

2024 Sustainability Report ArcelorMittal



ArcelorMittal



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Introduction





Message from the Management

GRI 2-22

Looking back at 2024, we at ArcelorMittal Brasil take pride in the achievements and progress that have elevated our company to a new standard of operational excellence.

Safety, a non-negotiable value for us, remained our absolute priority. In 2024, we conducted a comprehensive audit, deepening our analysis of our policies and practices across the Group to strengthen our safety culture and actions. As a result of this work, we identified a set of new recommendations and improvement opportunities that are already being put into practice. All aspects of how we manage and practice safety in our operations are constantly evolving so that our employees and third parties adopt the same standards, rules, and policies, always keeping this value as a top priority.

Aligned with our business strategy, the 2024 expansion of the Vega Unit—designed with sustainability principles—boosted our production capacity for cold-rolled and coated steel.

We launched major solar energy production projects and advanced our strategic investment planning, marking the largest investment in the history of Brazil's steel industry, with projected resources of approximately BRL 25 billion between 2021 and 2028.

Our operational and financial results surpassed expectations for the year, driven by the strong performance of the domestic steel industry, a well-structured market strategy, the development of new products, and the cohesion of our teams in pursuing productive excellence and enhanced process efficiency. This performance is also due to the dedication of our approximately 20,000 employees in Brazil, whose decisive contributions helped ArcelorMittal earn prestigious recognition, including the 'Company of the Year' award from Época Negócios 360°, a benchmark in the productive sector.

In 2024, ArcelorMittal Brasil produced 15 million tons of steel, up 3.8 percent compared to the previous year.

The total sales volume was 15.1 million tons, a growth of 5.2 percent over 2023, with 55.5 percent of sales in the domestic market and 44.5 percent of exports.

Consolidated net revenue, however, dropped 4.7 percent, to BRL 66.6 billion. Net profit was BRL 2.3 billion, down 39.7 percent compared to the previous year, due to the increase in financial expenses in 2024. EBITDA was BRL 9.1 billion, 2 percent less than in 2023, resulting in an EBITDA margin of 14 percent on net revenue, slightly higher than the 13 percent recorded in the previous year.

In 2024, ArcelorMittal Brasil produced 15 million tons of steel, up 3.8 percent compared to the previous year

Highly relevant deliveries were made throughout 2024, with emphasis on the expansion of the Vega unit in Santa Catarina

Investments

ArcelorMittal is currently the largest steel producer in Brazil and a leader in the global market, with 127,000 employees worldwide. Reflecting ArcelorMittal Group's confidence in and commitment to its Brazilian operations, the company continued to advance the largest investment plan in the country's steel sector. The plan includes the expansion of steel production and iron ore extraction units, the purchase of the Pecém unit located in Ceará (CE) and investments in renewable energy projects.

In Brazil, the company has industrial units in eight states – Minas Gerais, Espírito Santo, Rio de Janeiro, Santa Catarina, Ceará, Bahia, São Paulo and Mato Grosso do Sul – including a network of distribution and service centers across the country.

ArcelorMittal Brasil's investment package included the acquisition of the Pecém unit, completed in 2023, a transaction worth BRL 11.2 billion. In 2024, for the first time, the unit reported its full operational and financial results for a 12-month period, establishing itself as a strategic asset in the company's portfolio in Brazil.

Throughout 2024, we achieved highly significant milestones, most notably the inauguration of the Vega Unit expansion in São Francisco do Sul (SC), which received an investment of BRL 2 billion. The strategic importance of the CMC (Cold Mill Complex) project for ArcelorMittal was highlighted by the presence of Lakshmi Mittal, Chairman of the Board of Directors of the ArcelorMittal Group, at the inauguration ceremony for the expansion works in November 2024. On that same occasion, the ArcelorMittal Group executive also visited the Pecém unit, a plate producer located in Ceará, and the Serra Azul Mine, an ore extraction plant in Minas Gerais.

The CMC (Cold Mill Complex) Project, implemented at the Vega unit, represented a significant milestone for ArcelorMittal Brasil in 2024. The initiative introduced a new continuous steel galvanizing and annealing line, raising the plant's installed capacity from 1.6 million to 2.2 million tons annually.

In addition to increasing production capacity, the project also enhanced the portfolio of high value-added products

in the coated and cold-rolled flat steel segment. A key highlight is the launch of Magnelis® production—an exclusive coated steel known for its superior corrosion resistance—which is now being manufactured for the first time outside ArcelorMittal's European facilities, underscoring the Brazilian operation's leadership on the global stage.

The recently opened expansion of the Sabará (MG) unit, which included the installation of a new wire drawing line at a cost of BRL 144 million, will increase supply capacity for the automotive industry, with a focus on high added value products.

Investments in the Barra Mansa (RJ) unit are underway, amounting to BRL 1.6 billion, aimed at installing a new rolling line and modernizing the steel mill. At the same time, the expansion and construction of a new ore processing plant at the Serra Azul Mine (MG) is underway, with additional investments of BRL 3 billion.

At the João Monlevade (MG) unit, the investment plan was revised, resulting in the cancellation of the expansion initially planned for the site. However, Rolling Mill 3 – an integral part of the original project – had already been completed and began operations in 2022, doubling the unit's rolled steel production capacity. Considering the BRL 800 million investment already made, along with the planned BRL 600 million for the future renovation of the blast furnace and BRL 1.3 billion for plant modernization, the João Monlevade unit will have received a total of BRL 2.7 billion in investments by the end of the 2021–2028 cycle.

New fronts for strategic investment

In addition to its ongoing BRL 25 billion investment program in Brazil, in early 2025 the company announced a new investment plan of between BRL 3.8 billion and BRL 4 billion for its Tubarão (ES) unit. The project encompasses the installation of a new cold rolling line and a coating line, marking one of ArcelorMittal's most significant initiatives and reinforcing the execution of its strategic plan in Brazil.

The technical feasibility studies have been completed and the project is currently being processed by the

ArcelorMittal Group's internal committees. Construction is expected to last approximately three years after the completion of this stage. The new line will allow the Tubarão unit to expand its production chain and increase the supply of products with greater added value.

For Minas Gerais, the company announced a new investment plan in March. Investments of BRL 11.5 billion are expected in the state between 2021 and 2028. Key projects include the renovation of the blast furnace and modernization of the João Monlevade unit, as well as upgrades to steel production plants, service facilities, and iron ore mines.

The plan also covers the ongoing investments in the Serra Azul Mine (MG), along with the expansion and modernization of the Sabará (MG) unit and the Belgo Arames industrial plants in Minas Gerais—highlighting the Itaúna unit, where upgrades have already been completed.



Vega Plant

Renewable energy

In August 2024, we announced the installation of two solar power generation plants, located in Minas Gerais and Bahia. The projects will represent a significant contribution to the advancement of ArcelorMittal Brasil's decarbonization plan, strengthening the company's commitment to sustainability and the energy transition.

Investments totaling BRL 1.6 billion are being made through joint ventures established with Casa dos Ventos and Atlas Renewable Energy. These investments are in addition to the BRL 4.2 billion already allocated for the construction of a wind farm in Bahia, also developed in partnership with Casa dos Ventos. With this, the company's investments in renewable energy in Brazil add up to BRL 5.8 billion. The strategy aims to achieve 100 percent use of renewable sources in the electricity mix by 2030.

Innovation

ArcelorMittal Brasil maintains a robust and strategic structure centered on innovation, with established initiatives that seamlessly integrate creativity, technology, and digital transformation. Notable examples include the ArcelorMittal Research and Development Center for South America, located at the Tubarão (ES) unit; Açolab (MG), the world's first open innovation hub in the steel industry, which marked its sixth anniversary in 2024, and the Digital Transformation Program – iNO.VC – which continues to propel the company's digital journey.

ArcelorMittal Sistemas, a technology company within the ArcelorMittal Group, is responsible for developing IT solutions for all units and operations in Brazil and in several countries where the ArcelorMittal Group operates. The commitment to Innovation led to ArcelorMittal Brasil being recognized as the most innovative company in the country in the TOP 100 Open Corps Ranking in 2024.

ESG practices and certifications

ArcelorMittal Brasil organizes its operations and business interests based on solid governance, guided by ethics, transparency and integrity, which encompasses all its units in the country.

Since 2007, the Integrity Program has been responsible for promoting ethical culture and conduct, which goes beyond compliance with current legislation in Brazil. The program reinforces a commitment to universal ethical principles and respect for human rights, actively combats corruption, protects institutional reputation, and ensures unwavering regulatory compliance, reflecting ArcelorMittal Group's values in every country where it operates.





A major achievement for the Brazilian operation, developed throughout 2024 but achieved in early 2025, was the ResponsibleSteel Core Site certification for six new business units: Juiz de Fora (MG), Resende (RJ), Barra Mansa (RJ), Piracicaba (SP), Sabará (MG) and São Paulo (SP). Previously, the Tubarão (ES), João Monlevade (MG) and Vega (SC) units had already achieved certification, successfully maintaining certification

throughout 2024. In addition, the Pecém (CE) unit will undergo an audit process to achieve this certification in 2025.

ResponsibleSteel is one of the leading international ESG certifications, with the mission of being a driving force in the production of responsible steel that encompasses social and environmental contexts on a global scale.

On the biodiversity front, support for the Caiman Project, made possible by the Tubarão (ES) unit, celebrated ten years of work in preserving the

broad-snouted caiman. In an unprecedented partnership between the Federal University of Espírito Santo (Ufes), the state government, the Marcos Daniel Institute (IMD), the Espírito Santo Public Prosecutor's Office (MPES) and ArcelorMittal Brasil, a project was launched to repopulate the species in Itaúnas State Park (ES), with caiman preserved by ArcelorMittal. Furthermore, in another initiative, ArcelorMittal supported, through sponsorship, the inauguration of the Caiman Project Cultural Center, via the Capixaba Cultural Incentive Law.

ArcelorMittal is one of the pioneers in the steel industry in establishing a global commitment to achieve net zero carbon emissions by 2050. To achieve its goals, the company has been making efforts and improvements to its production processes based on five main guidelines:



1) Transforming steel production;



2) Energy transition in steel production;



3) Increased use of scrap and circularity;



4) Production and use of certified renewable energy;



5) Offsetting remaining emissions.

At ArcelorMittal,
the continuous
pursuit of achieving
Zero Accidents is
a priority in the
work environment,
promoting the
constant improvement
of work activities
and processes

Progress has also been made in the project to implement a plant for producing reclaimed water from domestic sewage treatment. Planned in partnership with the Espírito Santo state government, the initiative aims to contribute to reducing the consumption of water taken from the Santa Maria River, promoting greater water security for the region. With investments totaling BRL 1.9 billion, the Tubarão (ES) unit, through the Evoluir Program, implemented advanced atmospheric control technologies, fulfilling the targets set in the Environmental Commitment Agreement (TCA) signed in 2018 with the Espírito Santo state government and the Public Prosecutor's Office. Among the deliveries for 2024, the highlights are the secondary dust removal system for the sintering unit, with the installation of more than 158 new collection points, and the pig iron molding machine. The program fostered a cultural shift that enabled the completion of all proposed actions, resulting in more sustainable processes and an improved quality of life for all.

Safety and care with the people

For ArcelorMittal, workplace safety is a non-negotiable value in all its activities and objectives. Safeguarding the lives of our employees and partners is a fundamental principle, fully aligned with the first of the ArcelorMittal Group's Ten Sustainable Development Guidelines worldwide: "Safe, healthy work with good quality of life for employees."

At ArcelorMittal, the ongoing pursuit of Zero Accidents is a workplace priority, driving continuous improvement of activities and processes through rigorous risk monitoring and control, with a focus on eliminating hazards and preventing accidents and occupational illnesses. Despite all our efforts, we must, with deep regret, report the occurrence of a fatal accident in 2024 involving an employee of a third-party company at the Tubarão (ES) unit.

We reaffirm our commitment to the health and safety of our people through a robust safety policy and program, developed with the support of a global consulting firm, which provides consistent guidelines to sustainably achieve Zero Accidents across all our units.

Journey for inclusion

In terms of people, we continued our Diversity, Equity & Inclusion Program, launched in 2019, in 2024, focusing on four dimensions: Persons with Disabilities, Gender Equity, Race and Ethnicity and LGBTQIA+. One of the results of the DE&I program is the increase in female representation in the workforce, with 23 percent of women in leadership positions, close to reaching the target of 25 percent by 2030. Additionally, Belgo Arames has made a commitment to the Global Refugee Forum to train 400 refugees for the Brazilian job market by 2027.

Social commitment

Through the ArcelorMittal Brasil Foundation, ArcelorMittal is among the country's largest supporters of culture and sports through the use of Incentive Laws. In 2024, the company's social investments reached BRL 45.4 million, of which BRL 16.4 million in own resource contributions and BRL 29 million in incentivized resources. Prioritizing the communities surrounding its operating areas, the company allocates a significant portion of its own and incentivized resources to units that conduct socially responsible initiatives designed to address the specific expectations and needs of our neighbors.

With 36 years of excellence in social work, the ArcelorMittal Foundation remains focused on three priority areas: education, culture, and sports. The Foundation is responsible for managing the company's private social investment with its own resources and incentivized resources, ensuring the maintenance and execution of programs and projects throughout the country.

Among the main initiatives supported by the ArcelorMittal Foundation is the STEAM League strategy (STEAM is an acronym for Science, Technology, Engineering, Arts, and Mathematics), which promotes an interdisciplinary approach.

Other highlights include the "Diversão em Cena" (Fun on Stage) program, which aims to educate audiences for children's theater, and the "Forma e Transforma" (Forms and Transforms) Program, which seeks to increase appreciation of local culture. In the field of sports, in 2024, the Foundation supported projects in 18 different sports, with the direct participation of 11,000 children and young people in 34 municipalities.

Reparation to the community of Pinheiros – Serra Azul Mine – Itatiaiuçu (MG)

In relation to the preventive activation of the Emergency Action Plan for Mining Dams (PAEBM) on February 8, 2019, in the community of Pinheiros, Itatiaiuçu (MG), the company has made significant progress in reaching reparation agreements.

Individual negotiations concluded with 942 agreements signed, representing 97.8 percent of the total eligible families. The TAC 2 agreement was signed in May 2025.

The Downstream Containment Structure (ECJ), a large tailings containment barrier, is in the final stages of construction, which will allow the decharacterization process to begin.

With 36 years of excellence in the social context, the ArcelorMittal Foundation remains focused on three priority areas: education, culture, and sports





Leadership succession at ArcelorMittal Brasil

In March 2025, ArcelorMittal Brasil announced the retirement of its CEO, Jefferson De Paula, who joined the Boards of Directors of both ArcelorMittal Brasil and ArcelorMittal Argentina (Acindar). Jorge Oliveira succeeded Jefferson De Paula as president of ArcelorMittal Brasil, accumulating his current position as CEO of ArcelorMittal Aços Planos LATAM. Everton Negresio took over as CEO of ArcelorMittal Aços Longos LATAM and Mineração Brasil and as Vice President of ArcelorMittal Brasil.

Outlook for 2025

The year 2024 was, therefore, marked by significant achievements and progress, but also by challenges and uncertainties—particularly due to the high and rising volume of steel imports. Although alongside the Brazilian government we have made progress in building an import quota system, the results are still modest and indicate the need for adjustments. Even so, we remain

optimistic about 2025 and the following years, trusting in the growth potential of Brazil and our Group, which has a robust balance sheet and a healthy financial situation.

We will continue to monitor and adjust our plans with caution and confidence, guided by the evolution of key policies, indicators, and market trends. As a centenary company, we will remain present in the lives of the Brazilian people, producing steel to drive the growth of the country, industry, our trading partners, and all stakeholders who share this journey with us.



Jorge Oliveira
President of ArcelorMittal Brasil
and CEO of Aços Planos Latam



Everton Negresio
Vice President ArcelorMittal Brasil,
CEO Aços Longos Latam
and Mineração Brasil

Values of our culture

SUSTAINABILITY



We want to be competitive and prosper in tomorrow's world. This means we need to understand how the world is evolving, not only from an economic and market perspective, but also in terms of social and environmental megatrends that will shape our future. Our strategic thinking must be based on ensuring a competitive position in relation to the competition, but also taking into account society's expectations for a more circular and lower-carbon economy. This will allow us to make the right decisions regarding investment priorities and build a stronger platform for our company. This long-term thinking is essential if we want to ensure continued commercial success and the support of our stakeholders.

SECURITY



Success begins with the safety of all our employees. Every accident is preventable and everyone who works at ArcelorMittal must have this belief. This is at the heart of the supportive safety culture we must achieve across all operations.

QUALITY



Quality is essential to our competitive advantage. We must strive to surpass expectations for our products, processes, and performance by leveraging our extensive operational expertise, sharp business insight, and a relentless drive to innovate and expand the possibilities of steel. We must strive for excellence in everything we do, inspiring our colleagues to develop new ideas and get ahead.

LEADERSHIP



We lead the industry in both production and sales volumes, consistently earning the top ranking from our customers. We have achieved this prominent position as a result of our visionary thinking and our willingness to challenge the *status quo*. In an intensely competitive environment, it is imperative that we continue to demonstrate thought leadership and champion innovative ideas and new ways of operating. We must be open to change, focused on driving innovation and seeking opportunities for transformation. We do not wait for others to show us the way: we find the way. By doing so, we showcase to our stakeholders the meaningful value our company contributes to society.



2024 Highlights



Awards and recognitions received by ArcelorMittal Brasil in 2024

ArcelorMittal Brasil was elected Company of the Year in the Época Negócios 360° ranking, organized in partnership with Fundação Dom Cabral; additionally, it also won first place in the "Mining and Steel Industry" category. In the same ranking, Belgo Arames came in second place in the Mechanics and Metallurgy segment.



Highlighted as the best-placed steel producer in the Valor Econômico innovation ranking, and second in the Mining, Steel and Metallurgy category. Belgo Arames came in third place in the same category.



LatinFinance magazine recognized the Babilônia Complex in the "Loan of the Year" category of the Project & Infrastructure Financing Awards (Pifa).



First place in the TOP 100 Open Corps Ranking. In the same awards, Belgo Arames came in 42nd in the overall ranking, and in sixth in the Mining and Metals category.



In 2024, employees of the Pecém (CE) unit and students from the Federal University of Ceará (UFC), supported by the Pecém unit, won in two categories of the 19th edition of Steel Challenge (International Steel Challenge), organized by the World Steel Association (WSA).



ArcelorMittal's Integrity Program was voted Best of the Year in Compliance at the First Edition of the Leaders League Compliance Summit & Awards Brazil.



Winner of the AB award in the "Company of the Year – Supplier" category during ABX 2024 (Automotive Business Experience), the main event in the automotive industry.



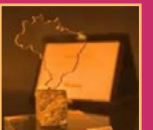
The Tubarão unit received three honors at the Ser Humano Award, granted by the Brazilian Association of Human Resources (ABRH): first place in the Development category, second place in Organizational Excellence, and third place in ESG.

The Tubarão unit was recognized at the LICC 2024 Award, granted by the Government of Espírito Santo, as the second-largest investor in culture in the state through the Culture Incentive Law. The initiative consolidates the company as one of the largest supporters of cultural projects and initiatives. In all, BRL 9.2 million were invested in 22 projects.



Winner in the 14th Research Companies that Best Communicate with Journalists (PEMCJ) in the Steel and Metallurgy category.

Named Mineral Sector Company of the Year 2024 in the "Environmental Governance" category, in recognition of its innovative and sustainable practices in the mineral sector.



Belgo Arames Highlights

Best in Agribusiness:

1st place

in the Agricultural Machinery and Equipment category, of *Globo Rural* magazine's ranking

Top of Mind Agro:

1st place

in the Wires category in a *Revista Rural* survey

Top List Rural:

1st place

Top Rural List, in the Wires category

Belgo Arames is the **only Brazilian producer of greased wire ropes**

certified by the US Post-Tensioning Institute (PTI), recognized worldwide in project specifications

Best Companies

for LGBTQIA+ people to work in Brazil according to the Human Rights Campaign Foundation (HRC): 124 companies participated and, of these, 79 were recognized



About the report

GRI 2-1, 2-2, 2-3, 2-14

ArcelorMittal Brasil presents to stakeholders its **2024 Sustainability Report**, describing the ongoing progress it has made in the company's ESG (Environmental, Social and Governance) initiatives. The company has its administrative headquarters in Belo Horizonte (MG) and has assets and industrial units in eight Brazilian states: **Bahia, Ceará, Espírito Santo, Mato Grosso do Sul, Minas Gerais, Rio de Janeiro, Santa Catarina and São Paulo.**

Throughout 2024, ArcelorMittal Brasil prepared to comply with the new European directive – CSRD (Corporate Sustainability Reporting Directive) – which requires companies in the European Union (EU), as well as qualifying subsidiaries outside the EU, to disclose their environmental and social impacts and explain how their environmental, social, and corporate governance (ESG) practices affect their business. Thus, during this period, the matrix and material topics were also reviewed in a process described below in Materiality. Learn more in [Message from the Management](#) and in [Risk management](#).

In accordance with the best transparency and reporting practices, this document follows GRI universal and thematic standards. The company chose to include GRI Sector Standard indicators for the Mining sector, even though they are not yet mandatory. This early adoption allows for more complete communication about the specific aspects of mining activities and their impacts. The organization also discloses [SASB indicators](#) (from the

Sustainability Accounting Standards Board), related to the Metals & Mining and Iron & Steel sectors. By doing so the aim is to meet the growing demand for standardized and comparable data, especially from investors and market analysts.

The Board of Directors is responsible for reviewing and approving the information presented in this Sustainability Report, as well as validating the organization's material topics.

To provide a more dynamic and enjoyable reading of the narrative of ESG initiatives and their qualitative impacts, technical information and quantitative

data were concentrated in the [Indicator Report](#). This document covers the results achieved by ArcelorMittal Brasil from January 1 to December 31, 2024, including operational and financial data, as well as performance across all three ESG dimensions, and encompasses all controlled units, including Belgo Arames.

The indicator verification process was carried out by the external and independent auditor Bureau Veritas, as detailed in the [Assurance Report](#).



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

An essential component in the evolution of ArcelorMittal Brasil's ESG performance—and in alignment with the new European directive, the CSRD (Corporate Sustainability Reporting Directive)—was the completion, in March 2025, of a review of the materiality study. This process was conducted in accordance with the guidelines of the Global Reporting Initiative (GRI) and the principles of the ResponsibleSteel and Initiative for Responsible Mining Assurance (IRMA) certifications.

The methodology used to update the study involved the following steps: understanding the company's operating context; mapping ESG and financial impacts; assessing the significance of each impact; prioritizing material topics, and conducting validation. The topics identified were evaluated based on criteria such as actual or potential impact, whether positive or negative, duration, intentionality, reversibility, and the location of the impact.

The multistakeholder consultation was conducted through both in-person and online interviews, involving representatives from groups such as senior leadership, shareholders, customers, employees, local communities, external experts, industry organizations, suppliers, government bodies, vulnerable groups, the media, financial institutions, civil society organizations, strategic partners, unions, and outsourced workers.

The financial impacts were identified in workshops with subject matter experts, where risks and opportunities were classified and their potential effects were assessed according to magnitude and probability. After classifying the ESG and financial impacts, the data were averaged to establish the cut-off score for including material topics, also taking into account market practices and steel sector benchmarking.



Material topics were defined at the end of the process, balancing the company's impacts on society and the environment with the financial risks and opportunities for the business. The following table presents the

13 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.



TOPIC	WHY IT MATTERS	RELATED SDGS
Water and effluents	Management of the impacts of operations on water resources involves mapping, monitoring, and directing strategic plans for company use, considering risks and opportunities at each plant, as well as promoting the use of alternative water sources.	3GOOD HEALTH AND WELL-BEING 6CLEAN WATER AND SANITATION 13CLIMATE ACTION
People Management	Initiatives to attract talent, develop skills, and prepare leaders for the future, making efforts to increase overall health and well-being, as well as reduce employee turnover. Compliance with national law and international best practices for dealing with labor issues within the company, compensation policy, and employee benefits.	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 10REDUCED INEQUALITIES
Biodiversity and ecosystems	Promote the preservation and conservation of fauna, flora, and natural resources within the company's area of influence, establishing measures for the restoration of impacted areas, as well as initiatives to maintain and expand spaces dedicated to environmental education and scientific research.	13CLIMATE ACTION 14LIFE BELOW WATER 15LIFE ON LAND
Human Rights	Promotion of Human Rights, grounded in fundamental and civilizing principles and guided by best practices, conventions, and internationally recognized standards, with application to all individuals directly involved in the company's activities.	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 10REDUCED INEQUALITIES
Energy efficiency	Energy management, analysis of energy performance, and implementation of measures to enhance process efficiency, while also prioritizing the use of alternative energy sources.	7AFFORDABLE AND CLEAN ENERGY 9INDUSTRY, INNOVATION AND INFRASTRUCTURE 13CLIMATE ACTION
Governance, ethics and integrity	Promoting ethical and transparent conduct at various levels of the organization, including anti-corruption mechanisms. Strengthening governance in line with best market practices, ensuring regulatory monitoring, compliance with industry legal standards, environmental licensing, and maintaining effective relationships with regulatory and oversight bodies.	10REDUCED INEQUALITIES 16PEACE, JUSTICE AND STRONG INSTITUTIONS 17PARTNERSHIPS FOR THE GOALS
Innovation and technology	Fostering technological innovation across operations by pursuing opportunities for new business ventures, process automation, and the integration of artificial intelligence.	9INDUSTRY, INNOVATION AND INFRASTRUCTURE 17PARTNERSHIPS FOR THE GOALS



TOPIC	WHY IT MATTERS	RELATED SDGS
Climate change and air emissions	Adoption of a climate strategy that includes reducing greenhouse gas (GHG) emissions, mitigating and adapting to climate change. In addition to the management and monitoring of air emissions in accordance with the legislation applicable to the company's activities.	7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Circular Economy (Waste and co-products)	Management aimed at reducing the generation of waste, rejects, and by-products, ensuring proper disposal and promoting a low-carbon circular economy.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Health, well-being and occupational safety	Health and safety management focused on fostering a culture of safety, investing in infrastructure and personal protective equipment, raising awareness of risky activities and behaviors, and ensuring care in the use of materials harmful to health.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Safe and responsible products and services	Quality management focused on exceeding market expectations regarding the safety and responsibility of the company's products and services, ensuring a competitive advantage.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 17 PARTNERSHIPS FOR THE GOALS
Supply chain management	Promote responsible practices from raw material sourcing to customer delivery, fostering sustainability, strengthening customer trust, ensuring operational efficiency, and contributing to a competitive advantage in the global market.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS
Development of local communities	Promote the sustainable development of local communities by valuing inclusion, stimulating the economy, and improving quality of life, thereby strengthening the company's reputation and ensuring the continuity of operations.	5 GENDER EQUALITY 10 REDUCED INEQUALITIES 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



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ArcelorMittal Brasil



Global and local action

GRI 2-1, 2-6 , SASB EM-MM-000.A, SASB EM-IS-000.A



Driven by the purpose of “producing smart steels for people and the planet,” the ArcelorMittal Group is a global leader and the largest steel producer in Brazil and Latin America. With a team of over 120,000 employees, the company operates in 60 countries and has steel production facilities in 15 of them. In 2024, the Group produced 57.9 million tons of crude steel and 42.4 million tons of iron ore.

The group exceeds
production of
57 million tons
of crude steel

Headquartered in Belo Horizonte (MG), ArcelorMittal Brasil operates in eight Brazilian states (MG, RJ, ES, SC, CE, BA, SP, and MS) and, as the majority shareholder of Belgo Arames—the country’s leading steel wire producer—also operates in three states (MG, SP, and BA) through a strategic partnership in Brazil with Bekaert. In addition, the company has joint ventures in other Brazilian states, notably ArcelorMittal Gonvarri, ArcelorMittal Tuper, and Perfilor, with units in Rio Grande do Sul, Santa Catarina, Paraná, and São Paulo, producing specific parts to serve various industrial segments. ArcelorMittal Brasil also has the largest distribution network in the country, which encompasses around 80 units. In the energy segment, it has joint ventures with Casa dos Ventos, in Bahia, and Atlas Renewable Energy, in Minas Gerais.



Check out the map
featuring all units in [Presence in Brazil](#)



Directly employing about 20,000 people, in 2024, 15.3 million tons of crude steel were produced in the country. Of the total marketed, 55.5 percent were directed to the domestic market and 44.5 percent to the foreign market, with the company selling its products to more than 30 countries.

In 2024, with net revenues of BRL 66.6 billion, ArcelorMittal Brasil served sectors including construction, agribusiness, and various industries such as automotive, home appliances, machinery and equipment, shipbuilding, and packaging. Through Belgo Arames, a partnership between the company and Grupo Bekaert, is the leading producer of steel wires for tire reinforcement and the foremost provider of wire solutions in Brazil.

