenario

Departing from the exceptional performance cycles of 2021 and 2022, the steel industry entered 2023 facing a new set of challenges influenced by significant external and internal variables. In the foreign landscape, several factors significantly impacted the industry's performance, including the war in Ukraine, the decline in commodity prices, which coincided with an increase in the prices of steel raw materials (such as ore, scrap, and coal), and the substantial export of surplus steel from Chinese mills to the international market.

In the Brazilian context, although there was a gradual reduction, interest rates remained high, which hindered increased consumption in sectors that are intensive in steel purchases, such as the automotive industry and civil construction. Additionally, maintaining steel import tariffs at a level well below those practiced by countries such as the United States and those that make up the European Union greatly favored the entry of Chinese steel products into Brazil.

According to Brazil Steel Institute, in 2023, there was a 6.7 percent drop in steel production compared to the same period in the previous year, falling to 31.8 million tons. There was also a 4.2 percent retraction in domestic sales, which slipped to 19.5 million tons. Imports rose 50 percent, to 5.0 million tons in the year to date. In turn, exports decreased by 1.8 percent and apparent consumption increased by 1.6 percent, an increase that did not have a positive effect on local industry due to imports.

Subject to the influence of this set of variables, the performance of steel producers was also affected, particularly in the second half of the year, due to the lackluster performance of the industry in Brazil. In 2023, GDP (Gross Domestic Product) grew by 2.9 percent compared to 2022, while growth in the industrial sector ended the year at 1.6 percent. **For 2024, market conditions show signs of improvement with the gradual recovery of apparent demand, although risks to the economic outlook remain.** In Brazil, ArcelorMittal's operations have been marked by a swift and decisive response to periods of crisis,

allowing the company to quickly adjust to the demands of both domestic and international markets. Thus, the outlook for the next cycle is more optimistic, with the Company's performance bolstered by seven strategic expansion projects expected to be completed by 2026, which will contribute an additional \$ 1.8 billion to EBITDA.

Economic and financial results

By fully integrating the Pecém (CE) operation into its asset portfolio, 2023 marked a significant milestone for ArcelorMittal Brasil's performance, affirming the soundness of the strategic decision to acquire the Unit. Although the domestic and foreign circumstances did not favor the performance of the Brazilian steel sector, the Company achieved results that were higher than those initially budgeted. Thus, the indicators fell short of the exceptional cycles recorded in 2021 and 2022, but exceeded the targets established by the 2023 budget.

Net earnings totaled BRL 69.8 billion, 2.6 percent below the 2022 result. EBITDA was BRL 9.2 billion, down 38 percent compared to 2022, and the EBITDA margin fell eight percentage points, to 13 percent of net earnings. **Steel production**

was significant, totaling 14.8 million tons, 16.5 percent higher than the previous year's. Steel sales volume rose to 14.4 million tons (15.9 percent higher than in 2022), of which 55 percent was destined for the domestic market and 45 percent for the foreign one. ArcelorMittal Brasil ended the year with a net profit of BRL 4.1 billion (-54.5 percent).

The economic and financial performance of the business in 2023 was maintained within the established target parameters thanks to the management of three factors: Operational excellence, optimization of fixed cost control and efficiency in the purchase of inputs. With consistent cash flow and financial health, the Company maintained its investment schedule, which totals BRL 25 billion (Find out more in the chapter *Main investments*) until 2026.

INDICATORS REPORT





Corporate governance

GRI 2-1. Organization details – ArcelorMittal Brasil SA, known as ArcelorMittal, is a for-profit organization headquartered at Av. Carandaí, No. 1115, bairro Funcionários, in Belo Horizonte/MG, CEP 30130-915. As a leader in steel production in Brazil and one of the largest players in mining, the Group operates globally, serving clients in 140 countries and employing over 126,000 individuals. ArcelorMittal Brasil has an installed production capacity of over 15.5 million tons of steel per year. It has industrial plants in nine Brazilian states and employs around 19,000 people. For more information about the countries in which it operates, go to: <https://corporate.arcelormittal.com/locations>

GRI 2-2. Entities included in the organization's sustainability report – This Sustainability Report includes all units controlled by the Company: Tubarão, Vega, Pecém, Contagem, Monlevade, Juiz de Fora, Sabará, Belo Horizonte, ArcelorMittal Sistemas (Belo Horizonte), Mining – Andrade and Serra Azul mines, Piracicaba, São Paulo, Southern Rio de Janeiro – Resende and Barra Mansa, BioForests, and Belgo Bekaert Arames Ltda. All are subsidiaries, except ArcelorMittal Brasil (Belo Horizonte), which is majority-owned. All are present in both the organization's financial and sustainability reports.

The information encompasses mergers, acquisitions, and disposals of entities or parts thereof, compiled by a working group that collaborates with those responsible for each indicator in the Sustainability Report. The indicators are compiled both individually by unit and consolidated by segment – Long, Flat and Corporate – or by company – ArcelorMittal and Belgo. Certain indicators may not be applicable to all units, and these specifications are clearly indicated in the Report.

In particular, Belgo Arames, a partnership between ArcelorMittal and Bekaert, is treated as part of ArcelorMittal Brasil, with all data reflecting the company's headcount and integrated operations. Acquired in March 2023, the Pecém Unit is also fully represented. There are no differentiated approaches to the treatment of material topics throughout the Report. The individual and consolidated financial statements of ArcelorMittal Brasil for 2023 serve as a reference for all related financial information.

GRI 2-9. Governance structure and composition and GRI 2-10. Appointment and selection to the highest governance body – The Shareholders’ Meeting serves as the Company's supreme governing body, where shareholders convene to deliberate on critical matters, exercising ultimate decision-making authority. The Board of Directors is responsible for establishing strategic guidelines, monitoring business performance, and overseeing the management of directors, while analyzing the impacts of the company's activities. The body is composed of three external members, with no family or employment ties to the organization and each with a two-year term. The members are:

- **Benjamin Mario Baptista Filho** – External, without executive function, Chairman of the Board of Directors of ArcelorMittal Brasil S.A.
- **Carlo Panunzi** – External, without executive function, Vice-Chairman of the Board of Directors of ArcelorMittal Brasil S.A.
- **Bart Maria H. Wille** – External, without executive function, Member of the Board of Directors of ArcelorMittal Brasil S.A.

These members are not from underrepresented social groups, but bring skills in areas such as strategic management, knowledge of the steel and mining markets, and leadership in sustainable practices.

The Statutory Board of Directors, appointed by the Board of Directors, consists of eight directors responsible for managing the Company's daily operations. They ensure the regular functioning of the Company and actively represent it with specific powers, serving two-year terms.

- **Jefferson De Paula** – CEO and Executive Director responsible for the Long Steel and Mining areas, holding the position of President in several entities of the group.
- **Jorge Luiz Ribeiro de Oliveira** – Vice President and Executive Director responsible for the Flat Steel area, holding multiple positions on boards related to the steel industry.
- **Alexandre Augusto Silva Barcelos** – Executive Director responsible for the Corporate Finance and Information Technology area, with participation in several of the group's boards and departments.

- **Eduardo Fares Zanotti** – Commercial Director responsible for the Flat Steel area.
- **Everton Guimarães Negresio** – Commercial Director responsible for the Long Steel area.
- **Jorge Adelino de Faria** – Operations Director Responsible for the Tubarão, Vega and Contagem units.
- **Waldenir Luciano de Souza Lima** – Operations Director responsible for the Long Steel area.
- **Wagner Brito Barbosa** – Operations Director responsible for the Mining area.

The Audit Committee, which operates as needed, complements this structure by overseeing the activities of the administrators and reviewing the Company's accounts, thereby ensuring transparency and adherence to corporate governance practices.

GRI 2-18. Assessment of the performance of the highest governance body – ArcelorMittal Brasil conducts an annual assessment of the performance of its highest governance body, using the Global Employee Development Program (GEDP). The program aims to evaluate both the performance and the potential of senior professionals, aligning the business' strategic guidelines with various areas and their personnel. Its objectives are to optimize results and foster continuous improvement, meritocracy, and sound management practices. Assessments are carried out by the employee's direct manager, with half-yearly reviews for possible adjustments. For the highest governance body, the assessment is conducted directly by the CEO of the ArcelorMittal Group.

GRI 405-1 Diversity in governance bodies and employees – In 2023, the composition of individuals within the organization's governance bodies was characterized by the following gender and age distribution: All members were men, accounting for 100 percent, with no women occupying these positions. Regarding age group, there were no individuals under 30 years old. The majority of members, 84.62 percent, were over 50 years old, and 15.38 percent were between 30 and 50 years old.

GRI 2-23. Policy commitments – The Company maintains a commitment to corporate responsibility, evidenced by a comprehensive set of documents, such as the Code of Conduct, Responsible Sourcing Code, Human Rights Policy, Anti-Corruption Audit Procedure, and various policies and guidelines that form part of the ArcelorMittal Group Integrity Program. These documents, aligned with important international intergovernmental instruments, including the UN Guiding Principles on Business and Human Rights, ILO Labor Standards, UN Global Compact, UN SDGs, OECD guidelines, Voluntary Principles on Security and Human Rights, IFC Performance Standards and the Paris Agreement, reinforce the need to conduct business ethically and responsibly. Priority is given to employees, workers, and local communities, with special consideration for at-risk or vulnerable groups, including children and adolescents, human rights defenders, indigenous peoples, individuals with disabilities, women, and those who may face discrimination based on sexual orientation or gender identity. Documents such as the Code of Conduct and Human Rights Policy are publicly available at the following links:

- [Commitments to responsible business conduct](#)
- [Commitments to respect human rights](#)
- [Environmental policies](#)

Commitments are communicated through various channels to ensure that all stakeholders are informed about the Company's principles. Following the update of the Human Rights Policy in November 2023, along with the implementation of a new Due Diligence Procedure and Responsible Sourcing Code in 2024, the Company reaffirms its commitment to management grounded in ethical and moral principles, maintaining a leading position in sustainability and business integrity practices.

Ethics, integrity and compliance

GRI 2-15. Conflicts of interest – ArcelorMittal Brasil implements various processes to prevent and mitigate conflicts of interest, including clear policies and procedures, education and training for those involved, separation of individuals or parties related to conflicts, regular reviews of these policies and procedures, and fostering an organizational culture centered on legal

and ethical compliance, along with periodic evaluations. Additionally, conflict of interest declarations are submitted and reviewed annually through an automated system, which includes participation from the declarant, their immediate manager, the compliance officer, and the manager's supervisor. Conflicts of interest are not disclosed to stakeholders due to confidentiality restrictions, as this information is regarded as sensitive. Access to this information is limited to strictly necessary individuals, including direct managers for implementing corrective measures, the compliance officer for risk assessment and mitigation, and other relevant departments such as Human Resources and Forensic Services in specific cases.

GRI 2-24. Incorporation of policy commitments – At ArcelorMittal Brasil, the Board of Directors is the highest body responsible for overseeing the incorporation of organizational commitments. The implementation of these commitments is thoughtfully delegated by identifying the involved hierarchical levels, assigning responsibilities based on skills and competencies, effectively communicating these responsibilities, establishing a monitoring system, and fostering collaboration and teamwork.





Commitments are integrated into organizational strategies, policies and operations through incorporation into policies, development of operational procedures, delivery of training and awareness, due diligence, internal communication and transparent reporting. In managing its business relationships, ArcelorMittal fulfills its commitments by carefully selecting business partners, incorporating contractual clauses, conducting audits and monitoring, providing training and capacity-building opportunities, ensuring open and transparent communication, publishing sustainability reports, periodically evaluating business partners, and addressing issues through continuous improvement.

The organization conducts mandatory training on the Code of Conduct for all employees and on the Human Rights Policy for specific groups, such as leadership and strategic departments. This training is conducted online, reviewed every three years, and includes assessments to ensure its effectiveness and comprehension.