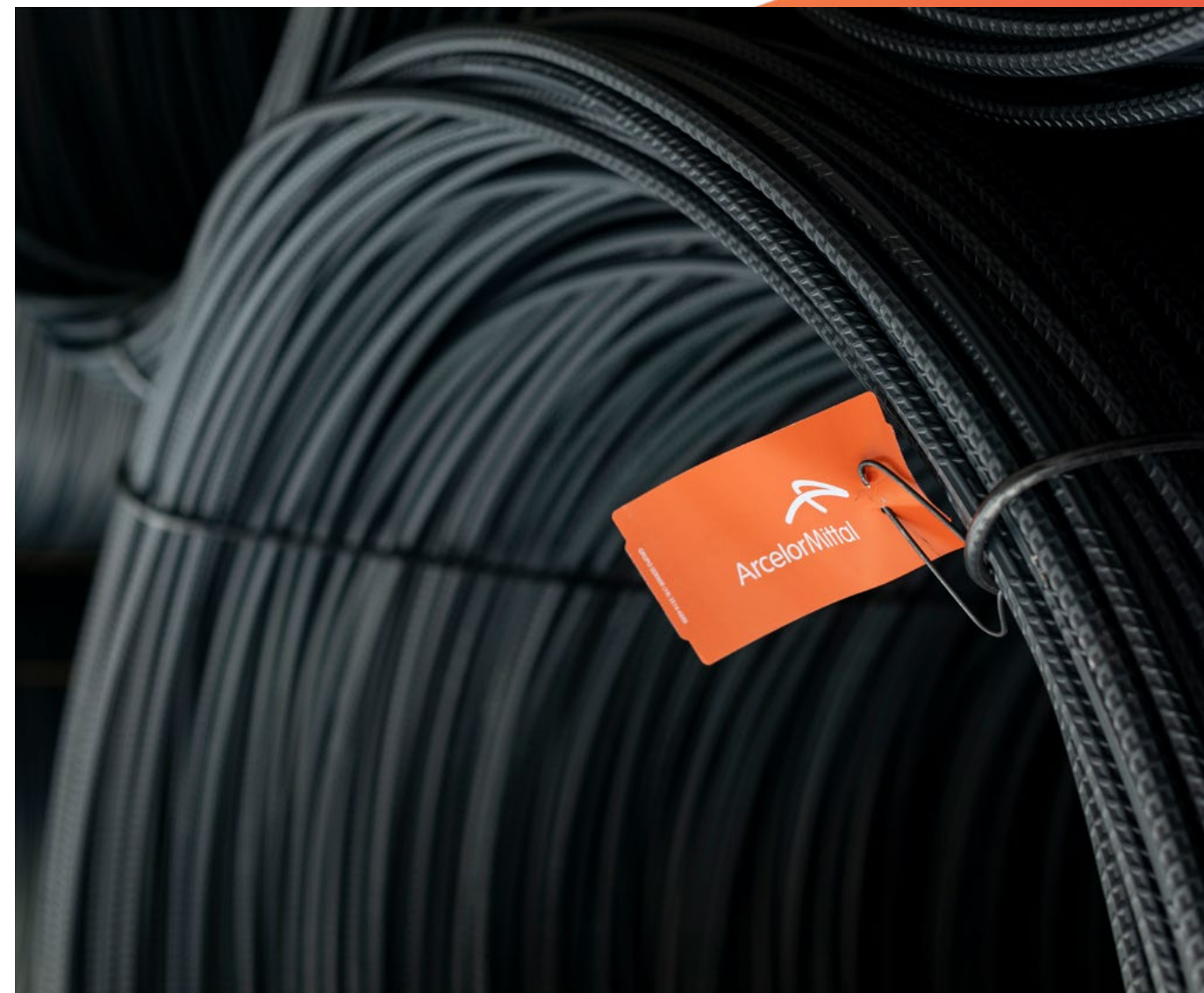
With operational excellence and optimized margins, ArcelorMittal Brasil has a significant share in the Group's overall results. Among other factors, this positive performance stems from the integrated operation of businesses, ranging from upstream activities—ensuring raw materials

through iron ore extraction and charcoal production to supply part of its industry—to downstream processes that transform crude steel into a wide range of products and co-products used across various economic sectors.



Learn more in
[Customer relations](#)

For more details on the Group's
global presence, go to:
corporate.arcelormittal.com/locations





Presence in Brazil

Headquartered in Belo Horizonte, ArcelorMittal Brasil has a national presence and operations in eight states (MG, ES, RJ, SC, CE, BA, SP, and MS), operating in five different business segments, in addition to the ArcelorMittal Foundation, which directs the company's main social investments. To view the location of the units, click each of the topics below:



View preferably in Adobe Acrobat



**Central Administrative Office, ArcelorMittal Sistemas and ArcelorMittal Foundation.*

Business segments



Long Steels

ArcelorMittal Brasil's Long Steels segment offers a diverse range of products, including bars, profiles, rebars, angles, screens, and trusses. These products are distributed through our own stores, distribution centers and e-commerce, serving sectors such as construction and agribusiness. **Belgo Arames**, the leader in steel wire transformation in Brazil, stands out as the result of a partnership with Bekaert. The segment offers solutions for the automotive, energy, telecommunications, and oil and gas markets, among others.



Flat Steels

Flat Steels are offered as plates, rolled (hot and cold) and coated, with a strong presence in the automotive, agricultural, solar energy, construction and home appliance sectors. The operation includes partnerships in three joint ventures: **ArcelorMittal Gonvarri** (PR, RS, and SP) provides flat steel pickling and cutting services; **Perflor** (with Tekno) specializes in roof and façade solutions using coil coating technology, and **ArcelorMittal Tuper** (SC), fully acquired in 2025, operates in the automotive, construction, and oil and gas sectors.



Mining

ArcelorMittal Brasil operates an integrated business model, also working in the extraction of iron ore in Minas Gerais. The **Andrade Mine** (Bela Vista de Minas) and the **Serra Azul Mine** (Itatiaiuçu) have an annual production of 7 million tons of sinter feed and 500,000 of granulated ore. Both use the dry stacking method for waste disposal, eliminating the need for dams, and have approximately 480 million tons in reserves in strategically located sites. The units are certified under the ABNT NBR ISO 45001 and ISO 14001 standards. **SASB EM-MM-000.A, SASB EM-MM-000.B**

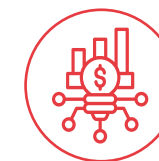


Learn more in
[Customer relations](#)



BioForests

In the **BioForests** segment, the company produces charcoal as a renewable energy source for its industrial operations. With sustainable management certified by FSC® and by the ABNT NBR ISO 45001 and ISO 14001 standards, **ArcelorMittal** aims to achieve self-sufficiency in charcoal production by 2027. The activity began in 1957 and is considered a forest management benchmark.



ArcelorMittal Sistemas

ArcelorMittal Sistemas is responsible for integrating and developing Information Technology (IT) solutions for all ArcelorMittal Brasil units and its subsidiaries in several countries. Its actions are aligned with the company's innovation and digital transformation strategy.



Learn more in
[Technology innovation](#)



Mining



BioForests



Integrated
production



Hybrid
production



Semi-integrated
production



Integrated

Steel is produced through the Basic Oxygen Furnace (BOF) process, which relies on iron ore converted into pig iron using coke – a reducing agent derived from coal.

Semi-
integrated

Steel is produced in electric arc furnace (EAF) plants by melting a metallic charge composed primarily of scrap and pig iron acquired from third parties.

Hybrid

Steel is produced through the electric arc furnace (EAF) route, using scrap and iron ore that is converted into pig iron using charcoal—a renewable reducing agent.

Steel production

Aiming to strengthen its competitive edge and sustainability, ArcelorMittal Brasil operates under an integrated business model that includes assets for iron ore extraction and charcoal production. To explore the business production model in more detail, click each topic in the menu on the side.

Main investments

Through expansion, modernization, acquisitions, and renewable energy self-sufficiency projects, ArcelorMittal Brasil increased its total Capex (Capital Expenditure) investments in 2024 from BRL 25 billion to BRL 29 billion to be conducted until 2028 in Brazil.

This is the largest investment plan in the country's steel sector, reflecting the company's confidence in the medium-and long-term growth of the Brazilian market. It aims to prepare operations to meet rising demand with sustainable solutions that add value to products while enabling margin gains through greater innovation and quality.

RENEWABLE ENERGY

ArcelorMittal Brasil is investing BRL 5.8 billion in its own renewable energy generation, as part of a larger BRL 29 billion plan. Highlights include:

Babilônia Centro Complex (BA): the hybrid wind-solar plant has a capacity of 800 MW, with 28 of its 123 wind turbines already in operation, and construction of the solar plant underway, scheduled for completion in December 2025. Awarded "Loan of the Year" in 2024.

Luiz Carlos Solar Park (MG): investment of BRL 895 million, with 69 MW average/year of generation and 269 MW of installed power.

The initiatives are part of the energy transition strategy and of the pursuit of energy efficiency in operations. Learn more in [Energy efficiency](#).

VEGA UNIT (SC)

In 2024, ArcelorMittal Brasil completed the expansion of the Vega unit, in São Francisco do Sul (SC), with an investment of BRL 2 billion. A key highlight is the CMC (Cold Mill Complex) Project, which added a new continuous galvanizing and annealing line, boosting installed capacity to 2.2 million tons per year. The modernization expands the portfolio of high value-added coated and cold-rolled flat steels; positions the plant among the world's most advanced in processing technology; creates 350 new permanent jobs, bringing the total to 1,300 direct positions; enables combined production through a combiline system, providing greater industrial flexibility, and makes Vega the first unit outside Europe to produce Magnelis®—a high-corrosion-resistance steel ideal for applications such as solar energy projects.

TUBARÃO UNIT (ES)

In 2024, technical feasibility studies were completed for an investment of approximately BRL 4 billion in ArcelorMittal's Tubarão (ES) unit. The project, currently in the internal approval phase, includes the construction of a new rolling line (Cold Strip Mill – LTF) and of a new galvanizing line. The construction work, which is expected to last about three years, will allow the production of high-quality cold-rolled steel, with greater added value, and the application of continuous metal coating, offering greater corrosion resistance and a superior finish. In addition to the industrial benefits, the project will have great economic and social impact: 2,500 temporary jobs during construction and 450 new permanent positions in plant operation. The project also stands out for its low environmental impact, without increasing water consumption from the Santa Maria da Vitória River, maintaining the unit's current intake levels.

SABARÁ UNIT (MG)

In 2024, ArcelorMittal's Sabará (MG) unit increased its production capacity by 35 percent with the addition of two new automated wire drawing machines, resulting from an investment of BRL 144 million. The new equipment was installed in a newly built warehouse, with cutting-edge technology imported

from Germany, raising quality and productivity standards. The unit expands its operations in the spring, shock absorber, screw and fastener markets, with a special focus on the automotive segment. The plant is considered the birthplace of the steel industry in Brazil and Latin America, with nine out of the ten best-selling vehicles in Brazil using steel produced at the unit.

BARRA MANSA UNIT (RJ)

ArcelorMittal is investing BRL 1.3 billion in the expansion of the Barra Mansa unit (RJ), with completion scheduled for the end of 2025. The primary objectives and anticipated impacts are to double the steel mill's production, boost rolling capacity by 500,000 tons annually, and broaden the range of products and services available to the automotive, energy, and construction industries. The investment is expected to generate 200 direct jobs and 150 indirect ones. The project reinforces the company's growth strategy with a focus on production capacity and serving strategic markets.

BELGO ARAMES IN CONTAGEM (MG)

In late 2024, Belgo Arames announced a BRL 20 million investment in its Contagem (MG) unit to expand production capacity for urban fencing and safety railings for machinery and equipment. The investment will be used to purchase machinery that will optimize production and reduce electricity consumption by up to 35 percent.

New investments drive production capacity

SERRA AZUL MINE (MG)

Upon completion of the expansion works, Serra Azul Mine's production capacity will increase from 1.6 million to 4.5 million tons of iron ore per year. With investments in excess BRL 3 billion, this result will be achieved by expanding the mined area by only 13 percent compared to the mine's original size. Another factor that reduces the environmental impact of operations is the planned processing of compact itabirite, with tailings managed using a dry stacking system instead of a dam. During construction, the project generated 2,500 temporary jobs, and the new structure will allow for the hiring of an additional 370 permanent employees.



ARCELORMITTAL TUPER (SC)

ArcelorMittal Tuper, recognized as one of the largest steel processors in Latin America, is now fully integrated into ArcelorMittal Brasil. This partnership, approved in 2025 by the Administrative Council for Economic Defense (CADE), is part of ArcelorMittal's strategy to vertically integrate its steel production. The Tuper brand will remain in the market, with products manufactured at the six São Bento do Sul (SC) production units bearing the ArcelorMittal name. Since 2016, ArcelorMittal has held a 40 percent stake in the steel pipe manufacturer, which operates in the market offering solutions for oil and gas, civil construction, infrastructure, solar energy, as well as industrial and automotive applications.

ARCELORMITTAL GONVARRI (SP and PR)

The ArcelorMittal Gonvarri joint venture is investing BRL 100 million in expanding its industrial plant in Hortolândia (SP). A new warehouse encompassing approximately 13,000 m² of built-up area will be constructed to house state-of-the-art equipment never before seen in Latin America. Scheduled to begin operating in 2025, the expansion will focus on the automotive sector. The new

machine will enable the use of thinner sheets for milling and laser welding, resulting in improved finishing and, most importantly, lower production costs.

PERFILOR (SP)

The Perfilor joint venture, in strategic partnership with Tekno, is a trailblazer in Brazil for coil coating technology. The company specializes in roofing and façade solutions, offering thermal insulation panels and trapezoidal and zipped tiles with pre-painted (coil-coated) finishes in a wide and innovative range of colors.

Safe and responsible products and services

GRI 3-3 Material topic management -
Safe and responsible products and services

The company's primary competitive advantage lies in the superior quality of its products and services. This issue is managed through internal policies, ranging from the Code of Ethics and Conduct to the standards and guidelines governing relationships with suppliers. The adopted measures encompass adherence to technical criteria and best industrial practices, along with conducting maintenance assessments and addressing non-conformities.

The Environmental Product Declaration (EPD) and the Health Product Declaration (HPD) are also used, featuring information about the product's life cycle.

ArcelorMittal has been incorporating lessons learned through innovative solutions across the entire value chain. One example is Açolab Ventures, a strategic fund launched in 2021

to support startups and innovative small businesses in Brazil and Latin America. With an investment in excess of BRL 100 million, the fund seeks to enhance customer experience, foster the development of new products and services, and strengthen key areas such as productivity, environmental efficiency, logistics, and safety in the construction industry.



Technological innovation

GRI 3-3 – Material topic management – Innovation and technology

Globally, ArcelorMittal Group's innovation initiatives are guided by three principles: addressing current business needs, building the foundations for the company's future, and embedding innovation concepts and practices into the mindset and daily work of employees worldwide. With the aim of finding innovative solutions in steel, there are 14 Research & Development Center units in which approximately 1,700 researchers work. Since 2015, the Tubarão unit has hosted one of these R&D Centers, becoming a company benchmark for its focus on meeting innovation demands in flat and long steels in South America, particularly in product, process, and application development.

By 2024, it was decided that innovation initiatives must result in a direct and measurable impact on business results. The company's objective is to generate approximately BRL 1 billion in additional earnings for the Long Steel segment by 2028. In 2024, BRL 147 million were secured, which, combined with the BRL 67 million raised in 2023, represent 21 percent of the target achieved.

In 2024, the InovAção Program remained a key driver of integrating innovation into the daily work of ArcelorMittal Aços Longos employees, generating over 5,000 submitted ideas and engaging 2,000 participants, with a focus on safety, productivity, efficiency, and process quality.

Açolab: The first innovation hub in the steel industry in Brazil and within the ArcelorMittal Group itself, in its six years of existence, it has already fostered more than 27,000 connections with more than 8,800 startups and 1,250 projects have been completed or are in progress. It has Açolab Ventures, a corporate venture capital fund of over BRL 100 million in smart money, allocated until 2025 to startups developing solutions in strategic areas.

iNO.VC: In 2019, the company launched iNO.VC, a program designed to accelerate digital transformation by connecting employees, startups, universities, and innovation hubs in Espírito Santo, Santa Catarina, and Ceará. With more than 400 initiatives in

its digital transformation portfolio and a 30 percent conversion rate, the iNO.VC Program has recorded gains of over \$90 million in its five years of operation, duly monitored and validated by the Company's internal controls.

ArcelorMittal Sistemas: In 2024, ArcelorMittal Sistemas advanced innovation and sustainability at ArcelorMittal Brasil through technological developments, notably launching a new version of the Steela chatbot powered by generative AI, providing more customized support and extending its scope beyond IT. The company has also strengthened its cybersecurity, maintaining ISO 27001 and ISO 9001 certifications.

Brazil is a benchmark in innovation within the ArcelorMittal Group

In 2024, the ArcelorMittal Group launched a global program to accelerate the company's digital transformation in both operational processes for steel production and corporate activities. For the first stage of the initiative, seven subsidiaries were selected, including four from ArcelorMittal Brazil. The Tubarão (ES), Pecém (CE), Vega (SC) and Piracicaba (SP) units will be part of this global program.

With infrastructure to support both open and closed innovation, ArcelorMittal Brasil develops and implements increasingly efficient and effective technological solutions, with the following highlights in 2024:

Standard Coil

In 2024, the Resende (RJ) unit implemented the first artificial intelligence-based solution for product quality inspection in Latin America. Standard Coil uses an advanced artificial intelligence algorithm, integrated with the operation's camera system, to identify irregularities in coil patterns. The data are analyzed by a digital platform that, upon detecting issues in the product—such as safety risks or damage—redirects the materials for necessary adjustments. The solution has already attained relevant results: estimated gains can reach around BRL 1 million per year.

40% lower costs in BioForests

In partnership with the startup SIPREMO, BioForests has developed an innovative forest pest prediction system powered by Artificial Intelligence (AI). Using historical climate data and records of pest occurrences, the tool enables accurate, predictive analysis of potential threats to forests. By anticipating pest occurrences, preventive measures can be implemented more effectively, minimizing the use of chemicals through the application of natural enemies to targeted pests.

The system was consolidated throughout 2024 and provided a reduction of

40%

in costs with controls.

Disruption in charcoal production

In September 2024, ArcelorMittal BioForests partnered with MDL Ambiental to implement a Continuous Horizontal Pyrolysis Reactor at the Buriti Energy Production Unit (UPE) in rural Martinho Campos (MG), aiming to produce charcoal in an innovative and sustainable manner. This project is disruptive for the sector, transforming a rudimentary production model based on rectangular brick and masonry furnaces into a fully industrialized and modern system.

CreditWise optimizes credit granting

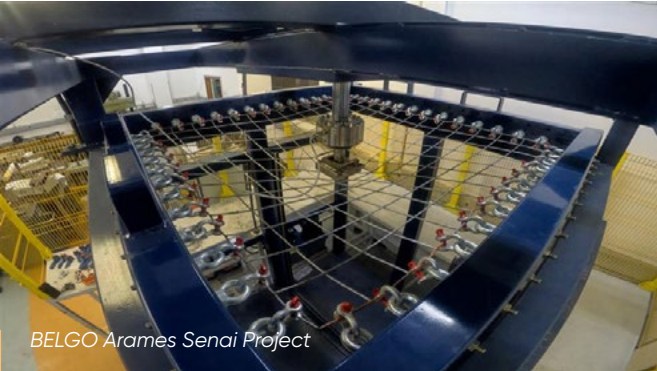
Co-created, tested and validated by distributors (DBAs), CreditWISE began to be used throughout ArcelorMittal Brasil's direct sales network from 2024. Focusing on the steel and construction sector, CreditWise offers customized credit policies with automated workflows, reducing default risks for distributors and retailers.



Martinho Campos

A chatbot is a new legal assistant

ArcelorMittal Brasil’s corporate, financial, and compliance attorneys now have a new legal assistant—a generative artificial intelligence chatbot. The assistant promptly and systematically provides well-informed answers to both simple and complex questions by drawing on frequently asked questions, company policies, official documents, and corporate records.



Geotechnical screen certification in mining

A multidisciplinary team of engineers from Belgo Arames and the Senai Institute of Innovation in Metallurgy and Special Alloys has developed a hybrid device designed to assess the protective effectiveness of geotechnical mesh, which is commonly used to stabilize slopes and tunnels in underground mining operations. Featuring world-first technology, the equipment is capable of certifying the safety of geotechnical mesh materials in Brazil. Developed at Senai’s Innovation and Technology Center (CIT) in Belo Horizonte, the project was carried out in partnership with the Brazilian Company for Industrial Research and Innovation (Embrapii).

ArcelorMittal: official steel of motorsport

The Brazilian Research and Development Center created a high-strength steel safety cage with the XCarb® certificate, bringing the principles of the decarbonization agenda to the Stock Car racing circuit. The reliability of the equipment has been independently certified by the Institute of Technological Research (IPT), and all cars on the grid are now equipped with this solution. Emissions reduction initiatives, coupled with the offsetting of residual emissions through

tree planting, ensure that the steel solution used in Stock Car racing achieves net zero CO₂ emissions.



Learn more in [Environmental performance](#), which reports on other innovations implemented by ArcelorMittal Brasil in favor of the preservation of nature.



IN THIS CHAPTER

- › Organizational structure
- › Ethics, integrity and compliance
- › Risk management
- › Human Rights
- › Institutional relations
- › Supply chain management
- › Customer relations

Corporate Governance



Organizational structure

GRI 2-9, 2-10, 2-11, 2-12, 2-17

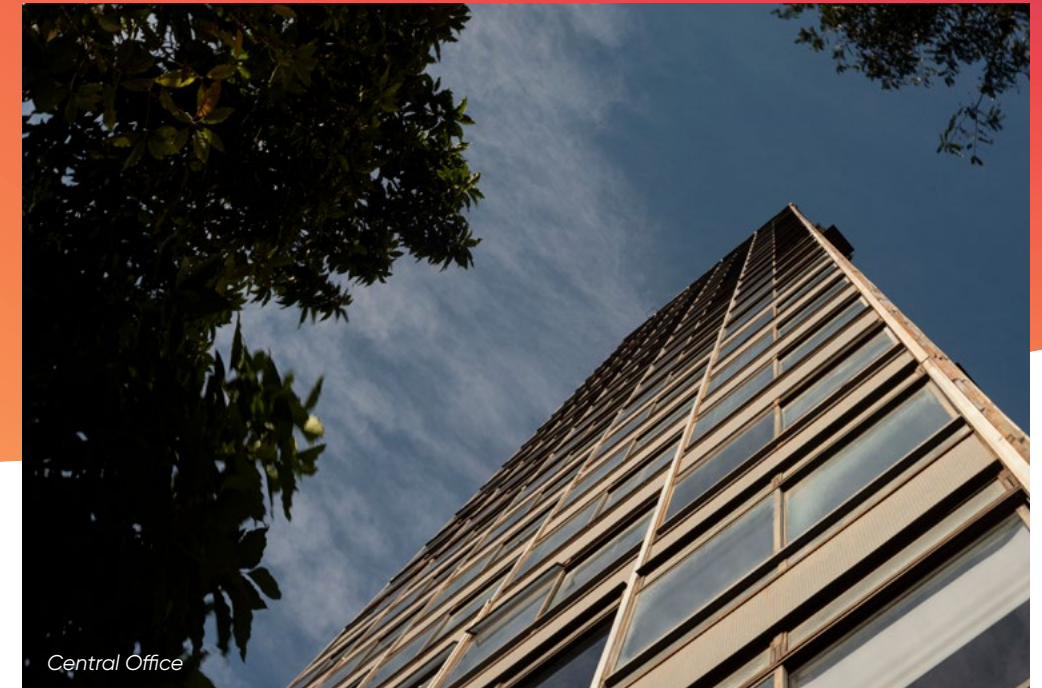
Much like sustainability, corporate governance is a core, cross-cutting priority throughout ArcelorMittal Group's global operations. The company delivers its products and solutions to over 140 countries, consistently upholding compliance with local legislation and the highest international standards, including the Sarbanes-Oxley Act (SOx). In Brazil, the company operates as a privately held corporation, indirectly controlled by the publicly traded foreign entity ArcelorMittal S.A., and is governed by its Articles of Association, adhering to stringent corporate governance regulations both domestically and internationally.

ArcelorMittal Brasil has a robust corporate governance structure, supported by the Shareholders' Meeting, which has the power to deliberate on relevant issues in favor of the development of the Company's business. The Board of Directors, which reports directly to the Shareholders, acts to define

the Company's strategic guidelines, deliberates on matters of greater financial impact, in addition to image and reputation, and monitors the performance of the statutory board.

ArcelorMittal Brasil's Statutory Board is responsible for the company's day-to-day management and reports directly to the Board of Directors. Priority topics such as risk management, integrity, diversity and inclusion, health and safety, sustainability, the environment, and human rights are incorporated into the agendas of management bodies. The governance structure also includes advisory committees composed of experts who analyze specific issues to better inform administrators' decisions. Since the first half of 2025, the committees have been included on a fixed annual agenda at Executive Board meetings, focusing on priorities and strategies. Additionally, since 2023, ArcelorMittal's operations in Latin

America have been supported by an Audit Committee composed of business CEOs, the Vice President of Global Assurance, and senior executives from the Financial, Legal and Compliance, and local Internal Audit departments.



Learn more in the
[Indicator Report](#)



Shareholders' Meeting: the Shareholders' Meeting is the main body in the decision-making process at ArcelorMittal Brasil, meeting ordinarily in the first four months after the end of the fiscal year and, extraordinarily, when necessary due to legal requirements or in the company's interests. The committee's deliberations cover a range of topics, including the approval of financial statements and management reports, capital changes, amendments to the company's corporate purpose, corporate restructuring, and profit distribution. The Shareholder's Meeting responsibilities also include electing the members of the Board of Directors and, when applicable, the Supervisory Board, which is non-permanent.

Board of Directors: The Board of Directors of ArcelorMittal Brasil, currently consisting of three members elected at the Shareholders' Meeting, is responsible for overseeing the company's strategic planning. Its main responsibilities include approving the budget, significant investments and divestments, and larger loans and financing, as well as monitoring the performance of statutory directors. Board members are also regularly updated on topics that are

critical to the company's reputation, such as diversity, inclusion, integrity, and innovation, as well as health, safety, and sustainability issues.

In 2024, the Board oversaw ArcelorMittal Brasil's preparations for adopting the European CSRD (Corporate Sustainability Reporting Directive), which mandates the disclosure of environmental, social, and governance impacts, as well as how these factors influence the company's business operations. This involved monitoring due diligence processes, assessing financial and socio-environmental risks, and monitoring key performance indicators (KPIs).

Regular Board meetings are held quarterly, with extraordinary meetings convened as needed. The Board also maintains active engagement with stakeholders through mechanisms such as reports, external audits, open-door policies, and participation in external initiatives, with the insights gained being integrated into risk management and strategic decision-making.

The Board's performance is evaluated annually through the internal Global Employee Development Program (GEDP),

which assesses not only the economic, environmental, and social impacts under its supervision, but also alignment with the company's development objectives and strategic guidelines. **GRI 2-18**

Statutory Board: elected by the Board of Directors, the Statutory Board is made up of executive directors and business directors, currently totaling eight members. All members of the Statutory Board convene at least twice a year, while the executive directors hold monthly meetings to deliberate on the company's ongoing and cross-functional matters, and meet on an ad hoc basis whenever business needs require. One of the primary responsibilities of the Board of Directors is to ensure the effective execution of strategic decisions made by the General Assembly and the Board of Directors for each business area.

The selection and appointment process for directors, advisors, and committee members is guided by competency-based criteria, with those chosen typically being high-level strategic executives (C-level) who have built their careers within the shareholder organizations. To ensure business continuity, a succession plan maps out

key positions and professionals. In addition to electing directors, the General Shareholders' Meeting is also responsible for determining the remuneration of the Company's senior management.

Composed of three members elected by the Shareholders' Meeting, the Board of Directors oversees the company's strategic planning.



Aditya Mittal

CEO of the ArcelorMittal Group

ARCELORMITTAL BRASIL BOARD OF DIRECTORS



Benjamin Baptista
Chairman



Jefferson De Paula
Vice Chairman

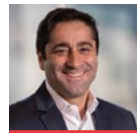


Bart Wille
Member

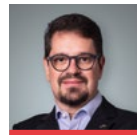
ARCELORMITTAL BRASIL



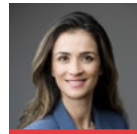
Jorge Oliveira
CEO of
ArcelorMittal Brasil



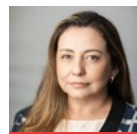
Everton Negresio
Vice President of
ArcelorMittal Brazil



Alexandre Barcelos
Corporate Vice
President of Finance and
Information Technology



Marina Guimarães Soares
Legal Director, IR
and Sustainability &
Compliance Officer



Raquel Pittella Cançado
Supply Director

FLAT STEEL SEGMENT



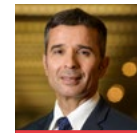
Jorge Oliveira
CEO ArcelorMittal
Aços Planos LATAM



Erick Torres
CEO ArcelorMittal Pecém



Alexandre Kalil
Commercial Vice President
Aços Planos



Jorge Adelino
Vice President of Operations
for Tubarão, Contagem
and Vega



Paulo Wanick
CFO, Director of Information
Technology and GRC

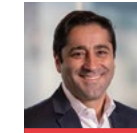


Rodrigo Gama
Director of People, Well-
being, Health and Safety



João Bosco Reis da Silva
Director of Sustainability
and Institutional Relations
ArcelorMittal Aços Planos LATAM

LONG STEEL SEGMENT



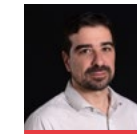
Everton Negresio
CEO ArcelorMittal Aços
Longos, Mineração e
Renováveis LATAM



Rodrigo Archer
CEO Belgo Arames



Tatiana Nolasco
Vice President of
Operations Aços Longos



Gustavo Canaan
Commercial Vice President
Aços Longos



Wagner Barbosa
Vice President of
Renováveis, BioForests
and Mineração Brazil



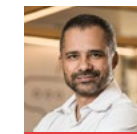
Fábio Paiva Scárdua
CFO, Investment
Projects and Strategy



Sofia Trombetta
Director of People and
Communications for Aços Longos
LATAM and Mineração Brasil



Bernardo Rosenthal
Metal Procurement Director



Rodrigo Carazolli
Director of Business
Transformation for Aços Longos
and Mineração Brasil

Ethics, integrity and compliance

GRI 3-3 Material topic management - Governance, ethics and integrity

Ethics and integrity are strategic pillars of the ArcelorMittal Group. The company's actions are guided by its Integrity Program, which promotes transparency, respect, the strengthening of trust-based relationships, and a firm commitment to combating all forms of corruption. Every year, all of the Company's units, including Belgo Arames, undergo anti-corruption audit procedures. Built on three pillars that translate into eight practical principles, ArcelorMittal Brasil's Integrity Program employs a systemic communication model to ensure all employees have clear, straightforward access to the ethical and moral standards expected of them. Learn more about ArcelorMittal Brasil's Integrity Program, clicking [here](#).

Between 2023 and 2024, ArcelorMittal Group's Integrity Program was updated to better reflect changes in the corporate environment and to more effectively address relevant social issues, ensuring alignment with societal expectations and leading market practices. A major highlight of this process was the revision of the Code of Conduct, which now explicitly affirms the ArcelorMittal Group's

commitment to the ESG agenda, including respect for internationally recognized human rights and valuing relationships with individuals—employees, customers, and suppliers—who share the company's core values. New provisions on money laundering and economic sanctions were also incorporated.

The general guidelines of the Code of Conduct are used to develop other policies and procedures that make up the Integrity Program, such as guidelines on Human Rights, anti-corruption, conflicts of interest, among others. Together, these documents form a robust governance framework that ensures compliance with laws, promotes a culture of integrity, and reinforces the company's commitment to ethics in all its operations.

All employees undergo training on the Code of Conduct and are required to formally commit to its principles by signing an adherence agreement, which is a mandatory prerequisite for conducting their roles within the company. This process is reinforced with periodic refresher training, held every three years, ensuring continuous

Respect built into AI

Starting in 2024, the ArcelorMittal Group incorporated the concepts of Responsible AI and Integrity by Design into its innovation management model. This approach requires that all automation, robotization, and artificial intelligence projects be developed by multidisciplinary teams, with special emphasis on the collaboration of professionals from the Information Technology, Legal, and Compliance departments. The goal is to ensure that innovative solutions are developed from the outset based on the principles of ethics and respect for Human Rights.



[Learn more in
Humans Rights](#)

updating and strengthening the culture of integrity within the company.

Integrity Program training is mandatory and determined according to the employee's area/function. This process is managed by the Human Resources, Health and Well-being Department, with monitoring by the Legal Compliance Department. At the end of each year, the results—including the number of employees trained—are consolidated and reported to the ArcelorMittal Group Audit Committee via the Compliance Certificate, which is issued by the company's directors.

As part of the digital transformation process, a significant initiative in 2024 was the launch of the Procedure for Using Artificial Intelligence (AI) Tools, which provides guidance to users and developers on the safe and responsible use of these technologies. The procedure describes the uses of AI that are permitted, prohibited, and require prior approval with the purpose of ensuring the safe, ethical, and transparent application of AI tools and solutions by employees in their work routines.

Reporting channel GRI 2-26

Created in 2007, the ArcelorMittal Brasil Reporting Channel is an essential tool of the Integrity Program, covering all companies in the Group. In 2024, the channel underwent structural revisions that consolidated its governance, with emphasis on:

Division of reports into three categories to enable the application of specific investigation methodologies



1) Fraud: led by the Global Assurance – Forensic team.



2) Compliance: for ethical violations, harassment, discrimination and degrading working conditions – under the responsibility of Legal Compliance Management.



3) Complaints: on workplace, third party and community safety – also evaluated by the Legal Management of Compliance.

The Non-Forensic Report Investigation Procedure was also established to standardize the entire workflow—from receipt to closure—ensuring that investigations are conducted with uniformity, robustness, and consistency.

The company also established the Ethics Committee, comprised of representatives from Compliance, Human Resources, and an independent member, to address highly sensitive cases such as sexual harassment and potential human rights violations.



The Reporting Channel can be accessed by:

Phone: 0800-891-4311

Internet: arcelormittal.ethicspoint.com

Correspondence: Serviços Forenses
Av. Carandaí, nº 1.115, 25º andar, Funcionários,
CEP: 30130-915, Belo Horizonte (MG)

In addition to mandatory training provided during new employee onboarding, two noteworthy initiatives were introduced in 2024 to further promote a culture of integrity:

Integrity and Well-Being Track: developed with HR for leaders of the “IAM Líder” program, with a focus on respect and dignity. For six months, it visited several units covering topics such as psychological safety; nonviolent communication, and complaint and whistleblowing channels, including the Reporting Channel.

Information Day: Each month at the Pecém unit, this communication channel strengthens the Culture of Integrity by addressing topics such as: Code of Conduct, Compliance Program, Human Rights Policy and Reporting Channel.

Risk management

With a Risk Management model that is well established and recognized as a global benchmark within the ArcelorMittal Group, the focus of Governance, Risks & Compliance (GRC) in 2024 was on enhancing the methodologies and systems used for risk management, making them more agile and effective for process and operations managers. The objective was to provide more risk management tools for the areas.

Another key development was the strengthening of the organization's internal control environment, specifically to meet the requirements of the US Sarbanes-Oxley (SOx) Act. As part of this initiative, the GRC teams conducted a thorough review of the organization's key controls, assessing the criteria for their review and approval, and subjecting them to both internal and external audits. As a result, we closed 2024 without any significant deficiencies or reservations from external auditors. Despite positive results, the GRC areas continue their cycle of continuous improvement, with a portfolio of projects focused on digital transformation and process innovation in these areas.

In May 2024, we hosted the inaugural ArcelorMittal Brazil GRC Workshop, bringing together units from across Latin America—including Brazil, Argentina, Costa Rica, and Venezuela—for the first time. The event welcomed over 3,700 participants and featured the active involvement of CEOs and CFOs, reinforcing our culture, values, and the foundational pillars of the GRC areas, while also fostering more transparent communication.

At ArcelorMittal Brasil, the risk management model is based on the COSO-ERM framework, in accordance with recommendations from the Institute of Internal Auditors (IIA), which advocates for the implementation of three lines of defense.

In a transparent and proactive manner, the business units' risk maps are systematically evaluated by the Governance, Risks & Compliance (GRC) areas in five dimensions:

- **ERM**
Strategic Risk Management
- **TRM**
Tactical Risk Management
- **ARM**
Asset Risk Management
- **PRM**
Project Risk Management
- **GCN**
Crisis and Business Continuity Management

Finally, the GRC areas have recently become actively involved in discussions on best ESG practices, with a particular focus on governance-related matters. With the adoption of the CSRD (Corporate Sustainability Reporting Directive) in 2024—which mandates



the disclosure of environmental, social, and governance (ESG) impacts by companies—the support of the GRC area in mapping Key Performance Indicators (KPIs) has become essential.

Human Rights

GRI 3-3 Material topic management – Human Rights

Inspired by best practices and based on respect for basic and civilized rights, ArcelorMittal Brasil maintains an unwavering commitment to respect for Human Rights, a position that encompasses all of the Company's subsidiaries, including Belgo Arames. In 2024, this topic was incorporated

into the updated Code of Conduct and included in the review of our Materiality Matrix. Completed in early 2025, the Materiality Matrix review cycle—aligned with the European Corporate Sustainability Reporting Directive (CSRD)—identified Respect for Human Rights as one of the 13 material topics in the company's ESG Journey. Our Code of Conduct also began to express practices related to respect for Human Rights and prioritizing relationships with third parties who share the same values as us, whether suppliers or customers.

Periodically reviewed to maintain its suitability and effectiveness, the Human Rights Policy establishes the guiding principles for all decisions, actions and behaviors of the company and its employees.

ArcelorMittal Brasil is committed to promoting a safe and healthy work environment, ensuring fair, supportive, inclusive, and equal treatment for all, free from discrimination, abuse, harassment (moral or sexual), exploitation, or any other form of violence. We respect and advocate freedom of association and the right to collective bargaining. It complies with all laws regarding working conditions, including working hours and overtime, and pays competitive wages, always above the legal minimum. Furthermore, investments are made in awareness and training related to Human Rights so that employees know and practice respect in all their interactions in the workplace and outside it.

With respect to the people and communities affected by its operations, ArcelorMittal Brasil strives to maintain an inclusive and open dialogue, particularly with underrepresented and vulnerable groups. For new projects or when significant changes are made to existing operational units, prior consultations are conducted to understand mutual needs and secure Free, Prior, and Informed Consent (FPIC). Involuntary resettlement is always avoided, but when unavoidable, legislation and international best practices are followed to minimize impacts. We remain committed to fully complying with the agreements signed, as reported in [Relationship with the community](#). To ensure the effectiveness of these policies and practices, ArcelorMittal Brasil conducts an ongoing Human Rights due diligence process to identify, assess, and mitigate risks and impacts. Furthermore, the Reporting Channel is accessible to all stakeholders.



Learn more about the
[Human Rights Policy](#)
and its guidelines

Institutional Relations

As Brazil's largest steel producer and part of a global industrial group, ArcelorMittal Brasil actively engages in institutional relations, contributing to public policy development and participating in discussions within interest groups and national and international industry associations. The Company engages with organizations focused on priority issues such as socio-environmental sustainability, technological innovation, sustainable steel production, regional integration, eradication of slave labor, industrial competitiveness, and the socioeconomic development of communities affected by large industrial projects.

This engagement aims to expand the reach and effectiveness of public policies and private social investment programs, promoting lasting benefits for Brazilian society, the steel industry, and all its stakeholders. In the context of the ESG Agenda, ArcelorMittal Brasil is a signatory

to several important initiatives and pacts, such as the UN Global Compact (since 2001), the Pact to Eradicate Slave Labor (since 2009), the Charcoal Sustainability Protocol (since 2012) and the IT Business Forum (since 2016). It also participates in movements focused on equity and inclusion, such as UN Women, the Business and LGBTQIA+ Rights Forum, the Business Network for Social Inclusion and the Business Coalition for Racial and Gender Equity. In addition, Belgo Arames takes part in forums such as Companies with Refugees, Generations and the Future of Work, and the 360° Women's Movement, among others, reinforcing the Group's institutional commitment to broad and strategic social causes.

ArcelorMittal Brasil plays a leading role in sector coordination and technical support for the construction and steel industries. Notable initiatives include being the first in the sector to join the Green Building Council Brazil, reinforcing its commitment to sustainable construction, and being the

exclusive sponsor of the review of ABNT NBR 6118, the main Brazilian standard for concrete structure design, with national and international impact on the construction sector.

The Company maintains active dialogue with several entities, such as: Alacero (Asociación Latinoamericana del Acero); CNI (Brazilian National Confederation of Industry) and its state federations; the Brazilian Steel Institute; ABM (Brazilian Association of Metallurgy, Materials and Mining); Ibram (Brazilian Mining Institute); and Industry Federations: Findes (ES), Fiesc (SC), Fiec (CE) and Firjan (RJ).

Since 2015, in partnership with ABM, the company has sponsored the Award ArcelorMittal Brasil: Quality and Productivity, which recognizes excellence in technical work within the industrial sector.

Belgo Arames is one of the founders of the IFRC

Belgo Arames' leadership in the construction market is reaffirmed by its role as one of the founding companies of the IFRC (Brazilian Institute for Fiber-Reinforced Concrete), established to promote innovative and sustainable technological solutions for fiber applications in civil construction.



Learn more in the
[Indicator Report](#)

Supply chain management

GRI 3-3 Material topic management – Supply chain management | SASB EM-IS-430a.1

One of the greatest challenges in sustainable supply chain management is ensuring the widespread adoption and long-term continuity of relationship policies and best practices, aiming to mitigate risks and strengthen the production chain's strategic role in achieving business sustainability and efficiency goals. ArcelorMittal Brasil has policies and practices focused on the development of its suppliers that cover all of the Company's subsidiaries, including Belgo Arames.

ArcelorMittal Brasil has a network of suppliers with more than 12,300 active companies responsible for guaranteeing products and services that go beyond the inputs needed for mining and steel production. In 2024, approximately 97 percent of new registered suppliers were national, demonstrating integration with the domestic market.

The company's supplier management is guided by the [Responsible Sourcing Code](#) established by the ArcelorMittal Group in alignment

with the 10 Sustainable Development Guidelines and international sustainability certifications – ResponsibleSteel, IRMA and FSC. The code reinforces the company's commitment to responsible and sustainable business practices, requiring partners to meet minimum standards on health and safety, human rights, ethics, and the environment, and applies to all suppliers, subcontractors, and affiliated entities.

As part of this commitment, all suppliers undergo due diligence at the time of registration, with reassessments conducted every three years. Additionally, all partners must complete mandatory training on the company's Anti-Corruption Policy.

As a complement to the governance structure, since 2011 ArcelorMittal Brasil has maintained the Supplier Sustainability Program, which assesses environmental aspects of critical suppliers. The program was expanded in 2023 to also cover social and governance (ESG) criteria and defines on-site and documentary audit processes in the supply chain, with a particular focus on critical raw materials for steel production. This evolution enabled greater accuracy

in monitoring and recording individual supplier performance.

In 2024, the company updated strategic contracts to include mandatory sustainability and social responsibility clauses, reinforcing respect for human rights, prohibiting child and slave labor, and ensuring safe working conditions. As a result, 100 percent of the new suppliers registered during the year were selected based on these criteria.

In the Supply segment, governance and risk management were strengthened through the continued work of the Supplier Committee, which began assessing risks across multiple dimensions—such as compliance, quality, financial health, and environmental and business impact—using a filtering and classification methodology focused on registry management.

In Metallics, a Governance Committee was established to evaluate suppliers, identifying improvements in the material receiving and classification process through the joint efforts of the Metallics, Risks and Compliance, Environment, and Industrial areas.

Prodfor ESG Seal

In 2024, ArcelorMittal Brasil, in partnership with the Prodfor program coordinated by the Euvaldo Lodi Institute (IEL-ES), co-created the Prodfor ESG Seal, a certification designed to qualify suppliers based on environmental, social, and governance (ESG) criteria. The initiative began with a pilot project for suppliers in Espírito Santo, featuring a dedicated methodology encompassing diagnosis, training, consulting, evaluation, certification, and validation of ESG practices.

Customer relations

ArcelorMittal Brasil adopts a comprehensive approach to customer relations, serving major production sectors in the B2B model—such as construction and automotive—as well as end consumers through retail. The company operates 12 stores and 76 distribution centers and was a pioneer in Brazil in launching an e-commerce platform for direct-to-consumer steel sales. As part of its active listening strategy, the company maintains permanent dialogue channels to collect feedback, using it to improve processes, products, and services, as well as to support risk management, strengthen brand image, and promote sustainability.

In the Long Steel segment, customer experience is measured through the NPS (Net Promoter Score) survey, conducted online after a minimum interval of 45 days between purchases. In Flat Steels, an annual satisfaction survey is carried out with customers from the domestic and foreign markets,

the results of which are obtained from a CRM system implemented in 2024. The survey evaluates aspects such as technical support, product quality, and sustainability, achieving an average score of 3.7—above the target of 3.2—and reflecting an improvement since 2019. At Belgo Arames, the customer-centric strategy has advanced, strengthening proximity and delivering value propositions that drive the success of partners' businesses. As part of this initiative, the Customer Success area was established to enhance the end-to-end journey, delivering a seamless and integrated experience. Additionally, the company uses the CSAT (Customer Satisfaction) survey to measure satisfaction with products and services. In December 2024, it conducted an NPS (Net Promoter Score) survey, achieving a score of 64—close to the target of 66—demonstrating solid performance with opportunities for continuous improvement.

“Alô, Alô ArcelorMittal” (Hello, Hello ArcelorMittal)

In 2024, aiming to boost brand awareness and strengthen connections with its target audiences—highlighting attributes such as leadership, innovation, and sustainability, as well as the presence and relevance of ArcelorMittal Brasil's products in daily life—the company launched the advertising campaign “Alô, Alô ArcelorMittal,” inspired by the Jorge Ben Jor song “WBrasil.” According to a survey conducted by Quaest, the campaign had an 8 percent recall rate, exceeding international and Brazilian standards. [Click here to watch the campaign video.](#)



Sustainable Journey

IN THIS CHAPTER

- › Sustainability management
- › ESG Practices

Sustainable management

As the world leader and the largest steel producer in Brazil and Latin America, the ArcelorMittal Group assumes a prominent role and remains at the forefront of global development by investing in technological innovation and ESG initiatives that drive the construction of a sustainable future for the planet, guided by circular economy principles and a commitment to achieving a zero carbon footprint.

To guide sustainable business management, all Group subsidiaries operate in alignment with Ten Sustainable Development Guidelines, which are strategically orchestrated based on the United Nations' 17 Sustainable Development Goals (SDGs). Ensuring its commitment and guaranteeing its contribution to the sustainable development of society, the ArcelorMittal Group is publicly committed to three global goals:

100%

certified renewable electricity by 2030

25%

women

in leadership positions by 2030

Achieving net zero CO₂ emissions throughout the ArcelorMittal Group

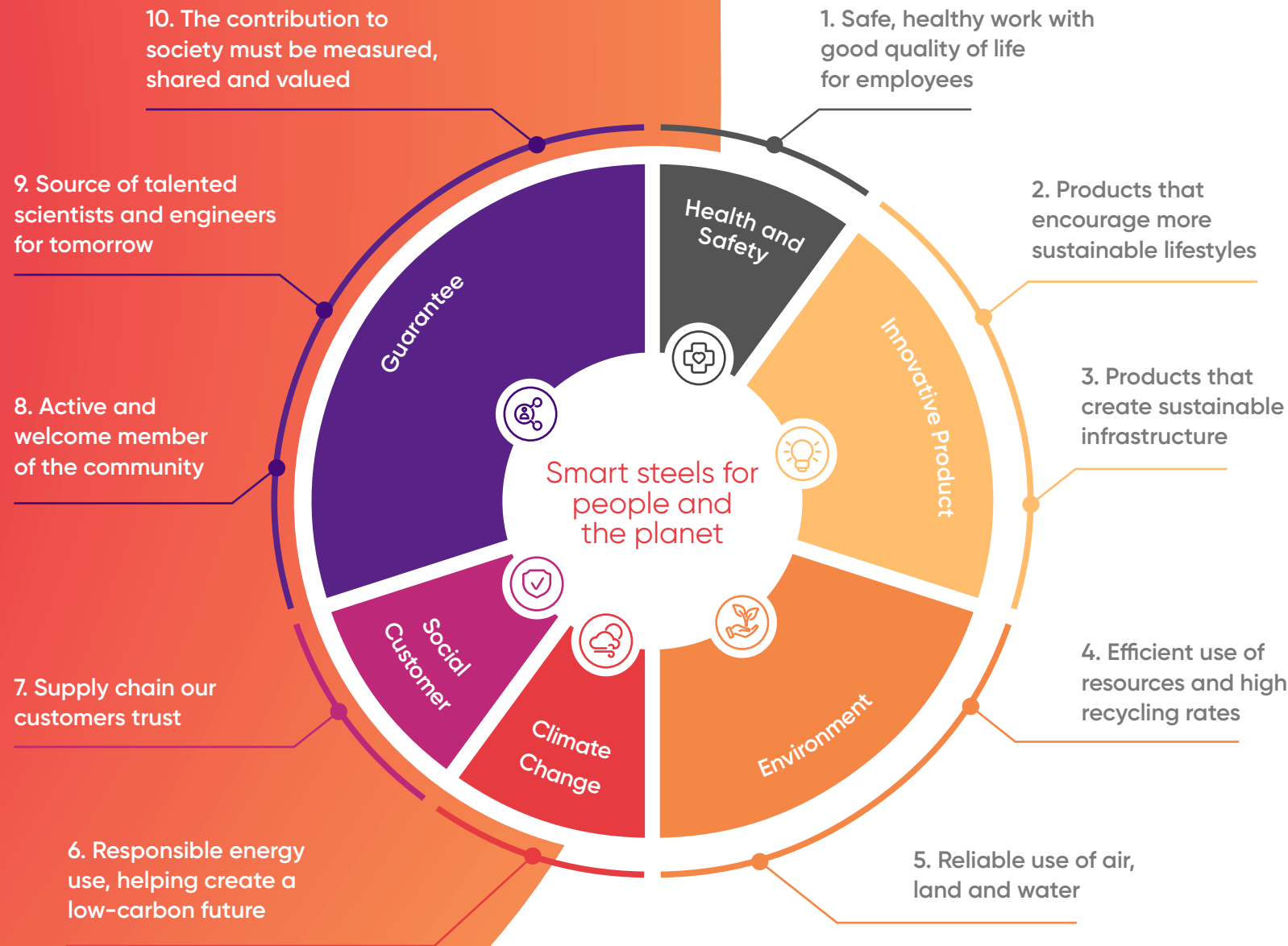
up to 2050



In addition to serving as the foundation for a unified and cross-cutting strategy, the Ten Sustainable Development Guidelines are implemented through Master Plans across six ESG dimensions for each subsidiary where the Group maintains industrial operations. Aligned with our purpose and the best practices and emerging trends in managing the social, economic, and environmental aspects of the Group's business, the Sustainable Development Guidelines (SDGs) are presented **in the box on the following page.**



Learn more under [Environmental performance](#)



In 2024, ArcelorMittal Brasil made significant advances across all pillars of its ESG agenda, integrating these efforts throughout the business and establishing clear indicators to monitor progress toward its goals. One of the year's greatest challenges was preparing for the implementation of the new European Corporate Sustainability Reporting Directive (CSRD), which not only requires disclosure of impacts but also mandates explanations of how governance, environmental, and social actions influence the business. The CSRD expands the requirements of the former NFRD (Non-Financial Reporting Directive), with the aim of making information available in a more transparent and explicit manner to investors, analysts, consumers and other stakeholders.

The Company reaffirmed its leadership in sustainable practices, with six more industrial units certified by ResponsibleSteel, totaling nine certified units by 2024. The Pecém unit is expected to be certified in 2025, while the Contagem unit in 2026. Other notable certifications include the Forest Stewardship Council® (FSC® C110889) seal for the BioForests units and the Andrade Mine (MG), which is in the process of obtaining certification under the Initiative for Responsible Mining Assurance (IRMA) standard.

Continuous investments in innovation also demonstrate the Company's commitment to sustainability. This approach has broadened the company's portfolio of products and services with innovative solutions centered on operational efficiency and environmental preservation, further reinforcing the strategic importance of sustainability in generating long-term value for the business.

Featured products and solutions

In 2024, **Magnelis®** began to be produced in Brazil, as a result of the expansion of ArcelorMittal Vega (SC). This is a metallic coating exclusive to the company, applied by continuous hot-dip galvanization, composed of a zinc, aluminum and magnesium alloy. This composition provides the product with high corrosion resistance and innovative self-healing properties, creating a protective layer on exposed areas such as edges and holes. With these characteristics, Magnelis® represents an advanced and sustainable solution for various industrial applications.

Standing out at Belgo Arames is the **Dramix® 4D** solution, an exclusive steel fiber used in civil construction as a more sustainable alternative to traditional fibers. Studies show that this technology can reduce steel usage in projects by up to four times and lower concrete consumption, resulting in less waste generation and reduced CO₂ emissions. In terms of performance, it delivers substantially higher residual resistance than polymeric fibers and even other steel fibers on the market, offering greater safety against soil movements.

In 2024, Belgo Arames launched Brazil's first **ACSS Wire Rope** with the **Bezinal®** coating (a zinc and aluminum alloy), distinguished by its sustainability and exceptional durability—up to three times stronger than conventional models. Ideal for coastal regions, the product has 25 percent greater mechanical capacity and 16 percent greater electrical conduction, in addition to being composed of 100 percent recyclable materials. It reduces maintenance costs and increases the efficiency of power transmission lines.

In 2024, in partnership with the Senai Institute of Innovation in Metallurgy and Special Alloys, Belgo Arames developed a world-first hybrid device to **certify geotechnical screens** used in slope stabilization and tunnel support in underground mining. The innovation allows safety tests to be conducted nationwide, providing greater control and technical reliability for the materials used in the sector.

ArcelorMittal Brasil's **Steligence®** Methodology is a holistic approach focused on developing more innovative, sustainable and economically feasible buildings. Applied in major Brazilian projects such as the Ciclovia da Vida bike lane and the Terceira Ponte in Vitória (ES), as well as the Pátio Vista do Forte in Vila Velha (ES), the methodology provides technical support to developers, construction companies, engineers, and architects. Its projects are evaluated based on three pillars—economic, environmental, and social—resulting in reduced costs, shorter execution times, and lower socio-environmental impacts. To learn more about the ten main differences in a project using the Steligence® Methodology, [click here](#).

Expansion of
the product
and services
portfolio focused on
operational efficiency
and environmental
preservation





Marina Guimarães Soares, Legal Director, IR and Sustainability & Compliance Officer of ArcelorMittal Brasil, was honored by Ibef-MG with the title of 2024 ESG Personality

ESG Practices

"When reviewing our performance in 2024, we observed continued progress across all pillars of our ESG journey. The most significant milestone was preparing for compliance with the new European Corporate Sustainability Reporting Directive (CSRD), which demanded substantial effort from our team. This process involved establishing a robust governance structure—from the strategic level down to specialized working groups—conducting diagnostics with periodic reviews, and developing comprehensive action plans to address more than 500 defined Key Performance Indicators (KPIs). As a result, in early 2025, we completed the review of the Company's Materiality study, which also considers the topics that influence financial and operational decisions regarding the business.

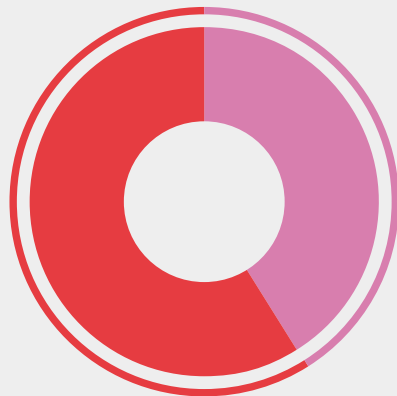
Another significant development was the establishment of the Sustainability Committee under the Board of Directors, which began its activities in 2025. Comprising professionals from all areas of the company, the committee operates independently to assess matters related to the integration of sustainability into the business strategy. With the Committee setting priority topics, the responsibility for developing and implementing tactical plans was assigned to dedicated working groups, ensuring the delivery of robust information and practical proposals to enhance ESG performance. Furthermore, our Code of Conduct has been revised to explicitly incorporate the commitments outlined in our ESG agenda, including respect for all internationally recognized human rights and the prioritization of relationships with third parties—whether suppliers or customers—who share our core values.



Find out more in
[Risk management](#)

In the social dimension, 2024 marked 36 years since the establishment of the ArcelorMittal Foundation, which now has a nationwide reach and has empowered more than 11 million people throughout its history. We have maintained our position among the largest investors and supporters of education, culture, and sports in Minas Gerais and the country, through incentive laws and our own resources. In late 2024, the Foundation's strategic planning was reviewed, defining a vision for impact until 2030, including expanding the target audience and the scope of action, with the opening of a new front related to the Circular Economy.

59%
self-generation



41%
purchase of
electricity
from
renewable
sources

Another relevant achievement was the six new ResponsibleSteel certifications, totaling nine in total for ArcelorMittal Brasil. Acquired in 2023, the Pecém unit will undergo the certification process throughout 2025 and we hope to achieve the tenth certification. This rigorous process includes a comprehensive review of practices, audits, and analyses based on the ResponsibleSteel assurance standard, reinforcing our leadership in steel sector sustainability by promoting emissions reduction, efficient natural resource management, fair working conditions, and active community engagement.

We have also remained firm in our commitment to decarbonization, continually investing in clean and renewable energy: the Babilônia Centro Complex (BA) brought forward the first stage of operations and, in addition, we allocated resources to two other solar power generation plants. In 2024, we will have already reached 59 percent self-generation and 41 percent electricity purchase from renewable sources.

Finally, I must highlight the honor of being named the "2024 ESG Personality" by Ibef-MG. Without a doubt, this achievement is a reflection of the set of initiatives adopted by



ArcelorMittal Pecém

ArcelorMittal Brasil and the conscientious collaboration of our entire team in our sustainability practices. By 2025, we expect to continue strengthening our commitment to sustainability, seeking new ways to reduce our carbon footprint and promote sustainable practices throughout our value chain."

Marina Guimarães Soares
Legal Director, IR and Sustainability &
Compliance Officer

Certifications

SUSTAINABLE STEEL PRODUCTION

Six more ArcelorMittal Brasil industrial units secured the ResponsibleSteel certification in 2024, bringing the total to nine already certified. The company was the first in the steel sector to achieve ResponsibleSteel certification, a benchmark in the standard for responsible steel production.



ENVIRONMENTAL MANAGEMENT SYSTEM

At ArcelorMittal Brasil and Belgo Arames, the EMS complies with the ISO 9001, 14001 and 45001 standards.



RESPONSIBLE FOREST MANAGEMENT

Producing charcoal to supply plants with renewable energy, all units in the BioForests segment have management certified by the Forest Stewardship Council® (FSC® C110889) standard.



RESPONSIBLE MINING

In 2024, the Andrade Mine advanced in the process of obtaining responsible mining certification.

ENVIRONMENTALLY RESPONSIBLE PRODUCTS

Ecological Label (ABNT).



EFFICIENCY IN INTERNATIONAL TRADE

The first in the Belgo Arames segment to receive this certification, enabling greater agility and predictability in the company's international trade flows.



PRODUCT CHEMICAL SAFETY

Pioneer in obtaining the HPD Collaborative.



PRODUCT ENVIRONMENTAL DECLARATION

This reflects ArcelorMittal Brasil's commitment to measuring and reducing the environmental impact of its products and services and reporting these impacts in a transparent manner.





Environmental Performance

IN THIS CHAPTER

- › Management system
- › Water and effluents
- › Circular economy
- › Climate change, air emissions and air quality
- › Energy efficiency
- › Biodiversity

Management system

Based on the Ten Sustainable Development Guidelines (SDGs) defined globally by the ArcelorMittal Group, our Environmental Management System (EMS) is a methodological platform compliant with ABNT NBR ISO 14001, 45001, and 9001 standards. It provides an integrated and synergistic view of the sustainability Master Plans, developed in line with the needs and specificities of each of our business segments: Long Steel, Flat Steel, BioForests and Mining.

Standing out for the level of excellence achieved with the implementation of the Environmental Management System (EMS), ArcelorMittal Brasil has earned national and international certifications – such as ResponsibleSteel, which demonstrate that our environmental practices go beyond compliance with the requirements set forth under the Brazilian laws. Among other results, the company's sustainable operation is marked by high recyclability, with 22 percent of domestic steel production coming from scrap recycling, high energy self-generation, water recirculation, preservation of fauna and flora, and the use of waste for co-product manufacturing, as detailed in the following chapters.

Certifications attest to compliance with environmental practices that exceed legal requirements



To systematically and comprehensively identify, monitor, control, and mitigate the environmental impacts and opportunities arising from the company's activities, the Environmental Management System (EMS) coordinates and integrates the Master Plan initiatives developed at each unit across six dimensions:



1. CO₂ Master Plan: focus on measuring and reducing greenhouse gas (GHG) emissions and on using renewable energy sources.



2. Water Master Plan: rational use of water through consumption monitoring, maximization of recirculation, exploration of alternative supply sources, and the return of high-quality water to the environment.



3. Atmospheric Master Plan: the aim is to mitigate and/or eliminate visible air emissions and reduce the concentration of particulate matter, gases (SO_x, NO_x and others) and metals in the atmosphere.



4. Waste and Co-product Master Plan: reduce waste generation, eliminate stocks, develop applications and find ways to recycle them internally, raising them to the status of co-products.



5. Noise and Co-product Master Plan: reduce the perception and impact of noise generated by the units in neighboring communities.