GRI 2-28. Participation in associations – The ArcelorMittal Brasil Group actively participates in several national and international associations and organizations that promote sustainable and responsible practices in the industry. Since 2001, the group has been involved with

the Global Compact, and in 2009, it joined the National Pact to Eradicate Slave Labor. In 2012, it joined the Charcoal Sustainability Protocol and in 2016 the IT Business Forum: Brazil Group. The Company is also a founder of “Minas Pela Paz” (Minas for Peace). It stands out as a leader in ResponsibleSteel certification, the first international certifiable standard for responsible steel production. In 2020, it became the first company in the steel industry to join the Green Building Council Brazil and to secure the Environmental Product Declaration (EPD) for its steel products. It also participates in the Brazil Steel Institute, ABM, Ibram, and Alacero, promoting values of regional integration, technological innovation and sustainability. Additionally, the Company works with the National Confederation of Industry (CNI) and the Federation of Industries of the State of Minas Gerais (Fiemg), in addition to supporting the Ethos Institute of Business and Social Responsibility and the Green Building Council, contributing to the construction of a fair and sustainable society. More information about participations and certifications available at: <https://brasil.arcelormittal.com/certificados-politicas>.

GRI 205-2. Communication and training in anti-corruption policies and procedures – The Company has 11 members of the governance body, of whom 100 percent have been notified and 78.57 percent have been trained on anti-corruption policies and procedures.

Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to GRI 205-2

	Employees	2023	
		Communicated	Trained
North	number	23	23
	%	100.00	100.00
Northeast	number	3,126	3,126
	%	100.00	100.00
Midwest	number	111	111
	%	100.00	100.00
Southeast	number	15,397	15,137
	%	100.00	98.31
South	number	854	817
	%	100.00	95.67
Total	number	19,501	19,214
	%	100.00	98.53

Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to GRI 205-2

	Employees	2023	
		Communicated	Trained
Executive board	number	41	33
	%	100.00	80.49
Managers	number	398	398
	%	100.00	100.00
Heads/coordinators	number	285	272
	%	100.00	95.44
Technicians/supervisors	number	5,258	5,172
	%	100.00	98.36
Operational	number	3,574	3,394
	%	100.00	100.00
Administrative	number	9,945	9,945
	%	100.00	100.00
Total	number	19,501	19,214
	%	100.00	98.53

GRI 207-2. Management method - Governance, control and management of taxation and GRI 207-3. Management method - Stakeholder engagement and management of taxation

– The Corporate Vice Presidency of Finance and IT is the highest governance body responsible for ensuring compliance with the Company's tax strategy. The tax strategy is integrated into business processes through senior management involvement, a clear tax compliance policy, regular training and ongoing assessment of tax risks, as well as a succession plan that ensures tax transparency. Tax risks are identified through assessments of the organizational structure, current tax laws and regulations, internal audits and reviews of transactions and partnerships, including their international implications. These risks are managed and monitored through compliance processes, training, monitoring systems, direct communication with tax authorities, professional advice, and regular evaluations of tax strategies.

To ensure alignment between the governance structure and fiscal control practices, the Company leverages a thorough understanding of its governance framework, clearly defines responsibilities, evaluates policies, provides training, conducts internal audits, and maintains effective communication. Strategic tax risk maps are regularly reviewed by managers

and the Governance, Risk, and Compliance Department, and are reviewed by risk committees consisting of the CEO and directors. In addition to the review conducted by an external audit, the General Tax Management and external experts also review tax obligations to ensure compliance with constantly evolving legislation and the proper payment of taxes.

GRI 205-1. Operations reviewed for corruption-related risks -The organization is committed to ethical and moral business practices, selecting partners who share these principles and avoiding relationships with entities or individuals who act contrary to these values. During anti-corruption audits (due diligence), both partners and their associates and representatives are rigorously evaluated, with any suspicions or irregularities promptly addressed. The most significant risks identified include bribery, kickbacks, fraudulent accounting practices, and conflicts of interest, among others. The Company's Anti-Corruption Audit Procedure details a risk matrix that sets clear criteria for assessing the risk level of each business partner. These criteria include the duration of the business relationship, the size and type of the company, the reputation of the partner's home country in the Corruption Perceptions Index, the nature of the partner's activities and the extent of its interaction with governments or public entities.

Operations assessed for risks related to corruption ¹ GRI 205-1		
	2022	2023
Total number of operations of the organization	18,836	22,466
Total number of operations of the organization that have been subject to corruption-related risk assessments	4,747	6,805
Percentage of operations of the organization assessed for risks related to corruption	25.20%	30.29%

¹ The data refers to the Flat, Long and Belgo Arames units.

Compliance with laws and regulations GRI 2-27

	2021	2022	2023 ¹
Significant fines			
Total number of fines	-	-	28
Monetary value of significant fines paid during the year (BRL)	2,641,208	2,321,800	2,366,784
Non-monetary sanctions			
Total number of non-monetary sanctions	10	0	12

¹ At ArcelorMittal Brasil, no significant cases of non-compliance were identified in the compliance, criminal, environmental standard, or health and safety areas, owing to strict adherence to environmental licenses, legal regulations, and standards such as ISO 14001 certification and the ABNT Eco-Label. Any operational deviations are corrected and reported to the authorities, with the Company defending itself against sanctions considered undue, especially in situations of environmental inspections. ArcelorMittal Brasil employs strict criteria to determine the significance of non-conformities, prioritizing the sustainability of its processes and compliance with applicable legislation to minimize legal and regulatory risks and avoid sanctions.

GRI 408-1. Operations and suppliers at significant risk for incidents of child labor and GRI 409-1. Operations and suppliers at significant risk of incidents of forced labor or labor akin to slavery – ArcelorMittal Brasil does not have operations at risk of cases of forced labor or labor akin to slavery, child labor or young people exposed to hazardous work. To mitigate risks in operations, the Company implements several measures, including a declaration of zero tolerance for the practice in official documents, the establishment of specific policies on the matter, the incorporation of the subject into existing policies, verification of documentation, employee training, provision of reporting channels, and conducting regular monitoring and audits. The contracts established with our suppliers include a social responsibility clause, stipulating that they do not engage in any illegal labor practices, such as child labor or forced labor. Additionally, the contracts stipulate that ArcelorMittal Brasil has the authority to verify compliance with these provisions, and any non-compliance will be grounds for contract termination. Moreover, the ArcelorMittal Group has a supplier evaluation process that checks, both during registration and periodically, whether potential partners are listed on any blacklist related to labor akin to slavery or child labor.

MM6. Number and description of significant disputes relating to land use, land acquisition, and involuntary resettlement and MM7. To what extent have grievance mechanisms been used to resolve conflicts over land use and customary rights of local communities? – ArcelorMittal Brasil has not faced significant conflicts regarding land use or customary rights of local communities and indigenous peoples, thanks to its ongoing commitment to open dialogue and co-participation. The Company utilizes a reporting channel to address both external and internal complaints; however, it has not recorded any specific complaints related to these rights. ArcelorMittal's relationship policy is notably transparent and inclusive, involving social organizations in its strategy and aiming to promote citizenship and social inclusion. This engagement is bolstered by social investment programs aimed at fostering social transformation and strengthening connections with communities, with a focus on equity, diversity, and sustainability, resulting in broadly positive social impacts.

Environmental performance

GRI 2-25. Processes to remediate negative impacts – ArcelorMittal Brasil is committed to repairing negative impacts, evidenced by proactive actions such as evacuation and aid agreements resulting from the risk reclassification of the Serra Azul dam in 2019. Additionally, the company entered into an agreement to

enhance the control of atmospheric emissions in Greater Vitória, Espírito Santo, implementing the best available technologies to meet environmental requirements. These two programs, among others, are presented in detail in this Sustainability Report for the period of 2023. The Company provides several complaint channels accessible 24 hours a day to all audiences, including a direct line, e-mail, contact forms, social media, and an ombudsman. Priority is given to the Portuguese language, with English available on certain channels. These channels

allow for anonymous grievances, all of which are treated confidentially and reported to senior management. Although confidentiality restrictions prevent direct measurement of user satisfaction with these mechanisms, ArcelorMittal continuously monitors their effectiveness to ensure responsiveness and transparency.

MM10 Number and percentage of operations with closure plans – In accordance with legal requirements, ArcelorMittal Brasil has a long-term mine closure plan for the group's two mining units in Brazil. Closure plans are available

to the external public on the Company's website: <https://brasil.arcelormittal.com/sustentabilidade/meio-ambiente/mineracao>.

GRI 304-1. Location of land owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value

Protected areas or areas with a high rate of biodiversity ¹ GRI 304-1			
Region	Total area belonging to the organization (ha)	Protected area in the region (ha)	Attributes that make up the ecosystem and characterize the biodiversity value of the area
ArcelorMittal Brasil			
Coronel Fabriciano (MG)	4,990	2,332	It includes approximately 903 hectares (ha) of Permanent Preservation Area (PPA) and 1,429 ha of Legal Reserve.
ArcelorMittal BioForests			
Midwest MG (Abaeté, Bom Despacho, Dorés do Indaiá, Martinho Campos and General Headquarters)	34,245	7,969	A preservation area in the Cerrado biome located adjacent to eucalyptus plantations, extraction areas, and charcoal production facilities at three Energy Production Units (EPU). The area includes approximately 844 ha of PPA and 7,125 ha of Legal Reserve, totaling 7,969 ha of preservation areas.

Protected areas or areas with a high rate of biodiversity¹ GRI 304-1

Region	Total area belonging to the organization (ha)	Protected area in the region (ha)	Attributes that make up the ecosystem and characterize the biodiversity value of the area
ArcelorMittal BioForests			
North of MG (Carbonita, Senator Modestino Gonçalves and Diamantina)	41,941	11,818	Area belonging to the organization in the region, where managed eucalyptus planting and charcoal production activities are conducted. There are approximately 6,337 ha of Private Natural Heritage Reserve (RPPN), 1,233 ha of PPA and 4,247 ha of Legal Reserve.
The Doce River Valley of Minas Gerais (Dionísio, São José do Goiabal and São Pedro dos Ferros)	32,258	10,311	Atlantic Forest biome preservation area. The area includes approximately 3,472 ha of PPA and 6,839 ha of Legal Reserve.
ArcelorMittal Juiz de Fora			
Juiz de Fora (MG)	1,979	782	PPA
ArcelorMittal Monlevade and ArcelorMittal Mina do Andrade			
João Monlevade (MG)	10,411	4,088	There are 515 ha of Private Natural Heritage Reserves (RPPN), composed of the Atlantic Forest biome on the banks of the Piracicaba River in Minas Gerais; 1,151 ha of PPA and 2,422 ha of Legal Reserve.
ArcelorMittal Sitrel			
Três Lagoas (MS)	355.3	221.5	2,963 ha of PPA; 71,064 ha of Legal Reserve; 4,679 ha of area covered by native forest and 142,776 ha of reforestation area (forests planted with native or exotic species).

Protected areas or areas with a high rate of biodiversity¹ GRI 304-1

Region	Total area belonging to the organization (ha)	Protected area in the region (ha)	Attributes that make up the ecosystem and characterize the biodiversity value of the area
ArcelorMittal South of Rio de Janeiro			
Barra Mansa (RJ)	54.2	19.8	PPA and Legal Reserve.
Resende (RJ)	423.9	176.8	PPA and Legal Reserve.
ArcelorMittal Vega			
São Francisco do Sul (SC)	220	151	76 ha of Private Natural Heritage Reserve (RPPN) and 75 ha of non-contiguous area of Atlantic Forest, part of which is sandbank.
ArcelorMittal Mina Serra Azul			
Itatiaiuçu (MG)	945	306	78 ha are PPA and 228 ha are of Legal Reserve.
ArcelorMittal Guilman Amorim			
New Era and Antonio Dias (MG) – middle course of the Piracicaba River	3,285	1,237	There are approximately 254 ha of Private Natural Heritage Reserve (RPPN), 216 ha of PPA and 767 ha of Legal Reserve where the preserved biome is the Atlantic Forest.

Protected areas or areas with a high rate of biodiversity¹ GRI 304-1

Region	Total area belonging to the organization (ha)	Protected area in the region (ha)	Attributes that make up the ecosystem and characterize the biodiversity value of the area
ArcelorMittal Tubarão			
Serra (ES)	1,384	279.9	Protected or restored habitats correspond to 745.98 ha, of which: 447.43 ha of reforested areas (which include the green belt) and 132.27 ha of areas with forest remnants, 131.28 ha composed of native forests with exotic species, native forests in the initial stage with and without exotic species, sandbanks, mangroves and thick vegetation; in addition to 35 ha referring to the Environmental Education Center - (CEA) - reforestation with growth species, native, fruit trees, riparian vegetation and vegetation in a state of regeneration). The biodiversity value is characterized by the following ecosystems: → Fresh water: On the unit's website, there are eight lagoons, one of which artificial (located in CEA) and seven natural, of which six are interconnected and form the Praia Mole stream. These lagoons are extensively monitored and evaluated; → Land: The unit has important remnants of tableland and sandbank forest; → Marine: The unit is located adjacent to a marine area that is extensively monitored and assessed.

¹ ArcelorMittal has surface operating units located around environmentally protected areas. These units are dedicated to manufacturing and production and are located in terrestrial ecosystems. Furthermore, they are listed under environmental protection according to national, state and municipal legislation.

IUCN red list species and national conservation list species with habitats in areas affected by operations, broken down by level of extinction risk^{1, 5} GRI 304-4

Extinction risk level	2023	Species
Critically endangered	1	² H. riococensis
Threatened with extinction	24	³ Myrmecophaga tridactyla (Giant Anteater), Chrysocyon brachyurus (Maned wolf), Puma concolor (cougar), Herpailurus yagouaroundi (Jaguarundi), Harttia leiopleura (Armored suckermouth catfish), Harttia torrenticola (Armored suckermouth catfish)
Vulnerable	18	³ Myrmecophaga tridactyla (Giant Anteater), Chrysocyon brachyurus (Maned wolf), Puma concolor (cougar), Herpailurus yagouaroundi (Jaguarundi), Harttia leiopleura (Armored suckermouth catfish), Harttia torrenticola (Armored suckermouth catfish). ² Plants: A. glabra, A. leiocarpa, B. caryotifolia, C. odorata, D. nigra, E. edulis, F. cyclophylla, J. armillaris and M. sphaerantha. Mammal: H. yagouaroundi. ⁴ Tantilla boipiranga (snake); Leopardus cf. guttulus (wildcat).
Near endangered	11	³ Jacamaralcyon tridactyla (Three-toed jacamar)/ Sapajus nigritus (Black capuchin) ² Mammal: Didelphids aurita, Euphractus sexcinctus, Dasypus novemcinctus, D. septemcinctus, Coendou insidiosus, Cuniculus paca and Hydrochoerus hydrochaeris. ⁴ Primolius maracana (Blue-winged macaw); Chrysocyon brachyurus (Maned wolf).

IUCN red list species and national conservation list species with habitats in areas affected by operations, broken down by level of extinction risk^{1, 5} GRI 304-4

Extinction risk level	2023	Species
Little concern	190	⁴ <i>Rhinella crucifer</i> , <i>Rhinella diptycha</i> , <i>Haddadus binotatus</i> , <i>Thoropa miliaris</i> , <i>Boana albopunctata</i> , <i>Boana crepitans</i> , <i>Boana faber</i> , <i>Boana pardalis</i> , <i>Boana polytaenia</i> , <i>Boana semilineata</i> , <i>Bokermannohyla circumdata</i> , <i>Dendropsophus decipiens</i> , <i>Dendropsophus elegans</i> , <i>Dendropsophus minutus</i> , <i>Scinax luizotavioi</i> , <i>Scinax eurydice</i> , <i>Scinax fuscovarius</i> , <i>Leptodactylus furnarius</i> , <i>Leptodactylus fuscus</i> , <i>Leptodactylus labyrinthicus</i> , <i>Leptodactylus luctator</i> , <i>Leptodactylus mystacinus</i> , <i>Physalaemus crombiei</i> , <i>Physalaemus cuvieri</i> , <i>Elachistocleis cesarii</i> , <i>Odontophrynus cultripes</i> , <i>Phyllomedusa burmeisteri</i> , <i>Amphisbaena alba</i> , <i>Norops fuscoauratus</i> , <i>Enyalius bilineatus</i> , <i>Ameiva ameiva ameiva</i> , <i>Salvator merianae</i> , <i>Tropidurus torquatus</i> , <i>Spilotes pullatus pullatus</i> , <i>Leptodeira annulata</i> , <i>Oxyrhopus guibei</i> , <i>Oxyrhopus petolarius</i> , <i>Oxyrhopus trigeminus</i> , <i>Dipsas neuwiedi</i> , <i>Xenodon merremii</i> , <i>Micrurus frontalis</i> , <i>Bothrops jararaca</i> , <i>Crotalus durissus</i> , <i>Rupornis magnirostris</i> , <i>Geranoaetus albicaudatus</i> , <i>Buteo brachyurus</i> , <i>Amazonetta brasiliensis</i> , <i>Phaethornis pretrei</i> , <i>Colibri serrirostris</i> , <i>Thalurania furcata</i> , <i>Eupetomena macroura</i> , <i>Aphantochroa cirrochloris</i> , <i>Chionomesa fimbriata</i> , <i>Chionomesa lactea</i> , <i>Florisuga fusca</i> , <i>Phaethornis ruber</i> , <i>Calliphlox amethystina</i> , <i>Cariama cristata</i> , <i>Coragyps atratus</i> , <i>Cathartes aura</i> , <i>Vanellus chilensis</i> , <i>Patagioenas picazuro</i> , <i>Patagioenas cayennensis</i> , <i>Patagioenas plumbea</i> , <i>Leptotila rufaxilla</i> , <i>Columbina talpacoti</i> , <i>Columbina squammata</i> , <i>Chloroceryle americana</i> , <i>Tapera naevia</i> , <i>Piaya cayana</i> , <i>Herpetotheres cachinnans</i> , <i>Caracara plancus</i> , <i>Milvago chimachima</i> , <i>Galbula ruficauda</i> , <i>Penelope obscura</i> , <i>Aramides saracura</i> , <i>Cyanoloxia brissonii</i> , <i>Sittasomus griseicapillus</i> , <i>Xiphorhynchus fuscus</i> , <i>Spinus magellanicus</i> , <i>Euphonia chlorotica</i> , <i>Lochmias nematura</i> , <i>Phacellodomus rufifrons</i> , <i>Phacellodomus erythrophthalmus</i> , <i>Synallaxis spixi</i> , <i>Synallaxis frontalis</i> , <i>Automolus leucophthalmus</i> , <i>Synallaxis ruficapilla</i> , <i>Pygochelidon cyanoleuca</i> , <i>Stelgidopteryx ruficollis</i> , <i>Progne tapera</i> , <i>Tachycineta albiventer</i> , <i>Psarocolius decumanus</i> , <i>Molothrus bonariensis</i> , <i>Chrysomus ruficapillus</i> , <i>Geothlypis aequinoctialis</i> , <i>Myiothlypis flaveola</i> , <i>Basileuterus culicivorus</i> , <i>Zonotrichia capensis</i> , <i>Ilicura militaris</i> , <i>Chiroxiphia caudata</i> , <i>Platyrinchus mystaceus</i> , <i>Corythopsis delalandi</i> , <i>Tolmomyias sulphurescens</i> , <i>Todirostrum poliocephalum</i> , <i>Poecilotriccus plumbeiceps</i> , <i>Hemitriccus nidipendulus</i> , <i>Leptopogon amaurocephalus</i> , <i>Formicivora serrana</i> , <i>Herpsilochmus atricapillus</i> , <i>Thamnophilus caerulescens</i> , <i>Mackenziaena leachii</i> , <i>Mackenziaena severa</i> , <i>Pyriglena leucoptera</i> , <i>Nemosia pileata</i> , <i>Hemithraupis ruficapilla</i> , <i>Tersina viridis</i> , <i>Dacnis cayana</i> , <i>Saltator similis</i> , <i>Coereba flaveola</i> , <i>Volatinia jacarina</i> , <i>Trichothraupis melanops</i> , <i>Coryphospingus pileatus</i> , <i>Tachyphonus coronatus</i> , <i>Sporophila lineola</i> , <i>Sporophila nigricollis</i> , <i>Sicalis flaveola</i> , <i>Thraup.</i>

1 In previous reporting cycles, this indicator was limited to ArcelorMittal Tubarão and focused solely on species, without providing a detailed count of the total number. However, in this cycle, the scope was expanded to include the Serra Azul and Andrade areas.

2 Tubarão: With regard to critically endangered, endangered and vulnerable species of flora and fauna in the ArcelorMittal Tubarão area, the 2022 fauna and flora survey was used.

3 Serra Azul: The region is under intense analysis with three terrestrial and one aquatic monitoring. Specifically, 16 mammal species have been identified, with three considered endangered. For birds, 135 species were recorded, with one near endangered, while 36 species of herpetofauna. This survey comprises data from 2021 to 2023, showing significant biodiversity, including species at risk.

4 Mina do Andrade: Located in a region with remnants of Semideciduous Seasonal Forest, the Mina do Andrade area is impacted by mining, domestic animals and roads. Despite these impacts, biodiversity is remarkable, with 21 mammal species observed in 2023. Previous studies suggest an even greater presence, totaling 36 identified species. The data suggest that local biodiversity could improve with ongoing monitoring efforts.

5 For the little concern category, the species column will be presented by genus.

MM1. Amount of land (owned or managed) disturbed or rehabilitated – The amount of land owned or leased, used for productive or extractive activities and which has been altered or rehabilitated, totals 189.56 hectares.

Climate change

SASB EM-MM-110a.2. Discussion of the long- and short-term strategy or plan for managing scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets – In July 2021, the ArcelorMittal Group launched the “Climate Action Report 2”, committing to reduce the intensity of CO₂ and scopes 1 and 2 emissions by 25 percent by 2030 and to achieve carbon neutrality across all its sites by 2050, based on the year 2018. Strategies for managing greenhouse gas emissions are being consolidated in the CO₂ Master Plans developed for each segment.

GRI 305-1. Direct (Scope 1) GHG emissions

Direct greenhouse gas emissions (tCO ₂ equivalent) ^{1,2,3,4} GRI 305-1, SASB EM-MM-110a.1			
Scope 1	2021	2022	2023
Generation of electricity, heat or steam	405,476.23	475,304.86	427,474.03
Physico-chemical processing	16,268,159.53	16,240,174.45	21,531,630.18
Transportation of materials, products, waste, employees and passengers	58,545.39	62,107.18	72,773.88
Agricultural activities	-	-	3,676.75
Total gross CO ₂ e emissions	16,732,181.15	16,777,586.49	22,035,554.84
Biogenic emissions of CO ₂ e	472,550.11	509,937.36	711,092.50

¹ Gases included: CO₂, CH₄ and N₂O.

² In the previous cycle, emissions were consolidated based on shareholding. However, the correct approach is consolidation based on operational control, considering all crude steel production units, iron ore extraction, and charcoal production from renewable eucalyptus forests, as well as a transformation unit with production exceeding 1Mt/year. These units are considered to correspond to more than 95 percent of the organization's emissions. Therefore, emissions from non-production units (offices, health centers, etc.) are excluded from the inventory, as well as processing units (rolling mills, wire drawing mills) with production capacity lower than 1Mt/year. Furthermore, in 2023, a new category was introduced, agricultural activities.

GRI 2-4

³ ArcelorMittal adopts emission factors from the World Steel Association and the Brazilian GHG Protocol Program, complemented by laboratory analyses (Tier 3) for specific raw materials. The gases’ Global Warming Potentials (GWP) follow the IPCC AR⁵ guidelines 2013, as specified in the Group’s document Basis of Reporting.

⁴ There were significant changes in emissions, specifically due to the acquisition of Companhia Siderúrgica Pecém (CSP), renamed Pecém Unit in 2023. The reporting period considered for the Unit was March to December 2023 (from the acquisition).