6. Biodiversity Master Plan: preservation and conservation of fauna, flora and natural resources in areas under the company's influence, in addition to defining the means of recovering impacted areas and foreseeing actions to maintain **and expand spaces dedicated to environmental education and scientific research.**



ENVIRONMENTAL EXCELLENCE PROGRAM (EEP)

In 2024, ArcelorMittal Brasil strengthened its environmental performance through the Environmental Excellence Program (PEA), which promotes structured management of master plans in the Long Steel segment. All production units in the segment achieved ResponsibleSteel certification and, as an additional step forward, the ESG Working Group (GT ESG), composed of 88 representatives from different areas, was revitalized. The group works in alignment with the Sustainability Committee, being responsible for defining sustainability strategies, metrics and public commitments. During the year, the ESG WG held two meetings focused on the development of five new projects and actively participated in the review of the ABNT NBR 10.004/2024 standard, regarding the classification of solid waste.

Furthermore, at the Sabará (MG) unit, a noise mitigation project was completed which, after technical studies, resulted in effective actions that reduced the plant's noise emission levels by around 31 percent.

In the BioForests and Mining segments, socio-environmental management also stood out with eight Master Plans, each led by a multidisciplinary working group specific to topics such as water, biodiversity, air quality, waste and co-products, qualification of local suppliers, reputation, noise and vibration, and improvement of the management system.

MINING AND BIOFORESTS

In 2024, the Governance Strengthening and Socio-Environmental Strategy Program consolidated relevant initiatives to integrate ESG practices into the management of business units, based on the pillars of Culture, Excellence and Governance.

The program follows the principles of compliance with environmental legislation and global best practices, incorporating the concept of Social License to Operate, contributing to operations with greater regulatory stability, in a transparent and responsible manner.

The initiative has already provided training to more than 60 percent of employees at all organizational levels, covering the Ten Socio-Environmental Rules, Responsible Leadership, and management and governance workshops. This has become a strategic pillar for the company's sustainability, promoting leadership awareness, reinforcing shared responsibility, and encouraging comprehensive, long-lasting action.

The Socio-Environmental Maturity Index (IMS) - an exclusive indicator that represents a response that is strategic,

structured and capable of anticipating risks - has been reformulated and now has 28 Key Performance Indicators (KPIs) that assess the environmental, social and management system maturity of business units, allowing for a more accurate and strategic analysis.

Also noteworthy are initiatives integrated into operations, including diagnostics and metrics in change management, standardization and audits, burned area indexes, biodiversity indicators, governance of gas burner systems in BioForests, and the "Potencializa Empreendedor" Local project, which focuses on developing local suppliers in Mining.

Learn about the investments and other projects ArcelorMittal Brasil conducts for the development of steel solutions and applications in technological innovation. The specific initiatives to encourage more efficient use of resources are in [Circular economy](#).



The units maintain ABNT NBR ISO 14001 and 45001 (Mining and BioForests) certifications, in addition to FSC® (C110889) certification, which reinforces sustainable charcoal production.

BioForests also implemented an Artificial Intelligence-based pest prediction system, aimed at reducing costs.



Learn more in
[Technology innovation](#)



Tubarão Unit Desalination Plant

Water and effluents

GRI 3-3 Material topic management – Water and effluents, GRI 306-1, 306-2

ArcelorMittal Brasil, a benchmark in water management within the steel industry, has implemented its Water Master Plan across all production units. The plan defines strategies to promote the rational use of water resources and to identify alternative sources, ensuring operational sustainability in the short, medium, and long term. Implemented in each unit, the Water Master Plan aims simultaneously to mitigate external environmental impacts while adopting initiatives to make the largest possible volume of the resource available to society.



Learn more in the
[Indicator Report](#)

The Tubarão (ES) unit houses **the biggest** industrial desalination plant in **Latin America** with capacity for

500 m³/h

ArcelorMittal Brasil achieves impressive results in water management. In mining operations, water recirculation rates already exceed 90 percent. The Tubarão unit reaches a 97 percent water recirculation rate, making it proportionally the lowest industrial consumer of fresh water in the country. The unit also houses the largest seawater desalination plant for industrial use in Latin America, with a capacity of 500 m³/h. For the past six years, the Tubarão unit has led the “Nascentes” (Springs) Project, developed in partnership with state and federal agencies, to protect the river basins of Espírito Santo. The initiative integrates measures such as fencing and restoring springs, implementing vegetation recovery practices, and promoting environmental education for rural communities, and has been recognized with the Alliance for Brazilian Waters Seal.

At the Vega Unit (SC), the Water Producer Program—launched in 2022—monitors the sources of the Laranjeiras and Olaria rivers in São Francisco do Sul to identify potential damage and environmental risks in Santa Catarina’s river basins. The program includes registering properties located near raw water collection points used for public supply. In 2024, the unit renewed the Blue Company Seal, an award granted by the local City Hall in recognition of best environmental practices. Vega oversees the quality control of treated effluent discharged through its outfall, underscoring its commitment to sustainable water management.

In 2024, the Long Steel segment maintained its investment of BRL 2.2 million in an unprecedented research project in the country, focused on the development of the Study of Predictability of Hydrographic Basins. Conducted in partnership with the Federal University of Juiz de Fora (UFJF), the study covers industrial units in Barra Mansa (RJ), João Monlevade (MG), Juiz de Fora (MG), Resende (RJ), and Piracicaba (SP). Specifically, it applies advanced methodology that considers hydrological, hydraulic,

geoprocessing, computational and artificial intelligence analyses to assess the local physical and operational conditions of the units and the context of their respective contributing basins.

The objective is to support decision-making related to the control and management of water availability and demands of the units.

In 2024, the Long Steel segment maintained its investment of **BRL 2.2 million** in research aimed at developing the Hydrographic Basin Predictability Study



Tubarão Unit

Circular economy

GRI 3-3 Circular economy (waste and co-products)

Aligned with the principles of the circular economy, approximately 54 percent of ArcelorMittal Brasil's Long Steel production in 2024 originated from scrap recycling, with the remainder produced from pig iron. At the national level, 22 percent of ArcelorMittal Brasil's steel production comes from scrap recycling.

To further expand scrap use in steel production, ArcelorMittal Brasil first applies the concept within its own operations—for instance, all metal scrap generated at the Vega Unit's (SC) cold strip rolling mill is sent back to Tubarão (ES) to be reused as raw material in producing new smart steels. This process is one of the initiatives that embed the principles of circularity and the infinite recyclability of steel into the Company's operations, helping reduce reliance on primary production and, in turn, lowering its carbon footprint.



Two types of scrap: industrial and obsolescence

Industrial scrap: this type of scrap is generated in a production process, for example, in the automotive chain, white goods or civil construction. The collection involves contracts with large industries. To this end, the company maintains its own nationwide collection network across Brazil, providing full tracking and issuing a certificate of final destination.

Obsolescence scrap: this is the one that results from the end of the life cycle of machines and equipment in Brazil. The collection process starts with individual pickers who sell materials to small suppliers; these suppliers then sell to medium and large scrap dealers, and ultimately the materials reach the recycling industries. ArcelorMittal Brasil purchases from all links in this chain, with one of the biggest challenges being auditing suppliers and the quality of the material delivered. To combat fraud attempts, ArcelorMittal Brasil created a governance committee with representatives from various departments to evaluate supplier performance.



Courtyard at Iracemápolis (SP)

ArcelorMittal Brasil has a diversified collection structure, made up of several reception points, including plants, warehouses and distribution units for our products, which also purchase scrap (RCS). In 2024, RCS employees, already part of the collection network, received a book of processes and training (podcasts, videos and handouts) to improve training in security, fraud identification and environmental aspects, which resulted in an increase in the volume of scrap purchases, paving the way for the

extension of this project to more units in 2025. A training program called IAM Metálicos was also developed, featuring a module designed to standardize and preserve knowledge about scrap—covering its definition, applications, types, purchasing risks, negotiation, and safety. Learn more in [Attraction, development and retention of talents](#).

One of the already established programs in the area is Recicar, which specializes in recycling vehicle scrap. With a dedicated team, the process begins with “decontamination” — the removal of all non-ferrous contaminants, such as fluids, batteries, and tires — and continues through to the final destination, ensuring that all ferrous materials are used as raw material in steel production and that contaminants are disposed of in partnership with companies specialized in each type of product. In 2024, ArcelorMittal Brasil's Recicar sent tens of thousands of tons of vehicle scrap for recycling. To learn more about the company's comprehensive metal recycling program, [click here](#).

With the aim of expanding the collection of industrial scrap (learn more in the box [Two types of scrap: industrial and obsolescence](#)), several pilot projects were launched that enabled the company to set up a structure that allows the processing and collection of material in all types of industries, construction sites, companies and locations.

CO-PRODUCT MANAGEMENT

To seize opportunities and advance the circular economy, ArcelorMittal Brasil maintains an efficient Co-product Management program, ensuring that materials once discarded are now reused within its plants or transformed into co-products—preserving the environment while generating additional revenue through sales to external customers. With the slogan “Mixed it is waste, segregated it is profit”, the initiative is consolidated and operates in the units of Resende (RJ), Piracicaba (SP), Barra Mansa (RJ), Juiz de Fora (MG) and Monlevade (MG), generating more than 68 co-products derived from powders, sludge and slag from steel production.

In addition to mitigating environmental impacts, the program optimizes the use of natural resources, lowers the carbon footprint, and creates value by redirecting waste into co-products such as concrete, road fill, agricultural amendments, and primary paving for urban and rural roads, among others.

In 2024, the Resende (RJ) unit completed construction of its first industrial-scale plant, in partnership with Rolth do Brasil—the patent holder for eliminating the expansiveness of steel slag—aimed at advancing the circular economy by using steel aggregate in concrete production as a substitute for sand and cement. In 2024, the Green Concrete project, developed in partnership with Hipermix, established itself as a leading waste recovery initiative by incorporating steel aggregate into sustainable solutions for civil construction. This approach reinforces the principles of the circular economy and demonstrates the potential to transform environmental liabilities into value-added resources, contributing to environmental benefits and economic opportunities throughout the production chain.

At the Tubarão (ES) unit, the “Novos Caminhos” (New Paths) Program reflects the commitment to sustainability, emphasizing the efficient use of resources and high recycling rates. In partnership with State and Municipal Public Authorities, the initiative operates in over 60 municipalities across Espírito Santo and, since 2006, has donated more than 6 million tons of Revsol and Revsol Plus co-products for use as primary surfacing on local and rural roads. In 2024 alone, investments reached BRL 82 million.

Another notable initiative was implemented by Belgo Arames. The main waste generated by the company — sludge from the effluent treatment plant — is no longer sent to class II landfills and is now incorporated into ore fines, acting as a binder in the production of briquettes reused in the steelmaking process. In 2024 alone, about 10,000 tons of waste began to be used as co-products. As a result, the volume of waste sent to landfills fell from 27 percent in 2019 to less than 5 percent in the period. This initiative was recognized with the Sustainability Award granted by Continental.



Access the
[Co-product Catalogs](#)



Learn more in the
[Indicator Report](#)

Waste ceramics generate extra income

The “Revivescer” (Revive) Project is a community cultural and economic development initiative that facilitates the learning and production of utilitarian ceramic crafts, based on the partial reuse of mining waste. Twenty-five artisans from the Capoeira de Dentro/Pinheiros community, in Itatiaiuçu (MG), are participating in the initiative. The project is developed through sponsorship from ArcelorMittal Foundation and is maintained with resources from the state law for cultural incentives and also the Serra Azul Mine's own resources from ArcelorMittal Brasil. Learn more in [ArcelorMittal Brasil Foundation](#).

In mid-2024, the Ussu Collective emerged within the Revivescer Project as an autonomous group supported by the Company, dedicated to celebrating community identity through the production of handcrafted ceramic glasses, cups, saucers, bowls, pitchers, snack bowls, trays, plates, and pans.



Green cement

The Pecém (CE) unit also gained recognition for its “green cement” project: in partnership with the Federal University of Ceará (UFC), the company has invested BRL 500,000 since 2018 to develop green cement using waste supplied by the company as raw material. This innovative product reduces CO₂ emissions by up to 75 percent compared to conventional cement.

Noise and Co-product Master Plan

ArcelorMittal Brasil maintains a Master Plan focused on waste management, based on preventive actions and aligned with the principles of the five Rs (rethink, reduce, refuse, reuse and recycle). With a firm commitment to the zero landfill target—achieved at the Pecém unit in 2024—the Company continues to advance initiatives tied to the circular economy, aligning with the Group’s global recycling program, which sets forth four specific goals to strengthen operational sustainability.

In 2024, the Pecém (CE) unit reached a historic milestone: on average, throughout the year, 99.9 percent of solid waste was recycled, exceeding the sector average of 92 percent. Since the previous year, when it was acquired by ArcelorMittal Brasil, the Pecém unit had already begun using the Vertown system for the automatic issuance of MTRs (Waste Transport Manifests), bringing together data on the generation, transportation and disposal of solid waste on a single platform.

In addition to managing waste generated by production activities, recycling projects are also carried out for materials such as paper, cardboard and plastic, with a special focus on the socioeconomic development of communities located near the company’s units.

When it comes to mining waste, ArcelorMittal Brasil also stands out, as from 2012 the extraction process at the Serra Azul Mine, located in Itatiaiuçu (MG), began to use a dry stacking disposal system, which made it possible to deactivate the dam more than ten years ago. Since 2016, the company’s dry mining waste disposal system has been part of the Industry’s Best Environmental Practices Bank, coordinated by the Federation of Industries of Minas Gerais (FIEMG) and the State Environmental Foundation (Feam), to promote and share sustainable projects that can be replicated by other companies.

Pecém Unit reaches Zero Landfill target

The Pecém Unit was the first ArcelorMittal Brasil unit to reach the Zero Landfill target. With an annual capacity of three million tons of steel and 1.9 million tons of co-products, the unit sent only 0.92 kt of waste and co-products to landfill in 2024.

The achievement was possible due to work done in 2024 that focused on two fronts: innovation and sales.

As a new facility, the unit operates with technologies that minimize waste generation and promote internal recycling, including advanced dust removal and gas cleaning systems, as well as a primary refining slag treatment plant. Furthermore, waste collection in Pecém has become centralized, ensuring better sorting and disposal after contractual adjustments with suppliers and internal customers.

In terms of sales, there was an expansion in both the customer base and the number of co-products purchased by them, considering new partners and markets. With this, the company guaranteed additional revenue of BRL 239 million, in addition to another BRL 16 million in tax benefits.

Climate change, air emissions and air quality

GRI 3-3 Material topic management -

Climate change and air emissions

| SASB EM-MM-110a.2, SASB EM-IS-110a.2

Recognizing that the steel industry is a major consumer of fossil fuels and accounts for approximately 7 percent of global greenhouse gas (GHG) emissions, the ArcelorMittal Group has publicly committed to global targets aimed at achieving net zero CO₂ emissions by 2050. In Brazil, according to the Fourth National Communication submitted to the United Nations Framework Convention on Climate Change (UNFCCC), the steel production sector accounts for 4 percent of total GHG emissions; nevertheless, the company has made every effort to pursue its decarbonization goals. Each industrial unit conducts risk and cost-effectiveness analyses of the technologies evaluated to achieve the goals. These analyses follow internal methodologies and are presented at the global corporate level.

Aligned with these global guidelines and targets, ArcelorMittal Brasil is dedicated to achieving net zero CO₂ emissions,

To achieve its global net-zero emissions targets, the Group has implemented efforts and improvements across its production processes, guided by five main principles:



1 Transformation of steel production;



2 Use of energy generated in industrial processes;



3 Increased use of scrap and circularity;



4 Production and use of certified renewable energy;



5 Offsetting of remaining emissions.

focusing on two main areas: investing in innovation and alternative solutions that enable operational activities to reduce fossil fuel consumption and increase the use of renewable energy; and collaborating institutionally with sector organizations to develop public policies that address climate change and advance the energy transition, recognizing that the engagement and mobilization of all stakeholders are essential to this mission.

One of the main positive differences of ArcelorMittal Brasil is that part of the national production (approximately 22 percent) is derived from scrap (learn more under Circular economy), which reduces the carbon footprint throughout the steel production chain. The company also makes significant investments in renewable energy (wind and solar) and is analyzing the possibility of further expanding this contribution, implementing projects aimed at, for example, partially replacing fossil fuels with biomass and co-injecting natural gas (NG) and coke oven gas (COG) into blast furnaces.

ArcelorMittal Brasil is involved in studies related to carbon capture, storage and utilization (CCUS) projects, the use of green hydrogen and iron ore electrolysis as carbon substitutes. In molten oxide electrolysis (MOE), iron ore is dissolved in a molten electrolyte and, by applying an electric current, iron ions are separated from oxygen, eliminating the need for carbon and significantly reducing CO₂ emissions.

Responsibility for addressing climate change lies with the Sustainability General Management, the ESG, Innovation, Technology, and Business Transformation Department of ArcelorMittal Aços Longos, and the Industrial Strategy and Innovation General Management of ArcelorMittal Aços Planos, supported by subject matter experts.

Mitigation and air quality

ArcelorMittal Brasil has a robust air emissions management system in place, prioritizing mitigation, control, and continuous monitoring of stationary emission sources. The company operates a continuous monitoring system, with data available in real time to environmental agencies and the public. The Tubarão unit, for example, adopts cutting-edge technologies such as the Gas Cleaning Bag Filter system, installed in 2018, which works in conjunction with electrostatic precipitators to physically retain particles generated in the sintering process. Another highlight of the unit is the Green Belt, made up of more than 2.6 million trees, which acts as a natural barrier against the dispersion of particles. These actions reflect the company's commitment to maintaining emissions within the limits set by Brazilian and European legislation, reinforcing its position as a benchmark in environmental management within the steel industry.

Among the year's environmental initiatives in the Long Steel segment, the João Monlevade (MG) unit stood out for installing two Automatic Air Quality Monitoring Stations in the Vila Tanque and Centro Industrial neighborhoods,



Air quality monitoring stations

at locations determined by the Air Quality Center of the State Environmental Foundation (Feam). With an investment worth BRL 3 million, the equipment transmits air quality data in real time, which allows monitoring by the environmental agency.

Decarbonization strategy

Another priority in decarbonizing ArcelorMittal Brasil's operations is the adoption of sustainable logistics practices, including route optimization and the use of alternative transportation

methods such as cabotage, break bulk, container shipping, and railways to serve a few destinations. In 2024, initial tests were carried out with alternative modes for transporting pig iron, seeking to reduce CO₂ emissions through railways, electric trucks and gas-powered trucks, among others.

With support from the Green Logistics Brazil Program (PLVB) and the Brazilian Institute of Sustainable Transport (IBTS), the Vega unit is a pioneer in the steel sector, conducting tests with electric vehicles for the transportation of raw materials and finished products.

Discover our quantitative data on air emissions and climate change in the [Indicator Report](#).

ArcelorMittal Brasil has sought to take a leading role in raising awareness and mobilizing all stakeholders across the steel production chain and other industrial sectors, particularly through engagement with sector entities and associations and in the development of public policies. In Espírito Santo, for example, with the support of the Federation of Industries of Espírito Santo (Findes), the State Government launched the State Plan for Decarbonization and Neutralization of Greenhouse Gases in 2024. The company played a strategic role in this process, collaborating to identify challenges, actions, and potential levers for the industrial sector, and emphasizing the importance of supporting Carbon Capture, Utilization, and Storage (CCUS) through public policies, legal certainty, and integrated initiatives. This action strengthens integration between the public and private sectors in formulating consistent climate policies aligned with the energy transition.

The Pecém (CE) unit, in collaboration with the Federation of Industries of the State of Ceará (Fiec), the Ceará government, and strategic partners, has sought to advance the energy transition agenda in alignment with ArcelorMittal's global objectives. The Pecém unit received an investment of approximately BRL 1 million through a Sesi-Senai initiative to conduct a study on plate cutting using hydrogen as a substitute for natural gas.

GHG Protocol Gold Seal

Considering Scopes 1, 2, and 3, the GHG emissions inventories of all ArcelorMittal Brasil units are third-party verified for publication in the Public Emissions Registry of the Brazilian GHG Protocol Program. This ensures the company attains the Gold Seal—the highest level of excellence in the reliability and traceability of quantitative data—presented in the [Indicator Report](#).



“EVOLUIR” (EVOLVE) PROGRAM

One of the largest initiatives ever undertaken by the ArcelorMittal Group worldwide, the “Evoluir” Program reaffirms the company's commitment to sustainability and the continuous improvement of its processes. Launched in 2018 through the signing of an Environmental Commitment Agreement (TCA) between the Tubarão (ES) unit, the Government of Espírito Santo, and the Public Prosecutor's Office, the program encompasses communication, training,

and cultural transformation initiatives aimed at ensuring full transparency in the company's actions to meet the TCA goals for mitigating air emissions from industrial processes.

The largest set of environmental investments made by the ArcelorMittal Group in the world, the Evoluir Program confirms the company's commitment to sustainability and continuous improvement of its processes. Created in 2018 with the signing of the Environmental Commitment Agreement (TCA) between the Tubarão (ES) unit, the Government of Espírito Santo, and the Federal and State Public Prosecutor's Offices, the program comprises 131 goals and 114 guidelines, which have resulted in the implementation of 446 initiatives. Evoluir has received a total investment of BRL 1.9 billion over the last six years and was also a milestone in the company's culture of sustainability practiced on a daily basis.

Among the deliveries for 2024, the highlights are the secondary dust removal system for the sintering unit, with the installation of more than 158 new collection points. This was in addition to dust removal from the pig iron molding machine and the dust removal system from the camber distributor.

Energy efficiency

GRI 3-3 Material topic management – Energy efficiency

The company's approach is built on integrated energy efficiency management, with a focus on continuously reducing consumption, enhancing operational processes, and adopting cleaner, more efficient technologies. Work in this field seeks not only to mitigate risks but also to strengthen the business's sustainability in the medium and long term. This topic is addressed across the company's internal policies and public commitments, fully aligned with its innovation, ESG, and energy transition strategies.

Seeking synergies with decarbonization initiatives, ArcelorMittal Brasil is rapidly advancing its Master Plan, which aims to reduce consumption and achieve gains in energy efficiency, with the goal of using 100 percent certified renewable energy by 2030. The company's main initiative to achieve this objective is the investment of BRL 5.8 billion in projects for its own renewable energy generation. At the beginning of 2025, the commercial operation of the Babilônia Centro Complex (BA) was announced to have come online, with 28 of the 123 wind turbines planned for the project coming into operation.

As a result of a joint venture between ArcelorMittal Brasil and Casa dos Ventos, the project, in addition to generating wind energy, began, in 2024, to include plans for hybridization with an additional solar plant, bringing the total installed capacity to 800 MW. Another joint venture launched in 2024 was with Atlas Renewable Energy for the construction of Parque Luiz Carlos in Paracatu (MG), which will have an installed capacity of 269 MW and is expected to generate an average of 69 MW/year in solar energy. When completed, the wind complex and the two solar projects will have the capacity to supply 60 percent of the energy consumed by ArcelorMittal Brasil.

In parallel with these major investments, ArcelorMittal Brasil is advancing 12 new energy efficiency projects across its production units, which together are expected to generate annual savings of approximately BRL 63 million.

In addition, a study of the environmental impacts and energy benefits associated with the implementation of these initiatives is already underway.

Learn more in [Climate change](#) and get quantitative data in the [Indicator Report](#).



Babilônia Centro Wind Farm Complex



Biodiversity

GRI 3-3 Material topic management

– Biodiversity and ecosystems

Aiming to promote the responsible use of natural resources, address current conservation needs, and preserve environmental conditions for future generations, biodiversity is also a core focus of ArcelorMittal Brasil's Environmental Management System. The global guidelines of the Biodiversity Master Plan shape the actions implemented across all Brazilian units, encompassing practices for restoring impacted areas, investing in environmental controls, developing new technologies, supporting conservation areas, and promoting environmental education and scientific research.

More than 35,000
hectares of preserved
areas in the
BioForests units

In the BioForests segment, in addition to eucalyptus planting, natural ecosystems are maintained and conserved in more than 35,000 hectares of Permanent Preservation Areas and Legal Reserves. To monitor these green areas in the Minas Gerais municipalities of Martinho Campos, Carbonita, and Dionísio, the Field Maps geolocation application is used to map the entire forest area and its surroundings. Field Maps provides information, for example, on the existence of ecological corridors – a strip of vegetation that connects forest fragments, enabling the movement of animals –, the dispersal of seeds and the increase in vegetation cover. All units in the BioForests segment are managed in compliance with the Forest Stewardship Council® (FSC® C110889) certification standard.

In the Long Steel segment, the Environmental Education Center (CEAM) at the Monlevade unit was reopened in 2024, after being closed during the pandemic. Located within a 518-hectare Private Natural Heritage Reserve (RPPN) of native Atlantic Forest, the 4.3-hectare space, originally

opened in 1992, has been renovated and once again offers guided tours, lectures, and interactive activities for schools, communities, and employees.

With relevant biodiversity preservation initiatives, the Aços Planos unit, at Tubarão (ES), manages an extensive Green Belt with an area of over 7,000 m² in the surroundings of the plant, which houses around 2.6 million trees and shrubs, in addition to eight different Permanent Preservation Areas (APPs) with lagoons, marshes, mangroves and beaches. Currently, in partnership with the Capixaba Institute for Research, Technical Assistance and Rural Extension (Incaper), ArcelorMittal Tubarão is developing research to improve and enhance the diversity of flora and fauna in the Green Belt.

Two other biodiversity preservation initiatives stand out:

TAMAR Project – Since 2000, through an agreement with the Tamar Project Foundation, specialists have been conducting research and periodic marine monitoring of green sea turtles (*Chelonia mydas*) in the plant's seawater return channel. The more than two thousand turtles evaluated since the beginning of the study 25 years ago have shown good health and nutrition, which attests to the quality of the water returned to nature by the unit at the only capture and study point for this species of turtle in Espírito Santo.

Caiman Project – The purpose of this project is to research and conserve the broad-snouted caiman (*Caiman latirostris*) in Espírito Santo, promoting monitoring, research and environmental education actions. The species is present in the natural lagoons in the Tubarão unit, where the largest and healthiest population of the species in the state is located.

In 2024, the Caiman Project inaugurated its headquarters and museum, the Caiman Cultural Center, offering the community environmental education activities, educational cinema, and photography exhibitions.

Serving as a replicable model, it integrates conservation, education, and sustainable development.

Maned Wolf Conservation Program – Developed since 2021 by Serra Azul Mine, the program aims to ensure the maintenance of the populations of maned wolf (*Chrysocyon brachyurus*) in the region. It includes field research, biannual monitoring of individuals found and actions integrated into the Environmental Education Program (PEA), contributing to the awareness and engagement of local communities in wildlife conservation. The maned wolf, the largest canid in South America, is essential for ecological balance, but faces threats and is classified as "near endangered."



Fish stocking in the Paraíba do Sul River – Carried out since 2007, the fish stocking project in the Paraíba do Sul River is a partnership between ArcelorMittal Brasil Aços Longos, the Educational Foundation for Science and Development (FECD), the State Environmental Institute (INEA) – a government agency of the state of Rio de Janeiro – and the A.MAR artisanal fishing project. This involves monitoring the environmental quality of the Paraíba do Sul River, in the section between the Funil Hydroelectric Plant (MG) and the city of Barra Mansa (RJ), using data on ichthyofauna (the fish population of the region) as



well as surface water and sediment quality parameters. Its objective is to interpret the river's conditions in terms of ecological aspects, as well as to assess anthropogenic pressures and environmental degradation.



Learn more about the topic of Biodiversity in the [Indicator Report](#)

Biodiversity is a topic covered in the company's internal policies, public statements, certifications, and sustainability reports, as available through the following institutional channels:

[Environmental policy](#)

[Indicator Report](#)

[ArcelorMittal Group](#)

Social Responsibility

IN THIS CHAPTER

- › Safety, health and well-being
- › People management
- › Diversity, equity and inclusion
- › Attraction, development and retention of talents
- › Relationship with the community
- › Local investments and social initiatives
- › ArcelorMittal Brasil Foundation



Safety, health and well-being

GRI 3-3 Material topic management - Occupational health, well-being and safety 403-1, 403-2, 403-3, 403-5, 403-6

Safety is a non-negotiable value at ArcelorMittal Brasil. Accordingly, the company's safety culture and policies begin with risk analysis and extend to the implementation of targeted programs designed for the occupational and operational activities of each business segment. All of these practices are incorporated into the Occupational Health and Safety Management System, which adheres to ISO 45001:2018 and is aligned with ResponsibleSteel standards, requiring certification of all Company units by the end of 2025.

The primary objective of the safety programs is to protect lives and safeguard employee health by preventing injuries and illnesses,

ensuring safe workplaces and healthy environments, and striving to achieve zero accidents. In 2024, the global "Believe in Zero" campaign was reinforced, emphasizing that accidents can be avoided through active care and shared responsibility among all team members. In addition to disseminating the safety culture with posters and videos, "Discussion Circles" were held so that employees could discuss and identify new opportunities for safety improvements. Additionally, the employee's commitment to health and safety factors is one of the criteria included in the individual goals of MLO (My Leadership Objectives), the company's performance evaluation program.

Acredite no Zero

To accelerate progress toward the zero-accident goal in Brazil, a comprehensive independent external audit was completed in 2024, reviewing all systems, processes, and initiatives related to operational and occupational safety.

Although the company already has a strong and consistent safety culture, the 2025-2027 Safety Plan provides for improvements such as the selection and recruitment of professionals with a profile more focused on issues in this area – both in individual and group activities. Among the main actions implemented in 2024 was the launch of the first class of the graduate program in Occupational Safety, offered by ArcelorMittal Brasil in partnership with Ibmecc.

In the process of disseminating the safety culture among its own and contracted employees, the first Safe Behavior Dojo was opened in 2024. To reinforce our safety culture, events have been organized at contracted companies to address safety topics and highlight the Ten Rules that Save Lives. In 2024, the Pecém (CE) unit of the Flat Steel segment received the Global Performance Excellence Awards (PEA) trophy, a global ArcelorMittal Group recognition for projects excelling in Health and Safety, Responsible Leadership, Operational Excellence, Innovation, and Process Optimization.



Learn more in
[Talent retention factors](#)

Occupational health and care

Focused primarily on prevention actions, ArcelorMittal Brasil's health programs are implemented in two dimensions: the occupational health of employees and the physical and mental health of people. In terms of work, the Occupational Health Medical Control Program (PCMSO) is responsible for carrying out periodic examinations to identify possible clinical changes resulting from exposure to risks in the work environment.