GRI 305–2. Indirect (Scope 2) GHG emissions from energy acquisition

Indirect (Scope 2) GHG emissions (tCO ₂ equivalent) ^{1, 2, 3, 4, 5} GRI 305–2			
	2021	2022	2023
Scope 2	126,110.57	76,243.20	45,264.91

¹ Gases included: CO₂.

² In the previous cycle, emissions were consolidated based on shareholding. However, the correct approach is consolidation based on operational control, considering all crude steel production units, iron ore extraction, and charcoal production from renewable eucalyptus forests, as well as a transformation unit with production exceeding 1Mt/year. These units are considered to correspond to more than 95 percent of the organization's emissions. Emissions from non-production units (offices, health centers, etc.) are excluded from the inventory, as well as processing units (rolling mills, wire drawing mills) with production capacity lower than 1 Mt/year. Furthermore, in 2023, a new category was introduced, agricultural activities. [GRI 2–4](#)

³ ArcelorMittal adopts emission factors from the World Steel Association and the Brazilian GHG Protocol Program, complemented by laboratory analyses (Tier 3) for specific raw materials. The gases' Global Warming Potentials (GWP) follow the IPCC AR5 guidelines 2013, as specified in the Group's document Basis of Reporting.

⁴ There were significant changes in emissions, specifically due to the acquisition of Companhia Siderúrgica Pecém (CSP), renamed Pecém Unit in 2023. The reporting period considered for the Unit was March to December 2023 (from the acquisition).

⁵ ArcelorMittal's emissions calculation methodology follows the European standard EN 19694, and is applied to all of the group's facilities. Data is collected from production units using a model that requires detailed information on material consumption, energy usage, and utility consumption. Furthermore, in 2023, ArcelorMittal's Monlevade unit received 252,127 MWh of hydroelectric power from the Guilman-Amorin HPP, which has an emission factor of CO₂ considered null.

GRI 305–3. Other indirect (Scope 3) GHG emissions

Other indirect GHG emissions (tCO ₂ equivalent) ^{1, 2, 3, 4} GRI 305–3			
Scope 3 (upstream)	2021	2022	2023
Purchased goods and services	4,779,270.82	4,310,243.01	5,303,992.13
Transportation and distribution (upstream)	576,027.36	521,687.93	714,663.57
Total	5,355,298.18	4,831,930.94	6,018,655.70

¹ Gases included: CO₂, CH₄ and N₂O.

² ArcelorMittal adopts emission factors from the World Steel Association and the Brazilian GHG Protocol Program, complemented by laboratory analyses (Tier 3) for specific raw materials. The gases' Global Warming Potentials (GWP) follow the IPCC AR⁵ guidelines 2013, as specified in the Group's document Basis of Reporting.

³ In the previous cycle, emissions were consolidated based on shareholding. However, the correct approach is consolidation based on operational control, considering all crude steel production units, iron ore extraction, and charcoal production from renewable eucalyptus forests, as well as a transformation unit with production exceeding 1Mt/year. These units are considered to correspond to more than 95 percent of the organization's emissions. Therefore, emissions from non-production units (offices, health centers, etc.) are excluded from the inventory, as well as processing units (rolling mills, wire drawing mills) with production capacity lower than 1Mt/year. Furthermore, in 2023, a new category was introduced, agricultural activities. [GRI 2–4](#)

⁴ There were significant changes in emissions, specifically due to the acquisition of Companhia Siderúrgica Pecém (CSP), renamed Pecém Unit in 2023. The reporting period considered for the Unit was March to December 2023 (from the acquisition).

GRI 305-4. Intensity of greenhouse gas emissions (GEE)

GHG emissions intensity ^{1,2} GRI 305-4			
	2021	2022	2023
Total GHG emissions (tCO ₂ equivalent)	16,858,291.72	16,853,829.68	22,080,819.75
Intensity of greenhouse gas emissions	1.51	1.58	1.72

¹ Gases included: CO₂, CH₄ and N₂O.

² There were significant changes in emissions, specifically due to the acquisition of Companhia Siderúrgica Pecém (CSP), renamed Pecém Unit in 2023. The reporting period considered for the Unit was March to December 2023 (from the acquisition).

GRI 305-5. Reductions in greenhouse gas emissions (GEE)

Reductions GEE emissions ^{1, 2, 3, 4} (tCO ₂ equivalent) GRI 305-5			
	2021	2022	2023
Reductions derived from direct emissions (Scope 1)	52,114.43	106,506.11	46,726.44
Reductions derived from indirect emissions from energy acquisition ((Scope 2)	333,880.18	232,029.91	187,219.03
Reductions derived from other indirect emissions (Scope 3)	41,804.06	33,610.74	40,387.12
Total reductions in GHG emissions	427,298.67	372,146.76	274,332.59

¹ The following gases were considered: CO₂ – carbon dioxide, CH₄ – methane and N₂O – nitrous oxide.

² The year 2018 was chosen as the basis for ArcelorMittal Brasil's emissions reduction target. This year was selected because it is the starting point for monitoring strategic projects calculated in accordance with the Clean Development Mechanism methodologies approved by the UNFCCC.

³ As of 2019, the methodology was expanded to include contributions to reducing carbon emissions from projects that aim to reduce the consumption of energy inputs, such as electricity and natural gas.

⁴ Two of these projects are registered as CDM projects, allowing the generation of carbon credits.

GRI 305-7. NOx, SOx, and other significant air emissions

Significant atmospheric emissions (t) ^{1, 2} GRI 305-7, SASB EM-MM-120a.1			
	2021	2022	2023 ²
NO _x	6,141.90	6,378.58	9,328.01
SO _x	11,986.73	12,190.39	15,181.19
Volatile organic compounds (VOC)	5.18	22.39	49.92
Particulate matter (PM)	2,490.98	2,606.92	3,308.55

¹ To compile the information, ArcelorMittal Group's method of reporting atmospheric emissions, as reported in the document Basis of Reporting was considered.

² In 2023, after the acquisition of the unit in Pecém (CE), there was an increase in the number of emission sources and, consequently, in NO_x, SO_x, MP emissions and other atmospheric emissions.

Energy efficiency

GRI 3-3. Material topic management - Energy efficiency – Responsibilities for the material topic are designated to specific positions, including the General Management of Sustainability, the ESG, Innovation, Technology, and Business Transformation Department, the General Management of Strategy and Industrial Innovation, and the General Management of Energy, Gases, and Raw Materials. These roles are held by managers and specialists who are dedicated to the topic.

GRI 302-1. Energy consumption within the organization

Fuel consumption (GJ) ^{1, 2} GRI 302-1			
Non-renewable sources	2021	2022	2023
Anthracite	1,595,373.00	842,731.29	2,202,039.67
Compressed air	866,290.26	872,844.22	844,368.94
Argon ¹	21,691.60	22,280.15	26,904.00
Coal for coking	108,053,881.88	112,910,348.74	159,819,986.38
Coal for PCI	55,003,876.88	51,110,926.17	65,210,882.43
Natural gas	5,223,642.13	8,314,390.54	7,641,883.82
LPG	24,600.64	38,451.57	26,430.80
Nitrogen ¹	1,727,932.69	1,714,143.51	2,131,458.91
Diesel fuel	968,513.33	1,180,296.70	1,119,926.95
Oxygen ¹	7,530,185.16	7,262,107.56	9,002,871.92
External coke	11,192,781,779.55	6,150,802.42	3,985,436.07
Petroleum coke	817,562.66	591,881.22	1,240,458.18
Total	11,374,617,349.78	191,013,226.09	253,252,648.07
Renewable sources	2021	2022	2023
Charcoal	3,494,910.60	3,948,614.01	3,871,388.61
Charcoal for PCI	717,800.67	968,540.88	942,113.05
Total	4,212,711.27	4,917,154.89	4,813,501.66

¹ The compilation of information on greenhouse gas emissions and energy consumption of the ArcelorMittal Group follows the methodology described in the document Basis of Reporting, based on the recommendations of the World Steel Association (WSA). This document outlines the conversion factors used, which comply with international and regional standards. It also incorporates local values for Carbon Content and Lower Calorific Value (LCV) of certain materials, determined through laboratory analysis. However, the energy equivalents of lime and limestone were omitted, as these are not considered in the methodologies for consolidating national inventories.

² In 2023, the acquisition of the Pecém unit, in Ceará, in March, resulted in an increase in the total consumption of fossil fuels, including anthracite, mineral coal for coking and charcoal used in Lower Calorific Value (LCV).

Energy consumed (GJ)^{1, 2} GRI 302-1

	2021	2022	2023
Electricity purchased	26,395,413.12	25,883,430.73	23,906,540.15
Self-generated electricity	14,815,146.56	14,803,659.10	12,165,543.84
Total	41,210,559.67	40,687,089.83	36,072,083.99

¹ The compilation of information on greenhouse gas emissions and energy consumption of the ArcelorMittal Group follows the methodology described in the document Basis of Reporting, based on the recommendations of the World Steel Association (WSA). This document outlines the conversion factors used, which comply with international and regional standards. It also incorporates local values for Carbon Content and Lower Calorific Value (LCV) of certain materials, determined through laboratory analysis. However, the energy equivalents of lime and limestone were omitted, as these are not considered in the methodologies for consolidating national inventories.

² In 2023, the acquisition of the Pecém unit, in Ceará, in March, resulted in an increase in the total consumption of fossil fuels, including anthracite, mineral coal for coking and charcoal used in Lower Calorific Value (LCV).

Energy sold (GJ)^{1, 2} GRI 302-1

	2021	2022	2023
Electricity	8,696,754.62	8,634,253.95	13,095,485.00
Total	8,696,754.62	8,634,253.95	13,095,485.00

Total energy consumed (GJ)^{1, 2} GRI 302-1

	2021	2022	2023
Fuels from non-renewable sources	181,015,987.68	184,268,520.45	253,252,648.07
Fuels from renewable sources	4,212,711.27	4,917,154.89	4,813,501.66
Energy consumed ²	41,210,559.67	40,687,089.83	36,072,083.99
Energy sold	8,696,754.62	8,634,253.95	13,095,485.00
Total	217,742,503.99	238,507,019.12	244,970,664.73

Water, effluents and waste

GRI 303-3 (2019). Water withdrawal

Total volume of water withdrawn, by source (ML) ^{1, 2} GRI 303-3			
	2021	2022	2023
Surface water (Total)	10,658.88	22,974.62	34,335.79
Freshwater (>1000 mg/l total dissolved solids)	10,658.88	22,974.62	34,335.79
Groundwater (Total)	3,464.59	3,819.37	3,815.48
Freshwater (<1000 mg/l total dissolved solids)	3,464.59	3,819.37	3,815.48
Marine water (Total)	350,307.69	374,875.31	330,089.37
Freshwater (<1000 mg/l total dissolved solids)	350,307.69	374,875.31	330,089.37
Third-party water (Total)	16,783.72	1,087.28	1,066.53
Freshwater (<1000 mg/l total dissolved solids)	16,783.72	1,087.28	1,066.53
Directly collected rainwater	2,801.33	1,151.60	0
Total	384,016.20	403,908.18	369,307.17

¹ Data from all units in the Flat, Long (including mining and BioForests) and Belgo Arames segments were compiled. There are was no withdrawal in water stress areas. [SASB EM-MM-140a.1](#)

² In 2023, the acquisition of the Pecém unit, in Ceará, in March, resulted in an increase in the total consumption of fossil fuels, including anthracite, mineral coal for coking and charcoal used in Lower Calorific Value (LCV).

GRI 303-4 (2019). Water discharge

Total volume of water discharged, by destination (ML) ^{1, 2} GRI 303-4			
	2021	2022	2023
Surface water	641.57	1,088.20	855.34
Groundwater	25.24	30.1	114.13
Marine water	346,185.96	371,539.82	331,819.34
Third-party water	150.91	263.52	388.83
Total	347,003.68	372,921.64	333,177.64

¹ Data from all units in the Flat, Long (including mining and BioForests) and Belgo Arames segments were compiled.

² The reduction in marine water discharge is due to the variation in steel production at the Tubarão unit (ES).

GRI 306-3 (2021). Waste generated

Total Waste generated, per composition (t) ^{1, 2} GRI 306-3			
	2021	2022	2023
Hazardous waste	145,588.72	249,535.21	215,252.72
Non-hazardous waste	6,519,975.04	7,978,730.95	9,454,548.63
Total	6,665,563.76	8,228,266.16	9,669,801.35

¹ Data from all units in the Flat, Long (including mining and BioForests) and Belgo Arames segments were compiled.

² In 2023, with the acquisition of the Pecém unit (CE) that took place in March, there was an increase in the total amount of waste generated.

GRI 306-4 (2021). Waste not intended for end disposal

Total waste diverted from disposal, by recovery operation, in metric tons ^{1, 2, 3} (t) GRI 306-4						
	2022			2023		
Non-hazardous waste	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)
Preparation for reuse	0	194,137.83	194,137.83	0	518,938.11	518,938.11
Recycling	2,139,650.14	4,920,981.18	7,060,631.32	2,468,903.06	6,008,240.90	8,477,143.96
Total	2,139,650.14	5,115,119.01	7,254,769.15	2,468,903.06	6,527,179.01	8,996,082.07
Hazardous waste	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)
Preparation for reuse	0	372.72	372.72	0	12,329.62	12,329.62
Recycling	20,109.78	125,736.50	145,846.28	1,243.21	154,206.66	155,449.87
Total	20,109.78	126,109.22	146,219.00	1,243.21	166,536.28	167,779.49
Total directed to disposal	2,159,759.92	5,241,228.23	7,400,988.15	2,470,146.27	6,693,715.29	9,163,861.56

¹ Data from all units in the Flat, Long (including Mining and BioForests) and Belgo Arames segments were compiled.
² The calculation baseline used is Data Collection - Waste for the steel and mining production units and specific spreadsheets for the BioForests and Belgo Arames units.
³ The calculation methodology is based on waste mapping, source reduction, recycling and reuse, hazardous waste management, cost characterization and analysis, monitoring technologies and regulatory compliance.

GRI 306-5 (2021). Waste intended for end disposal

Total waste directed for final disposal, by recovery operation, in metric tons ¹ (t) GRI 306-5						
2022				2023		
Non-hazardous waste	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)
Incineration with energy recovery	0	5,719.02	5,719.02	0	3,669.97	3,669.97
Incineration without energy recovery	0	20.35	20.35	0	1.84	1.84
Landfill	29.07	717,873.40	717,902.47	26.50	454,768.26	454,794.76
Temporary storage for final disposal	0	319.96	319.96	0	0	0
Total	29.07	723,932.73	723,961.80	26.50	458,440.07	458,466.57
Hazardous waste	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)	Within the organization / Onsite (t)	Outside the organization / Offsite (t)	Total (t)
Incineration with energy recovery	0	1,968.64	1,968.64	0	2,100.39	2,100.39
Incineration without energy recovery	0	480.02	480.02	0	161.27	161.27
Landfill	0	100,824.83	100,824.83	0	45,057.21	45,057.21
Temporary storage for final disposal	0	42.72	42.72	0	154.36	154.36
Total	0	103,316.21	103,316.21	0	47,473.23	47,473.23
Total waste directed to disposal	29.07	827,248.94	827,278.01	26.50	505,913.30	505,939.80

¹ Data from all units in the Flat, Long (including Mining and BioForests) and Belgo Arames segments were compiled.

MM3 Total amounts of sterile, tailings and sludge and their associated risks

Total amounts of sterile, tailings and sludge (t) MM3			
	2021	2022	2023
Sterile	6,301,578.00	5,514,161.00	8,370,277.00
Tailings	524,221.00	1,489,703.38	1,705,059.85
Sludge	514.88	460.48	1,055.54
Total	6,826,313.88	7,004,324.86	10,076,392.39

Social responsibility

Employees

Employees by employment contract and region ¹ GRI 2-7									
2021				2022			2023 ²		
Region	Fixed-term contract	Indefinite term	Total	Fixed-term contract	Indefinite term	Total	Fixed-term contract	Indefinite term	Total
North	0	18	18	0	21	21	0	23	23
Northeast	1	591	592	0	565	565	3	3,123	3,126
Midwest	0	102	102	0	100	100	0	111	111
Southeast	18	15,404	15,422	3	15,714	15,717	2	15,395	15,397
South	0	682	682	0	812	812	0	844	844
Total	19	16,797	16,816	3	17,212	17,215	5	19,496	19,501

¹ Employees of ArcelorMittal and its affiliated companies adhere to the legally established working hours. The total number of employees is counted by the SAP ECC system, HR module, covering all registered employees, with data up to the end of the reporting period.

² No significant fluctuations in employee numbers were noted, except at the Belgo unit, where there was a decrease due to adjustments made in production within the Wires segment.

Employees by employment type and gender^{1, 3} GRI 2-7

2021				2022			2023 ²		
Type of employment	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	14,736	2,037	16,773	14,767	2,417	17,184	16,573	3,309	19,486
Part time	29	14	43	19	12	31	8	0	15
Total	14,765	2,051	16,816	14,786	2,429	17,215	16,581	3,309	19,501

¹ Employees of ArcelorMittal and its affiliated companies adhere to the legally established working hours. The total number of employees is counted by the SAP ECC system, HR module, covering all registered employees, with data up to the end of the reporting period.

² No significant fluctuations in employee numbers were noted, except at the Belgo unit, where there was a decrease due to adjustments made in production within the Wires segment.

³ The classification of working hours as either part-time or full-time was based on the verification of the number of hours worked per week. Full-time work is defined as employment with weekly working hours that exceed 30 hours.

Employees by employment type and region¹ GRI 2-7

2023 ²			
Region	Full time	Part time	Total
North	23	0	23
Northeast	3,126	0	3,126
Midwest	110	1	111
Southeast	844	0	844
South	15,383	14	15,397
Total	19,486	15	19,501

¹ Employees of ArcelorMittal and its affiliated companies adhere to the legally established working hours. The total number of employees is counted by the SAP ECC system, HR module, covering all registered employees, with data up to the end of the reporting period.

² No significant fluctuations in employee numbers were noted, except at the Belgo unit, where there was a decrease due to adjustments in production within the Wires segment.

GRI 2-8. Workers who are not employees

Workers by employee category ¹ GRI 2-8		
	2022	2023
Apprentices	765	978
Interns	1,063	338
Total	1,828	1,316

¹ To determine the number of workers, the Company employed a direct counting methodology that included all employees, both full-time and part-time. The total number of workers is based on data recorded at the end of the reporting period and there were no significant fluctuations in this figure during the reporting period.

Employees by employee category and gender (%) GRI 405-1			
	2023		
	Men	Women	Total
Executive board	80.49	19.51	100.00
Managers	78.39	21.61	100.00
Heads/coordinators	80.79	19.30	100.00
Technicians/supervisors	87.35	12.65	100.00
Administrative	67.76	32.24	100.00
Operational	91.09	8.91	100.00
Total	85.03	14.97	100.00

Employees from underrepresented groups, by employee category (%) GRI 405-1	
2023	
Blacks	50.57
PwDs	54.29
Women	15.00

GRI 404-3. Percentage of employees receiving regular performance and career development reviews

Employee receiving regular performance and career development reviews, by employee category ¹ (%) GRI 404-3		
	2023	
	Men	Women
Executive board	100.00	100.00
Managers	100.00	100.00
Heads/coordinators	100.00	100.00
Technicians/supervisors	96.84	100.00
Administrative	95.88	99.26
Operational	98.72	100.00
Total	97.87	99.83

¹ The organization conducts an annual employee performance evaluation that occurs in cycles and follows specific stages until the final results are obtained.

GRI 401-1. New employee hires and employee turnover

Total number and turnover rate GRI 401-1				
	Total number of new hires		New hire rate	
	2022	2023	2022	2023
By age group				
Aged fewer than 30 years	974	797	30.42	22.21
Aged 30 to 50 years	1,113	944	8.94	6.75
Aged more than 50 years	40	58	2.55	3.03
By gender				
Men	1,503	1,348	10.17	8.13
Women	624	492	25.69	16.82
By region				
North	6	5	28.57	21.74
Northeast	89	342	15.75	10.94
Midwest	14	12	14.00	10.81
Southeast	1,819	1,423	11.57	9.24
South	199	58	24.51	6.87
Total	2,127	1,840	12.36	9.44

Total number and turnover rate ¹ GRI 401-1				
	Total number of dismissals		Turnover rate	
	2022	2023	2022	2023
By age group				
Aged fewer than 30 years	515	585	23.25	19.25
Aged 30 to 50 years	1,263	1,277	9.55	7.93
Aged more than 50 years	236	250	8.81	8.03
By gender				
Men	1,745	1,737	10.98	9.31
Women	269	322	18.38	13.91
By region				
North	5	3	26.19	17.39
Northeast	137	281	20.00	9.96
Midwest	17	7	15.50	8.56
Southeast	1,794	1,767	11.49	10.36
South	61	54	16.01	6.64
Total	2,014	2,112	12.03	10.13

¹ Calculation methodology: [(hired + laid off)/2]/ headcount total

GRI 401-2. Benefits provided to full-time employees that are not provided to temporary or part time employees

At ArcelorMittal Brasil, both full-time and part-time employees receive a range of essential benefits such as life insurance, health and dental insurance plans, as well as maternity and paternity leave for a period longer than legally required. Private pension plans are also widely available. In all its units, ArcelorMittal Brasil ensures that standard benefits form a competitive package and are contemplated in such a way as to guarantee a uniform level of support for all of the Company's employees. Find out more in the chapter on *Attraction, development and retention of people*.

Average hours of training per year per employee by gender ¹ GRI 404-1	
2023	
Total	
Men	23.24
Women	18.99

¹ The data covers all ArcelorMittal units except Belgo Arames, specifically for gender separation, and improvements in data collection are planned for the next cycle.

Average hours of employee training per year per employee by employee category ¹ GRI 404-1	
2023	
Total	
Executive board	13.86
Managers	22.21
Heads/coordinators	16.15
Technicians/supervisors	24.98
Administrative	25.48
Operational	43.82

¹ The data covers all ArcelorMittal units except Belgo Arames, specifically for gender separation, and improvements in data collection are planned for the next cycle.

GRI 404-2. Programs to improve employee skills and provide assistance for career transition –

Some ArcelorMittal Brasil units offer extensive support to employees who are retiring and also to those who have already left. Available programs include pre-retirement planning, extended health benefits, psychological support, financial education, job placement programs, and outplacement counseling.

GRI 407-1. Operations and suppliers where the right to freedom of association and collective bargaining may be at risk –

ArcelorMittal Brasil ensures that it does not have operations that pose risks of violating workers' rights to exercise freedom of association or collective bargaining. This is due to the Company's commitment to the Human Rights Policy, which expressly recognizes freedom of association and the right to collective bargaining. Specifically in relation to service providers operating within the domains of ArcelorMittal Brasil, strict control of the required legal documentation is maintained, ensuring the protection of these rights.

GRI 403-1 (2019). Management method – Occupational health and safety management system

– At ArcelorMittal Brasil, occupational health and safety management complies with a set of legal requirements, such as labor laws, regulatory standards, International Labor Organization (ILO) conventions, civil and penal codes, in addition to meeting licensing, authorization and sectoral regulation requirements. Fundamentally, all these systems are based on internationally recognized standards, mainly ISO 45001, ensuring adherence to the best occupational health and safety practices.

GRI 403-2 (2019). Hazard identification, risk assessment and incident investigation

– At ArcelorMittal Brasil, identifying hazards, assessing risks and investigating incidents are fundamental processes that are consistently applied in all units to ensure health and safety in the workplace. These processes include safety inspections, ergonomic, chemical and physical risk assessments, and accident and incident analysis. The methodology employed involves comprehensive training, qualifications and certifications, in addition to the adoption of clear procedures and guidelines that involve senior management to ensure continued resources and support. Practices for reporting hazards and dangerous situations are uniformly

encouraged across all units, with multiple communication channels available to workers. However, each location may include specific channels such as links on the intranet, online applications or suggestion boxes, always ensuring that there will be no punishment or persecution of those reporting the cases.