Regarding occupational health compliance, since 2024 ArcelorMittal Brasil has been preparing for full compliance with NR 01, which will include psychosocial risk management starting in May 2025. To promote a culture of prevention, self-care, and mental health, the company already provides support to employees and their families through a psychosocial support team, in addition to a broad accredited health insurance network with professionals specialized in physical and emotional needs. Find out more below in **Well-being and benefits**.

In healthcare, each business segment offers its own structure to serve employees and their families, but

this solution underwent a positive restructuring in 2024. Previously serving the Long Steel and Corporate segments and, within the Flat Steel segment, the Contagem unit, Abertta Saúde expanded its portfolio to include over 7,000 additional lives—the employees of the Pecém (CE) unit, part of Flat Steel, and their families.

In 2024, Abertta Saúde's governance was also restructured, with the inclusion of two advisors from the Flat Steel segment, which will enable an increasingly corporate approach. With 53 years of operation, Abertta Saúde is a leading healthcare provider in the self-management model, having earned the RN 507 Gold Level certification from the National Health Agency (ANS) and achieving a Net Promoter Score (NPS) above 85 percent among employees.

Its digitalization process is advancing rapidly, with nearly 16 percent of consultations now conducted online, and the creation of an Investment and Participation Fund (FIP) for startups focused on digital healthcare has already been approved, with implementation planned for 2025. In addition, two more Health Promotion

Centers (CPS) were opened in Ceará for in-person care, giving the foundation its own network of 19 units. The CPSs serve as a filter, preventing direct referrals to the accredited network and significantly impacting both costs and the user experience.

Well-being and benefits

In 2024, ArcelorMittal Brasil reinforced its commitment to the physical and mental well-being of its employees, recognizing the growing importance of mental health, as per warnings from the World Health Organization. Among the main initiatives of the year, the "Integrity and Well-being" training stood out, aimed at leaders from across the country, focusing on identifying signs of psycho-emotional distress, harassing behavior and the support channels available. The Human Resources team was also trained, in partnership with Abertta Saúde, to provide support to employees. The company also relies on ArcelorMittal Brasil's Fundação de Seguridade Social (Funssest, the Social Security Foundation), an entity dedicated to promoting employee well-being through the management of supplementary pension and healthcare plans. Headquartered In

Serra (ES), the foundation serves retirees, pensioners, dependents and extended family members, offering solutions that contribute to the quality of life and security of employees. At Belgo Arames, the "Equilíbrio" (Balance) program, in partnership with Abertta Saúde, promotes mental health and engagement. In the Flat Steel segment, the Comprehensive Health Program was launched to provide personalized care to employees and their families.

Complementing these actions related to mental health and well-being, the benefits package offered to employees includes life insurance, dental insurance, extended maternity leave (180 days), pharmacy assistance, paternity leave and access to well-being platforms like Wellhub. At the Tubarão, Long Steel and Belgo Arames units, benefits are extended to full-time, part-time and temporary employees. In Contagem and Pecém the benefit programs are offered exclusively to full-time employees. **GRI 401-2**

People management

With a team made up of 20,000 direct employees, who work in production units distributed across nine Brazilian states, year after year, the Human Resources area of ArcelorMittal Brasil has as one of its priority focuses to maintain the continuous evolution of our organizational culture.

In addition to promoting essential behaviors such as openness, collaboration, empowerment, humility, and customer focus, our 2024 Cultural Evolution Journey established the reinforcement of two employee archetypes:

- 1) strengthen innovative attitudes in everyday work, and
- 2) consolidate the perception of belonging to a single team around a single purpose: "producing smart steels for people and the planet."

In 2024, ArcelorMittal Brasil incorporated innovation and technology topics into the IAM Leader program, which is designed to train all leadership teams from supervisors to the executive level. The initiative aims to promote a more open, collaborative, and error-tolerant organizational culture, encouraging the adoption of new technologies and changes in mindset to achieve more efficient and innovative results. Learn more in [Attraction, development and retention of talents](#).

In 2024, ArcelorMittal Brasil reinforced the concept of "One Team," promoting collaborative behaviors and highlighting that integrated results outweigh individual ones. For 2025, unified goals are planned between areas. The organizational culture was strengthened with events such as Convergent Leadership (Long Steel) and the Values Event (Flat Steel), in addition to advances in the Cultural Evolution Journey, reflected in the organizational climate scores: 8.6 in

Long Steel and 8.9 in Flat Steel. The Tubarão (ES) unit stood out by winning three awards at "Ser Humano" 2024, in the Organizational Excellence, Development and ESG categories, demonstrating recognition for excellence in people and culture management.

The "one team" concept promotes collaborative behaviors and integrated results



Diversity, equity and inclusion

In 2024, ArcelorMittal Brasil consolidated its position as a leader in the Group's Global Diversity, Equity, and Inclusion (DE&I) Council, while reinforcing the strategic nature of the topic in its ESG Agenda. The DE&I program marked its fifth anniversary and added "Equity" to its name, strengthening its commitment to fair opportunities by recognizing individuals' different starting points.

Four affinity groups remain active within the company—gender, race and ethnicity, LGBTQIA+, and people with disabilities. In 2024, a new **Diversity Census** was applied to 100 percent of employees and revealed that 63 percent of respondents self-identified as Black, compared to 52 percent in 2021. This progress was interpreted as a reflection of confidence in an inclusive environment and motivated the Company to announce, for 2025, specific racial inclusion goals. In the same year, women held 23 percent of leadership positions

and accounted for 16 percent of the total workforce. The goal that was established is to reach 25 percent of female leaders by 2030.

Programs like **"Múltiplas"** (Multiple) and **"ELAS na Siderurgia"** (Women in the Steel Industry) were important vectors of this evolution. In partnership with Senai, the second initiative trained 21 young female apprentices in technical courses.

In Ceará, the Pecém unit implemented an affirmative internship aimed at engineering students. In Tubarão (ES), 5 percent of internship positions were reserved for people with disabilities and a "Libras" (Brazilian Sign Language) course was offered to employees.



The goal established is to achieve

25% of female leaders

by 2030

In 2024



female participation in leadership positions reached **23%**



women represented **16%** of the total number of employees



Affinity groups

4 at ArcelorMittal Brasil
Gender, Race and Ethnicity, LGBTQIA+ and People with Disabilities

+ 2 at Belgo Arames
"Belgo GeraAções" (Belgo Generates Actions) and "Belgo Além das Fronteiras" (Belgo Beyond Borders)



In the Flat Steel segment, the second edition of the program **"PertenseR"** held 57 hours of training, with 67 topics being addressed and support materials provided to the four affinity groups. A **Diversity, Equity and Inclusion Guide** was launched for all leaders and employees of ArcelorMittal Brasil. In recognition of progress in its practices, the Korn Ferry audit elevated the DE&I maturity level of the Plans unit from "progressive" to "advanced," and the company earned third place in the ESG category of the ABRH-ES Human Being Award.

The **"Força Feminina"** (Female Strength) project, sponsored by the Tubarão (ES) unit through the state government's Sports Incentive Law, is an initiative of the Greater Vitória Taekwondo Association, created in 2023. It offers self-defense classes for women, also providing a space for welcoming, exchanging experiences, and addressing gender-based violence. In August 2024, it held a free class at Parque Pedra da Cebola, in Vitória.

At **Belgo Arames**, several DE&I actions marked the year 2024. Through a commitment made with the Global Refugee Forum, training will be offered to 400 refugees until 2027, offering training on recruitment, labor rights and on the Brazilian culture. Belgo Arames also joined the Business with Refugees Forum, promoted by the UN Refugee Agency (UNHCR) and the UN Global Compact.

From August 19 to 23, 2024, the company participated in the **second edition of Diversity Week**, organized in partnership with Anglo American, Fundação Dom Cabral, Hotmart and Grupo SADA. The event was free, online and open to the public, with a focus on engaging society on the role of companies in promoting inclusion.

Belgo Arames also welcomed at its Contagem (MG) unit 29 participants of the **Transform Pact**, a program aimed at training black women for leadership positions. During the visit, they learned about the company's DE&I journey, shared experiences with Black leaders, and toured the headquarters and welding factory facilities.

To strengthen and accelerate the implementation of affirmative actions in DE&I, ArcelorMittal Brasil partners with organizations representing affinity groups, such as: UN Women, Business and LGBTQIA+ Rights Forum, Business Coalition for Racial and Gender Equity and Business Network for Social Inclusion.



The third Edition of

ArcelorMittal Women's Award

had **77 finalists** from three states – Espírito Santo, Ceará and Santa Catarina – awarding projects **led by women** in six categories



Learn more
[clicking here](#)

Talent attraction, development and retention

GRI 3-3 Material topic management – People Management
(Labor Relations, attraction, retention, and development), 404-2

ArcelorMittal Brasil's People Management department has increasingly aligned itself with business priorities, strategically focusing on strengthening the employer brand and meeting the rising demand for qualified labor in view of BRL 29 billion in planned investments by 2028.

Recruitment is structured to attract professionals aligned with the company's values, with ResponsibleSteel certification being a positive differentiator in the perception of candidates. The company also invests in training programs for young talent, such as "IAM Aprendiz," "IAM Estágio" and "Estágio Tech," with a focus on innovation. In Tubarão (ES), 22 percent of vacancies have been filled by former interns and 320 students have already been trained. In Vega (SC), the Technical Sustainability and Junior Technical Sustainability programs promote the hiring of local residents and female inclusion, with 91 percent employability among participants. The unit received national and international awards in 2024, including first place in the Global

Performance Excellence Awards in the Responsible Leadership category. At Pecém (CE), meanwhile, the Young Apprentice Program trained more than 780 young people, with a hiring rate of 60 percent.

Training

In 2024, ArcelorMittal Brasil maintained a training structure adapted to the particularities of each business segment, with initiatives aimed at both leaders and new generations. Employees can access learning resources—both online and in person—through LMS platforms and the ArcelorMittal University (AMU) online campus. The Leadership Academy (IAM Líder) focused on the Technology and Innovation agenda, seeking to prepare leaders for complex scenarios and encourage the acceptance of new technologies. In the Flat Steel segment, the second edition of IAM Expert was launched to advance the technical development

of senior professionals—particularly in engineering—alongside Amplia, a leadership and talent development program that fosters a culture of intentional learning to reinforce the Company's values and support its journey of cultural evolution and innovation. Its architecture connects institutional and global actions to new initiatives through three tracks (Corporate, Moments of Action and Agile), promoting continuous development aligned with current and real challenges, ensuring the sustainability of the business.

At the Tubarão unit, the New Manager Employees Onboarding Program (PINE Novos Líderes) was revitalized in 2024 to strengthen the integration of new leaders. Structured entirely in an online format, the program provides a pathway of essential content for entry-level leadership roles, aligning participants with the organizational culture, leadership practices, and internal processes. More than an onboarding, PINE is an invitation to reflect on the role of the manager as an agent of transformation and people development.

Talent retention factors

In 2024, ArcelorMittal Brasil achieved a 97 percent retention rate in key positions, even in a heated job market. However, the average contract length fell from 12 years in 2020 to 7.5 years. To address this, the company has structured a process that facilitates the return of former employees, valuing external experiences as part of career development. The "A Gente te Reconhece por Inteiro" (We Recognize You in Full) program was also created to celebrate time on the job anniversaries at the company from the first year onwards. Workload management, with the possibility of time off to compensate for overtime, has proven to be an important factor in engagement. In its remuneration policy, the company uses internal and external analyses to structure competitive salary packages. The My Leadership Objectives assessment program, previously exclusive to leaders, has been extended to all employees, reinforcing behaviors related to health, safety, sustainability, integrity and a sense of responsibility.

Relationship with the community

GRI 3-3 Material topic management - Local community development, 2-29

The year 2024 was marked by progress in reparation efforts for communities affected by the activation of the Emergency Action Plan for Mining Dams (PAEBM) in February 2019. Several company initiatives were conducted with a focus on strengthening and developing the community of Pinheiros and the region near the deactivated dam at the Serra Azul Mine, located in the municipality of Itatiaiuçu (MG).

A key milestone was the completion of out-of-court individual compensation agreements. A total of 942 agreements relating to individual damages, such as housing, economic and moral damages, were signed. The results demonstrate a reparation process that considers, from the outset, the centrality of the people affected.

Throughout the year, there was also progress in the negotiations for the Collective Reparations Agreement. Multiple meetings were held with the State and Federal Public Prosecutors' Offices, involving affected individuals and the Technical Advisory Board, to define collective reparation measures

and establish the process's governance, reinforcing the participatory nature of the agreement's development. All of this culminated in the official signing of the Supplementary Agreement Term (TAC 2), regarding collective damages, in May 2025.

In 2023, the Preliminary Agreement Term (TAP 2) had already been signed, guaranteeing the allocation of approximately BRL 440 million, including amounts previously disbursed by ArcelorMittal Brasil, for collective reparation actions.

Since the activation of the PAEBM, ArcelorMittal Brasil has adopted new technologies and installed equipment—including piezometers, seismographs, and high-resolution cameras—to enhance dam monitoring, which is conducted 24/7 and supplemented by radar and satellite imagery.

The company also established information channels with accessible language and audiovisual resources, strengthening trust and bonds with the population. To this end, it has



tools such as telephone service (0800 721 2425), printed and digital newspaper, WhatsApp, the [official website](#) and in-person service in a dedicated office, located within the community, open Monday to Friday during business hours. **GRI 2-25**

The Community Relations Center is at the service of the population

2019 to 2025: process history

When the Emergency Action Plan for Mining Dams (PAEBM) was activated in February 2019, the emergency level of the Serra Azul Mine dam was elevated to Level 2. As a precaution, ArcelorMittal Brasil facilitated the relocation of certain residents of Pinheiros who lived within the Self-Rescue Zone (ZAS). At the time of the preventive evacuation, a Supplementary Agreement Term (TAC) 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), establishing criteria for compensation related to housing, economic and agricultural activities, psychological damages, and other types of losses. In February 2022, following new technical criteria set by the National Mining Agency (ANM), the dam was reclassified to Emergency Level 3, without any change to its safety conditions. The dam ceased to be used in 2012 and its safety conditions have remained unchanged since then. By September 2025, as per the commitment signed by the company with public bodies, the Downstream Containment Structure (ECJ), which is located close to the deactivated dam at the Serra Azul Mine, must be completed. Upon completion, the work will enable the start of the dam de-characterization process, meaning the restoration of the area to its natural state.



Local investments and social initiatives

Each ArcelorMittal Brasil unit invests—through its own resources and incentive-supported funds—in socioeconomic development initiatives focused on education, health, culture, sports, community development, and the environment, with particular emphasis on workforce training and the inclusion of women in the job market. Because they are geographically closer, our local teams

live with and have in-depth knowledge of the dynamics and needs of neighboring communities and are able to develop specific initiatives to meet them.



Learn more in
[ArcelorMittal Brasil Foundation](#)

Solidarity with those affected by the floods

In 2024, ArcelorMittal Brasil mobilized efforts to support communities affected by climate disasters in Rio Grande do Sul and Espírito Santo. In Rio Grande do Sul, its units raised more than BRL 100,000 in donations and, in partnership with the Central Única das Favelas (Cufa), allocated BRL 1 million in essential items, with emphasis on shipments to the city of Montenegro. In Espírito Santo, the Tubarão unit contributed to the cleanup of Mimoso do Sul by supplying equipment and donating 300 refrigerators and 300 stoves in partnership with Electrolux. In addition, it promoted voluntary actions together with the state Court of Justice, collecting toys for schools in the region. The initiatives reaffirm the company's commitment to solidarity and social responsibility.



2024 Social Responsibility Highlights

ESPÍRITO SANTO



ArcelorMittal
Investe (Tubarão) Notice:

Total of
BRL 1,125,745.88
invested in social projects



22 projects

implemented with NGOs and residents' associations, benefiting **50,600 people**.

World champion in Bodyboarding

Luna Hardman, an athlete from a social project supported by ArcelorMittal, won the Pro Junior world championship for the second time in 2024.

"Novos Caminhos" (New Paths) Program:

More than **BRL 83 million** invested in road surfacing for more than **60 municipalities**.

State Award:

ArcelorMittal recognized as the **2nd** company that most invests in culture in Espírito Santo.

SANTA CATARINA



ArcelorMittal
Investe (Vega) Notice:

Transfer of
BRL 558,310.40
to **7** local institutions



Joinville Dance
Festival (41st edition):

held from **July 15 to 27, 2024**
sponsored by ArcelorMittal.

Recognized as the **world's largest festival**

in number of participants, it featured a broad program, including the
"Meia Ponta" Festival, the Festival 40+ and "Palcos Abertos."

CEARÁ (PECÉM)



Social Dialogue Program

Daily door-to-door visits
and themed meetings

Expanding the scope
of action from

3 km to 8 km

In 2024

23 communities

served

More than 1,000
interactions recorded

1,500 people

impacted in the municipalities
of São Gonçalo do
Amarante and Caucaia.



Entrepreneurial Territory

In 2024, when it completed ten
years of operation, it registered

3,300

people benefited

MINAS GERAIS



João Monlevade Unit

Brazil Protection Award – Bronze
in the OSH Initiatives with the
community category.

Case awarded:

Integrated initiatives aimed at
benefiting the community and
preserving the environment,
with a focus on biodiversity,
sustainability, ESG principles,
and the mitigation of social and
environmental impacts.



BioForests and Mining

The ArcelorMittal with the
Communities Program

promoted

119 initiatives

in 19 municipalities and

34 communities

**45% of
the initiatives**

were own projects aimed at the
development of the surrounding
communities. Strategy based
on active listening and solutions
aligned with local needs.

ArcelorMittal Brasil Foundation

In 2024, ArcelorMittal Foundation reaffirmed its purpose of "creating opportunities that realize human potential," strengthening its mission to promote social development through initiatives in the areas of education, sport and, more recently, the circular economy with a focus on social impact. With 36 years of experience and a presence in all Brazilian states and the Federal District, the Foundation has benefited more than 11 million people, solidifying its position as one of the leading supporters of culture and sports in the country, particularly in Minas Gerais. Its investments combine its own resources and funds from tax incentive laws.

The Foundation's governance was restructured in 2024. It was subsequently integrated into ArcelorMittal Brasil's Corporate Board, broadening its reach and consolidating a more strategic and unified approach. The composition of the Board of Trustees and the Incentivized Projects Committee was reviewed to ensure balanced representation among the company's supporting segments. This corporate integration has elevated the Foundation's performance, enabling

a strategic vision of social impacts built collaboratively across all of the company's business areas. During the year, BRL 40.8 million was invested in its operations and structuring programs, of which BRL 11.9 million came from its own resources and BRL 28.9 million from tax incentives. [GRI 203-1](#)

Our Project Portal

To promote transparency in project analysis and selection—and, above all, to democratize access to the organization's resources—the ArcelorMittal Foundation maintains a dedicated digital channel for receiving sponsorship proposals. Access our PROJECT PORTAL and sponsorship policies by [clicking here](#).

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

	OWN RESOURCES ¹			TAX INCENTIVES		
	2022	2023	2024	2022	2023	2024
Education	2,330,992	2,557,135	2,980,797	0	0	0.00
Culture	221,429	733,356	1,081,219	40,519,989	21,968,023	17,762,701
Sports	831,348	4,662,880	1,161,111	12,800,972	10,980,932	15,203,619
Health ²	540,747	671,332	659,150	5,812,865	1,878,828	3,197,465
Corporate philanthropy ³	1,488,374	3,989,694	1,841,843	0	2,136,449	2,358,985
Others ⁴	8,349,602	10,204,122	9,539,628	0	0	0.00
Total	13,762,493	22,818,518	17,263,749	64,946,692	36,964,232	38,522,769

¹The data considers the ArcelorMittal Foundation and the Tubarão (ES) and Vega (SC) units. ²Amounts allocated through the Pronon, Pronas and Senior Citizens Fund Laws. ³The total amount allocated to the Childhood and Adolescence Fund comprises BRL 1,254,839,000 contributed directly by the Group's companies in 2024 and BRL 1,084,789,433 from the employees' voluntary contributions through the Citizens of Tomorrow Campaign. ⁴Considers investments in communication, management, salaries and charges, and logistics, among others, necessary for the maintenance of the ArcelorMittal Foundation.

In Education, the main projects developed by the ArcelorMittal Brasil Foundation in 2024 include:

STEAM League Strategy

Since 2022, the STEAM League Strategy has united the teaching of Science, Technology, Engineering, Arts and Mathematics. The proposal is connected with Sustainable Development Guideline number nine, which seeks to be “a source of talented scientists and engineers for tomorrow.” Through initiatives that train both educators and students, the adopted projects foster the productive inclusion of young people and promote gender equity in scientific careers.



STEAM League Educator Training

The program aims to invest in teacher training so that they can encourage students to develop critical thinking, creativity, and responsibility, thus strengthening the development of active citizens in different aspects of our society. Five new municipalities were included in the program throughout 2024: Barra Mansa (RJ), Joinville (SC), Itatiaiuçu (MG), Sabará (MG) and Feira de Santana (BA), offering face-to-face and online activities for teachers. The initiative is totally free and from 2025 the training became national, allowing teachers from any region of the country to participate in it.

STEAM League Journey

Launch in Piracicaba (SP) and Resende (RJ) of a training program aimed at integrating young women aged 17 to 28—who are studying or have completed high school—into the job market. The initiative encourages the development of 4.0 digital skills, aiming to systematically improve interpersonal and behavioral skills. In 2025, through a partnership between the ArcelorMittal Foundation and Companhia Brasileira de Metalurgia e Mineração (CBMM), the program will be expanded to five cities across the states of Minas Gerais, Bahia, São Paulo, and Ceará, aiming to prepare 300 young people aged 17 to 28 for the challenges of the future economy.

STEAM Girls

The purpose of this initiative is to inspire girls between the ages of 6 and 18 to pursue careers in the exact sciences, a field where female representation remains lower than that of men. In 2024, the ArcelorMittal Foundation sponsored the documentary "Meninas Curiosas, Mulheres de Futuro - Força Meninas" (Curious Girls, Women of the Future - Go Girls), which presents stories of young Brazilian women who overcome challenges and pursue careers in science, technology, engineering, mathematics and the arts (STEAM).

[Click here to watch the documentary](#)

STEAM League Award

In 2024, the initiative was conducted in partnership with Fundação Banco do Brasil, AVSI Brasil and Tríade Educacional. Themed “Thinking now about the planet’s limits is good for the world,” the award received entries from around 2,000 educators, coming from 414 cities from 26 Brazilian states and the Federal District. Students were encouraged to discuss Climate Justice and solutions to mitigate climate change in class.

The three winners of each of the three award categories can be seen on the [STEAM League website](#)

Young STEAM talents

In late 2024, ArcelorMittal held the second edition of the ArcelorMittal Robotics Challenge, bringing together over 120 students from 6th to 9th grade of Elementary School II, organized into more than 20 teams. The challenge proposed to young talents was to develop solutions for the sustainable use of water resources. Conducted in partnership with Sesi and the robotics teams Legotrix, The Walking Lego, and Pocadores, the project seeks to enhance the students' technical skills and inspire them to develop creative solutions for real-world challenges. The proposals were evaluated by judges from ArcelorMittal and Sesi according to technical and performance criteria in the categories of Innovation Project, Robot Design, Robot Challenge, and Team Values.



Projects impact different regions of the country

In 2024, the ArcelorMittal Brasil Foundation consolidated its work in the areas of culture, sports and social development through high-impact projects in various regions of the country. Program highlights include **"Diversão em Cena"** (Fun on Stage), which celebrated its 15-year anniversary and has already reached more than 1.2 million spectators. In 2024 alone, 74,000 people attended the shows, most of whom residents of communities with little cultural offering, many in rural areas, thanks to the support of the Cultural Incentive Laws.

Another relevant project is the **"Forma e Transforma"** (Shape and Transform), aimed at training artists, managers and audiences, with a focus on valuing local culture and generating income. In sports, in Minas Gerais, sponsorship initiatives reached 28 cities, benefiting 30,000 children and adolescents.

Social action also promoted the **"Ver e Viver"** (See and Live) Project, which performed ophthalmological screenings of more than 21,000 students, of whom 5,000 were referred for exams and 2,700 received glasses, favoring their participation in school. Complementing these initiatives, the 25-year-old **"Cidadãos do Amanhã"** (Citizens of Tomorrow) program mobilized over 3,000 people in 2024 to allocate part of their Income Tax to municipal funds benefiting children and adolescents. The collection totaled BRL 2.3 million, allocated to 34 boards across the country, reaffirming ArcelorMittal's commitment to human and community development.



ArcelorMittal Brasil Foundation





Economic and Financial Performance



A year of challenges and achievements

Although marked by challenges and uncertainties, 2024 was also a period of achievements and progress for ArcelorMittal Brasil. The high and growing volume of steel imports created an adverse business environment, yet our team of more than 20,000 people responded with resilience, guiding our operations based on three key premises: operational excellence, optimized fixed cost control, and enhanced efficiency in input procurement and supply chain management.

As a result, our operational and financial performance surpassed budget expectations for 2024, driven by the positive performance of the national steel industry, our well-structured market strategy, and new product development, along with strong team cohesion around the goals of productive excellence and cost reduction.

In 2024, ArcelorMittal Brasil produced 15.3 million tons of steel, up 3.8 percent compared to the previous year. The total sales volume was 15.1 million tons, a growth of 5.2 percent over 2023, with 55.5 percent of sales in the domestic market and 44.5 percent of exports.

Consolidated net revenue, however, dropped 4.7 percent, to BRL 66.6 billion. The net income recorded was BRL 2.3 billion, down 39.7 percent compared to the previous year, resulting from an increase in financial expenses in 2024—mainly due to the negative exchange rate variation of the Acindar subsidiary and the parent company's interest expenses. EBITDA achieved was BRL 9.1 billion, a 2 percent drop compared to the previous year and allowed the company to achieve an EBITDA margin on net revenue of 14 percent (compared to 13 percent in 2023). [SASB EM-MM-000.A](#)



Learn more in the
[Indicator Report](#)



Perspective for 2025

Although the results remain modest and highlight the need for further adjustments, throughout 2024 we made progress together with the government in developing the import quota system. Even in the face of this complex scenario, however, we remain optimistic about 2025 and the future, believing in the growth potential of Brazil and our Group, which has a robust balance sheet and a healthy financial situation.

We will proceed with caution, reviewing our plans as key policies, indicators, and market behavior evolve, but remain confident. As a centenary company, ArcelorMittal will remain present in the lives of the Brazilian people, producing steel to drive the growth of the country, industry, our trading partners, and all stakeholders who share this journey with us.



Indicator Report



About the report

GRI 2-2 Entities included in the organization's sustainability reporting

The ArcelorMittal Brasil report covers all entities controlled by or in which the organization has a stake: ArcelorMittal Tubarão, ArcelorMittal Vega, ArcelorMittal Pecém, ArcelorMittal Contagem, ArcelorMittal Monlevade, ArcelorMittal Juiz de Fora, ArcelorMittal Sabará, ArcelorMittal Sistemas, ArcelorMittal Mineração – Andrade and Serra Azul Mines, ArcelorMittal Piracicaba, ArcelorMittal São Paulo, ArcelorMittal Sul Fluminense – Resende and Barra Mansa and ArcelorMittal BioForests. All of these units are subsidiaries and are also included in the financial statements. The ArcelorMittal Brasil unit (headquartered in Belo Horizonte), which is majority-owned and controlled by ArcelorMittal S.A. headquartered in Luxembourg, is also included in the financial reporting and sustainability reporting. Belgo Arames, a strategic partnership between ArcelorMittal and Bekaert in Brazil, is addressed in this report as an integral part of ArcelorMittal Brasil. Thus, the reported data consider the company's staff and activities as a whole.

About ArcelorMittal Brasil

GRI 14.22.6 Mining Sector 2024

ArcelorMittal Brasil S.A.'s ultimate beneficiary and controlling shareholder is ArcelorMittal S.A., a publicly traded company headquartered in Luxembourg. ArcelorMittal S.A. indirectly holds 100 percent of ArcelorMittal Brasil's common shares through a chain of wholly owned subsidiaries.

This control model ensures centralized decision-making and strategic alignment between ArcelorMittal Brasil and its global parent company. The company's corporate structure is organized to ensure transparency and regulatory compliance, with no other beneficial owners. In the event of changes in equity interest or control structure, the company will update the disclosure of this information in accordance with best market practices.

Corporate governance

GRI 2-9 Governance structure and composition

The organization's governance structure in 2024 was composed of the following bodies: Shareholders' Meeting, Board of Directors, Fiscal Council, Statutory Board, and the following advisory committees: Appointments and Governance; Sustainability and Corporate Social Responsibility, Ethics and Compliance; Risk; Information Technology and Cybersecurity; Crisis; Performance Evaluation; Audit; Finance and Investment Committee.

GRI 2-13 Delegation of responsibility for managing impacts

Responsibility for managing sustainability-related impacts is formally delegated to the Executive Directors. These professionals are responsible for developing and implementing sustainable strategies, ensuring compliance with standards and regulations, integrating ESG criteria into operational processes, and evaluating and monitoring the company's performance in these areas.



GRI 2-16 Communication of critical concerns

Communication takes place in a structured manner, with meetings held at different hierarchical levels, both at the national level and in reporting to the ArcelorMittal Group and its associated committees. In Brazil, communications to the highest governance body occur through multiple channels, including periodic reports and presentations, formal board meetings, financial performance reviews, strategic analyses, assessments of legal and regulatory matters, sustainability and corporate social responsibility reports, and crisis and emergency communications. All crucial concerns are assessed and appropriately addressed. However, the total number reported is not monitored, as it is not a control indicator of the organization.

Ethics, integrity and compliance

GRI 2-15 Conflicts of interest

ArcelorMittal Brasil has formal processes to prevent and mitigate conflicts of interest through internal policies and procedures, training programs, an ethics committee, and dedicated review mechanisms. One of the

main instruments is the automated Declarations of Conflict of Interest system. This process involves multiple instances, including the declarant, his/her direct manager, the Compliance Officer, the manager's manager, and, when necessary, the Human Resources and Forensic Services areas. The approach includes isolating the parties involved, periodically reviewing internal guidelines, and applying applicable legal and regulatory standards.

Conflict of interest declarations are not disclosed to external stakeholders due to confidentiality requirements. Access to the declared information is restricted to those directly responsible for analyzing and implementing the recommended measures, such as immediate and indirect managers, the Compliance Officer, Human Resources, and Forensic Services, when applicable.