GRI 403-3 (2019). Occupational health services

– Occupational health services are essential to establish and maintain a safe work environment in all ArcelorMittal Brasil units and include occupational medical examinations, occupational risk assessment, accident prevention programs, ergonomics education, health and well-being campaigns, health and safety audits, preparation of legal documentation and PPE management. All professionals involved hold the required certifications, including registration with the Ministry of Labor, regional councils of Medicine and Engineering and Agronomy, as well as relevant specializations in areas like occupational medicine and occupational safety engineering. Communication about these services is effective, using channels such as internal communication, *workshops*, training, and online platforms, ensuring worker access and engagement.

GRI 403-4 (2019). Worker participation, consultation and communication with workers regarding occupational health and safety

– At ArcelorMittal Brasil, the active participation of workers in the development, implementation and evaluation of the occupational health and safety management system is a central pillar in all units. The Company prioritizes and encourages active worker participation through various platforms and strategies, including formal health and safety committees, direct communication channels, Daily Safety Dialogue (DDS), monthly safety meetings, and safety feedback systems, such as satisfaction surveys and ombudsman services. Active involvement is essential at every stage of the health and safety process, from risk identification and assessment to implementing control measures and investigating incidents.

It also guarantees that all workers, including full-time and part-time employees, permanent, temporary, and fixed-term staff, as well as third parties, are involved and have access to pertinent health and safety information. This is done through robust internal communication, workshops , training, awareness campaigns, printed materials, corporate e-mails, links on the intranet and online applications. Additionally, health and safety committees, made up of both employers and workers, play a vital role

in monitoring and suggesting improvements to working conditions, investigating accidents, and promoting safety education.

These committees, which include representatives such as the Internal Accident Prevention Committee (CIPA) and specialized technical groups, are fundamental to the health and safety management of ArcelorMittal Brasil. They meet regularly – monthly or weekly, depending on the unit – to discuss and deliberate on critical health and safety issues. These committees play a crucial role in decision-making processes, highlighting the Company's strong commitment to ensuring the safety and well-being of all workers.

The Company also implements policies that empower workers to withdraw from dangerous situations, ensuring that preventive and evacuation measures are clear and accessible. These measures are supported by detailed rules and procedures that are strictly enforced to guarantee the safety of everyone in the workplace. Finally, incident investigations at each facility follow a thorough process that includes evaluating the severity of the incident, identifying the root cause, and implementing corrective actions, with a strong emphasis on documenting and communicating the findings to prevent recurrence.

GRI 403-5 (2019). Worker training on occupational health and safety

– At ArcelorMittal Brasil, training on occupational health and safety is treated as a priority, reflecting the commitment to ensuring a safe and informed work environment for all its workers. Regardless of the type of contract – whether full-time, part-time, permanent, fixed-term, temporary, or third-party employees – the Company ensures that all workers receive adequate training.

The training programs cover a broad range of essential topics, including onboarding for new employees, fall prevention, firefighting, safe chemical handling, ergonomics, first aid, proper use of personal protective equipment (PPE), risk communication, prevention of occupational diseases, safe machinery and equipment operation, working in confined spaces, working at heights, electrical safety, and handling hazardous chemicals. Additionally, training is provided for operating machines and equipment, handling loads, preventing falling objects, operating industrial vehicles, fire prevention in specific workplaces, and emergency procedures. Specific training is also offered on group fatality prevention standards, benzene handling safety, the use of PPE and collective protective equipment (CPE), as well as basic and advanced life support courses (BLS and ACLS), and training for emergency vehicle

drivers, demonstrating a comprehensive and meticulous approach to workplace safety.

These programs are available in both in-person and online formats, ensuring flexibility and accessibility for all workers. This strategy not only complies with legal requirements, but also strengthens the Company's safety culture, promoting a safer and more conscious work environment for everyone.

GRI 403-6 (2019). Promotion of worker health

– In all units, ArcelorMittal Brasil maintains strict compliance with current legislation to guarantee the confidentiality of workers' health information. Measures such as privacy policies, informed consent, restricted access, robust data security, ongoing employee training, regular audits and effective reporting channels are critical to protecting this information. The Company implements a range of programs and initiatives that provide workers with access to medical and health services beyond work-related needs. These efforts are detailed in the chapter ***Safety, health and well-being***.

GRI 403-7 (2019). Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

– ArcelorMittal Brasil employs a systematic and comprehensive approach to preventing and mitigating occupational health and safety impacts directly



related to its business relationships. The Company implements a meticulous mapping of hazards and risks in activities workers conduct in controlled and uncontrolled locations, including internal operations and business partnerships. This mapping is carried out in different scenarios, such as remote work, in the field, at customer and supplier facilities, during business trips, and at facilities controlled by other business partners. The risks associated with activities are documented and managed using tools such as Risk Management Programs (RMP), Hazard Identification and Risk Assessment (HIRA), Preliminary Hazard Analysis (PHA), and Preliminary Risk Analysis (PRA), underscoring the commitment to preventing accidents and occupational diseases.

GRI 403-8 Workers covered by an occupational health and safety management system

Number and percentage of workers GRI 403-8			
		2023	
		Employees	Workers
Total number of individuals		19,501	15,439
Individuals covered by an occupational health and safety management system	Number	19,501	15,439
	Percentage	100.00	100.00
Individuals covered by an occupational health and safety management system who were audited internally	Number	16,919	11,039
	Percentage	86.76	71.50
Individuals covered by an occupational health and safety management system who were audited or certified by an external party	Number	13,977	10,777
	Percentage	71.67	69.80

GRI 403-9 (2019). Work-related injuries –

ArcelorMittal Brasil utilizes a risk identification methodology that includes forming specialized teams, assessing facilities, reviewing documentation, conducting interviews and observations, analyzing chemical products and materials, reviewing regulations and standards, analyzing potential accidents, and prioritizing hazards. The development and implementation of control measures are complemented by ongoing training and awareness, periodic

reviews and effective communication. Types of accidents may include falls, musculoskeletal injuries, vehicle accidents, falling objects, burns, equipment accidents, electrical shock injuries, trauma injuries, accidents at height, and chemical exposure. These incidents reflect a variety of hazards, all previously identified and categorized, demonstrating the effectiveness of the Company's safety management processes.

Work-related injuries ³ GRI 403-9						
2021 ²			2022 ²		2023	
	Employees	Workers ¹	Employees	Workers ¹	Employees	Workers ¹
Number of hours worked	29,168,107	33,353,002	25,531,020	36,156,092	pact	50,563,308
Number of deaths resulting from work-related injuries	0	0	0	1	0	0
Rate of fatalities resulting from work-related injuries	0	0	0	0.03	0	0
Number of serious work-related injuries (excludes fatalities)	8	4	3	4	8	11
Rate of serious work-related injuries (excludes fatalities)	0.27	0.12	0.12	0.11	0.22	0.22
Number of recorded work-related injuries (includes fatalities)	71	70	75	126	97	200
Rate of work-related injuries recorded (includes fatalities)	2.43	2.10	2.94	3.48	2.66	3.96

¹ Workers who are not employees but whose work and/or workplace is controlled by the organization.
² The consolidated information for the years 2021 and 2022 does not include the Belgo unit.
³ The base of the number of hours worked was 100,000.



GRI 403-10 (2019). Work-related ill health -

In 2023, no unit reported deaths related to occupational diseases among employees and workers, with only one case of a mandatory reportable occupational disease among employees, specifically noise-induced hearing loss (NIHL). The Company undertakes a meticulous assessment of the hazards that may result in occupational diseases, covering a wide range of risks, such as chemical, biological, physical, ergonomic, psychosocial, and vibration agents. This assessment is conducted through the identification of tasks and processes, recognition of risk agents, evaluation of exposure, establishment of control measures, continuous monitoring and review, and training and raising awareness among workers.

GRI 416-2. Incidents of non-compliance

concerning the health and safety impacts of products and services -

ArcelorMittal Brasil had a total of 169 cases of non-compliance with laws or voluntary codes in its various units. Specifically, the Contagem Unit recorded 40 cases, all with action plans already established for resolution. ArcelorMittal Vega recorded 57 cases, also with action plans in progress to address each non-conformity. In turn, Belgo Arames reported 72 cases, focused on non-conformities of voluntary codes and safety cases.

Local social investment actions

GRI 203-1. Investments in infrastructure and service support and GRI 413-1. Operations with local community engagement, impact assessments, and development programs

- ArcelorMittal Brasil implements impact assessments and development programs focused on local communities in 100 percent of its operations. The initiatives adopted by the Company are driven by a commitment to social responsibility and sustainability, emphasizing collaborative partnerships, strategic planning,

and open dialogue with communities. One of the most relevant initiatives is the “Novos Caminhos” (New Paths) Socio-Environmental Cooperation Program, which, since 2006, has provided co-products to improve local infrastructure having benefited 68 municipalities with more than five million tons of materials.

In 2023, ArcelorMittal Brasil demonstrated a robust commitment to the development of the communities where it operates, having invested in social, cultural and infrastructure projects. These investments directly impacted more than 695,812 people and indirectly impacted 4,760,575 in various regions of Brazil. The Company stood out in promoting education, health, culture and community development, implementing innovative projects such as the co-products model for paving in Pecém (CE) and extensive support through the STEAM League program, in addition to other cultural and sports sponsorships. These efforts are a key component of ArcelorMittal's strategy to strengthen community ties and promote sustainable development, aligned with its corporate social and environmental responsibility guidelines.

The Vega (SC) unit invested in and supported infrastructure and service projects in the communities where it operates. The main highlight was the InterAção 2023 Public Notice

Support, which benefited 11 NGOs in the community of São Francisco do Sul, covering areas such as health, education, community development, sports and culture. The investment totaled BRL 749,479.00, spread over 12 months of sponsorship, directly impacting 3,924 people and indirectly 120,691. The projects promote social development, employability, improvement in quality of life and promotion of education, with no negative impacts.

Another set of investments included sponsorships for institutional events, such as the 9th São Francisco do Sul (SC) Book Fair and the SESI Robotics Tournament, totaling an investment of BRL 302,500.00. These events, which were concluded after 12 months, centered on innovation, education, and local partnerships, and had no negative impacts. Projects supported via the Incentive Law were also significant, with an amount of BRL 471,445.94 invested in cultural and sports initiatives, such as the “RodoCine” Project and the Joinville Dance Festival.

These projects, which benefited 368,439 individuals, aim to preserve the environment, promote social development in the community, and enhance the quality of life. Additionally, donations were made to 16 institutions, totaling BRL 208,265.52, with positive impacts focused on the specific needs of each entity, without

negative effects. These donations supported areas such as culture, sports, and education, encompassing diverse projects that included creative workshops and training in pottery.

The Pecém Unit (CE) undertakes a range of actions and programs with the local community, highlighted by the following figures and results in 2023:

- **CIPP Community Board:** This board holds monthly meetings with 37 leaders, representing 17 communities in the municipalities of São Gonçalo do Amarante and Caucaia. In 2023, eight workshops were conducted focused on leadership and social entrepreneurship, in addition to two strategic meetings with the Company's Board of Directors.
- **“Teia Comunitária” (Community Web) Dialogue Channel:** The Company organized eight community actions with six communities neighboring the unit, including workshops and lectures. In all, 482 people attended 47 community meetings, 334 individuals took part in specific activities, and 190 people participated in an integration event called “Tecendo a Teia” (Weaving the Web).

- **“Porta a Porta” (Door to Door) Dialogue Channel:** 2,696 home and workplace visits were made to residents, 1,109 visits were made to strategic leaders, and 1,741 interactions were recorded in the company's internal system (Radar).
- **“Diálogo Social” (Social Dialogue) Channel** – Contact Us: available 24 hours a day, this Channel began in November 2023, after the completion of the acquisition of the Pecém unit by ArcelorMittal Brasil. The Channel serves as a tool for residents to express their perceptions, concerns, or complaints.
- **Diagnostic Survey:** Between December 1, 2023, and January 5, 2024, a survey was conducted across 78 communities, with 1,386 surveys completed, also involving 14 public facilities.
- **Entrepreneurial Territory:** Focused on training, especially in gastronomy for women in São Gonçalo do Amarante, the program benefited 74 women in four classes during 2023, directly impacting local socioeconomic development and promoting financial independence.

Other socioeconomic development projects and initiatives are presented and described in the chapters *ArcelorMittal Foundation* and *Local social investment actions* of this Report.

GRI 413-2. Operations with local community engagement, impact assessments, and development programs – ArcelorMittal Brasil maintains a strict commitment to environmental management and sustainability, minimizing the negative impacts of its operations on local

Infrastructure investments and services supported (BRL)
GRI 203-1

Own resources¹				Tax incentive		
Initiatives	2021	2022	2023	2022	2022	2023
Education	449,848	2,330,992	2,557,135	0	0	0
Culture	80,145	221,429	733,356	63,414,990	40,519,989	21,968,023
Sports	4,494	831,348	4,662,880	15,237,971	12,800,972	10,980,932
Health	0	540,747	671,332	27,949,969	5,812,865	1,878,828
Corporate philanthropy	1,271,331	1,488,374	3,989,694	12,030,025	0	2,136,449
Others	3,964,475	8,349,602	10,204,122	0	0	0
Total	5,770,293	13,762,493	22,818,518	118,632,955	64,946,692	36,964,232

¹ The data considers the ArcelorMittal Foundation, Tubarão and Vega.

communities. The company's operating units show a continuous commitment to monitoring, controlling, and mitigating any adverse effects, implementing community engagement practices and effective communication strategies to maintain an open and transparent dialogue with affected communities.

At the Tubarão Unit, there are notable negative impacts on the communities of Serra and Vitória in Espírito Santo, including air and noise pollution, as well as increased traffic. The company implements strict mitigation measures for these impacts, which generally have a high reversible capacity. Tubarão also faces potential risks of more serious events, such as explosions and contamination, which are managed with detailed review and mitigation procedures. These impacts are characterized by medium severity and high scale, with a generally short duration and high reversibility, which indicates that mitigation measures can be effectively applied to minimize adverse effects.

In addition to these impacts, there are significant potential risks that are characterized by high intensity, likely long duration, and low reversibility, which amplifies the severity of these risks. To address both actual and potential impacts, the Tubarão Unit follows strict internal procedures that establish requirements for prior impact

analysis and the implementation of mitigation measures. Additionally, the company engages in public consultations and adheres to the requirements of regulatory bodies, ensuring that stakeholders are adequately informed about the processes that may impact them. These practices are in line with current legislation and aim to maintain a transparent and responsible relationship with local communities. Find out more about the investment of more than BRL 1.14 billion until 2013 in the “Evoluir” Program in the chapter *Environmental performance*.

Suppliers

GRI 308-1. New suppliers that were screened using environmental criteria

ArcelorMittal implements stringent environmental criteria when selecting new suppliers, placing particular emphasis on activities deemed critical to the business, such as the supply of iron ore, lime, limestone, pig iron, and scrap. The environmental qualification process for these suppliers involves an initial verification of essential environmental documents, such as environmental permits federal technical registration and negative declaration of

environmental harm. These documents are required for initial registration and subsequent inclusion in the periodic audit cycle.

Qualification criteria include environmental legal compliance, waste management and supply chain traceability. These criteria ensure that only suppliers who comply with the necessary environmental requirements can be registered and continue to be monitored through documentary and on-site audits. This process is aligned with ArcelorMittal's Supplier and Recipient Environmental Management Program, which prioritizes materials with the greatest impact and relevance for steel production, ensuring sustainability and environmental responsibility throughout the supply chain.

New suppliers that were screened using environmental criteria		
GRI 308-1		
	2022	2023
Total number of new suppliers contracted	3,004	4,063
Total number of suppliers selected based on environmental criteria	340	232
Percentage of new suppliers hired based on environmental criteria	11.32%	5.71%

GRI 308-2. Negative environmental impacts in the supply chain and actions taken

ArcelorMittal implements a rigorous assessment of environmental impacts caused by suppliers, focusing on critical areas such as water pollution, waste generation and air pollution, identified as real impacts in 2023. To manage and mitigate these impacts, the company conducts supplier assessments, environmental audits, and establishes strict environmental criteria. It monitors these measures through environmental certifications, ongoing engagement and collaboration, and systematic monitoring. All processes and criteria are designed to ensure that supplier practices are aligned with required environmental standards, focusing on critical raw materials such as iron ore, lime, limestone, pig iron, and scrap. Despite the challenges, in 2023, the company did not terminate any relationships with suppliers for environmental reasons, reflecting the effectiveness of its environmental management initiatives and its commitment to sustainability.



Negative environmental impacts in the supply chain and actions taken GRI 308-2

	2021	2022	2023
Number of suppliers assessed for environmental impacts	294	359	323
Number of suppliers identified as causing actual or potential negative environmental impacts	1,035	666	955
Number of suppliers identified as having actual and potential negative environmental impacts, with whom improvements were agreed as a result of the assessment	3	0	51
Percentage of suppliers identified as having actual and potential negative environmental impacts for whom improvements were agreed as a result of the assessment	1.02%	0%	5.34%
Number of suppliers identified as causing actual and potential negative environmental impacts, with whom relationships were terminated as a result of the assessment	1	0	0
Percentage of suppliers identified as causing actual or potential negative environmental impacts, with whom relationships were terminated as a result of the assessment.	0.34%	0%	0%

GRI 414-1 New suppliers that were screened using social criteria

In 2023, ArcelorMittal selected all 4,063 of its new suppliers based on stringent social criteria, reflecting the company's commitment to sustainability and corporate ethics. This success is attributed to the robust AM Integrity Program, implemented in 2007, which aims to promote an ethical corporate culture aligned with international best practices. This Program is comprehensive for all companies in the ArcelorMittal Group and is detailed in our Code of Conduct and Anti-Corruption Procedure.

ArcelorMittal's Culture of Integrity:
<https://brasil.arcelormittal.com/a-arcelormittal/governanca-transparente/cultura-integridade>

Due diligence is an essential part of this Program, being conducted at the time of contracting trade partners and repeated periodically every three years. During this process, suppliers and service providers are categorized into risk levels based on a global matrix. Depending on the level of risk, specific anti-corruption audits are carried out, some of which are assessed by the Legal department. All partners are required to participate in training on the company's Anti-Corruption Policy, followed by a test that requires a minimum of 70 percent accuracy to pass.

Training material is available on ArcelorMittal's YouTube channel:
<https://www.youtube.com/watch?v=7DILho3sPZg>

Additionally, high-risk partners are required to complete an anti-corruption questionnaire, and all suppliers must comply with the ArcelorMittal Responsible Supply Code. Contracts signed with suppliers include standard anti-corruption clauses, reinforcing the company's commitment to ethical and responsible business practices.

GRI 414-2. Negative social impacts in the supply chain and actions taken

ArcelorMittal conducts rigorous assessments to identify the negative social impacts caused by its suppliers, having assessed 4,063 suppliers in 2023. Of these, 941 were identified as causing or potentially causing negative social impacts, including precarious working conditions, forced labor, child labor exploitation, discrimination, harassment, social inequality, unfair wages, forced displacement, health and safety neglect, environmental degradation and corruption.

To mitigate these impacts, the company proposed improvement agreements with 57 suppliers identified as causing or potentially causing negative effects on the community, achieving 100 percent acceptance of these agreements. There were no contract terminations

for social reasons in 2023, reflecting the success of interventions and continued collaboration with suppliers to improve social practices.

ArcelorMittal supports its actions through a robust Integrity Program, launched in 2007, which promotes an ethical corporate culture aligned with international best practices. The Program is supported by the Code of Conduct and the Anti-Corruption Procedure, with publicly accessible documentation. Due diligence is carried out at the time of hiring and periodically every three years. This process categorizes suppliers based on risk levels, and depending on the classification, anti-corruption audits are conducted, which may include evaluations by the Legal department. All suppliers undergo training in the Anti-Corruption Policy and those at higher risk are required to complete a specific questionnaire.

Additionally, all suppliers must adhere to the Responsible Sourcing Code and contracts containing ArcelorMittal's standard anti-corruption clauses are in place. The company's Supplier Environmental Management Program also verifies the suppliers' commitment to sustainable environmental and social practices, essential for critical materials such as iron ore, lime, limestone, pig iron and scrap, which are audited using criteria that consider the integral sustainability of the business.

GRI 204-1. Proportion of spending on local suppliers

Procurement budget spent with local suppliers ¹ GRI 204-1			
	2021	2022	2023
Percentage of budget spent on local suppliers	73.98%	66.87%	73.00%

¹ Considers Brazil as the local scenario for purchases made abroad and important operational units, considering all units of the organization.

Economic and financial performance

Direct economic value generated (BRL million) GRI 201-1			
	2021	2022	2023
Revenues	86,676	87,515	87,608

Direct economic value distributed (BRL million) ¹ GRI 201-1			
	2021	2022	2023
Operating costs	57,025	65,195	70,359
Employee salaries and benefits	2,602	3,077	3,810
Payments to providers of capital	10,371	6,812	6,838
Payments to government	9,028	7,191	4,297
Donations – Investments in the community	25	99	98
Total	79,052	82,373	85,402

¹ The amounts reported in the 2021 and 2022 cycles under the categories Remuneration of third-party capital and Remuneration of equity were consolidated in the new category Payments to capital providers. GRI 2-4

Direct economic value retained (BRL million) GRI 201-1			
	2021	2022	2023
Direct economic value generated minus Economic value distributed	7,624	5,141	2,206

GRI CONTENT SUMMARY

Statement of Use	ArcelorMittal reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.
GRI 1 used	GRI 1: Fundamentals 2021
Applicable GRI sector standard	Does not apply

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
General disclosures						
The organization and its reporting practices						
GRI 2: General Disclosures 2021	2-1 Organizational details	15, 79				
	2-2 Entities included in the organization's sustainability reporting	79				
	2-3 Reporting period, frequency, and contact point	12				
	2-4 Restatements of information	There was no restatement of information regarding previous years.				
	2-5 External assurance	92, 93, 114				
Activities and workers						
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	15				
	2-7 Employees	100, 101	B.i and B.ii	Information not available.	The information could not be obtained by the time of publication.	8, 10
	2-8 Workers who are not employees	102				8

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
General disclosures						
Governance						
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	36, 37, 80				5, 16
	2-10 Nomination and selection of the highest governance body	80				5, 16
	2-11 Chair of the highest governance body	The Chairman of the Board of Directors of ArcelorMittal Brasil, Benjamin Mario Baptista Filho, does not hold an executive position within the organization. He acts as an independent advisor, responsible for guiding the board in setting the strategic direction and overseeing the organization's executive management.				16
	2-12 Role of the highest governance body in overseeing the management of impacts	37, 41				16
	2-13 Delegation of responsibility for managing impacts	37, 41				
	2-14 Role of the highest governance body in sustainability reporting	12				
	2-15 Conflicts of interest	81				16
	2-16 Communication of critical concerns	41, 43	B	Information not available.	All crucial concerns are assessed and appropriately addressed. However, the total number reported is not tracked, as it does not serve as an indicator of the organization's control.	