GRI 2-23 Policy commitments

ArcelorMittal Brasil formalizes its commitment to responsible business conduct through documents such as the Code of Conduct, the Human Rights Policy, the Responsible Sourcing Code, the Responsible Sourcing Procedure, the Third-Party Due Diligence Procedure, the Diversity and Inclusion Policy, and other policies associated with the

ArcelorMittal Group Integrity Program. The commitments assumed are aligned with recognized intergovernmental instruments, including the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Standards, the UN Global Compact, the Sustainable Development Goals (SDGs), the Organization for Economic Co-operation and Development (OECD) Guidelines, the Voluntary Principles on Security and Human Rights (VPSHR), and the International Finance Corporation (IFC) Performance Standards.

Communication of these commitments is carried out through various channels, including internal communications, the institutional website, institutional videos, campaigns, official documents, and annual reports.



The documents are publicly available at the following links:

[Culture of Integrity and Code of Conduct](#)

[Environment](#)

[Human Rights Policy](#)

GRI 2-24 Embedding policy commitments

The Board of Directors oversees the embedding of policy commitments at ArcelorMittal Brasil. Embedding into the company's strategies, policies, and operations takes place through the establishment of specific goals, inclusion in normative documents, development of operational procedures, training and awareness initiatives, due diligence, continuous monitoring, and performance reporting. Internal communication is also used as a tool for integration.

In business relationships, commitments are implemented through contractual clauses, supplier auditing and monitoring, disclosure in public reports, periodic partner evaluations, selection based on criteria aligned with the commitments undertaken, and the provision of training and capacity-building activities. Also provided for are problem-solving measures and continuous improvement processes.

The organization offers specific training to support the implementation of these commitments. In 2024, the training matrix was revised, making training in Human Rights mandatory for all employees, regardless of hierarchical level, job or activity. Training on the Code of Conduct and Human Rights Policy is conducted every three years in a hybrid format and includes mandatory assessments at the end.

Compliance with laws and regulations¹ GRI 2-27

	2022	2023	2024
Significant fines			
Total number of fines	0	28	2
Monetary value of significant fines paid during the year (BRL)	2,321,800	2,366,784	635,714
Non-monetary sanctions			
Total number of non-monetary sanctions	0	12	3

¹There was no payment of fines relating to previous periods. The company defines its significance criteria based on factors related to compliance, criminal matters, environmental considerations, and health and safety issues. In 2024, the company reported no significant cases of non-compliance, underscoring that its mining operations are fully licensed and conducted in accordance with environmental permits, legal regulations, and additional requirements such as ISO 14001 certification and the ABNT Eco-label. Any operational deviations, when they occur, are promptly adjusted and communicated to the relevant authorities, which may lead to the application of sanctions. In cases where ArcelorMittal determines that sanctions were imposed without due legal compliance, the company presents the appropriate defenses and objections, as provided by law. The sanctions recorded during the period were related to environmental inspections and are currently in the process of being contested through official defense proceedings.

GRI 205-1 Operations assessed for risks related to corruption

ArcelorMittal Brasil adopts a structured and careful approach to assessing corruption-related risks, covering all its operations and business units. In 2024, in the Long and Flat segments (Tubarão, Vega, Contagem and Pecém) and at Belgo Arames, specific assessments were conducted through robust due diligence and risk mapping processes, coordinated by the Governance, Risk and Compliance (GRC) areas.

These assessments involve analyzing third parties (business partners, suppliers, representatives, and consultants), business processes, and high-risk areas. Criteria used include length of relationship, company size, activity performed, interaction with public bodies and the country's ranking on the Corruption Perception Index. In addition, checks are conducted against official lists, such as the Registry of Employers who subjected workers to conditions analogous to slavery (the "Dirty List" of the Ministry of Labor and Employment), and analyses related to environmental issues (ESG).

Among the main risks identified are bribery and kickbacks, suspicious political donations, money laundering,

conflicts of interest, economic sanctions, fraudulent accounting practices, and corruption in contracting and licensing processes. The company also monitors risks such as inappropriate gifts and hospitality, extortion, blackmail and lack of transparency in charitable donations.

ArcelorMittal works to mitigate these risks through ongoing training, reporting channels, internal and external audits, policy reviews, and active communication with its stakeholders.

Total number and percentage of governance body members that the organization’s anti-corruption policies and procedures have been communicated to, broken down by region **GRI 205-2**

	2023 ¹		2024	
	Communicated	Trained	Communicated	Trained
Northeast				
Number	4	4	4	4
%	100	100	100	100
Southeast				
Number	7	7	7	7
%	100	100	100	100

¹ The percentage disclosed in 2023 was recalculated to align with the revised concept of governance body.
GRI 2-4

Total number and percentage of employees that have received training on anti-corruption, broken down by region¹ **GRI 205-2**

	2023		2024	
	Communicated	Trained	Communicated	Trained
North				
Number	23	23	14	14
%	100.00	100.00	100.00	100.00
Northeast				
Number	3,126	3,126	611	611
%	100.00	100.00	100.00	100.00
Central-West				
Number	111	111	17	17
%	100.00	100.00	100.00	100.00
Southeast				
Number	15,397	15,137	2,926	2,926
%	100.00	98.31	100.00	100.00
South				
Number	854	817	805	805
%	100.00	95.67	100.00	100.00
Total				
Number	19,501	19,214	4,373	4,373
%	100.00	98.53	100.00	100.00

¹ Until the 2023 report, the percentage was calculated based on the total number of employees. From 2024 onwards, calculations refer to the total number of employees eligible for training, as retraining must be conducted every three years. **GRI 2-4**

Total number and percentage of employees that have received training on anti-corruption, broken down by employee category¹ GRI 205-2

	2023		2024	
	Communicated	Trained	Communicated	Trained
Executive Board				
Number	41	33	23	23
%	100.00	80.49	100.00	100.00
Management				
Number	398	398	262	262
%	100.00	100.00	100.00	100.00
Leadership/ coordinators				
Number	285	272	215	215
%	100.00	95.44	100.00	100.00
Technicians/supervisors				
Number	5,258	5,172	1,229	1,229
%	100.00	98.36	100.00	100.00
Administrative				
Number	9,945	9,945	2,212	2,212
%	100.00	100.00	100.00	100.00
Operational				
Number	3,574	3,394	432	432
%	100.00	100.00	100.00	100.00
Total				
Number	19,501	19,214	4,373	4,373
%	100.00	98.53	100.00	100.00

Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to¹ - 2024 GRI 205-2

	COMMUNICATED	TRAINED
Number	2,522	2,522
%	100.00	100.00

¹ The investigation only began in 2024. The calculation considers the registration filters applied during supplier creation and temporary-to-permanent conversion processes, in which incoming suppliers were informed about the policy. All new suppliers are given access to the Anti-Corruption Policy video and related training, which concludes with a final test to assess their understanding of the content. Thus, the policy is considered to have been communicated and understood.

GRI 14.22.5 Mining Sector 2024

Mining Concession licenses, which grant the Mining Ordinance—a title authorizing the extraction, processing, and commercialization of mineral resources—are available for public consultation in the Electronic Information System (SEI) and are published in the Official Gazette of the Union (DOU). The transparency of this information is also guaranteed through the SIGMINE platform, a georeferenced system maintained by the National Mining Agency (ANM), which allows the visualization of active mining processes throughout the national territory. According to current Brazilian legislation, it is understood that the requirement of transparency does not apply to administrative contracts without legal provision for publication.

¹ Until the 2023 report, the percentage calculation was based on the total number of employees. From 2024 onwards, calculations refer to the total number of employees eligible for training, as retraining must be conducted every three years.

Supply chain management

GRI 204-1 - Proportion of spending on local suppliers

In terms of revenue, 74 percent of the total spent on suppliers is directed to companies located in Brazil. In the mining sector, specifically at the Serra Azul and Andrade mines, the proportion of the purchasing budget allocated to local suppliers was 3.91 percent.

Proportion of spending on local suppliers^{1, 2} GRI 204-1

2022	2023	2024
66.87%	73.00%	74.00%

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

² The data was extracted from the DS - Supply Billing Management system (Power BI), applying filters that consider only operations in Brazil and the database for the year 2024. The calculation was based on the revenue of these units in relation to the company's total revenue for the period analyzed.

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

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

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

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

ArcelorMittal conducts supplier assessments at onboarding and continuously throughout the relationship. The Governance, Risk and Compliance team conducts social and environmental assessments across various public tools and portals to ensure compliance with the ArcelorMittal Group's integrity procedures. During these assessments, an array of issues are reviewed, including negative media coverage; significant legal actions and administrative procedures—particularly those involving environmental matters; inclusion on the List of Work Analogous to Slavery; identification of Politically Exposed Persons (PEPs); compliance with environmental laws; and any potential involvement in corruption, fraud, bribery, money laundering, conflicts of interest, and other related matters. Additionally, suppliers are continuously monitored by the area through a corporate tool.

In addition, ArcelorMittal has a Supplier Sustainability Program that determines that the raw materials iron ore, lime, limestone, pig iron and scrap used in steel production are critical materials subject to on-site and documentary sustainability audits. Likewise, critical service providers—including recipients of Class I waste or co-products destined for reuse, processing, treatment, or final disposal, as well as sanitary and industrial landfills handling the final disposal of Class I or Class II waste—are also subject to audits based on environmental criteria.

Regarding the selection of new suppliers and environmental and social impacts in the supply chain, the values disclosed in the 2023 Sustainability Report considered the evaluation process carried out by the Supplier Sustainability Program. For this edition, the scope was expanded to also include data related to the assessment conducted by the Governance, Risk and Compliance team. This change occurred due to the improvement and integration of internal supplier management processes and brings greater assertiveness and coherence. **GRI 2-4**

For new suppliers, ArcelorMittal Brasil verifies environmental aspects in 100 percent of approvals through analyses in various tools and public portals

undertaken by the Governance, Risk and Compliance team. Furthermore, it adopts specific environmental criteria for suppliers of raw materials considered critical for steel production. For these materials, minimum environmental documents are required as a prerequisite for registering the supplier company. If the documents are not provided, the company is not authorized to supply.

The approval process for new suppliers includes criteria such as verification of environmental legal compliance, waste management practices, use of natural resources, and supply chain traceability.

GRI 308-1

During sustainability audits, environmental risks related to non-renewable energy consumption, greenhouse gas emissions, water pollution, improper waste disposal, and impacts on biodiversity are identified and assessed. Suppliers found to have non-compliances are required to implement corrective actions. For reporting this indicator, only assessments conducted with suppliers of critical raw materials were considered. Environmental audits conducted on critical service providers—such as waste receiving companies and final disposal operators—were not included due to the lack of a consolidated database that allows

for the accurate quantification of the total number of these suppliers. The organization already plans to include this universe in future reporting cycles as part of the continuous improvement of the process. [GRI 308-2](#)

In 2024, 66 sustainability audits were conducted on suppliers of critical raw materials to ArcelorMittal Brasil, 57 of which were in-person. More than 80 environmental audits were conducted for waste recipients and critical service providers, covering units of ArcelorMittal Brasil and Belgo Arames.

ArcelorMittal Brasil also adopts social criteria when selecting new suppliers, ensuring that all contracts are aligned with its ethical, legal and social responsibility commitments. In 2024, 100 percent of the newly registered suppliers, totaling 3,211 companies, were selected based on these criteria. New suppliers

registered in 2024 that generated revenue in the year, from all ArcelorMittal Brasil and Belgo Arames units, were considered. [GRI 414-1](#)

Sustainability audits also identify and assess potential negative social risks and impacts, focusing on aspects of working conditions, human rights, discrimination, harassment, health and safety negligence, corruption, and environmental degradation. Improvement actions involve corrective plans aligned with the criteria defined in due diligence. Given the persistence of certain non-compliances, the company made the prudent decision to terminate relationships with two suppliers in 2024. [GRI 414-2](#)

New suppliers that were screened using environmental criteria [GRI 308-1](#)

	2023	2024
New suppliers selected	3,211	3,252
New suppliers selected using environmental criteria	3,211	3,252
Percentage of new suppliers that were screened using environmental criteria	100%	100%

Negative environmental impacts in the supply chain and actions taken [GRI 308-2](#)

	2023	2024
Number of suppliers assessed with regard to environmental impacts	4,027	4,830
Number of suppliers identified as causing actual or potential negative environment impacts	974	1,028
Number of suppliers identified as having actual and potential negative environmental impacts, with whom improvements were agreed as a result of the assessment	54	55
Percentage of suppliers identified as having actual and potential negative environmental impacts, with whom improvements were agreed as a result of the assessment	5.54%	5.35%
Number of suppliers identified as causative actual and potential negative environmental impacts, with whom improvements were terminated as a result of the assessment	1	1
Percentage of suppliers identified as causing actual or potential negative environmental impacts, with whom relationships were terminated as a result of the assessment	0.10%	0.10%

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

	2023	2024
New suppliers contracted	3,211	3,252
New suppliers contracted using social criteria	3,211	3,252
Percentage of new suppliers contracted using social criteria	100%	100%

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

	2023	2024
Number of suppliers assessed with regard to social impacts	3,704	4,641
Number of suppliers identified as causing actual or potential negative social impacts	666	1,019
Number of suppliers identified as having actual and potential negative social impacts, with whom improvements were agreed as a result of the assessment	52	63
Percentage of suppliers identified as having actual and potential negative social impacts, with whom improvements were agreed as a result of the assessment	7.81%	6.18%
Number of suppliers identified as causing actual and potential negative social impacts, with whom relations were terminated as a result of the assessment	0	2
Percentage of suppliers identified as causing actual and potential negative social impacts, with whom relations were terminated as a result of the assessment	0%	0.04%

GRI 408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409- 1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
SASB EM-IS 430a.1 Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues

ArcelorMittal Brasil does not have any operations with an identified risk of child labor, young workers in dangerous conditions, or forced or slave labor akin to slavery. However, the company recognizes that, in the sectoral context and within its supply chain, there are inherent risks that require constant attention. To mitigate these risks, the company adopts several structured measures, such as:

- Sustainable Sourcing Code, applicable to all suppliers, which meets the Ten Sustainable Development Guidelines of the ArcelorMittal Group.
- Declarations of zero tolerance for the practice in institutional documents.
- Specific contractual clauses prohibiting any form of child labor or forced labor. These contracts stipulate

that non-compliance with these clauses constitutes just cause for contract termination.

- Internal training on the topic for procurement, compliance and audit teams.
- Verification of the suppliers' legal labor documentation.
- Inclusion of criteria such as verification against restrictive lists (including the "dirty list" for slave or child labor) in the supplier approval processes.
- Documentary and on-site audits of critical suppliers are conducted to assess compliance with legal and socio-environmental requirements, including health and safety, human rights, labor practices, environmental management, supply chain management, and community relations.
- Provision of reporting channels, with guaranteed anonymity and adequate investigation.

Once a non-compliance is identified, the department itself is available to assist the supplier in complying with the company's standards.

These practices are aligned with ILO guidelines and the UN Guiding Principles on Business and Human Rights. By identifying specific value chain risks and establishing assessment and response mechanisms, the company reaffirms its commitment to eradicating all forms of child, forced, or degrading labor, both within its operations and throughout its business relationships.

Institutional relations

GRI 2-28 Membership associations

ArcelorMittal Brasil participates in strategic national and international associations and initiatives aligned with topics such as sustainability, innovation, governance and decarbonization. Participation in these organizations reinforces ArcelorMittal Brasil's involvement in strategic initiatives for sustainability, innovation and industrial competitiveness.

Strategic Initiatives and Pacts

- UN Global Compact (since 2001).
- ResponsibleSteel – Development of the international standard for responsible steel production and certification of units.
- Green Building Council Brazil (GBC Brazil) – Promoting sustainability in civil construction.
- Environmental Product Declaration (EPD) – First steel producer in Latin America to obtain certification for flat and long steel products.
- Ethos Institute of Business and Social Responsibility – Mobilization for socially responsible management.



Industrial and Sectoral Associations

- Brazilian Steel Institute.
- ALACERO – Asociación Latinoamericana del Acero.
- AMCHAM – American Chamber of Commerce for Brazil.
- National Confederation of Industry (CNI) and respective state federations (FIEMG – MG, FINDES – ES, FIESC – SC, and FIEC – CE).
- Brazilian Association of the Green Hydrogen Industry (ABIHV).
- Abrace Energia – Advocating for competitive energy prices for the productive sector.
- Espírito Santo em Ação – State business articulation.
- Associação Empresarial de São Francisco do Sul – SC.
- AECIPP – Association of Industrial and Port Complex Companies of Pecém.
- ASES and ASSEVILA – Association of Businessmen of Serra and Vila Velha – ES.
- IBEF – Brazilian Institute of Finance.



We are associated with other institutions, and more information is available on our page on [Commitments](#).

Environmental performance

Water and effluents

GRI 3-3 Material topic management – Water and effluents

Management of this issue focuses on minimizing effluent generation, optimizing water use, and preventing harm to aquatic ecosystems and communities. To this end, measures include effluent treatment and reuse, the use of multiple water capture sources, systematic environmental monitoring, and the adoption of technologies aimed at water conservation. These impacts arise mainly from the generation of oily effluents in industrial processes, the intensive use of water for cooling and the cleaning of areas and equipment. The topic is addressed in internal policies, public statements, certifications, corporate training and sustainability reports.

The measures adopted seek to prevent potential impacts and are organized by industrial unit, through the Water Master Plans. In addition to treatment, collection and quality control actions, there are investments in technologies and continuous improvement actions in processes. Although no real negative impacts were identified during the period, the company maintains a preventive approach and continuous monitoring systems. Identifying opportunities to save resources, optimize processes, and strengthen water security are among the benefits associated with effective management of this issue.

The effectiveness of these measures is verified through internal and external audits, measurement systems, and indicators such as water capture by source, specific consumption, and volume of effluent generated. These indicators are defined by each industrial unit. Water management has also incorporated key lessons learned from the 2015 water crisis in Espírito Santo. In response, a seawater desalination plant was inaugurated in 2021 at the Tubarão unit, with a capacity of 500 m³ per hour, to enhance water security for both the unit and the region.

GRI 303-1 Interactions with water as a shared resource

ArcelorMittal Brasil adopts a broad approach to water management, considering water withdrawal, consumption and disposal in its operations. The company uses several sources of collection, including public supply, artesian wells, rivers and lakes, rainwater recovery, treated wastewater and seawater desalination. Water is used in industrial processes, sanitation, irrigation, laboratories, cleaning, fire suppression systems, and kitchens. Managing industrial effluents involves several strategies, including treatment at specific plants for industrial water and sewage, as well as alternatives such as reuse, recirculation, or even disposal, provided authorized, in lakes and rivers. At some facilities, such as Tubarão and Vega, disposal at sea is also carried out in accordance with current environmental permits.

The company continuously monitors water-related environmental impacts, identifying water pollution as one of its main challenges. To address this, it conducts environmental impact assessments, evaluates water risks, and ensures regulatory compliance, with a focus on monitoring water quality, meeting legal requirements, and innovating to reduce consumption. Water management is carried out through Water Master Plans, ensuring rational use, maximization of recirculation (which already exceeds 97%), and the pursuit of alternative supply sources.

GRI 303-2 Management of water discharge-related impacts

ArcelorMittal Brasil discharges water into bodies of water in accordance with regulatory standards. The processes comply with the parameters established in Conama Resolution No. 430/2011, which regulates the conditions and standards for liquid effluent discharge at the national level, along with applicable state legislation.

The company has no operations in regions without legal requirements for water disposal, and all procedures comply with the quality and environmental licensing criteria established by law. Additional information on the types of disposal used is provided in indicator 303-1.

Water withdrawal by source (ML)¹
GRI 303-3, SASB EM-MM-140a.1, SASB EM-IS-140a.1

	2022	2023	2024
Surface water (Total)	22,974.62	34,335.79	37,458.33
Freshwater (>1,000 mg/l total dissolved solids)	22,974.62	34,335.79	37,458.33
Groundwater (Total)	3,819.37	3,815.48	3,732.74
Freshwater (<1,000 mg/L total dissolved solids)	3,819.37	3,815.48	3,732.74
Seawater (Total)	374,875.31	330,089.37	298,765.36
Freshwater (<1,000 mg/L total dissolved solids)	374,875.31	330,089.37	298,765.36
Third-party water (Total)	1,087.28	1,066.53	17,394.74
Freshwater (<1,000 mg/L total dissolved solids)	1,087.28	1,066.53	17,394.74
Directly collected rainwater	1,151.60	0.00	0.00
Total	403,908.18	369,307.17	357,351.17

¹ Data were compiled from all units in the Flat, Long (including mining and BioForests), and Belgo Arames segments. In compliance with state legislation governing water withdrawals during scarcity, ArcelorMittal Brasil did not withdraw water in 2024 from areas classified as experiencing water stress.

Total water discharge to all areas (ML)
GRI 303-4

	2022	2023	2024
Surface water	1,088.20	855.34	670.19
Groundwater	30.1	114.13	130.01
Seawater	371,539.82	331,819.34	304,603.16
Third-party water	263.52	388.83	192.23

Circular economy

Waste generated, by composition (t)^{1, 2}
GRI 306-3, SASB EM-IS-150a.1

	2022	2023	2024
Hazardous waste	249,535.21	215,252.72	270,650.61
Non-hazardous waste	7,978,730.95	9,454,548.63	9,380,617.87
Total	8,228,266.16	9,669,801.35	9,651,268.48

¹ Data were compiled from all units in the Flat, Long (including mining and BioForests), and Belgo Arames segments.
² In 2023, the acquisition of the Pecém (CE) unit in March led to an increase in the total amount of waste generated.

Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste (t)^{1, 2}

GRI 306-4, SASB EM-IS-150a.1

	2022			2023			2024		
Non-hazardous waste	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total
Preparation for reuse	0	194,137.83	194,137.83	0	518,938.11	518,938.11	0	45,175.19	45,175.19
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	2,410,972.97	6,237,595.08	8,648,568.05
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	2,410,972.97	6,282,770.27	8,693,743.24
Hazardous waste	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total
Preparation for reuse	0	372.72	372.72	0	12,329.62	12,329.62	0	586.7	586.7
Recycling	20,109.78	125,736.50	145,846.28	1,243.21	154,206.66	155,449.87	19,639.57	205,019.08	224,658.65
Total	20,109.78	126,109.22	146,219.00	1,243.21	166,536.28	167,779.49	19,639.57	205,605.78	225,245.35
Total waste not 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	2,430,612.54	6,488,376.05	8,918,988.59

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

² The calculation methodology is based on waste mapping, source reduction, recycling and reuse, hazardous waste management, waste characterization and cost analysis, monitoring technologies, and regulatory compliance.

Total weight of waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations^{1, 2}

GRI 306-5

	2022			2023			2024		
Non-hazardous waste	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total
Incineration with energy recovery	0	5,719.02	5,719.02	0	3,669.97	3,669.97	0	453.41	453.41
Incineration without energy recovery	0	20.35	20.35	0	1.84	1.84	0	0	0
Landfill	29.07	717,873.40	717,902.47	26.50	454,768.26	454,794.76	0	445,126.9	445,126.90
Temporary storage for disposal	0	319.96	319.96 0 0	0	0	0	0	241,294.32	241,294.32
Total	29.07	723,932.73	723,961.80	26.50	458,440.07	458,466.57	0	686,874.63	686,874.63
Hazardous waste	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total	Within the organization / Onsite	Outside the organization / Offsite	Total
Incineration with energy recovery	0	1,968.64	1,968.64	0	2,100.39	2,100.39	0	236.74	236.74
Incineration without energy recovery	0	480.02	480.02	0	161.27	161.27	0	389.32	389.32
Landfill	0	100,824.83	100,824.83	0	45,057.21	45,057.21		37,254.38	37,254.38
Temporary storage for disposal	0	42.72	42.72	0	154.36	154.36	0	7,524.82	7,524.82
Total	0	103,316.21	103,316.21	0	47,473.23	47,473.23	0	45,405.26	45,405.26
Total waste directed to disposal	29.07	827,248.94	827,278.01	26.50	505,913.30	505,939.80	0	732,279.89	732,279.89

¹ Data were compiled from all units in the Flat, Long (including mining and BioForests), and Belgo Arames segments.
² The calculation methodology is based on waste mapping, source reduction, recycling and reuse, hazardous waste management, waste characterization and cost analysis, monitoring technologies, and regulatory compliance.

Climate change, air emissions and air quality

GRI 201-2 Financial implications and other risks and opportunities due to climate change

In line with the Corporate Sustainability Reporting Directive (CSRD), implemented by the European Union in 2023, the ArcelorMittal Group is conducting a global structured survey to map climate risks in its most business-relevant units.

Although a specific assessment has not yet been completed, the organization has already identified possible implications of climate change, including:

- Increase in climate litigation in the steel sector
- Rising costs resulting from new regulations aimed at the low-carbon economy
- Stakeholder pressure to accelerate decarbonization
- Requirement for investments in new technologies with less environmental impact, and
- Greater negative media exposure and public assessment of the sector

Operationally and financially, climate change can directly impact the company’s cost and investment structure. Extreme weather events, for example, can affect supplier productivity, cause logistical delays, influence natural resource availability, and require adjustments to production processes. These changes can, in turn, impact the workforce, leading to adjustments in operational routines, the need for specific training, or even shift rescheduling.

The company also recognizes that, in future scenarios, regulatory changes related to carbon and energy may directly affect its economic contributions—including taxes, fees, and infrastructure investments—with potential impacts on local communities and on relations with governments and strategic partners.

GRI 305-1 Direct (Scope 1) GHG emissions

In July 2021, through the publication of the “Climate Action Report 2,” the ArcelorMittal Group committed to achieving net-zero CO₂ emissions across all business units by 2050.

Direct (Scope 1) GHG emissions (tCO₂ equivalent)^{1, 2, 3, 4, 5, 6}
GRI 305-1, SASB EM-MM-110a.1, SASB EM-IS-110a.1

SCOPE 1	2022	2023	2024
Generation of electricity, heat or steam	475,304.86	427,474.03	392,159.91
Physico-chemical processing	16,240,174.45	21,531,630.18	23,159,685.97
Transportation of materials, products, waste, employees and passengers	62,107.18	72,773.88	79,682.56
Agricultural activities	-	3,676.75	1,336.89
Total gross CO ₂ e emissions	16,777,586.49	22,035,554.84	23,632.865.33
Biogenic CO ₂ e emissions	509,937.36	711,092.50	679,573.31

¹ Gases included: CO₂, CH₄ and N₂O.
² ArcelorMittal Brasil’s inventory is calculated annually and covers all crude steel production units, iron ore extraction, and charcoal production from renewable eucalyptus forests, as well as a processing unit with production exceeding 1 Mt/year. Emissions from non-production units (such as offices and health centers) are excluded from the inventory, as are those from processing units (rolling and drawing mills) with a production capacity of less than 1 Mt/year, as their emissions are below 10,000 tCO₂e per year.
³ ArcelorMittal adopts a methodology aligned with European standard EN 19694, applied across all Group facilities. Data is collected by production units using a standardized model that performs a mass balance of raw materials, fuels, energy, and gases at all stages of the production process.
⁴ ArcelorMittal Group’s emission factors are presented in the document “ArcelorMittal Sustainability Report 2024” (Annex 2: Basis of Reporting): <https://corporate.arcelormittal.com/media/3fwar2wu/2024-sustainability-report.pdf>. In addition, primary direct emission factors (Tier 3) are calculated based on laboratory analyses of the carbon content of the main raw materials responsible for Scope 1 emissions, such as coking coal, PCI coal, and coke, among others. The Global Warming Potentials (GWP) of gases are based on the AR5 guidelines of the IPCC (2013).
⁵ Emissions have increased since 2023, mainly due to the acquisition of Companhia Siderúrgica Pecém (CSP), now called ArcelorMittal Pecém, an integrated plant.
⁶ The year 2018 was chosen as the baseline for ArcelorMittal Brasil’s emissions reduction target.

Energy indirect (Scope 2) GHG emissions
(tCO₂ equivalent)^{1, 2, 3} GRI 305-2

SCOPE 2	2022	2023	2024
	76,243.20	45,264.91	75,179.69

¹ Gases included: CO₂.

² Calculation based on the location approach. Considering the purchasing choice approach, total emissions were 63,514,79 tCO₂e.

³ As the inventories were completed in January 2025 to contribute to the ArcelorMittal Group database, the averages of the last twelve months of the National Interconnected System (SIN – Brazil grid) released up to that date were used, covering the period from October 2023 to September 2024. Therefore, an average CO₂ emission factor of 46.0 g/kWh for electricity generation was adopted, based on the data available at: <https://www.gov.br/mcti/pt-br/acompanhe-o-mcti/sirene/dados-e-ferramentas/fatores-de-emissao>

Other indirect (Scope 3) GHG emissions
(tCO₂ equivalent)^{1, 2, 3, 4} GRI 305-3

SCOPE 3	2022	2023	2024
Purchased goods and services	4,310,243.01	5,303,992.13	6,271,998.14
Upstream transportation and distribution	521,687.93	714,663.57	– ⁴
Total	4,831,930.94	6,018,655.70	6,271,998.14

¹ Gases included: CO₂, CH₄ and N₂O.

² Emissions have increased since 2023, mainly due to the acquisition of Companhia Siderúrgica Pecém (CSP), now called ArcelorMittal Pecém, an integrated plant.

³ Biogenic emissions were not accounted for.

⁴ In 2024, emissions from the Scope 3 category “Transportation and distribution (upstream)” were not included.

GHG emissions intensity^{1, 2, 3} GRI 305-4

SCOPES 1 AND 2	2022	2023	2024
Total GHG emissions (tCO ₂ equivalent)	16,853,829.68	22,080,819.75	23,346,444.29
Intensity of greenhouse gas emissions	1.58	1.72	1.71

¹ Gases included: CO₂, CH₄ and N₂O.

² Calculation: Total scope 1 and 2 GHG emissions (tCO₂ equivalent) / Total crude steel production (t).

³ Emissions intensity has increased since 2023, mainly due to the GHG emissions from the acquisition of Companhia Siderúrgica Pecém (CSP), now ArcelorMittal Pecém, an integrated plant.

GRI 305-5 Reduction of GHG emissions

In 2024, emissions of 298,250 tons of CO₂ equivalent were avoided, as detailed in the following table. These reductions are partly due to the implementation of energy efficiency projects aimed at optimizing electricity and natural gas consumption, as well as monitoring strategic projects calculated in accordance with Clean Development Mechanism (CDM) methodologies approved by the UNFCCC (United Nations Framework Convention on Climate Change).

Reduction of GHG emissions 1, 2, 3, 4 (tCO₂ equivalent)^{1, 2}
GRI 305-5

	2022	2023	2024
Reductions derived from direct emissions (Scope 1)	106,506	46,726	45,054
Reductions derived from indirect emissions from energy acquisition ((Scope 2)	232,030	187,219	213,285
Reductions derived from other indirect emissions (Scope 3)	33,611	40,387	39,911
Total GHG reductions and emissions	372,147	274,333	298,250

¹ Gas included: carbon dioxide (CO₂).

² The reduction for each project is calculated as the difference between the baseline scenario (without the project) and the scenario with the project in operation.

Significant air emissions (t)^{1, 2}
GRI 305-7, SASB EM-MM-120a.1, SASB EM-IS-120a.1

	2022	2023	2024
NO _x	6,378.58	9,328.01	8,732.46
SO _x	12,190.39	15,181.19	16,189.95
Volatile organic compounds (VOC)	22.39	49.92	134.30
Particulate matter (PM)	2,606.92	3,308.55	3,230.15

¹ To compile the information, ArcelorMittal Group's method of reporting air emissions, as reported in the Basis of Reporting document, was considered.
² In 2023, after the acquisition of the Pecém (CE) unit, there was an increase in the number of emission sources and, consequently, in NO_x, SO_x, PM and other air emissions.

SASB EM-IS-110a.2 Discussion of Short-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance against those targets

ArcelorMittal Brasil adopts a strategy to reduce Scope 1 emissions, with short- and long-term goals. By 2030, key initiatives include purchasing renewable electricity, using natural gas in blast furnaces to partially replace coal-fired PCI, improving operational efficiency, incorporating biomass into steelmaking processes, and maximizing scrap use in steel production, within technical limits.

For 2050, the strategy envisions technology changes such as upgrading industrial assets to use hydrogen (H₂) under the Smart Carbon concept, replacing the traditional production route with DRI (direct reduced iron) and electric arc furnaces, implementing electrolysis, and developing carbon capture, storage, and/or utilization technologies in partnership with other organizations.

Each industrial unit conducts risk and cost-effectiveness analyses of the technologies evaluated to achieve the goals. These analyses are conducted using internal methodologies and presented at the global corporate level



to support resource requests. Law No. 15.042/2024, approved in Brazil, does not yet establish specific emission reduction targets for the steel industry, and, at present, the company is not subject to international emissions limitation systems, such as the European Union Emissions Trading System (EU ETS). The decarbonization strategy continues to be adjusted as market regulations and conditions evolve.

Energy efficiency

Fuel consumption (GJ)¹
GRI 302-1, SASB EM-MM-130a.1, SASB EM-IS-130a.1, SASB EM-IS-130a.2

NON-RENEWABLE SOURCES	2022	2023	2024
Anthracite	842,731.29	2,202,039.67	336,473.58
Compressed air	872,844.22	844,368.94	845,705.37
Argon	22,280.15	26,904.00	82,694.78
Coal for coking	112,910,348.74	159,819,986.38	165,251,474.13
Coal for PCI	585,043.48	569,079.85	71,061,883.59
Natural gas	8,314,390.54	7,641,883.82	6,996,203.98
LPG	38,451.57	26,430.80	45,969.71
Nitrogen	1,714,143.51	2,131,458.91	2,222,889.43
Diesel fuel	1,180,296.70	1,119,926.95	1,235,576.34
Oxygen	7,262,107.56	9,002,871.92	8,819,112.21
External coke	6,150,802.42	3,985,436.07	10,749,831.87
Petroleum coke	591,881.22	1,240,458.18	1,299,207.45
Total	140,485,321.40	188,610,845.49	268,947,022.44
RENEWABLE SOURCES	2022	2023	2024
Charcoal	3,948,614.01	3,871,388.61	3,790,382.6
Charcoal for PCI	968,540.88	942,113.05	516,323.78
Total	4,917,154.89	4,813,501.66	4,306,706.38

Energy consumed (GJ)¹
GRI 302-1, SASB EM-MM-130a.1, SASB EM-IS-130a.1

	2022	2023	2024
Electricity purchased	25,883,430.73	23,906,540.15	25,972,137.50
Self-generated electricity	14,803,659.10	12,165,543.84	23,222,932.48
Total	40,687,089.83	36,072,083.99	49,195,069.98

Electricity sold (GJ)¹ GRI 302-1

	2022	2023	2024
Electricity	8,634,253.95	13,095,485.00	13,744,318.11
Total	8,634,253.95	13,095,485.00	13,744,318.11

Energy intensity (GJ)¹ GRI 302-3

	2022	2023	2024
Within the organization	18.36	20.02	19.39

¹ The compilation of information on greenhouse gas emissions and energy consumption by the ArcelorMittal Group follows the methodology outlined in the Basis of Reporting document, based on the recommendations of the World Steel Association (WSA). This document outlines the conversion factors adopted, all of which conform to international and regional standards. Where applicable, locally determined values for carbon content and lower calorific value (NCV) of certain materials—obtained through laboratory analysis—have been used to ensure accuracy.

GRI 302-4 Reduction of energy consumption

Despite these efforts, the organization's energy consumption increased by approximately 7,316,314 GJ during the analyzed period, representing a variation of about 3 percent compared to the base year (2018). This result is directly attributable to adjustments in the calculation methodology, which was revised in accordance with World Steel Association guidelines and standards such as ISO 14404, as well as to increased production in certain units.

The most significant variations were observed at Juiz de Fora, where production increased by 2 percent between 2018 and 2024, but energy consumption rose by 98 percent as a result of methodological revisions. The Resende unit also influenced this result, with a 52 percent increase in production, operating with a semi-integrated route highly dependent on electricity. By and large, ArcelorMittal Brasil's production grew by around 1 percent in the period.

Reductions and variations in energy consumption are calculated based on direct measurements, involving the main types of energy used in operations: electricity and fuels. Continuous monitoring allows us to

assess opportunities for improvement and adjust strategies for medium- and long-term energy gains.

GRI 302-5 Reductions in energy requirements of products and services

During the reporting period, no reductions were observed in the energy requirements of the company's products and services. Energy consumption intensity increased by 1.6 percent, rising from 20.46 GJ/ton of steel in 2018 to 20.78 GJ/ton of steel in 2024. This increase is the result of methodological adjustments to ArcelorMittal's calculation basis since 2018, leading to a rise of 7,316,313.75 GJ (approximately 2.6 percent) in total energy consumption, alongside a 1 percent increase in steel production over the same period.

The year 2018 was adopted as a reference, as it is aligned with ArcelorMittal's decarbonization goals. For these calculations, a proprietary methodology based on the World Steel Association approach was employed, in compliance with international standards such as ISO 14404, which defines methods for calculating the intensity of CO₂ emissions and energy consumption across various steel production processes.

Biodiversity

GRI 101-1 Policies to halt and reverse biodiversity loss

GRI 101-2 - Management of biodiversity impacts

GRI 101-4 Identification of biodiversity impacts

GRI 101-5 Locations with biodiversity impacts

GRI 101-6 - Direct drivers of biodiversity loss

GRI 101-7 Changes to the state of biodiversity

GRI 101-8 Ecosystem services

ArcelorMittal Brasil has established specific environmental policies and formal commitments focused on the conservation and restoration of biodiversity, considering the maturity and operational context of each unit. These guidelines are aligned with the Goals and Targets of the Kunming-Montreal Global Biodiversity Framework and the requirements of ResponsibleSteel certification, particularly the principle addressing ecosystem protection. The policies cover both direct operations and relationships with suppliers, customers and other partners in the value chain.

Biodiversity impact management follows the mitigation hierarchy, which encompasses actions to avoid, minimize,

restore, and offset negative impacts. ArcelorMittal applies this approach in a contextualized manner across all operating units. Notably, the Tubarão unit features a green belt spanning over 700 hectares and supports emblematic initiatives such as the Tamar Project and the Caiman Project, while the Pecém unit leads efforts including the reforestation of 412 hectares and the establishment of the Ceará Forest Seed Bank. At the Mining and BioForests units, rigorous technical standards are implemented based on the Biodiversity Indicators and Reporting System (BIRS), along with practices such as the creation of ecological corridors, the rescue of fauna and flora, and compensation measures audited by environmental agencies. Belgo Arames, in turn, conducted projects to reconstitute flora in previously converted areas, applying compensatory measures.

All units conduct systematic assessments to identify significant impacts, using tools such as risk matrices, SWOT, environmental aspect and impact spreadsheets, in addition to the Biodiversity Master Plans. These instruments also support the prioritization of corrective and preventive actions, taking into account both the direct and indirect effects of operations and the supply chain.

Units located in sensitive ecosystems—such as Mining and BioForests in Minas Gerais, and Pecém in Ceará—are the focus of targeted protection measures. In Tubarão, the green belt and proximity to coastal areas and mangroves require continued attention. In Itaúna (MG), it was necessary to reallocate the Legal Reserve to enable the expansion of the unit, implementing a Technical Project for Flora Reconstitution as a compensatory measure. All industrial units maintain protected areas, PPAs and monitored legal reserves.

The organization recognizes that its direct impacts on biodiversity result from the exploitation of natural resources, emissions, effluents and water use. To mitigate these factors, specific targets are implemented to reduce critical waste, eliminate landfills, and use resources efficiently. Preventative practices are also applied to avoid the introduction of invasive alien species.

Continuous environmental monitoring allows ArcelorMittal to identify changes in ecosystems over time. In Pecém, for example, areas of preserved native vegetation in an advanced stage of regeneration have been identified. In Itaúna, plant enrichment initiatives have maintained the ecological stability of the local PPA. The BIRS system is utilized

in mining and forestry units to map and assess habitats, providing guidance for management decisions.

The ecosystem services preserved by these units include climate regulation, soil protection, water quality, pollination, and carbon sequestration. In Pecém, reforestation contributes to erosion control and improved air quality, while forestry and mining units provide timber and non-timber resources, in addition to the tourism potential of preserved areas. The company's initiatives aim to align climate goals with conservation efforts by implementing nature-based solutions and engaging stakeholders, including local authorities, NGOs, academic institutions, and regulatory bodies.

Social Responsibility

Health, well-being and occupational safety

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

All units have systematic processes for identifying hazards and assessing risks in the workplace, covering both routine and non-routine activities. These practices encompass a wide range of activities, including safety inspections, chemical, physical, and ergonomic assessments, task-specific analyses, emergency drills and impact assessments related to organizational and operational changes.

Incident investigations are conducted according to protocols that include event documentation and description, root cause analysis, assessment of severity and likelihood, site preservation, information gathering, internal and

external communication, the definition of corrective measures, and the implementation of actions for continuous system improvement.

Active involvement of senior management is demonstrated through resource approval, participation in audits, evaluation of safety performance, communication with stakeholders, and engagement in strategic decision-making.

The results of risk assessments are incorporated into management system improvements through indicator monitoring, policy and contingency plan reviews, investments in technology, and training and awareness initiatives, ensuring preventive action integrated with the business strategy.

The culture of active listening is supported by various channels accessible to workers, including online platforms, applications, periodic safety meetings, committees, and direct communication with leaders and OSH teams. There is a formal commitment, expressed in corporate policies and codes of ethics, that there will be no punishment or retaliation for reporting hazards or refusing to work in unsafe conditions.

GRI 403-3 - Occupational health services

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

Services offered by qualified professionals include occupational medical examinations, risk assessments, certificate management, rehabilitation programs, ergonomics education initiatives, health and well-being campaigns, incident investigations, audits, preparation of legal documentation, and psychosocial support. There are also initiatives such as comprehensive health programs, substance use prevention initiatives, encouragement of physical activity and promotion of oral health. Communication and access to these initiatives take place through a wide range of channels, including workshops, awareness campaigns, printed materials, corporate e-mails, intranet, applications, digital platforms, and health and safety committees.

The company adopts strict policies and practices to guarantee the confidentiality of employees' personal health information, in line with current legislation and the General Personal Data Protection Law. Mechanisms adopted include restricted access to information, privacy policies, informed consent, training, and reporting channels.

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

		2023		2024	
		Employees	Workers ¹	Employees	Workers ¹
Total number of individuals		19,501	15,439	20,389	11,229
Individuals who are covered by the system	Number	19,501	15,439	20,389	11,229
	Percentage	100.00	100.00	100.00	100.00
Number of individuals covered by a system that has been internally audited	Number	16,919	11,039	17,770	8,129
	Percentage	86.76	71.50	87.15	72.39
Number of individuals covered by the system that has been certified by an independent third party	Number	13,977	10,777	17,047	10,967
	Percentage	71.67	69.80	83.61	97.67

¹ Workers who are not employees but whose work and/or workplace is controlled by the organization.

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

Participation takes place directly through anomaly reporting, task refusal, periodic meetings, Prevention and Safety Dialogue (DPS), cultural programs, and thematic workshops, as well as involvement in risk analyses, audits, and specific events such as the Values and H&S Day Event. It is also promoted through representation on internal committees and specialized technical groups, as well as formal committees addressing topics such as ergonomics, regulatory standards, and fatality prevention.

Occupational health and safety committees comprise representatives from various hierarchical levels and functional areas, hold regular meetings, and play a significant role in decision-making processes. Their responsibilities include identifying risks, proposing preventive measures, investigating incidents, promoting educational campaigns, setting goals, and assessing legal compliance. These committees also develop action plans, conduct strategic reviews, and monitor the implementation of prevention standards across all operational units.

Health and safety-related information is widely disseminated through multiple channels, ensuring access to all audiences. Methods such as corporate e-mails, intranet, digital applications and platforms, printed materials, workshops, awareness campaigns, and direct communication with managers and Occupational Health and Safety teams are used.

All workers are covered by the company's health and safety practices, including permanent, temporary, fixed-term, outsourced and employees without guaranteed working hours.

GRI 403-5 Worker training on occupational health and safety

ArcelorMittal Brasil offers training and development in occupational health and safety to all workers, including its own employees and third parties, with different contractual arrangements and working hours. This training—conducted in person, online, and via the corporate platform—are delivered continuously, taking into account the specific risks of each role and the applicable legal requirements. The content covers everything from basic topics, such as onboarding new employees and using Personal Protective Equipment

(PPE), to specialized training, such as working at heights, confined spaces, handling hazardous chemicals, ergonomics, machinery safety, and emergency response.

Additionally, the units conduct periodic training according to the risks mapped in their operations, including regulatory training, such as CIPA, NR 20 and specific programs to prevent exposure to hazardous agents (e.g., benzene), as verified in the Pecém unit. Initiatives are conducted jointly by the Health, Safety and Environment and Human Resources areas, with digital records and systematic control of frequency and updates.

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

ArcelorMittal Brasil maps hazards and risks associated with activities performed by workers involved in operations or business partnerships, even when it does not have direct control over the locations where these activities take place.

The main risks identified include falls, musculoskeletal injuries, vehicle accidents, exposure to chemical agents and biological, burns,

equipment-related accidents, electric shocks, work at heights, vibration, noise, radiation, fires, and explosion. The identification of these dangers extend to both employees and outsourced workers.

To mitigate these risks, the company implements strategies such as specific training, the use of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE), safety signage, structured prevention programs, risk analysis, preventive maintenance, controls over hazardous substances, emergency protocols, and continuous communication with workers. Occupational health programs are also implemented for continuous monitoring of employee health.

GRI 403-9 Work-related injuries
SASB EM-MM-320a.1
SASB EM-IS-320a.1 (1) Total incident rate, (2) fatality rate, (3) near-miss rate, and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) outsourced employees

ArcelorMittal Brasil adopts a structured approach to prevent workplace accidents and ensure the safety of all its employees, both its own and third parties, across its different operational units. All accidents with and without lost time, as well as potentially serious events, are recorded, analyzed and used as a basis for corrective and preventive actions.

The main causes of workplace accidents are related to falling objects, equipment accidents, trauma injuries and electric shock, among other operational risks. These hazards are previously mapped and classified according to their potential severity. Identification takes place through field assessments, process analyses, document reviews, active listening to employees, and observation of critical activities.

To minimize risks, the company implements measures such as eliminating or replacing hazards, applying engineering and administrative

controls, ensuring proper use of PPE, conducting preventive maintenance, providing specific training, running awareness campaigns, and actively managing operational deviations. Detailed investigations are also conducted for each occurrence, with a focus on organizational learning and continuous improvement.

In all units, accident data includes both direct employees and contracted workers, except in cases involving equipment lending agreements or suppliers operating outside the company's premises, as specified in internal procedures. Information management is based on regulatory standards from the Ministry of Labor

and Employment, ILO guidelines, and internal methodologies such as DNV TASC, as well as corporate computerized systems used for monitoring, analysis, and decision-making.

Work-related injuries¹ GRI 403-9, SASB EM-MM-320a.1, SASB EM-IS-320a.1

	2022 ²		2023		2024	
	Employees	Workers ³	Employees	Workers ³	Employees	Workers ³
Number of hours worked	25,531,020	36,156,092	36,482,412	50,563,308	39,169,912	49,018,982
Number of fatalities resulting from work-related injuries	0	1	0	0	0	1
Fatality rate resulting from work-related injuries	0	0.03	0	0	0.00	0.02
Number of serious work-related injuries (excludes fatalities)	3	4	8	11	10	8
Rate of serious work-related injuries (excludes fatalities)	0.12	0.11	0.22	0.22	0.26	0.16
Number of recorded work-related injuries (includes fatalities)	75	126	97	200	91	185
Rate of recorded work-related injuries (includes fatalities)	2.94	3.48	2.66	3.96	2.32	3.77

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

People management

Employees by type of contract and region^{1, 2} GRI 2-7

Region	2022			2023			2024		
	Determined time	Indefinite time	Total	Determined time	Indefinite time	Total	Determined time	Indefinite time	Total
North	0	21	21	0	23	23	0	30	30
Northeast	0	565	565	3	3,123	3,126	0	3,222	3,222
Central-West	0	100	100	0	111	111	0	115	115
Southeast	3	15,714	15,717	2	15,395	15,397	0	16,193	16,193
South	0	812	812	0	844	844	0	829	829
Total	3	17,212	17,215	5	19,496	19,501	0	20,389	20,389

¹ Employees of ArcelorMittal and its affiliated companies comply with the working hours established by law. The total number of employees is recorded in the SAP ECC HR module, covering all registered employees, with data updated through the end of the reporting period. In 2024, all employees had an indefinite term contract.

² Employees on unpaid leave, those retired due to disability, those on leave through the INSS social security system and expatriates without pay are not being considered.

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

Employment	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	14,767	2,417	17,184	16,573	3,309	19,486	17,047	3,332	20,379
Part time	19	12	31	8	0	15	6	4	10
Total	14,786	2,429	17,215	16,581	3,309	19,501	17,053	3,336	20,389

¹ Employees of ArcelorMittal and its affiliated companies comply with the working hours established by law. The total number of employees is recorded in the SAP ECC HR module, covering all registered employees, with data updated through the end of the reporting period.

² To classify work schedules as part-time or full-time, the number of hours worked per week was verified. Full-time work is defined as working more than 30 hours per week.

Employees by type of employment and region¹ GRI 2-7

Region	2023			2024		
	Full time	Part time	Total	Full time	Part time	Total
North	23	0	23	30	0	30
Northeast	3,126	0	3,126	3,222	0	3,222
Central-West	110	1	111	114	1	115
Southeast	844	0	844	16,184	9	16,193
South	15,383	14	15,397	829	0	829
Total	19,486	15	19,501	20,379	10	20,389

¹ Employees of ArcelorMittal and its affiliated companies comply with the working hours established by law. The total number of employees is recorded in the SAP ECC HR module, covering all registered employees, with data updated through the end of the reporting period.



Workers by employee category¹ GRI 2-8

	2022	2023	2024
Apprentices	765	978	637
Interns	1,063	338	1,133
Outsourced	-	-	1,212
Total	1,828	1,316	2,982

¹ To count the number of workers, the company applied the direct counting methodology, including all those not employed on a full-time or part-time basis. The total number of workers is based on data recorded at the end of the reporting period and there were no significant fluctuations in the number of workers during the reporting period.

GRI 2-20 Process to determine remuneration

Consolidated corporate guidelines range from establishing the remuneration philosophy and objectives to periodic reviews and transparency practices. Policies are developed based on market analysis and the specific characteristics of strategic functions, incorporating criteria such as performance, competitiveness, and alignment with the organization's values. In most units, process oversight is assigned to remuneration committees, which act in a structured manner in the evaluation

and definition of remuneration packages. In other units, responsibility lies with higher authorities or specific areas, in accordance with the Group's centralized guidelines.

Stakeholder participation takes place through internal surveys, periodic consultations, and, when necessary, support from specialized external consultants who provide market data and salary benchmarks to inform decisions.

New employee hires and employee turnover GRI 401-1

	HIRES			DISMISSALS			NEW HIRE RATE			TURNOVER RATE ¹		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
By age group												
Aged fewer than 30 years	974	797	1,468	515	585	584	30.42	22.21	38.12	23.25	19.25	26.64
Aged 30 to 50 years	1,113	944	1,591	1,263	1,277	1,371	8.94	6.75	10.95	9.55	7.93	10.19
Aged more than 50 years	40	58	68	236	250	214	2.55	3.03	3.39	8.81	8.03	7.03
By gender												
Men	1,503	1,348	2,235	1,745	1,737	1,723	10.17	8.13	13.11	10.98	9.31	11.60
Women	624	492	892	269	322	446	25.69	16.82	26.74	18.38	13.91	20.05
By region												
North	6	5	12	5	3	4	28.57	21.74	40.00	26.19	17.39	26.67
Northeast	89	342	414	137	281	301	15.75	10.94	12.85	20.00	9.96	11.10
Central-West	14	12	19	17	7	23	14.00	10.81	16.52	15.50	8.56	18.26
Southeast	1,819	1,423	2,615	1,794	1,767	1,750	11.57	9.24	16.15	11.49	10.36	13.48
South	199	58	67	61	54	90	24.51	6.87	8.08	16.01	6.64	9.47
Total	2,127	1,840	3,127	2,014	2,112	2,168	12.36	9.44	15.34	12.03	10.13	12.98

¹ Calculation methodology: [(hired + dismissed)/2]/ number of employees.

Parental leave – 2024 GRI 401-3

	MEN	WOMEN
Employees entitled to take a leave	17,053	3,345
Employees who took the leave	392	159
Employees who returned to work, in the reporting period, after the end of the leave	392	149
Employees who DID NOT return to work, in the reporting period, after the end of the leave	-	-
Employees who who returned to work after the leave and continued to be employed 12 months after returning to work	381	63
Rate of return	100%	100%
Rate of retention	96.46	87.50

Average hours of training per year per employee GRI 404-1

	2023 ¹	2024
By gender ²		
Men	29.32	32.46
Women	25.12	30.34
By employee category		
Executive Board	19.59	26.21
Management	28.43	23.94
Leadership/coordinators	25.81	33.32
Technicians/supervisors	26.57	42.64
Administrative	20.21	19.99
Operational	58.77	35.28

¹The values disclosed in the 2023 Sustainability Report were recalculated after we identified the use of an incorrect formula. GRI 2-4.
²In 2023, they did not consider Belgo Arames, specifically for gender segregation.

GRI 404-2 Programs for upgrading employees skills and transition assistance programs

UNIT	INTERNAL TRAINING	SUPPORT FOR EXTERNAL COURSES	ASSISTANCE FOR RETIREES	ASSISTANCE FOR THOSE LAID OFF
AM Plans - Tubarão	Yes	Yes	Extended health benefits, wellness and psychological support programs, pre-retirement planning and corporate retirement plans.	Consulting for professional transition and relocation according to the Human Resources Department's criteria.
AM Planos - Contagem	Yes	Yes	Extension of health benefits.	Does not offer
AM Planos - Pecém	Yes	Yes	Does not offer	Does not offer
AM Planos - Vega	Yes	Yes	Does not offer	Career transition, professional relocation and continued benefits for a fixed period.
AM Longos	Yes	Yes	Does not offer	Does not offer
AM Shared and AMS	Yes	Yes	Wellness and psychological support programs; planning guidance with manager.	Career transition, well-being and psychological support, professional relocation; actions with specific criteria for participation.
Belgo Arames	Yes	No	Does not offer	Does not offer

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

	2023		2024	
	Men	Women	Men	Women
Executive Board	100.00	100.00	100.00	100.00
Management	100.00	100.00	100.00	100.00
Leadership/coordinators	100.00	100.00	100.00	100.00
Technicians/supervisors	96.84	100.00	99.92	99.24
Administrative	95.88	99.26	99.84	99.78
Operational	98.72	100.00	98.35	98.45
Total	97.87	99.83	98.99	99.12

GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

ArcelorMittal Brasil has no operations with an identified risk of violating workers’ rights to exercise their freedom of association or to participate in collective bargaining. This commitment is consolidated in its Human Rights Policy and Code of Conduct, which recognize

and guarantee the right to association, collective bargaining and union activity free from retaliation or discrimination. The company also requires compliance with these rights by its suppliers, especially those operating within its operational domains. To this end, it maintains strict control over the required legal labor documentation and adopts contractual clauses that reinforce the obligation to respect freedom of association.



Percentage of employees
per employee category and gender (%) GRI 405-1

	2023		2024	
	Men	Women	Men	Women
Executive Board	80.49	19.51	79.41	20.59
Management	78.39	21.61	76.22	23.78
Leadership/ coordinators	80.79	19.30	80.58	19.42
Technicians/supervisors	87.35	12.65	86.20	13.80
Administrative	67.76	32.24	66.53	33.47
Operational	91.09	8.91	89.23	10.77
Total	85.03	14.67	83.50	16.50

Percentage of employees per
employee category and age group (%) GRI 405-1

	2024		
	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years
Executive Board	0	67.65	32.35
Management	0	72.21	27.79
Leadership/coordinators	0.72	85.61	13.67
Technicians/supervisors	16.97	74.50	8.52
Administrative	11.18	76.74	12.08
Operational	22.83	67.11	9.06
Total	1791	72.12	997

Employees from
underrepresented groups (%)¹ GRI 405-1

	2023	2024
Black ²	50.57	64.00
PwDs	5.74 ³	4.45
LGBTQIA+	-	2.39
Women	14.67	16.50

¹ The total percentages do not add up to 100 percent, as the same employee may identify with more than one underrepresented group (intersectionality).
² In 2024, the company conducted a racial census in which all employees provided their self-declaration.
³ The number of PwDs for the year 2023 was revised due to an incorrect disclosure made previously.



Diversity of governance bodies and employees, by age group¹ GRI 405-1

	2023			2024		
	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years
Total	0	15.38	84.62	0	20	80

¹Number of members of governance bodies: Board Members and Statutory Directors considered. In 2023 there were 13 members. In 2024, there were 15.

Percentage of individuals within the organization’s governance bodies, by gender¹ GRI 405-1

	2023		2024	
	Men	Women	Men	Women
Total	100	0	93.33	6.67

¹Number of members of governance bodies: Board Members and Statutory Directors considered. In 2023 there were 13 members. In 2024, there were 15. In addition to the information above, regarding diversity, four black people (26.67%) make up the governance body.

Relationship with the community

GRI 2-29 Approach to stakeholder engagement

ArcelorMittal Brasil adopts a structured and comprehensive approach to stakeholder engagement, considering the specificities of its operations and the diversity of its audiences. Relationships with customers, suppliers, business partners, employees, unions, local communities, NGOs, public authorities,

and vulnerable groups are maintained through various channels and strategies tailored to the demands and contexts of each unit.

In relationships with business partners and suppliers, engagement is fostered through transparent communication, active feedback, diverse contact channels, open innovation, and continuous evaluation. The objective is to identify impacts,

mitigate risks, understand expectations, promote sustainability and strengthen long-term relationships.

Among the main actions are participatory social diagnoses conducted in the units, which involve representatives of the communities, public and private institutions. These consultations aim to understand the needs of the communities and inform the development of action plans, especially in the areas of social

responsibility. Ongoing feedback tools are also used, such as customer satisfaction (CSAT) and loyalty (NPS) surveys, conducted with customers in both the B2B and retail chains. Analysis of this data guides strategic decisions, product development, and adjustments to operational and service processes. The initiatives are accompanied by goals, indicators and continuous of social and environmental impact assessments.

GRI 201-1 Direct economic value generated and distributed

Community investment per mining unit in 2024 (BRL) GRI 201-1

	OWN RESOURCES	TAX INCENTIVES
Serra Azul Mine Unit (Itatiaiuçu and Mateus Leme Communities)	259,562.54	804,059.67
Andrade Mine Unit (Bela Vista de Minas and João Monlevade Communities)	280,980.09	365,850.00

GRI 413-1 Operations with local community engagement, impact assessments, and development programs

All of the company's units maintain structured engagement initiatives with local communities, encompassing 100 percent of operations with impact assessments, active listening, and social programs. The actions are guided by participatory diagnoses conducted through workshops, interviews, meetings, and stakeholder mapping, with the aim of understanding social impacts and directing social and environmental initiatives.

Environmental impact assessments are conducted using methodologies such as the Survey of Environmental Aspects and Impacts (LAIA), a standardized tool applied across all units, with continuous monitoring and periodic reviews. The results are published in the annual reports. Social assessments are publicly disclosed at the Pecém, Vega, Tubarão, and Mineração and BioForests units, while the Longos – Industrial unit is still in the process of structuring this initiative.

Local development plans have already been formalized at the Pecém, Vega, Tubarão, and Mineração e BioForests

units, aligned with the demands identified within the communities. At the Longos – Industrial unit, these plans are under construction, and implementation is scheduled for early 2025. The company also maintains stakeholder engagement plans, structured through various relationship formats such as councils, forums, and meetings with community leaders.

The community has formal channels for submitting suggestions, complaints, and requests, including an ombudsman, e-mail, meetings, online forms, and digital media. Some units also highlight specific relationship programs, such as the ArcelorMittal with the Community program (Mining and BioForests), the Social Dialogue Program (Pecém), the Socio-Environmental Cooperation Program (Tubarão), reputation surveys and community bulletins (Vega).

GRI 413-2 Operations with significant actual and potential negative impacts on local communities

ArcelorMittal Brasil acknowledges that its industrial, mining, and forestry operations may generate significant actual and potential negative impacts on the local communities where it operates. These impacts are mainly due

to the presence of units in inhabited urban or rural areas, as well as the characteristics inherent to industrial and extractive processes.