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
General disclosures						
Governance						
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	37				
	2-18 Evaluation of the performance of the highest governance body	80				
	2-19 Remuneration policies	xx	All	Confidential information.	Corporate policy and the process for determining compensation involve strategic and business-sensitive information; therefore, we have chosen not to disclose it.	
	2-20 Process to determine remuneration	64				
	2-21 Annual total compensation ratio	xx	All	Confidential information.	As remuneration information involves strategic and business-sensitive information, we have chosen not to disclose it to protect the privacy of those involved.	
Strategy, policies, and practices						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	4				
	2-23 Policy commitments	81				16
	2-24 Embedding policy commitments	82				
	2-25 Processes to remediate negative impacts	86				

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
General disclosures						
Strategy, policies, and practices						
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	43				16
	2- 27 Compliance with laws and regulations	85				
	2-28 Membership in associations	45, 82				
Stakeholder engagement						
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	44, 45				
	2-30 Collective bargaining agreements	All ArcelorMittal employees, representing 100 percent of the workforce, are covered by collective bargaining agreements.				8

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
GRI 3: Material Topics 2021	3-1 Process of determining material topics	12				
	3-2 List of material topics	12				
Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 36, 39, 43, 54, 55, 64, 95				
GRI 201 Economic performance	201-2 Financial implications and other risks and opportunities due to climate change		All	Information not available.	Although ArcelorMittal Brasil has clearly established its objectives for combating climate change, the company continues to prepare a risk and opportunity assessment, in accordance with TCFD guidelines, as requested by CSRD.	
GRI 303: Water and effluents 2018	303-3 Water withdrawal	97				6
	303-4 Water discharge	97				6
	303-5 Water consumption		All	Not Applicable.	Indicator calculated as follows: Total water withdrawn, total water recirculated - effluent, unlike the GRI standard which does not consider the total water recirculated.	6

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Climate change						
GRI 304: Biodiversity 2016	304-1 Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas.	86, 87, 88, 89				6, 14, 15
	304-2 Significant impacts of activities, products, and services in biodiversity	49				6, 14, 15
	304-3 – Protected or restored habitats	49				6, 14, 15
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	90, 91				6, 14, 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92				3, 12, 13, 14, 15
	305-2 Indirect (Scope 2) GHG emissions from energy acquisition	93				3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	93				3, 12, 13, 14, 15

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Climate change						
GRI 305: Emissions 2016	305-4 GHG emissions intensity	94				13, 14, 15
	305-5 Reduction of GHG emissions	94				13, 14, 15
	305-7 NOx, SOx, and other significant air emissions	94				3, 12, 14, 15
Mining Sector Supplement - Effluents and waste	MM3 Total amounts of overburden, rock, tailings, and sludge and their associated risks	100				3, 6, 12
GRI 306: Waste 2020	306-1 Significant actual and potential waste-related impacts	58				3, 6, 11, 12
	306-2 Actions to prevent waste generation and to manage significant impacts	58				3, 6, 11, 12
	306-3 Waste generated by composition	97				3, 6, 12, 15
	306-4 Waste diverted from disposal	98				3, 11, 12
	306- 5 Waste directed to disposal	99				3, 6, 11, 12, 15

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Workplace Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	103				5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	64 and 104				3, 5, 8
GRI 403: Health and safety of work 2018	403-1 Occupational health and safety management system	64 and 105				8
	403-2 Hazard identification, risk assessment, and incident investigation	64 and 105				8
	403-3 Occupational health services	64 and 105				8
	403-4 Worker participation, consultation, and communication on occupational health and safety	64 and 105				8, 16
	403-5 Worker training on occupational health and safety	64 and 106				8
	403-6 Worker access to non-occupational medical and healthcare services	64 and 107				3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64 and 107				8

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Workplace Health and Safety						
GRI 403: Health and safety of work 2018	403-8 Workers covered by an occupational health and safety management system	107				8
	403- 9 Work-related injuries	64 and 108				3, 8, 16
	403-10 Work-related ill health	64 and 109				3, 8, 16
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	63 and 104				4, 5, 8, 10
	404-2 Programs for improving employee skills and career transition assistance	63 and 104				8
	404-3 Percentage of employees receiving regular performance and career development reviews	102				5, 8, 10
Ethics and Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	41 and 84				
	205-2 Communication and training about anti-corruption policies and procedures	41, 82, and 83	A and C	Information not available.	The organization does not have the total number of members of the governance body broken down by region, as well as the total number and number of business partners to whom the anti-corruption procedures and policies have been communicated.	

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Ethics and Integrity						
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Information not available	All	Information not available.	All reports received by ArcelorMittal Brasil during the year are investigated and reported with the utmost confidentiality in accordance with the Reporting Policy.	
GRI 206: Unfair competition 2016	206- 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, the organization did not report any legal actions, either pending or closed, concerning unfair competition, antitrust, or monopoly practices. This result reflects the company's commitment to legal compliance, supported by its Code of Conduct, compliance policies and training, in addition to a robust governance, risk management and internal controls environment.				16
GRI 406: Non-Discrimination 2016	406- 1 Incidents of discrimination and corrective actions taken	Confidential Information	All	Confidential information.	The required information is only available to specific teams within the Company, such as the compliance officer and the Forensics and Internal Audit departments. These areas are independent from the organizational structure established in Brazil and report directly to the ArcelorMittal Group in Luxembourg. This independence is essential so that teams can act with integrity and objectivity.	5, 8

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Governance and compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	114				8, 9
GRI 207: Tax 2019	207-2 Tax strategy governance, control and risk management	84				1, 10, 17
	207- 3 Stakeholder engagement and management of concerns related to tax	45 and 84				1, 10, 17
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	80 and 102				5, 8
	405-2 Ratio of the basic salary and remuneration of women to men	Confidential Information	Confidential Information	The ratio of basic salary of women and men contains strategic and sensitive information for the organization; therefore, we have chosen not to disclose it.		5, 8, 10

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Governance and compliance						
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	74 and 109				
	413-2 Operations with potential significant actual and potential negative impacts on local communities	111				1, 2
GRI 415: Public policies 2016	415-1 Political contributions	ArcelorMittal Brasil does not support or authorize donations to candidates, political parties or any political group.				16
GRI 416: Consumer health & safety 2016	416- 2 Incidents of non-compliance concerning the health and safety impacts of products and services	109				16
Mining Sector Supplement - Biodiversity	MM1 Area of land (owned or leased, used for production or extractive activities) disturbed or rehabilitated	92				3, 6, 12, 14, 15
Mining Sector Supplement - Local communities	MM6 Number and description of significant disputes relating to land use, land acquisition, and involuntary resettlement.	85				1, 2
	MM7 The extent to which grievances about impacts on local communities were raised and resolved through formal grievance mechanisms	85				1, 2

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Governance and compliance						
Mining Sector Supplement – Closure planning	MM10 Number and percentage of operations with closure plans	86				
Mining Sector Supplement – Material administration	MM11 Programs and progress related to materials management		All			9, 13
Innovation and technology						
GRI 3: Material Topics 2021	3–3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 203: Indirect economic impacts 2016	203–1 Investments in infrastructure and service support	74 and 109				5, 9, 11
Supply chain management						
GRI 3: Material Topics 2021	3–3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 204: Procurement practices 2016	204–1 Proportion of spending on locally-based suppliers	43 and 114				8
GRI 308: Environmental assessment of suppliers 2016	308–1 New suppliers that were screened using environmental criteria	112				
	308–2 Negative environmental impacts in the supply chain and actions taken	112 and 113				

GRI Standards	Content	Location	Omission			SDG
			Requirements omitted	Reason	Explanation	
Material topics						
Supply chain management						
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	104				8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	44 and 85				5, 8, 16
GRI 409: Forced labor or similar to slavery 2016	409-1 Operations and suppliers at significant risk for cases of forced or compulsory labor	44 and 85				5, 8
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers that were screened using social criteria	113				5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	113				5, 8, 16
Energy efficiency						
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 36, 39, 43, 54, 55, 64 and 95				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	95 and 96				7, 8, 12, 13
GRI 302: Energy 2016	302-4 Reductions in energy consumption	Information not available	All	Information not available.	The information could not be obtained by the time of publication.	7, 8, 12, 13

SASB CONTENT SUMMARY

Topic	Code	Report metrics	Page and/or Content
Greenhouse gas emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered by emissions-limiting regulations	92
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	92
	EM-MM-120a.1	Air emissions of the following pollutants: CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	94
Water management	EM-MM-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	97
	EM-MM-140a.2	Number of non-compliance cases associated with water quality permits, standards and regulations	At ArcelorMittal Brasil, all incidents of non-compliance with environmental legal requirements, including those related to water quality permits, are carefully documented in the group's 'Environmental Corporate Compliance Database,' in accordance with procedure AM_ENV_PR_004_01 – Environmental Compliance Methodology. However, the specific number of incidents will remain undisclosed due to confidentiality concerns.
Waste and hazardous materials management	EM-MM-150a.1	Total weight of waste, percentage recycled	The total weight of waste is 1,705,059.85 t.

Sustainable Development Goals
1. No poverty
2. Zero hunger
3. Good health and well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation, and infrastructure
10. Reduction of inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice, and strong institutions
17. Partnerships for the goals

ASSURANCE REPORT



**BUREAU
VERITAS**

Independent Verification Statement – Bureau Veritas

Introduction

ArcelorMittal Brasil hired Bureau Veritas Certification Brasil (Bureau Veritas) to conduct an independent verification of its 2023 Sustainability Report (hereinafter the Report).

The information published in the Report is the sole responsibility of the management of ArcelorMittal Brasil. Our responsibility is defined according to the scope below.

Scope of the work

The scope of this verification covered:

- 1. The Standards and Principles¹ of the Global Reporting Initiative™ for Sustainability Reports and refers to accountability for the period from January 1 to December 31, 2023.

Responsibilities of Arcelor Mittal Brasil and Bureau Veritas

The preparation, presentation and content of the Report are the sole responsibility of the management of ArcelorMittal Brasil. Bureau Veritas is responsible for delivering an independent opinion to Stakeholders, in line with the scope of work outlined in this statement.

Methodology

The verification included the following activities:

- 1. Interviews with those responsible for the material topics and the content of the Report;
- 2. Remote audits covering its segments in Brazil: Long Steel; Flat Steel; BioForests; Mining; Shared Services and Information Technology;
- 3. Remote verification of corporate and operational processes (verification of GRI material indicators and information sampling);
- 4. Review of documentary evidence provided by ArcelorMittal Brasil for the period covered by the Report (2023);

- 5. Assessment of systems used to compile data;
- 6. Review of stakeholder engagement activities developed by ArcelorMittal Brasil;
- 7. Assessment of the system used to determine the material topics presented in the Report, considering the context of sustainability and scope of the information published.

The verification level adopted was Limited, in accordance with the requirements of standard ISAE 3000², incorporated into Bureau Veritas' internal verification protocols, which bring certain restrictions with regard to data accuracy.

Exclusions and limitations

Excluded from this verification was any assessment of information related to the following:

- Activities outside the reported period;
- Position statements (expressions of opinion, belief, objectives or future intentions) by ArcelorMittal Brasil;

- Accuracy of economic and financial data contained in this Report, extracted from financial statements, verified by independent auditors;
- Inventory of greenhouse gas emissions (GEE).

The following limitations were applied to this verification:

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

¹ Materiality, Stakeholder Inclusion, Sustainability Context, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability

² International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information

Opinion on the report and the verification process

- The ArcelorMittal Brasil Report is made up of a complete edition, available on the company's website. The scope of our verification covered the 2023 data and indicators on the material topics presented in this publication;
- ArcelorMittal Brasil presents its Report based on the material topics reviewed in a materiality study conducted in 2022. In our understanding, the topics continue to reflect the impacts of ArcelorMittal Brasil's activities in a balanced manner; however, materiality should be updated;
- It is our understanding that the ArcelorMittal Brasil Sustainability Report presents the impacts of the company's activities in a balanced way;
- ArcelorMittal Brasil demonstrated an adequate data collection and compilation method in relation to the GRI Reliability Principle;

→ The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

Conclusion

As a result of our verification process, we concluded that:

- The information provided in the Report is balanced, consistent and reliable;
- ArcelorMittal Brasil has established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report.

Declaration of Independence and Impartiality

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 190 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to preventing conflicts of interest.

The verification team has no tie with ArcelorMittal Brasil other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification conducted by our team.

The team that conducted this verification for ArcelorMittal Brasil possesses extensive expertise in verifying information and systems related to environmental, social, health, safety, and ethics issues. This knowledge, combined with their experience in these areas, enables a clear understanding of the presentation and verification of effective corporate responsibility practices.

CONTACT

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São Paulo, July 2024.



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