Industrial units in the Long segment (located in Minas Gerais, São Paulo, Rio de Janeiro, and Mato Grosso do Sul) report actual and potential impacts related to environmental pollution (including atmospheric emissions and dust generation), degradation of natural resources, noise, and indirect effects such as increased traffic and pressure on public services. In Ceará, the Pecém unit highlights environmental impacts identified since the licensing phase, with ongoing control and monitoring measures in place to ensure legal compliance and mitigate potential effects on neighboring communities.

Mining units in Minas Gerais also recognize impacts such as environmental degradation, intensive land use, rising real estate costs associated with operational expansion projects, and social pressures, including community conflicts and the risk of illicit practices such as child labor and labor akin to slavery. Engagement actions with affected communities—such as consultation processes, active listening, participatory assessments, and local

development plans—are reported in detail within the indicators. **GRI 2-25, 2-29 and 413-1**

GRI 2-25 Processes to remediate negative impacts

ArcelorMittal Brasil has legal commitments to repair negative impacts caused by the change in the emergency level of the Serra Azul Mine dam, in Itatiaiuçu. In February 2019, a preventive evacuation was carried out in part of the Pinheiros community, located within the Self-Rescue Zone (ZAS), along with the relocation of animals. Since then, the company has signed several agreements with the Federal and State Public Prosecutor's Offices, all developed with the active participation of the community through the Commission of Affected People from Itatiaiuçu.

In addition, the company has made a commitment with the state of Espírito Santo and the Public Prosecutor's Office to improve air emissions controls in the Greater Vitória Metropolitan Region, applying the best available technologies and monitoring the results.

The organization provides multiple complaint mechanisms accessible to all stakeholders, including a hotline, e-mail, contact forms, social media, and an ombudsman, as well as external channels such as independent ombudsman offices, regulatory agencies, and public authorities.

The channels are confidential, allow anonymity, and are communicated to the company's highest governance body. Complaints can cover any topic and are directed to the responsible departments, as appropriate.

In addition to its complaints mechanisms, ArcelorMittal proactively engages with stakeholders through a sustainability strategy aligned with the 17 UN SDGs, guided by principles that seek to minimize negative impacts and drive continuous improvement.

Although stakeholders are not formally involved in managing the complaints mechanisms, feedback is provided on complaints whenever possible. The effectiveness of the channels is monitored through KPIs related to the number of complaints, topics covered, and outcomes. The channel is confidential and there is currently no formal measurement of user satisfaction.

Economic and financial performance

GRI 201-1 Direct economic value generated and distributed

Direct economic value generated (BRL million) GRI 201-1

	2022	2023	2024
Revenues	87,515	87,608	83,649

Economic value distributed (BRL thousand) GRI 201-1

	2022	2023	2024
	Value (BRL)	Value (BRL)	Value (BRL)
Operating costs	65,195	70,359	66,212
Employee salaries and benefits	3,077	3,810	4,149
Payments to providers of capital	6,812	6,838	7,236
Payments to government	7,191	4,297	4,192
Donations – Investments in the community	99	98	94
TOTAL	82,373	85,402	81,883

¹ In the 2022 cycle, the amounts previously reported under the Remuneration of third-party capital and Remuneration of equity categories were consolidated into the new category Payments to capital providers. GRI 2-4

Economic value retained (BRL million) GRI 201-1

	2022	2023	2024
Direct economic value generated less economic value distributed	5,141	2,206	1,766

GRI 207-1 Approach to tax
GRI 207-2 Tax strategy governance, control and risk management
GRI 207- 3 Stakeholder engagement and management of concerns related to tax

ArcelorMittal Brasil adopts a tax strategy integrated into its corporate processes and in line with the principles of compliance and integrity. Although not public, this strategy is formalized in internal documents and is overseen by its Corporate Vice-Presidency of Finance and IT. The strategy evaluation is not conducted on a fixed schedule but takes place in accordance with strategic and regulatory needs.

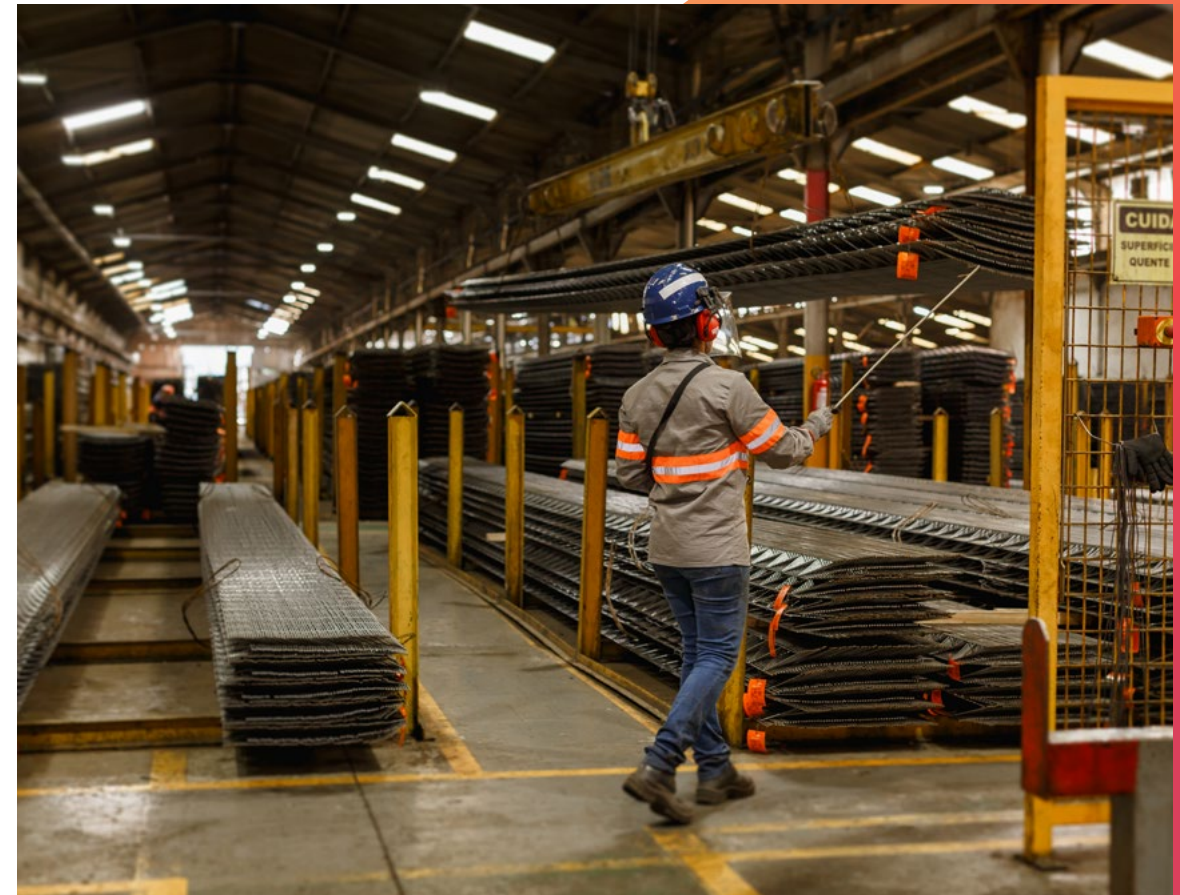
The tax strategy is aligned with the organization's business guidelines, including corporate sustainability aspects. This alignment is achieved through the analysis of risks and opportunities, integration with strategic objectives, the involvement of senior management and the continuous review of tax practices. The approach also considers the socioeconomic impacts of the Company's tax activities, such as employability, legal compliance and environmental impact.

Tax risk control and management are the responsibility of the same governance body. The risks are identified based on different criteria, such as assessment of organizational structure, analysis of transactions and partnerships, internal audits and changes in legislation. These risks are mitigated through training, specialized consultancy, constant communication with tax authorities, and internal monitoring and evaluation systems. To ensure that the governance structure is consistent with fiscal control practices, the company conducts internal audits, clearly defines responsibilities, and promotes transparency and corporate education initiatives on the topic.

Business conduct is monitored by institutional mechanisms that allow for reporting concerns and potential deviations, including an ombudsman channel, an ethics and compliance hotline, specialized committees, suggestion boxes, and independent audits. Tax report verification and compliance are conducted through external and internal audits, document reviews, and the use of specialized tools; however, tax verification reports are not publicly disclosed.

With respect to stakeholder engagement, the company maintains continuous dialogue with tax authorities through proactive cooperation, transparency, and participation in tax policy initiatives. It participates in public consultations,

sectoral forums and interest groups that discuss the tax system and its impacts. Stakeholder concerns are assessed in strategic meetings and audits, but have not, to date, resulted in changes to the company's fiscal approach.





GRI Content Summary



GRI Content Summary

STATEMENT OF USE	ArcelorMittal reported in accordance with the GRI Standards for the period ranging from January 1 2023 to December 31, 2024.
GRI 1 USED	GRI 1: Fundamentals 2021
APPLICABLE GRI SECTOR STANDARD	14: Mining Sector 2024

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
General disclosures							
The organization and its reporting practices							
GRI 2: General Disclosures 2021	2-1 Organizational details	16					
	2-2 Entities included in the organization's sustainability reporting	16					
	2-3 Reporting period, frequency, and contact point	16					
	2-4 Restatements of information	88, 90, 110, 115					
	2-5 External assurance	143					
Activities and workers							
GRI 2: General Disclosures 2021	2-6 Activities, value chain, and other business relationships	21					
	2-7 Employees	107, 108				8, 10	
	2-8 Workers who are not employees	108				8	

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
General disclosures							
Governance							
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	33, 85				5, 16	
	2-10 Nomination and selection of the highest governance body	33				5, 16	
	2-11 Chair of the highest governance body	33				16	
	2-12 Role of the highest governance body in overseeing the management of impacts	33				16	
	2-13 Delegation of responsibility for managing impacts	85					
	2-14 Role of the highest governance body in sustainability reporting	16					
	2-15 Conflicts of interest	86				16	
	2-16 Communication of critical concerns	86	B	Information not available	All crucial concerns are assessed and appropriately addressed. However, the total number reported is not monitored, as it is not a control indicator of the organization.		

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
General disclosures							
Governance							
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	33					
	2-18 Evaluation of the performance of the highest governance body	34					
	2-19 Remuneration policies		All	Confidential information	The corporate policy and the process for determining remuneration involve strategic and business-sensitive information, which is why the company chooses not to disclose it.		
	2-20 Process to determine remuneration	108					
	2-21 Annual total compensation ratio		All	Confidential information	The information on paid remuneration addresses strategic and sensitive business matters and, in order to preserve the privacy of those involved, the company has chosen not to disclose it.		

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
General disclosures							
Strategy, policies, and practices							
GRI 2: General Disclosures 2021	2-22 Approach to stakeholder engagement	4					
GRI 2: General Disclosures 2021	2-23 Policy commitments	86				16	
	2-24 Embedding policy commitments	86					
	2-25 Processes to remediate negative impacts	74, 114					
	2-26 Mechanisms for seeking advice and raising concerns	37				16	
	2-27 Compliance with laws and regulations	87					
	2-28 Membership associations	93					
Stakeholder engagement							
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	74, 113, 114					
	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	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
GRI 3: Material Topics 2021	3-1 Process of determining material topics	17					
	3-2 List of material topics	17					
Climate change and air emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	61					14.1.1 14.2.1 14.3.1
GRI 201: Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	98				13	14.2.2
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	98				3, 12, 13, 14, 15	14.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	99				3, 12, 13, 14, 15	14.1.6
	305-3 Other indirect (Scope 3) GHG emissions	99				3, 12, 13, 14, 15	14.1.7
	305-4 GHG emissions intensity	99				13, 14, 15	14.1.8
	305-5 Reduction of GHG emissions	99				13, 14, 15	14.1.9

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Climate change and air emissions							
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO _x), sulfur oxides (SOx) and other significant air emissions	100				3, 12, 14, 15	14.3.2
Biodiversity and ecosystems							
GRI 3: Material Topics 2021	3-3 Management of material topics	65					14.4.1
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	102				6, 14, 15	14.4.2
	101-2 Management of biodiversity impacts	102				1, 6, 11, 12, 13, 14.15	14.4.3
	101-4 Identification of biodiversity impacts	102					14.4.4
	101-5 Locations with biodiversity impacts	102				1, 6, 11, 12, 14, 15	14.4.5
	101-6 Direct drivers of biodiversity loss	102				6, 8, 11, 12, 14, 15	14.4.6
	101-7 Changes to the state of biodiversity	102				6, 14, 15	14.4.7
	101-8 Ecosystem services	102				1, 11	14.4.8

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Water and Effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	55, 94					14.7.1
	303-1 Interactions with water as a shared resource	94, 95				6, 12	14.7.2
	303-2 Management of water discharge-related impacts	95				6	14.7.3
	303-3 Water withdrawal	95				6	14.7.4
	303-4 Water discharge	95				6	14.7.5
	GRI 303: Water and Effluents 2018	303-5 Water consumption	All	Information unavailable	The indicator is currently calculated as the sum of total water withdrawn + total water recirculated - effluents—differing from the GRI standard, which excludes total water recirculated from its methodology. As each unit uses different methodologies to calculate recirculated water, the indicator has not been reported. A corporate system is being implemented to standardize this calculation, and the data is scheduled to be presented next year.	6	14.7.6

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Circular Economy (Waste and co-products)							
GRI 3: Material Topics 2021	3-3 Management of material topics	57				14.5.1	14.6.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	55				3, 6, 11, 12	14.5.2
	306-2 Management of significant waste-related impacts	55				3, 6, 8, 11, 12	14.5.3
	306-3 Waste generated	95				3, 6, 11, 12, 15	14.5.4
	306-4 Waste diverted from disposal	96				3, 11, 12	14.5.5
	306-5 Waste directed to disposal	97				3, 6, 11, 12, 15	14.5.6
Health, well-being and occupational safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	68					14.16.1
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	68				8	14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation	68, 103				8	14.16.3
	403-3 Occupational health services	68, 104				8	14.16.4

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Health, well-being and occupational safety							
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	105				8, 16	14.16.5
	403-5 Worker training on occupational health and safety	68, 105				9	14.16.6
	403-6 Promotion of worker health	68				3	14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	105				8	14.16.8
	403-8 Workers covered by an occupational health and safety management system	104				8	14.16.9
	403-9 Work-related injuries	106				3, 8, 16	14.16.10

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Health, well-being and occupational safety							
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	In 2024, no fatalities or cases of occupational diseases requiring mandatory reporting were recorded. The organization maps and controls hazards that can result in occupational diseases, considering physical, chemical, biological, ergonomic and psychosocial agents, among others associated with work conditions.				3, 8, 16	14.16.11

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Governance, ethics and integrity							
GRI 3: Material Topics 2021	3-3 Management of material topics	36					14.22.1 14.23.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	113, 115				8, 9	14.9.2, 14.23.2
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	87				16	14.22.2
	205-2 Communication and training about anti-corruption policies and procedures	88, 89	A, B	Information unavailable	The organization does not have the total number of members of the governance body broken down by region, as well as the total number of business partners to whom the anti-corruption procedures and policies have been communicated.	16	14.22.3
	205-3 Confirmed incidents of corruption and actions taken		All	Confidential Information	All reports received by ArcelorMittal Brasil are investigated and reported with the utmost confidentiality in accordance with the Reporting Policy.	16	14.22.4

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Governance, ethics and integrity							
GRI 14: Mining Sector 2024	Describe the approach to contract transparency, including whether contracts and licenses are made publicly and, if so, where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future	89					14.22.5
GRI 14: Mining Sector 2024	List the organization’s beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers: • name, nationality and country of residence; • if they are politically exposed persons; • level of ownership interest; • how ownership interest or control is exercised.	85					14.22.6

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Governance, ethics and integrity							
GRI 206: Anti-competitive behavior 2016	206- 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, the organization registered six lawsuits related to unfair competition, antitrust or monopoly practices. All actions remain pending.				16	
GRI 207: Tax 2019	207-1 - Approach to tax	116				1, 10, 17	14.23.4
	207-2 Tax strategy governance, control and risk management	116				1, 10, 17	14.23.5
	207-3 Stakeholder engagement and management of concerns related to tax	116				1, 10, 17	14.23.6
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	112, 113				5, 8	14.21.5
	405-2 Ratio of the basic salary and remuneration of women to men		All	Confidential information	The ratio of the basic salary received by women and that received by men involves strategic and sensitive information for the organization, which is why we chose not to disclose it.	5, 8, 10	14.21.6

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Governance, ethics and integrity							
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		All	Confidential information	Information required is open only to specific teams of the company, such as the compliance officer and the Forensic and Internal Auditing departments. These areas have independence in regard to the organizational structure established in Brazil and report directly to the ArcelorMittal Group, in Luxembourg. This independence is essential for the teams to be able to act with integrity and objectivity.	5, 8	14.21.7
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	14.24.2

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Governance, ethics and integrity							
GRI 416: Consumer Health and Safety 2016	416-2 Incidents of does non-compliance concerning the health and safety impacts of products and services		All	Information unavailable	The controls necessary to generate reliable information are being reviewed. Therefore, the results related to the year 2024 were not disclosed, and those for 2023, disclosed in the previous year's report, are also being reviewed.	16	
Human Rights							
GRI 3: Material Topics 2021	3-3 Management of material topics	39					14.14.1, 14.17.1 14.18.1, 14.19.1
GRI 408: Child labor 2016 work 2018	408-1 Operations and suppliers at significant risk for incidents of child labor	92				5, 8, 16	14.18.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	92				5, 8	14.19.2

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Human Rights							
GRI 410: Security Practices 2016	410-1 Security personnel trained in Human Rights policies or procedures		All	Information unavailable	It has not yet been possible to identify the percentage of security personnel trained in Human Rights policies or procedures, but controls are being created so that in the next report this information is available.	16	14.14.2
People management (Labor relations, attraction, retention and development)							
GRI 3: Material Topics 2021	3-3 Management of material topics	73					14.17.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		All	Confidential information	The ratio of the basic salary received by women and men involves strategic and sensitive information for the organization. The company chooses not to disclose it.	1.5, 8	14.17.2
GRI 401: Employment 2016	401-1 New employees hires and employee turnover	109				5, 8, 10	14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part employees	69				3, 5, 8	14.17.4
	401-3 Parental leave	110				5.8	14.17.5, 14.21.3

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
People management (Labor relations, attraction, retention and development)							
GRI 402: Labor/Management Relations 2016	402-1 Minimum caveat periods regarding operational changes	There is no minimum caveat periods regarding operational changes. This assertion is due to the variable characteristics of each event and case, and there is no minimum period stipulated for this notice.				8	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	110				4, 5, 8, 10	14.17.7, 14.21.4
	404-2 Programs for upgrading employee skills and transition assistance programs	73, 111				8	14.8.3, 14.17.8
	404-3 Percentage of employees receiving regular performance and career development reviews	111				5, 8, 10	
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	111				8	

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Safe and responsible products and services							
GRI 3: Material Topics 2021	3-3 Management of material topics	28					
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	All products are accompanied by complete information on their origin, composition, safe use, disposal, and environmental and social impacts. In 2024, 100 percent of product categories were assessed for compliance with internal labeling and information procedures, and alignment with legal and voluntary requirements.				12	
	417-2 Cases of non-compliance related to product and service labeling	There were no recorded cases of non-compliance with laws or voluntary codes related to labeling or communication of information about the products.				16	

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Safe and responsible products and services							
GRI 417: Marketing and labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	No cases of non-compliance with laws and/or voluntary codes in relation to marketing communications were identified.				16	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no cases of substantiated complaints concerning breaches of customer privacy and losses of customer data.				16	
Innovation and technology							
GRI 3: Material Topics 2021	3-3 Management of material topics	29					
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	78				5, 9, 11	14.9.3
Energy efficiency							
GRI 3: Material Topics 2021	3-3 Management of material topics	64					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	101				7, 8, 12, 13	14.1.2

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Energy efficiency							
GRI 302: Energy 2016	302-2 Energy consumption outside the organization	Energy consumption outside the organization is not controlled by the company. Scope 3 emissions are monitored only during the preparation of the greenhouse gas inventory.				7, 8, 12, 13	14.1.3
	302-3 Energy intensity	101				7, 8, 12, 13	14.1.4
	302-4 Reduction of energy consumption	102				7, 8, 12, 13	
	302-5 Reductions in energy requirements for products and services	102				7, 8, 12, 13	
Supply chain management							
GRI 3: Material Topics 2021	3-3 Management of material topics	41					
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	90				8	
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers that were screened using environmental criteria	90, 91					

GRI STANDARDS	CONTENT	LOCATION	OMISSION			SDG	GRI SECTOR STANDARDS REFERENCE NUMBER
			REQUIREMENTS OMITTED	REASON	EXPLANATION		
Material topics							
Supply chain management							
GRI 308: Environmental assessment of suppliers 2016	308-2 Negative environmental impacts in the supply chain and actions taken	90, 91					
GRI 414: Social Evaluation of Suppliers 2016	414-1 New suppliers that were screened using social criteria	90, 91, 92				5, 8, 16	14.17.9, 14.18.3, 14.19.3
	414-2 Negative social impacts in the supply chain and actions taken	90, 91, 92				5, 8, 16	14.17.10
Development of local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	74					14.10.1
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	114					14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities	114				1, 2	14.10.3

SASB Content Summary



SASB Content Summary

SASB TOPIC	CODE	REPORT METRICS	PAGE AND/OR CONTENT	OMISSION
Industry: Metals and Mining				
Activity Metrics	EM-MM-000.A	Total ore processed	21, 24, 83	
	EM-MM-000.B	Proven and probable reserves	24	
	EM-MM-000.C	Total production of non-metallic ores	ArcelorMittal Brasil does not produce non-metallic minerals.	
Greenhouse gas emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	98	
	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	61	
Air quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO ₂ , (2) NO _x (excluding N ₂ O), (3) SO _x , (4) Particulate matter (PM10), (5) Mercury (Hg), (6) Lead (Pb), (7) Volatile organic compounds (VOCs)	100	
Energy Management	EM-MM-130a.1	Total energy consumed, percentage grid electricity and percentage renewable	101	
Water Management	EM-MM-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each regions with high or extremely high baseline water stress	95	

SASB TOPIC	CODE	REPORT METRICS	PAGE AND/OR CONTENT	OMISSION
Sector: Metals and Mining				
Water Management	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	According to procedure AM_ENV_PR_004_01 - Environmental Compliance Methodology, all incidents of non-compliance related to meeting legal environmental requirements must be recorded in ArcelorMittal Group's Environmental Corporate Compliance Database. However, the indicator will not be responded to on account of confidentiality.	
Workforce Health and Safety	EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	106	The incident rate and the fatality rate were calculated based on 1,000,000 hours. Up to 2024, information on specific OHS (Occupational Health and Safety) training and the near-miss rate had not been calculated.
Sector: Iron and Steel Producers				
Activity Metrics	EM-IS-000.A	Crude steel production, percentage per process (BOF, EAF)	21	
	EM-IS-000.B	Total iron ore production	2,875,585 (Considering production from the Andrade and Serra Azul Mines)	
	EM-IS-000.C	Total coking coal production	ArcelorMittal Brasil's mining operations are solely iron ore extraction. Therefore, there is no extraction of coal.	
Greenhouse gas emissions	EM-IS-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	98	

SASB TOPIC	CODE	REPORT METRICS	PAGE AND/OR CONTENT	OMISSION
Sector: Iron and Steel Producers				
Greenhouse gas emissions	EM-IS-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	61, 100	
Air quality	EM-IS-120a.1	Air emissions of the following pollutants: (1) CO ₂ , (2) NO _x (excluding N ₂ O), (3) SO _x , (4) Particulate matter (PM10), (5) Mercury (Hg), (6) Lead (Pb), (7) Volatile organic compounds (VOCs)	100	
Energy Management	EM-IS-130a.1	Total energy consumed, percentage grid electricity, percentage renewable	101	
	EM-IS-130a.2	Total fuel consumption: percentage coal, percentage natural gas, percentage renewable	101	
Water Management	EM-IS-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each regions with high or extremely high baseline water stress	95	
Waste Management	EM-IS-150a.1	(1) Amount of waste generated, (2) percentage hazardous, (3) percentage recycled	95, 96	
Workforce Health and Safety	EM-IS-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	106	The incident rate and the fatality rate were calculated based on 1,000,000 hours. Up to 2024, information on specific OHS (Occupational Health and Safety) training and the near-miss rate had not been calculated.
Supply Chain Management	EM-IS-430a.1	Discussion of the process for managing iron ore or coking coal sourcing risks arising from environmental and social issues	41	



Assurance Report





DECLARAÇÃO DE VERIFICAÇÃO

INTRODUÇÃO

O Bureau Veritas Certification Brasil, estabelecido na Alameda Xingu, 350 – Alphaville Industrial, Barueri, São Paulo, inscrito no Cadastro Nacional de Pessoas Jurídicas sob o nº CNPJ 72.368.012/0002-65, declara, para os fins devidos, que fica a **ARCELORMITTAL BRASIL S/A**, estabelecido na Avenida Brasil, 1654 Funcionários - 30140-003 - Belo Horizonte MG - Brasil, inscrita no Cadastro Nacional de Pessoas Jurídicas sob o nº CNPJ: 25.549.361/0001-12, autorizada a publicar em todos os seus título e sites o trecho da Declaração de Verificação conforme redação a seguir:

“O Bureau Veritas Certification, com base nos processos e procedimentos descritos no seu Relatório de Verificação, declara que para o Relatório de Sustentabilidade da **ARCELORMITTAL BRASIL S/A**, não existe evidência de que o mesmo não esteja materialmente correto, não seja uma representação justa dos dados e informações da Asseguração, e não tenha sido preparado de acordo com as especificações da ISAE 3000”

ESCOPO

O escopo desta verificação abrangeu os padrões e Princípios¹ da Global Reporting Initiative™ para Relatórios de Sustentabilidade e se refere à prestação de contas do período de 01 de janeiro de 2024 a 31 de dezembro de 2024, assim como indicadores da SASB (Sustainability Accounting Standards Board) como parte do processo de asseguração, o Sustainable Industry Classification System® (SICS®) - Under Stewardship of the International Sustainability Standards Board IF-WU, Water Utilities & Services.

LIMITAÇÕES E EXCLUSÕES

Foi excluída desta verificação qualquer avaliação de informações relacionadas à(ao):

- Atividades fora do período reportado;
- Declarações de posicionamento (expressões de opinião, crença, objetivos ou futuras intenções) por parte da **ARCELORMITTAL BRASIL S/A**;
- Exatidão de dados econômico-financeiros contidos neste Relatório, extraídas de demonstrações financeiras, verificadas por auditores independentes;
- Inventário de emissões de Gases de Efeito Estufa (GEE), incluindo dados de energia (verificado em processo a parte por outra equipe do Bureau Veritas);



- Dados e informações de empresas coligadas ou colaboradores terceirizados, sobre as quais não há controle operacional por parte **ARCELORMITTAL BRASIL S/A**

As seguintes limitações foram aplicadas a esta verificação:

Os princípios de Exatidão e Confiabilidade de dados foram verificados de forma amostral, exclusivamente à luz das informações e dados relacionados aos temas materiais apresentados no Relatório;

As informações econômicas apresentadas no Relatório foram verificadas especificamente frente aos princípios de Equilíbrio e Completude da GRI.

¹ Exatidão, Equilíbrio, Clareza, Comparabilidade, Completude, Contexto da Sustentabilidade, Tempestividade e Verificabilidade.

MÉTODO DE TRABALHO

O trabalho se deu a partir das seguintes etapas:

1. Entrevistas com responsáveis pelos temas materiais e pelo conteúdo do Relatório;
2. Verificação remota acerca dos processos corporativos e operacionais (verificação de indicadores materiais GRI e SASB e amostragem de informações);
3. Análise de evidências documentais fornecidas pela **ARCELORMITTAL BRASIL S/A** para o período coberto pelo Relatório (2024);
4. Análise das atividades de engajamento com partes interessadas (stakeholders) desenvolvidas pela **ARCELORMITTAL BRASIL S/A**;
5. Avaliação da sistemática utilizada para determinação dos aspectos materiais incluídos no Relatório, considerando o contexto da sustentabilidade e abrangência das informações publicadas.

O nível de verificação adotado foi o Razoável, de acordo com os requisitos da norma ISAE 3000², incorporados aos protocolos internos de verificação do Bureau Veritas.

RESPONSABILIDADES DA ARCELORMITTAL BRASIL S/A E DO BUREAU VERITAS

As apresentações de todas as documentações relacionadas ao Escopo foram de inteira responsabilidade da **ARCELORMITTAL BRASIL S/A**. As auditoras foram responsáveis por verificar e analisar as documentações e ações realizadas de forma remota e, com isso, validar o proposto no escopo.



CONCLUSÃO

Como resultado de nosso processo de verificação, nada chegou ao nosso conhecimento que pudesse indicar que:

- As informações prestadas no Relatório não sejam equilibradas, consistentes e confiáveis;
- A ARCELORMITTAL BRASIL S/A não tenha estabelecido sistemas apropriados para coleta, compilação e análise de dados quantitativos e qualitativos, utilizados no Relatório;
- O Relatório não seja aderente aos Princípios para definição de conteúdo e qualidade do Padrão GRI para relatórios de sustentabilidade.

VALIDADE

Esta Declaração de Asseguração não possui data de validade. Entretanto, a asseguração, foi realizada de acordo com o estudo apresentado pela ARCELORMITTAL BRASIL S/A conduzido no período de 01/05/2025 a 01/07/2025.

Ressalta-se que, caso haja alguma modificação significativa, inclusão ou exclusão de dados/informações atualmente estabelecidas e validadas em relação ao escopo desta Declaração, deve-se realizar nova asseguração.

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



DECLARAÇÃO DE INDEPENDÊNCIA E IMPARCIALIDADE

O Bureau Veritas é uma empresa independente, com mais de 196 anos de experiência em verificação de Sistemas de Gestão de Qualidade, Meio Ambiente e Sustentabilidade. Possui um Sistema de Gestão da Qualidade certificado, garantindo conformidade ética, profissional e legal. Sua equipe atua de forma independente, sem vínculo com a (empresa verificada). Além disso, aplica um Código de Ética rigoroso para assegurar altos padrões de integridade e profissionalismo.

Ao final do processo e Asseguração foram gerados Relatórios Detalhados de Asseguração, mantidos como registro em nosso Sistema de Gestão.

CONTATO

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

São Paulo, 10 de julho de 2025



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Grupo Report

PROOFREADING

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ArcelorMittal

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